

**Table 2. BSW Student Competency, by Rater in Spring 2017**

		<i>Practice Behaviors</i>		<i>Field Evaluation</i>		<i>Self-Evaluation</i>		<i>Case Present</i>		<i>Overall</i>	
		Mean	% BK	Mean	% BK	Mean	% BK	Mean	% BK	Mean	% BK
<b><i>Demonstrate Ethical and Professional Behavior</i></b>											
<b>Competency 1</b>	1a. Make ethical decisions by applying the standards of the NASW code of ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context	4.5	89%	4.6	98%	4.9	96%	<b>4.7</b>	<b>86%</b>		
	1b. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations	4.6	89%	4.8	98%						
	1c. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication	4.7	87%	4.8	98%						
	1d. Use technology ethically and appropriately to facilitate practice outcomes	4.8	97%	4.9	100%						
	1e. Use supervision and consultation to guide professional judgment and behavior	4.8	92%	4.8	96%						
<b><i>Engage Diversity and Difference in Practice</i></b>											
<b>Competency 2</b>	2a. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels	4.6	98%	4.7	98%	4.3	83%	<b>4.7</b>	<b>96%</b>		
	2b. Present yourself as a learner and engage clients and constituencies as experts of their own experiences	4.7	97%	4.8	98%						
	2c. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies	4.7	97%	4.8	100%						

***Advance Human Rights and Social, Economic, and Environmental Justice***

Competency 3	3a. Apply your understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels	4.6	100%	4.4	89%	4.6	92%	<b>4.6</b>	<b>95%</b>
	3b. Engage in practices that advance social, economic, and environmental justice	4.7	100%	4.6	96%				
<b>Engage in Practice-Informed Research and Research-Informed Practice</b>									
Competency 4	4a. Use practice experience and theory to inform scientific inquiry and research	4.5	92%	4.6	96%	3.5	50%	<b>4.4</b>	<b>86%</b>
	4b. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings	4.6	92%	4.5	93%				
	4c. Use and translate research evidence to inform and improve practice, policy, and service delivery	4.5	92%	4.5	91%				
<b>Engage in Policy Practice</b>									
Competency 5	5a. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services	4.6	92%	4.4	91%	4.0	77%	<b>4.4</b>	<b>89%</b>
	5b. Assess how social welfare and economic policies impact the delivery of and access to social services	4.6	92%	4.5	91%				
	5c. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice	4.6	92%	4.4	86%				
<b>Engage with Individuals, Families, Groups, Organizations and Communities</b>									
Competency 6	6a. Apply knowledge of human behavior and the social environment, person-in- environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies	4.7	97%	4.6	93%	4.3	86%	<b>4.6</b>	<b>93%</b>
	6b. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies	4.8	97%	4.8	93%				

**Assess Individuals, Families, Groups, Organizations and Communities**

<b>Competency 7</b>	7a. Collect and organize data, and apply critical thinking to interpret information from clients and constituencies	4.7	95%	4.5	89%	4.2	77%	<b>4.5</b>	<b>90%</b>
	7b. 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	4.7	97%	4.4	86%				
	7c. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies	4.5	92%	4.5	91%				
	7d. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies	4.5	95%	4.3	86%				

**Intervene with Individuals, Families, Groups, Organizations and Communities**

<b>Competency 8</b>	8a. Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies	4.6	95%	4.3	89%	4.7	94%	<b>4.6</b>	<b>93%</b>
	8b. Apply knowledge of human behavior and the social environment, person-in- environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies	4.7	97%	4.4	89%				
	8c. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes	4.8	97%	4.6	91%				
	8d. Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies	4.7	97%	4.6	98%				

8e. Facilitate effective transitions and endings that advance mutually agreed-on goals	4.6	89%	4.5	89%				
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***Evaluate Practice with Individuals, Families, Groups, Organizations and Communities***

**Competency 9**

9a. Select and use appropriate methods for evaluation of outcomes	4.5	89%	4.6	86%	3.9	71%	<b>4.4</b>	<b>88%</b>
9b. Apply knowledge of human behavior and the social environment, person-in- environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes	4.7	97%	4.3	89%				
9c. Critically analyze, monitor, and evaluate intervention and program processes and outcomes	4.5	92%	4.5	91%				
9d. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels	4.6	95%	4.4	82%				