

Social Work Competencies Outcome Matrix				Location: Combined Program		Academic Year: 2019 - 2020 ^{2, 3}	
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	Findings for Each Measurement	Benchmark for Combined Measures	Findings for Combined Measures	Recommendations	
2.1.1							
Demonstrate Ethical and Professional Behavior	Capstone Paper Sections: I V C VI VII A VII C VII D VIII IX	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	66.7% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	91.7% of students scored 4.4 or higher	Due to missing data because of Covid-19 and the recent increase to the benchmark, no changes will be made at this time. The social work faculty will continue to monitor all outcomes at this time.	
	Field Evaluation Sections: 1.1 – 1.5 PE 1 – 23	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	83.3% of students scored 4.4 or higher				
	Exit Exam Questions: 2, 3, 4, 5, 6, 7, 8, 9, 10, 13, 15, 16, 17, 18, 21, 22, 27, 28, 29, 30, 31, 33, 35, 36, 37, 38, 39, 40, 41	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	91.7% of students scored 4.6 or higher				

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1.1 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;	Field Evaluation Sections: 1.1 PE 16 – 19, 22, 23	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 91.7%			
1.2 use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;	Field Evaluation Sections: 1.2 PE 1, 6, 7, 15	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 83.3%			

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1.3 demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;	Field Evaluation 1.3 PE 3 – 5, 8, 9, 10 – 14, 20, 21	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 91.7%			
1.4 use technology ethically and appropriately to facilitate practice outcomes; and	Field Evaluation Sections: 1.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 83.3%			
1.5 use supervision and consultation to guide professional judgment and behavior.	Field Evaluation Sections: 1.5 PE 2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 91.7%			

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2.1.2							
Engage Diversity and Difference in Practice	Capstone Paper Sections: I II IVA VB VII A1 VII A2 VII B2 VII C VII D VII E VIII	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	75.0% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	91.7% of students scored 4.4 or higher	Due to missing data because of Covid-19 and the recent increase to the benchmark, no changes will be made at this time. The social work faculty will continue to monitor all outcomes at this time.	
	Field Evaluation Sections: 2.1 – 2.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	83.3% of students scored 4.4 or higher				
	Exit Exam Questions: 5, 6, 7, 10, 11, 12, 14, 15, 16, 17, 18, 19, 21, 22, 23, 24, 25, 26, 27, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	91.7% of students scored 4.6 or higher				

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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;	Field Evaluation Section: 2.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 83.3%			
2.2 present themselves as learners and engage clients and constituencies as experts of their own experiences; and	Field Evaluation Section: 2.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 75.0%			
2.3 apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.	Field Evaluation Section: 2.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 83.3%			

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2.1.3							
Advance Human Rights and Social, Economic, and Environmental Justice	Capstone Paper Sections: II IV V VII A1 VII A2 VII B VII D VII E	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	66.7% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	83.3% of students scored 4.4 or higher	Due to missing data because of Covid-19 and the recent increase to the benchmark, no changes will be made at this time. The social work faculty will continue to monitor all outcomes at this time.	
	Field Evaluation Sections: 3.1 – 3.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	83.3% of students scored 4.4 or higher				
	Exit Exam Questions: 1, 10, 12, 14, 15, 19, 20, 25, 26, 33, 35, 37, 38, 39	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	91.7% of students scored 4.6 or higher				
3.1 apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and	Field Evaluation Section: 3.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	83.3% of students scored 4.4 or higher				

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3.2 engage in practices that advance social, economic, and environmental justice.	Field Evaluation Section: 3.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	83.3% of students scored 4.4 or higher				
2.1.4							
Engage In Practice-informed Research and Research-informed Practice	Capstone Paper Sections: III A-D IV A V A VI	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	50.0% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	83.3% of students scored 4.4 or higher	Due to missing data because of Covid-19 and the recent increase to the benchmark, no changes will be made at this time. The social work faculty will continue to monitor all outcomes at this time.	
	Field Evaluation Sections: 4.1 – 4.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	66.7% of students scored 4.4 or higher				
	Exit Exam Questions: 6, 9, 10, 12, 14, 21, 22, 24, 25, 26, 27, 28, 29, 33, 35, 36, 37, 38, 39	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	100.0% of students scored 4.6 or higher				
4.1 use practice experience and theory to inform scientific inquiry and research;	Field Evaluation Section: 4.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	66.7% of students scored 4.4 or higher				

