

TABLE 1
Field Instructor Ratings of Foundation Competencies Fall 2014/Spring 2015 (N=135)

<i>Foundation Competency</i>	n	Mean	% <i>Meeting/Exceeding Benchmark</i>	# <i>No Opportunity</i>
1. Advocate for client access to the services of social work	97	4.23	100	6
2. Practice personal reflection and self-correction to assure continual professional development	101	4.21	100	2
3. Attend to professional roles and boundaries	103	4.35	100	0
4. Demonstrate professional demeanor in behavior, appearance, and communication	103	4.39	100	0
5. Engage in career-long learning	96	4.39	100	3
6. Use supervision and consultation	101	4.36	100	2
7. Recognize and manage personal values in a way that allows professional values to guide practice	102	4.20	99	1
8. Make ethical decisions by applying standards of the NASW Code of Ethics and, as applicable, the IFSW Statement of Principles	97	4.21	100	6
9. Tolerate ambiguity in resolving ethical conflicts	93	4.10	98.9	10
10. Apply strategies of ethical reasoning to arrive at principled decisions	95	4.11	98.9	7
11. Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom	101	4.28	100	1
12. Analyze models of assessment, prevention, and evaluation	96	4.15	99	7
13. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues	103	4.26	100	0
14. Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power	103	4.22	100	0

15.	Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups	101	4.24	100	1
16.	Recognize and communicate their understanding of the importance of differences in shaping life experiences	102	4.20	99	1
17.	View themselves as learners and engage those with whom they work as informants	102	4.44	100	1
18.	Understand the forms and mechanisms of oppression and discrimination	98	4.16	100	5
19.	Advocate for human rights and social and economic justice	88	4.24	100	15
20.	Engage in practices that advance social and economic justice	89	4.11	100	14
21.	Use practice experience to inform scientific inquiry	78	4.01	100	24
22.	Use research evidence to inform practice	91	4.11	100	9
23.	Utilize conceptual frameworks to guide processes of assessment, intervention, and evaluation	93	4.07	98.9	8
24.	Critique and apply knowledge to understand person and environment	100	4.17	99	1
25.	Analyze, formulate, and advocate for policies that advance social well-being	77	4.05	100	21
26.	Collaborate with colleagues and clients for effective policy action	76	4.17	100	23
27.	Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services	93	4.14	98.9	8
28.	Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services	90	4.02	97.8	11
29.	Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities	101	4.20	99	1
30.	Use empathy and other interpersonal skills	102	4.44	99	0
31.	Develop mutually agreed-on-focus of work and desired outcomes	100	4.32	100	2
32.	Collect, organize, and interpret client data	98	4.33	99	3

33. Assess client strengths and limitations	99	4.30	99	3
34. Develop mutually agreed-on intervention goals and objectives	92	4.22	100	8
35. Select appropriate intervention strategies	95	4.16	98.9	6
36. Initiate actions to achieve organizational goals	96	4.20	99	4
37. Implement prevention interventions that enhance client capacities	87	4.13	98.9	13
38. Help clients resolve problems	93	4.28	100	7
39. Negotiate, mediate, and advocate for clients	98	4.25	100	3
40. Facilitate transitions and endings	89	4.18	98.9	11
41. Critically analyze, monitor, and evaluate interventions	94	4.14	98.9	7

Scale: 1=Very low level of competence; 2=Low level of competence; 3=Adequate level of competence; 4=High level of competence; 5=Very high level of competence; 6=No opportunity. Instructions include the following statement: *A rating of 3 is equivalent to adequate competency for a beginning MSW practitioner.*

TABLE 2
Foundation Student Self Efficacy Ratings Fall 2014/Spring 2015 (N=135)

<i>Foundation Competency</i>		n	Mean	% <i>Meeting/Exceeding Standard</i>	# <i>No Opportunity</i>
1.	Advocate for client access to the services of social work	89	4.15	100	3
2.	Practice personal reflection and self-correction to assure continual professional development	95	4.32	100	1
3.	Attend to professional roles and boundaries	96	4.32	100	0
4.	Demonstrate professional demeanor in behavior, appearance, and communication	96	4.56	99	0
5.	Engage in career-long learning	95	4.33	100	0
6.	Use supervision and consultation	95	4.27	100	1
7.	Recognize and manage personal values in a way that allows professional values to guide practice	95	4.13	100	1
8.	Make ethical decisions by applying standards of the NASW Code of Ethics and, as applicable, the IFSW Statement of Principles	94	4.12	100	2

