

| Social Work Competencies Outcome Matrix       |                                                                                                                                    |                                                                           |                                        | Location: Combined                                                        |                                        | Academic Year: 2021 - 2022                       |  |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|--------------------------------------------------|--|
| 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:<br>I<br>V C<br>VI<br>VII A<br>VII C<br>VII D<br>VIII<br>IX                                                | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 93.8% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 96.9% of students scored 4.4 or higher | Benchmarks met. No recommendations at this time. |  |
|                                               | Field Evaluation Sections:<br>1.1 – 1.5<br>PE 1 – 23                                                                               | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 90.6% of students scored 4.4 or higher |                                                                           |                                        |                                                  |  |
|                                               | Exit Exam Questions:<br>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 <sup>1</sup> of 1 – 5 | 96.9% of students scored 4.6 or higher |                                                                           |                                        |                                                  |  |

| Social Work Competencies Outcome Matrix                                                                                                                                                                                                    |                                                         |                                                                           |                                        | Location: Combined              |                                | Academic Year: 2021 - 2022                       |  |
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| Program Competency & Behaviors                                                                                                                                                                                                             | Method of Measurement                                   | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                  |  |
| 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:<br>1.1<br>PE 16 – 19, 22, 23 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 93.8% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |
| 1.2 use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;                                                                                                                      | Field Evaluation Sections:<br>1.2<br>PE 1, 6, 7, 15     | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 87.5% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |

| Social Work Competencies Outcome Matrix                                                                         |                                                            |                                                                           |                                        | Location: Combined              |                                | Academic Year: 2021 - 2022                       |  |
|-----------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|--------------------------------------------------|--|
| Program Competency & Behaviors                                                                                  | Method of Measurement                                      | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                  |  |
| 1.3 demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication; | Field Evaluation<br>1.3<br>PE 3 – 5, 8, 9, 10 – 14, 20, 21 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 87.5% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |
| 1.4 use technology ethically and appropriately to facilitate practice outcomes; and                             | Field Evaluation<br>Sections:<br>1.4                       | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 84.4% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |
| 1.5 use supervision and consultation to guide professional judgment and behavior.                               | Field Evaluation<br>Sections:<br>1.5<br>PE 2               | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 87.5% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |

| Social Work Competencies Outcome Matrix     |                                                                                                                                                     |                                                                           |                                        | Location: Combined                                                        |                                         | Academic Year: 2021 - 2022                       |  |
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| Program Competency & Behaviors              | Method of Measurement                                                                                                                               | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures                                           | Findings for Combined Measures          | Recommendations                                  |  |
| 2.1.2                                       |                                                                                                                                                     |                                                                           |                                        |                                                                           |                                         |                                                  |  |
| Engage Diversity and Difference in Practice | Capstone Paper Sections:<br>I<br>II<br>IVA<br>VB<br>VII A1<br>VII A2<br>VII B2<br>VII C<br>VII D<br>VII E<br>VIII                                   | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 96.9% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.4 or higher | Benchmarks met. No recommendations at this time. |  |
|                                             | Field Evaluation Sections:<br>2.1 – 2.3                                                                                                             | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 81.3% of students scored 4.4 or higher |                                                                           |                                         |                                                  |  |
|                                             | Exit Exam Questions:<br>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 <sup>1</sup> of 1 – 5 | 93.8% of students scored 4.6 or higher |                                                                           |                                         |                                                  |  |

| Social Work Competencies Outcome Matrix                                                                                                                              |                                  |                                                                           |                                        | Location: Combined              |                                | Academic Year: 2021 - 2022                                                                                                        |  |
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| 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 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:<br>2.1 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 75.0% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 2.2 present themselves as learners and engage clients and constituencies as experts of their own experiences; and                                                    | Field Evaluation Section:<br>2.2 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 75.0% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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:<br>2.3 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 78.1% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                              |                                                                                          |                                                                           |                                         | Location: Combined                                                        |                                        | Academic Year: 2021 - 2022                       |  |
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| Program Competency & Behaviors                                       | Method of Measurement                                                                    | Benchmark for Each Measurement                                            | Findings for Each Measurement           | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                  |  |
| 2.1.3                                                                |                                                                                          |                                                                           |                                         |                                                                           |                                        |                                                  |  |
| Advance Human Rights and Social, Economic, and Environmental Justice | Capstone Paper Sections:<br>II<br>IV<br>V<br>VII A1<br>VII A2<br>VII B<br>VII D<br>VII E | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 75.0% of students scored 4.0 or higher  | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 90.6% of students scored 4.4 or higher | Benchmarks met. No recommendations at this time. |  |
|                                                                      | Field Evaluation Sections:<br>3.1 – 3.2                                                  | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 81.3% 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 <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.6 or higher |                                                                           |                                        |                                                  |  |

