

**Table 2****Field Instructor's Assessment of Student's Achievement of Practice Behaviors  
Fall 2015 & Spring 2016**

<b>Competencies and Practice Behaviors</b>	<b>Field Instructor Fall 2015</b>	<b>Field Instructor Spring 2016</b>
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>		
1.1 Make ethical decisions by applying the standards, of the NASW Code of Ethics, relevant laws and regulation, model for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context;	4.21	4.10
1.2 Use reflection and self-regulation to manage personal values and maintain professionalism in practice settings;	4.15	3.90
1.3 Demonstrate professional demeanor in behavior, appearance, and oral, written, and electronic communication;	3.89	4.00
1.4 Use technology ethically and appropriately to facilitate practice outcome; and	4.00	3.80
1.5 Use supervision and consultation to guide professional judgment and behavior	4.10	4.10
<b>Competency 2: Engage Diversity and Difference in Practice</b>		
2.1 Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;	4.15	4.00
2.2 Present themselves as learners and engage clients and constituencies as expert of their own experience; and	4.15	4.15
2.3 Apply self-awareness and self-regulations to manage the influence of personal biases and value in working with diverse clients and constituencies	4.15	4.20
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>		
3.1 Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and	4.15	3.80
3.2 Engage in practices that advance social, economic, and environmental justice	4.10	3.90
<b>Competency 4: Engage in Practice-Informed and Research-Informed Practice</b>		
4.1 Use practice experience and theory to inform scientific inquiry and research;	2.89	3.30
4.2 Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and	3.00	3.30
4.3 Use and translate research evidence to inform and improve practice, policy, and service delivery	2.94	3.30

<b>Competencies and Practice Behaviors</b>	<b>Field Instructor Fall 2015</b>	<b>Field Instructor Spring 2016</b>
<b>Competency 5: Engage in Policy Practice</b>		
5.1 Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;	4.00	4.05
5.2 Assess how social welfare and economic policies impacts well-being, service delivery, and access to social services; and	3.89	4.05
5.3 Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice	3.63	3.80
<b>Competency 6: Engage with Individual, Families, Groups, Organizations, and Communities</b>		
6.1 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and	4.15	3.80
6.2 Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies	4.36	4.10
<b>Competency 7: Assess Individuals, Families, Groups, Organization, and Communities</b>		
7.1 Collect and organize data, and apply critical thinking to interpret information from clients and constituencies;	3.84	3.90
7.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies;	3.84	4.05
7.3 Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs and challenges within clients and constituencies; and	3.42	3.85
7.4 Select appropriate intervention strategies bases on the assessment, research knowledge, and values and preferences of clients and constituencies	4.05	4.15
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>		
8.1 Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;	4.15	3.85
8.2 Apply knowledge of human behavior and the social environment, person-in-environment and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;	4.10	4.10
8.3 Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;	4.26	3.85
8.4 Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and	4.36	3.85

8.5 facilitate effective transitions and endings that advance mutually agreed-on goals	4.10	3.65
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>		
9.1 Select and use appropriate methods for evaluation of outcomes;	3.94	3.85
9.2 Apply knowledge of human behavior and the social environment, person-in-person, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;	4.10	4.10
9.3 Critically analyze, monitor, and evaluate intervention and program processes and outcomes; and	3.78	3.85
9.4 Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels	3.73	3.75

Field Instructors' Assessment of Student's Achievement of Practice Behaviors  
n=19

Fifteen field instructors' rated nineteen students' achievement of practice behaviors on a scale of 1 to 5 for final semester fall 2015, with five being the highest rating. A mean score of 4.00 is the program's benchmark for achievement of the practice behaviors. There should have been twenty-one students, but one student withdrew and the other took the course the previous year.