9.	Tolerate ambiguity in resolving ethical conflicts	93	3.93	98.9	2
10.	Apply strategies of ethical reasoning to arrive at principled decisions	90	4.15	98.9	5
11.	Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom	94	4.00	100	1
12.	Analyze models of assessment, prevention, and evaluation	89	3.90	100	5
13.	Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues	94	4.21	98.9	1
14.	Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power	94	4.30	100	1
15.	Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups	95	4.16	100	0
16.	Recognize and communicate their understanding of the importance of differences in shaping life experiences	94	4.36	100	1
17.	View themselves as learners and engage those with whom they work as informants	94	4.44	100	1
18.	Understand the forms and mechanisms of oppression and discrimination	94	4.11	100	0
19.	Advocate for human rights and social and economic justice	85	4.03	100	9
20.	Engage in practices that advance social and economic justice	86	3.96	97.9	8
21.	Use practice experience to inform scientific inquiry	74	3.68	98.6	21
22.	Use research evidence to inform practice	84	3.77	98.8	11
23.	Utilize conceptual frameworks to guide processes of assessment, intervention, and evaluation	92	3.99	100	3
24.	Critique and apply knowledge to understand person and environment	90	4.08	100	3
25.	Analyze, formulate, and advocate for policies that advance social well-being	75	3.78	96	20
26.	Collaborate with colleagues and clients for effective policy action	76	3.87	96.1	19

27.	Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services	87	3.95	100	7
28.	Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services	80	3.86	97.5	14
29.	Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities	89	4.09	98.9	2
30.	Use empathy and other interpersonal skills	94	4.49	100	0
31.	Develop mutually agreed-on-focus of work and desired outcomes	85	4.11	100	7
32.	Collect, organize, and interpret client data	88	4.13	97.7	6
33.	Assess client strengths and limitations	91	4.20	100	3
34.	Develop mutually agreed-on intervention goals and objectives	82	4.00	100	12
35.	Select appropriate intervention strategies	85	3.94	97.6	8
36.	Initiate actions to achieve organizational goals	86	4.01	98.8	7
37.	Implement prevention interventions that enhance client capacities	83	3.94	96.4	11
38.	Help clients resolve problems	84	4.14	98.8	9
39.	Negotiate, mediate, and advocate for clients	88	4.09	98.9	6
40.	Facilitate transitions and endings	81	3.78	98.8	11
41.	Critically analyze, monitor, and evaluate interventions	87	3.86	97.9	7

Scale: 1=Very low level of competence; 2=Low level of competence; 3=Adequate level of competence; 4=High level of competence; 5=Very high level of competence; 6=No opportunity. Instructions include the following statement: *A rating of 3 is equivalent to adequate competency for a beginning MSW practitioner.*

TABLE 3
Paired Samples t-Test Student Self Efficacy and Field Instructor Ratings of MSW Foundation
Competencies Fall 2014/Spring 2015

	<i>Foundation Competency</i>	n	<i>Student Self Efficacy Rating</i>		<i>Field Instructor Rating</i>		<i>t</i>	<i>p</i>
			M	SD	M	SD		
11.	Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom	87	3.95	.715	4.27	.742	3.490	.001
12.	Analyze models of assessment, prevention, intervention and eval.	83	3.88	.717	4.16	.781	2.673	.009
20.	Engage in practices that advance social and economic justice	74	3.90	.779	4.17	.782	2.511	.014
21.	Use practice experience to inform scientific inquiry	59	3.70	.766	4.08	.772	2.938	.005
22.	Use research evidence to inform practice	73	3.73	.754	4.11	.718	3.942	.000
25.	Analyze, formulate, and advocate for policies that advance social well-being	56	3.78	.802	4.09	.769	2.488	.016
26.	Collaborate with colleagues and clients for effective policy action	59	3.90	.864	4.19	.776	2.430	.018
28.	Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services	68	3.82	.752	4.04	.888	2.025	.047
31.	Develop mutually agreed-on-focus of work and desired outcomes	79	4.06	.688	4.33	.796	2.662	.009
32.	Collect, organize, and interpret client data	80	4.11	.802	4.32	.742	2.095	.039
34.	Develop mutually agreed-on intervention goals and objectives	72	3.96	.705	4.29	.720	3.289	.002
35.	Select appropriate intervention strategies	78	3.89	.732	4.23	.754	3.364	.001
37.	Implement prevention interventions that enhance client capacities	70	3.87	.769	4.13	.778	2.281	.026
40.	Facilitate transitions and endings	71	3.75	.706	4.21	.826	3.847	.000