| Social Work Competencies Outcome Matrix                                                                                                            |                                  |                                                                           |                                        | Location: Combined              |                                | Academic Year: 2021 - 2022                                                                                                        |  |
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| Program Competency & Behaviors                                                                                                                     | Method of Measurement            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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:<br>3.1 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 75.0% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 3.2 engage in practices that advance social, economic, and environmental justice.                                                                  | Field Evaluation Section:<br>3.2 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 81.3% of students scored 4.4 or higher |                                 |                                | Benchmark met. No recommendations at this time.                                                                                   |  |

| Social Work Competencies Outcome Matrix                             |                                                                                               |                                                                           |                                        | Location: Combined                                                        |                                        | Academic Year: 2021 - 2022                                                                                                                                                                                                                                               |  |
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| Program Competency & Behaviors                                      | Method of Measurement                                                                         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                          |  |
| 2.1.4                                                               |                                                                                               |                                                                           |                                        |                                                                           |                                        |                                                                                                                                                                                                                                                                          |  |
| Engage In Practice-informed Research and Research-informed Practice | Capstone Paper Sections:<br>III A-D<br>IV A<br>V A<br>VI                                      | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 68.8% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 81.3% of students scored 4.4 or higher | Benchmarks met for Exit Exam and Combined. No recommendations at this time for these measures. Capstone and Field Evaluation fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
|                                                                     | Field Evaluation Sections:<br>4.1 – 4.3                                                       | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 50.0% 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 <sup>1</sup> of 1 – 5 | 96.9% of students scored 4.6 or higher |                                                                           |                                        |                                                                                                                                                                                                                                                                          |  |

| Social Work Competencies Outcome Matrix                                                                                       |                                  |                                                                           |                                        | Location: Combined              |                                | Academic Year: 2021 - 2022                                                                                                        |  |
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| Program Competency & Behaviors                                                                                                | Method of Measurement            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 4.1 use practice experience and theory to inform scientific inquiry and research;                                             | Field Evaluation Section:<br>4.1 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 48.4% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 4.2 apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and | Field Evaluation Section:<br>4.2 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 58.1% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 4.3 use and translate research evidence to inform and improve practice, policy, and service delivery.                         | Field Evaluation Section:<br>4.3 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 59.4% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix |                                                                        |                                                                           |                                         | Location: Combined                                                        |                                        | Academic Year: 2021 - 2022                                                                                                                                                                                                                                           |  |
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| Program Competency & Behaviors          | Method of Measurement                                                  | Benchmark for Each Measurement                                            | Findings for Each Measurement           | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                      |  |
| 2.1.5                                   |                                                                        |                                                                           |                                         |                                                                           |                                        |                                                                                                                                                                                                                                                                      |  |
| Engage in Policy Practice               | Capstone Paper Sections: II IV V                                       | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 71.9% of students scored 4.0 or higher  | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 87.5% of students scored 4.4 or higher | Benchmarks met for Capstone, Exit Exam, and Combined. No recommendations at this time for these measures. Field Evaluation fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, this measure will continued to be monitored. |  |
|                                         | Field Evaluation Sections: 5.1 – 5.3                                   | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 62.5% 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 <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.6 or higher |                                                                           |                                        |                                                                                                                                                                                                                                                                      |  |

| Social Work Competencies Outcome Matrix                                                                                                                 |                               |                                                                           |                                        | Location: Combined              |                                | Academic Year: 2021 - 2022                                                                                                        |  |
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| Program Competency & Behaviors                                                                                                                          | Method of Measurement         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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 <sup>1</sup> of 1 – 5 | 64.5% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 70.0% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 53.1% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                   |                                                                               |                                                                           |                                        | Location: Combined                                                        |                                        | Academic Year: 2021 - 2022                       |  |
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| Program Competency & Behaviors                                            | Method of Measurement                                                         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                  |  |
| 2.1.6                                                                     |                                                                               |                                                                           |                                        |                                                                           |                                        |                                                  |  |
| Engage with Individuals, Families, Groups, Organizations, and Communities | Capstone Paper Sections:<br>I<br>II<br>III A<br>III B<br>III C<br>V<br>VII A3 | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 96.9% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 90.6% of students scored 4.4 or higher | Benchmarks met. No recommendations at this time. |  |
|                                                                           | Field Evaluation Sections:<br>6.1 – 6.2                                       | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 90.6% 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 <sup>1</sup> of 1 – 5 | 90.6% of students scored 4.6 or higher |                                                                           |                                        |                                                  |  |