Competency 1: Demonstrate ethical and professional behavior contains five practice behaviors as follows: (1.1) Make ethical decisions by applying the standards, of the NASW Code of Ethics, relevant laws and regulation, model for ethical decision-making, ethical conductor research, and additional codes of ethics as appropriate to context: 52.6% of field instructors responded excellent, 15.8% above average, and 31.6% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.21 which is higher than the program's benchmark. (1.2) Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations: 47.4% of field instructors responded excellent, 21.1% above average, and 31.6% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.15 which exceed the program's benchmark. (1.3) Demonstrate professional demeanor in behavior, appearance, and oral, written, and electronic communication: 42.1% of field instructors responded excellent, 15.8% above average, 31.6% average, and 10.5% deficient. A total of 89.5% of the field instructors responded 3.0 or higher. The aggregate mean is 3.89 which is slightly under the program's benchmark. (1.4) Use technology ethically and appropriately to facilitate practice outcome: 42.1% of field instructors responded excellent, 5.3% above average, 42.1% average, and 10.5% missing response. A total of 89.5% of the field instructors responded 3.0 or higher. The aggregate mean is 4.00 which is the program's benchmark. (1.5) Use supervision and consultation to guide professional judgment and behavior: 47.4% of field instructors responded excellent, 15.8% above average, and 36.8% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.10 which exceed the program's benchmark.

Competency 2: Engage diversity and difference in practice contains three practice behaviors: (2.1) Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels: 42.1% of field instructors responded excellent, 15.8% above average, 38.9% average, and 5.3% missing

response. A total of 94.7% of the field instructors responded 3.0 or higher. The aggregate mean is 4.05 which exceeds the program's benchmark. (2.2) Present themselves as learners and engage clients and constituencies as expert of their own experience: 47.4% of field instructors responded excellent and 21.1% above average, and 31.6% average. A total of 100.0% of the field instructors responded 3.0 or higher. The aggregate mean is 4.15 which exceed the program's benchmark. (2.3) Apply self-awareness and self-regulations to manage the influence of personal biases and value in working with diverse clients and constituencies: 47.4% of field instructors responded excellent and 21.1% above average, and 31.6% average. A total of 100.0% of the field instructors responded 3.0 or higher. The aggregate mean 4.15 which exceed the program's benchmark.

Competency 3: Advance human rights and social, economic, and environmental justice contains two practice behaviors: (3.1) – Apply understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels: 47.4% of field instructors responded excellent, 21.1% above average, and 31.6% average. A total of 100.0% of the field instructors responded 3.0 or higher. The aggregate mean is 4.15 which exceed the program's benchmark. (3.2) – Engage in practices that advance social, economic, and, environmental justice: 42.1% of field instructors responded excellent, 26.3% above average, and 31.6% average. A total of 100.0% of the field instructors responded 3.0 or higher. The aggregate mean is 4.10 which is higher than the program's benchmark.

Competency 4: Engage in practice-informed and research-informed practice contains three practice behaviors: (4.1) Use practice experience and theory to inform scientific inquiry and research: 21.1% of field instructors responded excellent, 26.3% above average, 26.3% average, and 26.3% not assessed. A total of 73.7% of the field instructors responded 3.0 or higher. The aggregate mean is 2.89 which does not exceed the program's benchmark. (4.2) Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings: 31.6% of field instructors responded excellent, 15.8% above average, 26.3% average, and 26.3% not assessed. A total of 73.4% of the field instructors responded 3.0 or higher. The aggregate mean is 3.00 which is under the program's benchmark. (4.3) Use and translate research evidence to inform and improve practice, policy, and service delivery: 26.3% of field instructors responded excellent, 26.3% above average, and 15.8% average, 5.3% deficient, and 26.3% not assessed. A total of 68.4% of the field instructors responded 3.0 or higher. The aggregate mean is 2.94 which is under the program's benchmark.

Competency 5: Engage in policy practice contains three practice behaviors: (5.1) Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services: 42.1% of field instructors responded excellent, 15.8% above average, and 42.1% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.00 which is the program's benchmark. (5.2) Assess how social welfare and economic policies impacts well-being, service delivery, and access to social services: 36.8% of field instructor's responded excellent, 21.1% above average, 36.8% average, and 5.3% deficient. A total of 94.7% of the field instructors responded 3.0 or higher. The aggregate mean is 3.89 which is slightly under the program's benchmark. (5.3) Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice: 26.3% field instructors responded excellent, 26.3% above average, 42.1% average, and 5.3% deficient. A total 94.7% of the field instructors responded 3.0 or higher. The aggregate mean is 3.63 which is under the program's benchmark.