41. Critically analyze, monitor, and evaluate interventions 79 3.80 .704 4.16 .818 3.187 .002
 Scale: 1=Very low level of competence; 2=Low level of competence; 3=Adequate level of competence; 4=High level of competence; 5=Very high level of competence. Instructions include the following statement: *A rating of 3 is equivalent to adequate competency for a beginning MSW practitioner.*

TABLE 4
 MSW Clinical Self Efficacy Ratings (N=136)

<i>Clinical Competency</i>	n	Mean	% <i>Meeting/Exceeding Benchmark</i>	<i># No Opportunity</i>
1.1 Id. opportunities for clinical social work involvement	89	4.21	100	0
1.2 Maintain professional boundaries, roles, and demeanor	90	4.47	100	0
1.3 Utilize professional resources	90	4.32	98.9	0
2.1 Apply ethical decisions making principles	90	4.22	98.9	0
3.1 Apply problem-solving techniques	89	4.11	100	0
3.2 Communicate effectively	89	4.40	100	0
4.1 Identify and apply appropriate clinical social work models with diverse client populations	89	4.10	100	0
5.1 Advocate on behalf of people to secure basic human rights	87	4.17	100	2
5.2 Educate and empower people to advocate on their own behalf	88	4.18	100	1
6.1 Id., select, and eval. strategies	88	3.95	98.9	1
6.2 Work collaboratively with researchers	87	4.23	100	1
7.1 Relate theories, models, and evidence-based knowledge to psychosocial functioning	88	4.04	100	0
8.1 Apply policy practice skills	81	3.96	100	4
9.1 Adapt clinical social work practices in response to contextual events	86	4.16	100	1

10.1 Utilize interpersonal and contracting skills to engage members of diverse groups	88	4.32	100	0
10.2 Conduct a comprehensive biopsychosocial assessment	85	4.26	97.6	2
10.3 Use empathy	87	4.53	98.9	0
10.4 Employ DSM IV TR	83	4.01	98.8	4
10.5 Create mutually agreed upon tx plan	83	4.12	98.8	3
10.6 Select and apply strategies aimed toward effective prevention of psychosocial dysfunction	84	3.99	100	1
10.7 Select and apply effective clinical social work interventions	85	4.09	100	1
10.8 Apply research skills	81	3.97	98.8	5
10.9 Communicate and disseminate eval. results	83	4.07	100	3

TABLE 5
MSW Clinical Field Instructor Ratings of Students (N=136)

<i>Clinical Competency</i>	n	Mean	% <i>Meeting/Exceeding Benchmark</i>	<i># No Opportunity</i>
1.1 Id. opportunities for clinical social work involvement	108	4.41	100	1
1.2 Maintain professional boundaries, roles, and demeanor	110	4.55	100	0
1.3 Utilize professional resources	110	4.57	100	0
2.2 Apply ethical decisions making principles	109	4.49	100	0
3.1 Apply problem-solving techniques	110	4.32	100	0
3.2 Communicate effectively	110	4.51	100	1
4.1 Identify and apply appropriate clinical social work models with diverse client populations	109	4.39	100	0
5.1 Advocate on behalf of people to secure basic human rights	105	4.50	100	6
5.2 Educate and empower people to advocate on their own behalf	106	4.45	99.1	4