| Social Work Competencies Outcome Matrix                                                                                                                                                    |                               |                                                                           |                                        | Location: Combined              |                                | Academic Year: 2021 - 2022                                                                                                        |  |
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| Program Competency & Behaviors                                                                                                                                                             | Method of Measurement         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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 <sup>1</sup> of 1 – 5 | 62.5% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 93.5% of students scored 4.4 or higher |                                 |                                | Benchmark met. No recommendations at this time.                                                                                   |  |

| Social Work Competencies Outcome Matrix |                       |                                |                               | Location: Combined              |                                | Academic Year: 2021 - 2022 |  |
|-----------------------------------------|-----------------------|--------------------------------|-------------------------------|---------------------------------|--------------------------------|----------------------------|--|
| Program Competency & Behaviors          | Method of Measurement | Benchmark for Each Measurement | Findings for Each Measurement | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations            |  |
| 2.1.7                                   |                       |                                |                               |                                 |                                |                            |  |
|                                         |                       |                                |                               |                                 |                                |                            |  |

| Social Work Competencies Outcome Matrix                                                                                                                                                                         |                                  |                                                                           |                                        | Location: Combined              |                                | Academic Year: 2021 - 2022                                                                                                        |  |
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| Program Competency & Behaviors                                                                                                                                                                                  | Method of Measurement            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 7.1 collect and organize data, and apply critical thinking to interpret information from clients and constituencies;                                                                                            | Field Evaluation Section:<br>7.1 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 62.5% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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:<br>7.2 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 71.9% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                                                                                                                      |                                     |                                                                           |                                        | Location: Combined              |                                | Academic Year: 2021 - 2022                                                                                                        |  |
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| Program Competency & Behaviors                                                                                                                                               | Method of Measurement               | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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<br>Section:<br>7.3 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 68.8% of students scored 4.4 or higher |                                 |                                |                                                                                                                                   |  |
| 7.4 select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.                        | Field Evaluation<br>Section:<br>7.4 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 62.5% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                      |                                                                                             |                                                                           |                                        | Location: Combined                                                        |                                        | Academic Year: 2021 - 2022                                                                                                                                                                                                                                               |  |
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| Program Competency & Behaviors                                               | Method of Measurement                                                                       | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                          |  |
| 2.1.8                                                                        |                                                                                             |                                                                           |                                        |                                                                           |                                        |                                                                                                                                                                                                                                                                          |  |
| 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 <sup>1</sup> of 1 – 5 | 62.5% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 84.4% of students scored 4.4 or higher | Benchmarks met for Exit Exam and Combined. No recommendations at this time for these measures. Capstone and Field Evaluation fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
|                                                                              | Field Evaluation Sections: 8.1 – 8.5                                                        | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 78.1% 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 <sup>1</sup> of 1 – 5 | 93.8% of students scored 4.6 or higher |                                                                           |                                        |                                                                                                                                                                                                                                                                          |  |

| Social Work Competencies Outcome Matrix                                                                                                                                                       |                               |                                                                           |                                        | Location: Combined              |                                | Academic Year: 2021 - 2022                                                                                                        |  |
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| Program Competency & Behaviors                                                                                                                                                                | Method of Measurement         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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 <sup>1</sup> of 1 – 5 | 59.4% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 75.0% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                                            |                               |                                                                           |                                        | Location: Combined              |                                | Academic Year: 2021 - 2022                                                                                                        |  |
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| Program Competency & Behaviors                                                                     | Method of Measurement         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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 <sup>1</sup> of 1 – 5 | 75.0% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 65.6% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 56.3% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                              |                                                                                           |                                                                           |                                        | Location: Combined                                                        |                                        | Academic Year: 2021 - 2022                                                                                                                                                                                                                                               |  |
|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                       | Method of Measurement                                                                     | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                          |  |
| 2.1.9                                                                                |                                                                                           |                                                                           |                                        |                                                                           |                                        |                                                                                                                                                                                                                                                                          |  |
| Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities | Capstone Paper Sections:<br>III B<br>III C<br>III D<br>III E<br>IV A<br>IV C<br>V A<br>VI | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 62.5% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 84.4% of students scored 4.4 or higher | Benchmarks met for Exit Exam and Combined. No recommendations at this time for these measures. Capstone and Field Evaluation fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
|                                                                                      | Field Evaluation Sections:<br>9.1 – 9.4                                                   | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 71.9% 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 <sup>1</sup> of 1 – 5 | 93.8% of students scored 4.6 or higher |                                                                           |                                        |                                                                                                                                                                                                                                                                          |  |