Competency 6: Engage with individuals, families, groups, organizations, and communities have two practice behaviors as follows: (6.1) Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies: 47.4% of field instructors responded excellent, 23.5% above average, and 31.1% average. A total of 100.0% of field instructors responded 3.0 or higher. The aggregate mean is 4.15 which exceeds the program's benchmark. (6.2) use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies: 63.2% of field instructors responded excellent, 10.5% above average, and 26.3% average. A total of 100.0% of the field instructors responded 3.0 or higher. The aggregate mean is 4.36 which is exceeds the program's benchmark.

Competency 7: Assess individuals, families, groups, organizations, and communities contains four practice behaviors as follows: (7.1) Collect and organize data and apply critical thinking to interpret information from clients and constituencies: 47.4% of field instructors responded excellent, 21.1% above average, 21.1% average, and 10.5% not assessed. A total of 89.6% of field instructors responded 3.0 or higher. The aggregate mean is 3.84 which is slightly under the program's benchmark. (7.2) Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies: 47.4% of field instructors responded excellent, 5.3% above average, 42.1% average, and 5.3% not assessed. A total of 94.8% of the field instructors responded 3.0 or higher. The aggregate mean is 3.84 which is slightly under the program's benchmark. (7.3) Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs and challenges within clients and constituencies: 31.6 of field instructors responded excellent, 10.5% above average; 47.5% average, and 10.5 not assessed. A total of 89.5% of the field instructors responded 4.0 or higher. The aggregate mean is 3.42 which is under the program's benchmark. (7.3) Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies: 47.4% of field instructors responded excellent, 10.5% above average, and 42.1 average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.05 which exceeds the program's benchmark.

Competency 8: Intervene with individuals, families, groups, organization, and communities: (8.1) Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies: 47.4% of field instructors responded excellent, 21.1% above average, and 31.6% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.15 which exceeds the program's benchmark. (8.2) Apply knowledge of human behavior and the social environment, person-in-environment and other multidisciplinary theoretical frameworks in interventions with clients and constituencies: 42.1% of field instructors responded excellent, 26.3% above average, and 31.6% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.10 exceeds the program's benchmark. (8.3) Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes: 57.9% of field instructors responded excellent, 10.5% above average, and 31.6% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.26 which exceeds the program's benchmark. (8.4) Negotiate, mediate, and advocate with an on behalf of diverse clients and constituencies: 63.2% of field instructors responded excellent, 10.5% above average, and 26.3% average. A total of 100% field instructors responded 3.0 higher. The aggregate mean is 4.36 which exceeds the program's benchmark. (8.5) Facilitate effective transitions and endings that advance mutually agreed-on goals: 47.4% of field

instructors responded excellent, 15.8% above average, and 36.8% average. A total of 100% field instructors responded 3.0 higher. The aggregate mean is 4.10 which exceeds the program's benchmark.

Competency 9: Evaluate practice with individuals, families, groups, organizations, and communities: (9.1) Select and use appropriate methods for evaluation of outcomes: 52.6% of field instructors responded excellent, 5.3% above average, 36.8% average, and 5.3% not assessed. A total of 94.7% of the field instructors responded 3.0 or higher. The aggregate mean 3.94 which is slightly under the program's benchmark. (9.2) Apply knowledge of human behavior and social environment, person-in-person, and other multidisciplinary theoretical frameworks in the evaluation of outcomes: 52.6% of field instructors responded excellent, 5.3% above average, and 42.1% average. A total of 100.0% of the field instructors responded 3.0 or higher. The aggregate mean is 4.10 which exceeds the program's benchmark. (9.3) Critically analyze, monitor, and evaluate intervention and program processes and outcomes: 36.8% of the field instructors responded excellent, 21.1% above average, 36.8% average, and 5.3 not assessed. A total of 94.7% of the field instructors responded 3.0 or higher. The aggregate mean is 3.78 which is slightly under the program's benchmark. (9.4) Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels: 42.1% of field instructors responded excellent, 5.3% above average, 47.4% average, and 5.3% not assessed. A total of 94.7% of field instructors responded 3.0 or higher. The aggregate mean is 3.73 which is slightly under the program's benchmark.