6.1	Id., select, and eval. strategies	107	4.29	100	3
6.2	Work collaboratively with researchers	110	4.42	100	0
7.1	Relate theories, models, and evidence-based knowledge to psychosocial functioning	110	4.38	100	0
8.1	Apply policy practice skills	106	4.35	99.1	3
9.1	Adapt clinical social work practices in response to contextual events	106	4.37	100	0
10.1	Utilize interpersonal and contracting skills to engage members of diverse groups	110	4.54	99.1	0
10.2	Conduct a comprehensive biopsychosocial assessment	99	4.56	100	11
10.3	Use empathy	110	4.62	100	0
10.4	Employ DSM IV TR	99	4.28	100	9
10.5	Create mutually agreed upon tx plan	106	4.33	99.1	2
10.6	Select and apply strategies aimed toward effective prevention of psychosocial dysfunction	106	4.35	99.1	2
10.7	Select and apply effective clinical social work interventions	108	4.39	100	0
10.8	Apply research skills	96	4.20	100	12
10.9	Communicate and disseminate eval. results	95	4.33	100	13

TABLE 6
Paired Samples t-Test Final Field Instructor and Student Self-Efficacy Ratings of MSW
Clinical Competencies

	<i>Clinical Competency</i>	n	<i>Field Instructor Rating</i>		<i>Student Self-Efficacy Rating</i>		<i>t</i>	<i>p</i>
			M	SD	M	SD		
1.1	Id. opportunities for clinical social work involvement	82	4.41	.607	4.22	.567	2.428	.017
1.3	Utilize professional resources, i.e. supervision, self-reflection, and develop learning plans to improve practice	85	4.61	.536	4.34	.699	3.274	.002
2.1	Apply ethical decision-making principles and frameworks	84	4.48	.610	4.23	.700	2.847	.006
3.1	Apply problem-solving techniques	85	4.35	.591	4.13	.686	2.651	.010
4.1	Identify and apply appropriate clinical social work models with diverse populations	83	4.38	.621	4.10	.709	3.053	.003
5.1	Advocate on behalf of people to secure basic human rights	79	4.45	.700	4.16	.687	3.076	.003
5.2	Educate and empower people to advocate on their own behalf	81	4.46	.641	4.18	.726	3.015	.003
6.1	Id., select, and eval. strategies	81	4.32	.686	3.97	.706	3.318	.001
6.2	Work collaboratively with researchers	82	4.46	.670	4.24	.694	2.348	.021
7.1	Relate theories, models, and evidence-based knowledge to psychosocial functioning	83	4.31	.661	4.07	.676	2.726	.008
8.1	Apply policy practice skills	75	4.41	.676	3.97	.734	3.999	.000

9.1	Adapt clinical social work practices in response to contextual events	79	4.39	.683	4.18	.711	2.506	.014
10.1	Utilize interpersonal skills and contracting skills to engage diverse groups	83	4.55	.629	4.34	.630	2.433	.017
10.2	Conduct a comprehensive biopsychosocial assessment	72	4.54	.710	4.32	.765	2.563	.013
10.4	Employ the DSM-TR and/or another appropriate assessment	72	4.29	.680	3.99	.778	3.486	.001
10.5	Create mutually agreed upon tx plan	76	4.35	.827	4.13	.699	2.091	.040
10.6	Select and apply strategies aimed toward effective prevention of psychosocial dysfunction	78	4.37	.704	4.00	.664	3.776	.000
10.7	Select and apply effective clinical social work interventions	80	4.41	.687	4.09	.640	3.467	.001
10.8	Apply research skills	71	4.21	.695	3.97	.792	2.063	.043

TABLE 7
Paired Samples t-Test Field Instructor Ratings of MSW Clinical Competencies
End of Semester I and End Semester II

<i>Clinical Competency</i>	n	<i>Field Instructor Rating I</i>		<i>Field Instructor Rating II</i>		<i>t</i>	<i>p</i>
		M	SD	M	SD		
1.1 Id. opportunities for clinical social work involvement	93	4.15	.674	4.43	.665	3.318	.001
1.3 Utilize professional resources	96	4.43	.644	4.59	.590	2.364	.020
2.1 Apply ethical decisions making principles	94	4.25	.686	4.51	.600	3.138	.002