| Social Work Competencies Outcome Matrix                                                                                                                                    |                                  |                                                                           |                                        | Location: Combined              |                                | Academic Year: 2021 - 2022                                                                                                        |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                             | Method of Measurement            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 9.1 select and use appropriate methods for evaluation of outcomes;                                                                                                         | Field Evaluation Section:<br>9.1 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 65.6% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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:<br>9.2 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 65.6% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 9.3 critically analyze, monitor, and evaluate intervention and program processes and outcomes; and                                                                         | Field Evaluation Section:<br>9.3 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 62.5% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                                                |                                  |                                                                           |                                        | Location: Combined              |                                | Academic Year: 2021 - 2022                                                                                                        |  |
|--------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                         | Method of Measurement            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 9.4 apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels. | Field Evaluation Section:<br>9.4 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 68.8% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

<sup>1</sup>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%  |

| Social Work Competencies Outcome Matrix       |                                                                                                                                    |                                                                           |                                         | Location: EOC                   |                                | Academic Year: 2021- 2022 |                                                  |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------|---------------------------------|--------------------------------|---------------------------|--------------------------------------------------|
| 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:<br>I<br>V C<br>VI<br>VII A<br>VII C<br>VII D<br>VIII<br>IX                                                | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.0 or higher |                                 |                                |                           | Benchmarks met. No recommendations at this time. |
|                                               | Field Evaluation Sections:<br>1.1 – 1.5<br>PE 1 – 23                                                                               | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 85.7% of students scored 4.4 or higher  |                                 |                                |                           |                                                  |
|                                               | Exit Exam Questions:<br>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 <sup>1</sup> of 1 – 5 | 92.9% of students scored 4.6 or higher  |                                 |                                |                           |                                                  |

| Social Work Competencies Outcome Matrix                                                                                                                                                                                                    |                                                                      |                                                                           |                                        | Location: EOC                   |                                | Academic Year: 2021- 2022                        |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|--------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                                                                                             | Method of Measurement                                                | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                  |  |
| 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:<br>1.1<br>PE 16 – 19, 22, 23              | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 92.9% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |
| 1.2 use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;                                                                                                                      | Field Evaluation Sections:<br>1.2<br>PE 1, 6, 7, 15                  | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 85.7% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |
| 1.3 demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;                                                                                                                            | Field Evaluation Sections:<br>1.3<br>PE 3 – 5, 8, 9, 10 – 14, 20, 21 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 85.7% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |

| Social Work Competencies Outcome Matrix                                             |                                           |                                                                           |                                        | Location: EOC                   |                                | Academic Year: 2021- 2022                                                                                                         |  |
|-------------------------------------------------------------------------------------|-------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                      | Method of Measurement                     | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 1.4 use technology ethically and appropriately to facilitate practice outcomes; and | Field Evaluation Sections:<br>1.4         | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 78.6% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 1.5 use supervision and consultation to guide professional judgment and behavior.   | Field Evaluation Sections:<br>1.5<br>PE 2 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 78.6% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix     |                                                                                                                                                     |                                                                           |                                         | Location: EOC                                                             |                                         | Academic Year: 2021- 2022                                                                                                                                                                                                                                            |  |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------|---------------------------------------------------------------------------|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors              | Method of Measurement                                                                                                                               | Benchmark for Each Measurement                                            | Findings for Each Measurement           | Benchmark for Combined Measures                                           | Findings for Combined Measures          | Recommendations                                                                                                                                                                                                                                                      |  |
| 2.1.2                                       |                                                                                                                                                     |                                                                           |                                         |                                                                           |                                         |                                                                                                                                                                                                                                                                      |  |
| Engage Diversity and Difference in Practice | Capstone Paper Sections:<br>I<br>II<br>IVA<br>VB<br>VII A1<br>VII A2<br>VII B2<br>VII C<br>VII D<br>VII E<br>VIII                                   | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.4 or higher | Benchmarks met for Capstone, Exit Exam, and Combined. No recommendations at this time for these measures. Field Evaluation fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, this measure will continued to be monitored. |  |
|                                             | Field Evaluation Sections:<br>2.1 – 2.3                                                                                                             | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 64.3% of students scored 4.4 or higher  |                                                                           |                                         |                                                                                                                                                                                                                                                                      |  |
|                                             | Exit Exam Questions:<br>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 <sup>1</sup> of 1 – 5 | 92.9% of students scored 4.6 or higher  |                                                                           |                                         |                                                                                                                                                                                                                                                                      |  |