In summary, Practice Behaviors that were below the aggregate mean are: Practice Behavior 1.3- Demonstrate professional demeanor in behavior, appearance, and oral, written, and electronic communication (3.89); Practice Behavior 4.1- Use practice experience and theory to inform practice scientific inquiry and research (2.89); Practice Behavior 4.2- Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings (3.00); Practice Behavior 4.3- Use and translate research evidence to inform and improve practice, policy, and service delivery (2.94); Practice Behavior 5.2- Assess how social welfare and economic policies impacts well-being, service delivery, and access to social services (3.89); Practice Behavior 5.3- Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice (3.63); Practice Behavior 7.1- Collect and organize data and apply critical thinking to interpret information from clients and constituents (3.84); Practice Behavior, 7.2- Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies (3.84); Practice Behavior 7.3- Develop mutually agree on intervention goals and objectives based on the critical assessment of strength, needs, and challenges within clients and constituencies (3.42); Practice Behavior 9.1- Select and use appropriate methods for evaluation of outcomes (3.94); Practice Behavior 9.3- Critically analyze, monitor, evaluate intervention and program processes and outcomes (3.78); and Practice Behavior 9.4- Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels (3.73).

Field Instructors' Assessment of Student's Achievement of Practice Behaviors  
n=20

Sixteen field instructors' rated twenty students' achievement of practice behaviors on a scale of 1 to 5 for final semester spring 2016, with five being the highest rating. A mean score of 4.00 is the program's benchmark for achievement of the practice behaviors. There should be twenty-one students, but one student withdrew from the first course in the fall, so was unable to begin the second course in the spring. Then out of the twenty students, one student passed the first course in fall, but had to complete the second course in the spring. Out of the twenty students, nineteen graduated, due to one student completing his field, but not completing and failing the course.

Competency 1: Demonstrate ethical and professional behavior: (1.1) Make ethical decisions by applying the standards of NASW Code of Ethics, relevant laws and regulations, model for ethical decision-making ethical conduct of research, and additional codes of ethics as appropriate to context: 50% of field instructors responded excellent, 10% above average, and 40.0% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate means is 4.10 which is above the program's benchmark. (1.2) Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations: 45% of field instructors responded excellent, 15% above average, 25% average, and 15% deficient. A total of 85% of the field instructors responded 3.0 or higher. The aggregate mean is 3.90 which is slightly under the program's benchmark. (1.3) Demonstrate professional demeanor behavior; appearance; and oral, written, and electronic communication: 55% of field instructors responded excellent, 10% above average, 15% average, and 20% deficient. A total of 80% of the field instructors responded 3.0 or higher. The aggregate mean is 4.00 which is the program's benchmark. (1.4) Use technology ethically and appropriately to facilitate practice outcome: 50% of field instructors responded excellent, 10% above average, 30% average, and 10% not assessed. A total of 80% of the field instructors responded 3.0 or higher. The aggregate mean is 3.80 which is slightly under the program's benchmark. (1.5) Use supervision and consultation to guide professional judgment and behavior: 50% of field instructors responded excellent, 15% above average, 30% average, and 5% deficient. A total of 90% of the field instructors responded 3.0 or higher. The aggregate mean is 4.10 which is above the program's benchmark.