3.1	Apply problem-solving techniques	96	4.17	.675	4.32	.623	1.982	.050
3.2	Communicate effectively	94	4.32	.678	4.52	.634	2.264	.026
4.1	Identify and apply appropriate clinical social work models with diverse populations	92	4.14	.688	4.39	.610	2.832	.006
5.1	Advocate on behalf of people to secure basic human rights	88	4.29	.713	4.54	.623	2.910	.005
5.2	Educate and empower people to advocate on their own behalf	87	4.18	.707	4.49	.588	3.850	.000
6.1	Id., select, and eval. strategies	89	4.00	.674	4.27	.719	2.948	.004
7.1	Relate theories, models, and evidence-based knowledge to psychosocial functioning	95	3.99	.707	4.42	.645	5.126	.000
8.1	Apply policy practice skills	87	4.11	.654	4.40	.655	3.327	.001
9.1	Adapt clinical social work practices in response to contextual events	89	4.12	.735	4.39	.681	3.041	.003
10.1	Utilize interpersonal skills and contracting skills to engage diverse groups	96	4.28	.706	4.56	.677	3.224	.002
10.2	Conduct a comprehensive biopsychosocial assessment	83	4.20	.694	4.55	.719	3.473	.001
10.3	Use empathy	94	4.30	.730	4.61	.605	3.853	.000
10.4	Employ DSM IV TR	75	3.95	.675	4.23	.727	2.862	.005
10.5	Create mutually agreed upon tx plan	85	4.12	.807	4.41	.744	2.625	.010

10.6	Select and apply strategies aimed toward effective prevention of psychosocial dysfunction	90	3.99	.695	4.39	.655	4.669	.000
10.7	Select and apply effective clinical social work interventions	93	4.04	.764	4.41	.679	3.744	.000
10.9	Communicate and disseminate eval. results	68	4.10	.715	4.45	.721	3.531	.001

TABLE 8
MSW CEPD Self Ratings

<i>CEPD Competency</i>	<i>n</i>	<i>Mean</i>	<i>% Meeting or Exceeding Benchmark</i>	<i># No Opportunity</i>
1.1 Id. opportunities for sw involvement to empower social systems, enhance social functioning, and promote social justice	5	4.60	100	0
1.2 Maintain professional boundaries, roles, and demeanor	5	4.60	100	0
2.2 Apply sw ethical principles to guide professional practice	5	4.20	100	0
3.1 Evaluate, select, and implement appropriate assessment, intervention, and evaluation tools for use with target systems	5	4.20	100	0
3.2 Communicate effectively with diverse stakeholders and multi-disciplinary colleagues	5	5.00	100	0
4.1 Identify factors and contexts that impact the development and functioning of social systems	5	4.60	100	0
4.2 Conduct assessments of social systems using diverse theoretical frameworks	5	4.20	100	0

4.3 Identify structures and systems that oppress, marginalize, or alienate people and develop interventions to minimize, neutralize, or ameliorate these structures or factors	5	4.80	100	0
5.1 Advocate for human rights and social and economic justice across systems	5	4.20	100	0
5.2 Engage in practices that advance social and economic justice	5	4.40	100	0
6.1 Relate theoretical frameworks and evidenced-based research to social systems and circumstances	5	4.00	100	0
6.2 Assess, intervene, and evaluate strategies for empowering people in all types of social systems	5	4.20	100	0
6.3 Apply research skills to the evaluation of intervention strategies	5	4.20	100	0
6.4 Work collaboratively with evaluators/researchers to assess and improve intervention effectiveness	5	4.80	100	0
7.1 Utilize theoretical perspectives and knowledge from other disciplines to understand diverse human contexts and ways to assess them	5	4.40	100	0
8.1 Apply policy practice skills in working with people in all types of social systems	5	4.40	100	0
9.1 Act as a change agent to promote optimal functioning in all types of social systems	5	4.80	100	0
9.2 Advocate for promoting social justice and positive social change	5	4.80	100	0
10.1 Engage diverse groups in a variety of settings	5	4.60	100	0
10.2 Make effective use of assessment tools and protocols to analyze and intervene in organizations, programs, and communities	5	4.20	100	0
10.3 Conduct needs assessments	5	4.60	100	0
10.4 Relate theories, models, and research appropriate to social systems and circumstances	5	4.20	100	0