| Social Work Competencies Outcome Matrix                                                                                                                              |                               |                                                                           |                                        | Location: EOC                   |                                | Academic Year: 2021- 2022                                                                                                         |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| 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 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 <sup>1</sup> of 1 – 5 | 50.0% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 64.3% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 64.3% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                              |                                                                                          |                                                                           |                                         | Location: EOC                                                             |                                        | Academic Year: 2021- 2022                                                                                                                                                                                                                                            |  |
|----------------------------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                       | Method of Measurement                                                                    | Benchmark for Each Measurement                                            | Findings for Each Measurement           | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                      |  |
| 2.1.3                                                                |                                                                                          |                                                                           |                                         |                                                                           |                                        |                                                                                                                                                                                                                                                                      |  |
| Advance Human Rights and Social, Economic, and Environmental Justice | Capstone Paper Sections:<br>II<br>IV<br>V<br>VII A1<br>VII A2<br>VII B<br>VII D<br>VII E | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 85.7% of students scored 4.0 or higher  | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 92.9% of students scored 4.4 or higher | Benchmarks met for Capstone, Exit Exam, and Combined. No recommendations at this time for these measures. Field Evaluation fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, this measure will continued to be monitored. |  |
|                                                                      | Field Evaluation Sections:<br>3.1 – 3.2                                                  | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 71.4% 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 <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.6 or higher |                                                                           |                                        |                                                                                                                                                                                                                                                                      |  |

| Social Work Competencies Outcome Matrix                                                                                                            |                               |                                                                           |                                        | Location: EOC                   |                                | Academic Year: 2021- 2022                                                                                                         |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                     | Method of Measurement         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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 <sup>1</sup> of 1 – 5 | 71.4% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 71.4% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                           |                                                                                               |                                                                           |                                        | Location: EOC                                                             |                                        | Academic Year: 2021- 2022                                                                                                                                                                                                                                                        |  |
|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                    | Method of Measurement                                                                         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                                  |  |
| 2.1.4                                                                             |                                                                                               |                                                                           |                                        |                                                                           |                                        |                                                                                                                                                                                                                                                                                  |  |
| Engage In Practice-informed Research and Research-informed Practice               | Capstone Paper Sections: III A-D<br>IV A<br>V A<br>VI                                         | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 71.4% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 64.3% of students scored 4.4 or higher | Benchmarks met for Capstone and Exit Exam. No recommendations at this time for these measures. Combined Measure and Field Evaluation fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
|                                                                                   | Field Evaluation Sections: 4.1 – 4.3                                                          | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 28.6% 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 <sup>1</sup> of 1 – 5 | 92.9% 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 <sup>1</sup> of 1 – 5 | 28.6% of students scored 4.4 or higher |                                                                           |                                        | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.                                                                                                                                                |  |