Competency 2: Engage diversity and difference in practice: (2.1) Apply and communicate understanding of the importance of diversity and difference in shaping life experience in practice at the micro, mezzo, and macro levels: 45% of field instructors responded excellent, 15% above average, 35% average, and 5% deficient. A total of 95% of the field instructors responded 3.0 or higher. The aggregate mean is 4.00 which is the program's benchmark. (2.2) Present themselves as learners and engage clients and constituencies as expert of their own experience: 50% of field instructors responded excellent, 15% above average, and 35% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.15 which exceed the program's benchmark. (2.3) Apply self-awareness and self-regulations to manage the influence of personal biases and value in working with diverse clients and constituencies: 50% of field instructors responded excellent, 20% above average, and 30% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.30 which exceed program's benchmark.

Competency 3: Advance human rights and social, economic, and environmental justice: (3.1) – Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels: 50% of field instructors responded excellent, 10% above average, 30% average, and 10% not assessed. A total of 90% of the field instructors responded 3.0 or higher. The aggregate mean is 3.80 which is slightly below the program’s benchmark. (3.2) – Engage in practices that advance social, economic, and environmental justice: 50% of field instructors responded excellent, 20% above average, 20% average, and 10% not assessed. A total of 90% of the field instructors responded 3.0 or higher. The aggregate mean is 3.90 which is slightly below the program’s benchmark.

Competency 4: Engage in practice-informed and research-informed practice: (4.1) Use practice experience and theory to inform scientific inquiry and research: 45% of field instructors responded excellent, 15% above average, 15% average, and 25% not assessed. A total of 75% of the field instructors responded 3.0 or higher. The aggregate mean is 3.30 which is below the program’s benchmark. (4.2) Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings: 45% of field instructors responded excellent, 15% above average, and 15% average, and 25% not assessed. A total of 75% of the field instructors responded 3.0 or higher. The aggregate mean is 3.30 which is below the program’s benchmark. (4.3) Use and translate research evidence to inform and improve practice, policy, and service delivery: 40% of field instructors responded excellent, 25% above average, 10% average, and 25% not assessed. A total of 75% of the field instructors responded 3.0 or higher. The aggregate mean is 3.30 which is below the program’s benchmark.

Competency 5: Engage in policy practice: (5.1) Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services: 50% of field instructors responded excellent, 5% above average, and 40%. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.05 which is above the program’s benchmark. (5.2) Assess how social welfare and economic policies impact well-being, service delivery, and access to social services: 50% of field instructors’ responded excellent, 5% responded above average, and 45% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.05 which is above the program’s benchmark. (5.3) Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice: 50% field instructors responded excellent, 10% above average, 30% average, and 10% not assessed. A total 90% of the field instructors responded 3.0 or higher. The aggregate mean is 3.80 which is slightly below the program’s benchmark.

Competency 6: Engage with individuals, families, groups, organizations, and communities: (6.1) Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies: 50% of field instructors responded excellent, 10% above average, 30% average, and 10% not assessed. A total of 90% of field instructors responded 3.0 or higher. The aggregate mean is 3.8 which is slightly below the program’s benchmark. (6.2) Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies: 50% of field instructors responded

excellent, 10% above average, and 40% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.1 which exceeds the program's benchmark.

Competency 7: Assess individuals, families, groups, organizations, and communities: (7.1) Collect and organization data and apply critical thinking to interpret information from clients and constituencies: 50% of field instructors responded excellent, 5% above average, 40% average, and 5% not assessed. A total of 95% of field instructors responded 3.0 or higher. The aggregate mean is 3.90 which is slightly below the program's benchmark. (7.2) Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies: 50% of field instructors responded excellent, 5% above average, and 45% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.05 which exceeds the program's benchmark: (7.3) Develop mutually agreed on intervention goals and objectives based on the critical assessment of strengths, needs and challenges within clients and constituencies: 55% of field instructors responded excellent, 5% above average, 30% average, and 10% not assessed. A total of 90% of field instructors responded 3.0 or higher. The aggregate mean is 3.85 which is slightly below the program's benchmark. (7.4) Select appropriate intervention strategies based on the assessment, research knowledge, values, and preferences of clients and constituencies: 55% of field instructors responded excellent, 5% above average, and 40% average. A total of 100% of field instructors responded 3.0 or higher. The aggregate mean is 4.15 which is above the program's benchmark.