10.5 Develop and implement collaborative, multi-disciplinary prevention and intervention strategies	5	4.20	100	0
10.6 Make effective use of prevention strategies across types of social systems	5	4.20	100	0
10.7 Make effective use of intervention strategies across types of social systems	5	3.80	100	0
10.8 Apply research skills to the evaluation of diverse types of social systems	5	4.40	100	0
10.9 Identify and utilize appropriate evaluation tools	5	4.60	100	0
10.10 Communicate and disseminate evaluation results appropriate to intended audiences	5	4.80	100	0
10.11 Work collaboratively with other evaluators and researchers to assess intervention effectiveness	5	4.80	100	0

TABLE 9
MSW CEPD Field Instructor Ratings of Competencies

<i>CEPD Competency</i>	<i>n</i>	<i>Mean</i>	<i>% Meeting or Exceeding Benchmark</i>	<i># No Opportunity</i>
1.1 Id. opportunities for sw involvement to empower social systems, enhance social functioning, and promote social justice	5	4.20	100	0
10.2 Maintain professional boundaries, roles, and demeanor	5	4.40	100	0
2.2 Apply sw ethical principles to guide professional practice	5	4.10	100	0
3.1 Evaluate, select, and implement appropriate assessment, intervention, and evaluation tools for use with target systems	5	4.40	100	0
3.2 Communicate effectively with diverse stakeholders and multi-disciplinary colleagues	5	4.60	100	0

4.1 Identify factors and contexts that impact the development and functioning of social systems	5	4.40	100	0
4.2 Conduct assessments of social systems using diverse theoretical frameworks	4	4.50	100	1
4.3 Identify structures and systems that oppress, marginalize, or alienate people and develop interventions to minimize, neutralize, or ameliorate these structures or factors	4	4.75	100	1
5.1 Advocate for human rights and social and economic justice across systems	5	4.00	100	0
5.2 Engage in practices that advance social and economic justice	5	4.40	100	0
6.1 Relate theoretical frameworks and evidenced-based research to social systems and circumstances	5	4.00	100	0
6.2 Assess, intervene, and evaluate strategies for empowering people in all types of social systems	5	4.40	100	0
6.3 Apply research skills to the evaluation of intervention strategies	5	4.20	100	0
6.4 Work collaboratively with evaluators/researchers to assess and improve intervention effectiveness	5	4.60	100	0
7.1 Utilize theoretical perspectives and knowledge from other disciplines to understand diverse human contexts and ways to assess them	5	4.60	100	0
8.1 Apply policy practice skills in working with people in all types of social systems	5	4.60	100	0
9.1 Act as a change agent to promote optimal functioning in all types of social systems	5	4.20	100	0
9.2 Advocate for promoting social justice and positive social change	5	4.20	100	0
10.1 Engage diverse groups in a variety of settings	5	4.20	100	0

10.2 Make effective use of assessment tools and protocols to analyze and intervene in organizations, programs, and communities	5	4.40	100	0
10.3 Conduct needs assessments	4	4.75	100	1
10.4 Relate theories, models, and research appropriate to social systems and circumstances	5	4.20	100	0
10.5 Develop and implement collaborative, multi-disciplinary prevention and intervention strategies	5	4.20	100	0
10.6 Make effective use of prevention strategies across types of social systems	4	4.25	100	1
10.7 Make effective use of intervention strategies across types of social systems	4	4.50	100	1
10.8 Apply research skills to the evaluation of diverse types of social systems	5	4.20	100	0
10.9 Identify and utilize appropriate evaluation tools	5	4.20	100	0
10.10 Communicate and disseminate evaluation results appropriate to intended audiences	5	4.40	100	0
10.11 Work collaboratively with other evaluators and researchers to assess intervention effectiveness	5	4.60	100	0
