EPR-25 BENCHMARKING TOOL

Evidence-Based Performance & Fidelity Standard

Practitioner: _____ **Date:** _____

Supervisor: _____ **Review Period:** _____

PERFORMANCE INDICATOR	SUCCESS STANDARD	SCORE (1-5)
DOMAIN 1: Engagement & MI Fidelity		
1.1 OARS Skills	Proficient use of Open-ended questions, Affirmations, Reflections, and Summaries.	
1.2 Change Talk	Successfully identifies and "evokes" client's intrinsic motivations.	
1.3 Agenda Mapping	Collaborative goal setting; avoids "expert-trap" or practitioner mandates.	
1.4 Discord Management	Rolls with resistance; avoids confrontation and power struggles.	
1.5 Empathy/Spirit	Maintains "MI Spirit" of partnership, acceptance, and compassion.	
DOMAIN 2: Trauma-Informed Coordination		
2.1 Safety First	Prioritizes physical/emotional safety in all settings and interactions.	
2.2 Choice/Voice	Client is empowered with choices regarding their service roadmap.	
2.3 Trustworthiness	Clear boundaries and transparency in agency/practitioner roles.	
2.4 Collaboration	Evidence of peer support and shared decision-making models.	
2.5 Cultural Humility	Interventions adapted to client's cultural and linguistic background.	
DOMAIN 3: Service Plan Architecture		
3.1 Strength-Centered	Plan leverages client assets rather than just focusing on deficits.	
3.2 SMART Objectives	Goals are Specific, Measurable, Achievable, Relevant, and Timely.	
3.3 Resource Linkage	Documented follow-through on active care coordination and referrals.	
3.4 Evidence Match	Clinical interventions chosen are proven for the specific client needs.	
3.5 Progress Monitoring	Real-time updates to service plans based on objective client data.	
DOMAIN 4: Teaming & Integration		
4.1 Family Engagement	Natural supports and family are active in the planning process.	
4.2 Multidisciplinary	Coordination with external stakeholders (Health, Courts, etc.).	
4.3 Conflict Protocol	Uses structured teaming models to resolve internal/external friction.	

PERFORMANCE INDICATOR	SUCCESS STANDARD	SCORE (1-5)
4.4 Accountability	Assigned tasks have clear owners, deadlines, and tracking.	
4.5 Success Markers	Clear discharge cues and defined metrics for "graduation" from care.	
DOMAIN 5: Professionalism & Hub Utilization		
5.1 Documentation	Notes completed within the agency's "Gold Standard" timeframe.	
5.2 Narrative Quality	Notes focus on objective behavior and clinical outcomes.	
5.3 Ethical Bounds	Strict adherence to confidentiality and professional boundaries.	
5.4 Self-Correction	Practitioner identifies areas for growth and seeks supervision.	
5.5 Hub Engagement	Consistent entry and use of the Practitioner Intelligence Hub.	

TOTAL SCORE (Sum of 25 indicators): _____ / 125

115-125: Mastery Eligible for Trainer status.	**90-114: High Fidelity** Gold Standard Performance.	**70-89: Developmental** Targeted Coaching Required.	**<70: Critical Drift** Urgent Corrective Action.

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