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4.2 apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and	Field Evaluation Section: 4.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 66.7%				
4.3 use and translate research evidence to inform and improve practice, policy, and service delivery.	Field Evaluation Section: 4.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 75.0%				
2.1.5							
Engage in Policy Practice	Capstone Paper Sections: II IV V	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	66.7% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	91.7% of students scored 4.4 or higher	Due to missing data because of Covid-19 and the recent increase to the benchmark, no changes will be made at this time. The social work faculty will continue to monitor all outcomes at this time.	
	Field Evaluation Sections: 5.1 – 5.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	83.3% of students scored 4.4 or higher				
	Exit Exam Questions: 1, 10, 12, 15, 19, 20, 25, 26, 27, 28, 33, 35, 36	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	91.7% of students scored 4.6 or higher				

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5.1 Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;	Field Evaluation Section: 5.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 83.3%			
5.2 assess how social welfare and economic policies impact the delivery of and access to social services;	Field Evaluation Section: 5.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 83.3%			
5.3 apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	Field Evaluation Section: 5.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 83.3%			

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2.1.6							
Engage with Individuals, Families, Groups, Organizations, and Communities	Capstone Paper Sections: I II III A III B III C V VII A3	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	91.7% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	91.7% of students scored 4.4 or higher	Due to missing data because of Covid-19 and the recent increase to the benchmark, no changes will be made at this time. The social work faculty will continue to monitor all outcomes at this time.	
	Field Evaluation Sections: 6.1 – 6.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	83.3% of students scored 4.4 or higher				
	Exit Exam Questions: 7, 9, 11, 12, 25, 26, 28, 30, 31, 32, 33, 37, 38, 39	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	100.0% of students scored 4.6 or higher				

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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	Field Evaluation Section: 6.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 83.3%			
6.2 use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.	Field Evaluation Section: 6.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 83.3%			

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2.1.7							

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7.1 collect and organize data, and apply critical thinking to interpret information from clients and constituencies;	Field Evaluation Section: 7.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 91.7%			
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;	Field Evaluation Section: 7.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 83.3%			

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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	Field Evaluation Section: 7.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 75.0%			
7.4 select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.	Field Evaluation Section: 7.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 75.0%			

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2.1.8							
Intervene with Individuals, Families, Groups, Organizations, and Communities	Capstone Paper Sections: III IV B V	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	58.3% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	91.7% of students scored 4.4 or higher	Due to missing data because of Covid-19 and the recent increase to the benchmark, no changes will be made at this time. The social work faculty will continue to monitor all outcomes at this time.	
	Field Evaluation Sections: 8.1 – 8.5	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	83.3% of students scored 4.4 or higher				
	Exit Exam Questions: 1, 6, 8, 9, 10, 15, 20, 25, 26, 27, 28, 31, 32, 33, 34, 35, 37, 38, 39	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	91.7% of students scored 4.6 or higher				
8.1 critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;	Field Evaluation Section: 8.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	75.0% of students scored 4.4 or higher				

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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;	Field Evaluation Section: 8.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 83.3%			
8.3 use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;	Field Evaluation Section: 8.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 83.3%			
8.4 negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and	Field Evaluation Section: 8.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 75.0%			

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8.5 facilitate effective transitions and endings that advance mutually agreed-on goals.	Field Evaluation Section: 8.5	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	75.0% of students scored 4.4 or higher			
2.1.9						
Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Capstone Paper Sections: III B III C III D III E IV A IV C V A VI	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	50.0% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	91.7% of students scored 4.4 or higher	Due to missing data because of Covid-19 and the recent increase to the benchmark, no changes will be made at this time. The social work faculty will continue to monitor all outcomes at this time.
	Field Evaluation Sections: 9.1 – 9.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	75.0% of students scored 4.4 or higher			
	Exit Exam Questions: 9, 10, 25, 26, 27, 28, 31, 32, 33, 35, 40, 41	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	91.7% of students scored 4.6 or higher			
9.1 select and use appropriate methods for evaluation of outcomes;	Field Evaluation Section: 9.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	66.7% of students scored 4.4 or higher			

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9.2 apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;	Field Evaluation Section: 9.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 75.0%			
9.3 critically analyze, monitor, and evaluate intervention and program processes and outcomes; and	Field Evaluation Section: 9.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 75.0%			
9.4 apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.	Field Evaluation Section: 9.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher 75.0%			

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¹ Scale (1 - 5 Breakdown):

5.0	100%
4.8	95%
4.6	90%
4.4	85%
4.2	80%
4.0	75%
3.8	70%
3.6	65%
3.4	60%

² Report Notes

17 Students were removed from the 2019 – 2020 report.

14 Students were missing exit exam and field evaluation scores due to Covid-19 course interruptions in spring 2020.

3 Additional students were missing field evaluation scores from summer 2019.

³ Separate reports for Main Campus and Educational Outreach Centers (EOC) are not available for 2019 – 2020 report due to the small number of students in the data set.