Competency 8: Intervene with individuals, families, groups, organization, and communities: (8.1) Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies: 55% of field instructors responded excellent, 5% above average, 30% average, and 10% not assessed. A total of 90% of the field instructors responded 3.0 or higher. The aggregate mean is 3.85 which is slightly below the program's benchmark. (8.2) Apply knowledge of human behavior and the social environment, person-in-environment and other multidisciplinary theoretical frameworks in interventions with clients and constituencies: 55% of field instructors responded excellent, 0% above average, and 45% average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.10 which is above the program's benchmark. (8.3) Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes: 55% of field instructors responded excellent, 5% above average, 30% average, and 10% not assessed. A total of 90% of the field instructors responded 3.0 or higher. The aggregate mean is 3.85 which is slightly below the program's benchmark. (8.4) Negotiate, mediate, and advocate with an on behalf of diverse clients and constituencies: 55% of field instructors responded excellent, 5% above average, 30% average, and 10% not assessed. A total of 905 of field instructors responded 3.0 or higher. The aggregate mean is 3.65 which is below the program's benchmark. (8.5) Facilitate effective transitions and endings that advance mutually agreed-on goals. 55% of field instructors responded excellent, 30% above average, and 15% average. A total of 100% of field instructors responded 3.0 and higher.

Competency 9: Evaluate practice with individuals, families, groups, organizations, and communities: (9.1) Select and use appropriate methods for evaluation of outcomes: 50% of field instructors responded excellent, 15% above average, 25% average, and 10% not assessed. A total

of 90% of the field instructors responded 3.0 or higher. The aggregate mean 3.85 which is slightly below the program's benchmark. (9.2) Apply knowledge of human behavior and social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes: 55% of field instructors responded excellent and 45 % average. A total of 100% of the field instructors responded 3.0 or higher. The aggregate mean is 4.10 which exceeds the program's benchmark. (9.3) Critically analyze, monitor, and evaluate intervention and program process and outcomes: 55% of field instructors responded excellent, 5% above average, 35% average, and 10% not assessed. A total of 90% field instructors responded 3.0 or higher. The aggregate mean is 3.85 which is slightly below the program's benchmark. (9.4) Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels: 50% of field instructors responded excellent, 5% above average, 35% average, and 10% not assessed. A total of 90% of field instructors responded 3.0 or higher. The aggregate mean is 3.75 which is slightly below the program's benchmark.

In summary, Practice Behaviors that were below the aggregate mean are: Practice Behavior- 1.2- Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations (3.9); Practice Behavior 1.4- Use technology ethically and appropriately to facilitate practice outcomes (3.8); Practice Behavior 3.1- Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels (3.8); Practice Behavior 3.2- Engage in practices that advance, social economic, and environmental justice (3.9); Practice Behavior 4.1- Use practice experience and inquiry to inform scientific inquiry and research (3.3); Practice Behavior 4.2- Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings (3.3); Practice Behavior 4.3- Use and translate research evidence to inform and improve practice, policy, and service delivery (3.3); Practice Behavior 5.3- Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice (3.8); Practice Behavior 6.1- Apply knowledge of human behavior and the social environmental, person-in-environment, and other multidisciplinary theoretical frameworks to engage in clients and constituencies (3.8); Practice Behavior 7.1- Collect and organize data and apply critical thinking to interpret information from clients and constituencies (3.9); Practice Behavior 7.3- Develop mutually agreed on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies (3.85); Practice Behavior 8.1- Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies (3.85); Practice Behavior 8.3- Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes (3.85); Practice Behavior 8.4- Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies (3.85); Practice Behavior 8.5- Facilitate effective transitions and endings that advance mutually agreed on goals (3.65); Practice Behavior 9.1- Select and use appropriate methods and evaluation outcomes (3.85); Practice Behavior 9.3- Critically analyze, monitor, and evaluate intervention and program processes and outcomes (3.85); and Practice Behavior 9.4- Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels (3.75).