| Social Work Competencies Outcome Matrix                                                                                       |                                  |                                                                           |                                        | Location: EOC                   |                                | Academic Year: 2021- 2022                                                                                                         |  |
|-------------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                | Method of Measurement            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 4.2 apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and | Field Evaluation Section:<br>4.2 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 35.7% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 4.3 use and translate research evidence to inform and improve practice, policy, and service delivery.                         | Field Evaluation Section:<br>4.3 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 28.6% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                                                                                     |                                                                        |                                                                           |                                         | Location: EOC                                                             |                                        | Academic Year: 2021- 2022                                                                                                                                                                                                                                            |  |
|---------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                              | Method of Measurement                                                  | Benchmark for Each Measurement                                            | Findings for Each Measurement           | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                      |  |
| 2.1.5                                                                                                                                       |                                                                        |                                                                           |                                         |                                                                           |                                        |                                                                                                                                                                                                                                                                      |  |
| Engage in Policy Practice                                                                                                                   | Capstone Paper Sections: II IV V                                       | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 85.7% of students scored 4.0 or higher  | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 85.7% of students scored 4.4 or higher | Benchmarks met for Capstone, Exit Exam, and Combined. No recommendations at this time for these measures. Field Evaluation fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, this measure will continued to be monitored. |  |
|                                                                                                                                             | Field Evaluation Sections: 5.1 – 5.3                                   | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 57.1% 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 <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.6 or higher |                                                                           |                                        |                                                                                                                                                                                                                                                                      |  |
| 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 <sup>1</sup> of 1 – 5 | 50.0% of students scored 4.4 or higher  |                                                                           |                                        | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.                                                                                                                                    |  |

| Social Work Competencies Outcome Matrix                                                                                                                 |                               |                                                                           |                                        | Location: EOC                   |                                | Academic Year: 2021- 2022                                                                                                         |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                          | Method of Measurement         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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 <sup>1</sup> of 1 – 5 | 61.5% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 35.7% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                   |                                                                               |                                                                           |                                         | Location: EOC                                                             |                                        | Academic Year: 2021- 2022                        |  |
|---------------------------------------------------------------------------|-------------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|--------------------------------------------------|--|
| Program Competency & Behaviors                                            | Method of Measurement                                                         | Benchmark for Each Measurement                                            | Findings for Each Measurement           | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                  |  |
| 2.1.6                                                                     |                                                                               |                                                                           |                                         |                                                                           |                                        |                                                  |  |
| Engage with Individuals, Families, Groups, Organizations, and Communities | Capstone Paper Sections:<br>I<br>II<br>III A<br>III B<br>III C<br>V<br>VII A3 | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 85.7% of students scored 4.4 or higher | Benchmarks met. No recommendations at this time. |  |
|                                                                           | Field Evaluation Sections:<br>6.1 – 6.2                                       | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 85.7% 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 <sup>1</sup> of 1 – 5 | 85.7% of students scored 4.6 or higher  |                                                                           |                                        |                                                  |  |

| Social Work Competencies Outcome Matrix                                                                                                                                                    |                                  |                                                                           |                                        | Location: EOC                   |                                | Academic Year: 2021- 2022                                                                                                         |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                                             | Method of Measurement            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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:<br>6.1 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 57.1% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 6.2 use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.                                                                            | Field Evaluation Section:<br>6.2 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 92.3% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time.                                                                                  |  |

| Social Work Competencies Outcome Matrix                              |                                                                                                                                      |                                                                           |                                        | Location: EOC                                                             |                                        | Academic Year: 2021- 2022                                                                                                                                                                                                                                                        |  |
|----------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                       | Method of Measurement                                                                                                                | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                                  |  |
| 2.1.7                                                                |                                                                                                                                      |                                                                           |                                        |                                                                           |                                        |                                                                                                                                                                                                                                                                                  |  |
| Assess Individuals, Families, Groups, Organizations, and Communities | Capstone Paper Sections:<br>II<br>III A<br>III B<br>III C<br>IV A<br>IV C<br>V A<br>V B<br>VI<br>VII A2<br>VII B1<br>VII B2<br>VII E | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 85.7% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 78.6% of students scored 4.4 or higher | Benchmarks met for Capstone and Exit Exam. No recommendations at this time for these measures. Combined Measure and Field Evaluation fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
|                                                                      | Field Evaluation Sections:<br>7.1 – 7.4                                                                                              | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 57.1% of students scored 4.4 or higher |                                                                           |                                        |                                                                                                                                                                                                                                                                                  |  |
|                                                                      | Exit Exam Questions: 1, 6, 8, 9, 11, 12, 22, 24, 25, 26, 28, 30, 31, 32, 33, 34, 35, 37, 38, 39                                      | 85% of students will score 4.6 or higher on a scale <sup>1</sup> of 1 – 5 | 92.9% of students scored 4.6 or higher |                                                                           |                                        |                                                                                                                                                                                                                                                                                  |  |

| Social Work Competencies Outcome Matrix                                                                                                                                                                         |                                  |                                                                           |                                        | Location: EOC                   |                                | Academic Year: 2021- 2022                                                                                                         |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                                                                  | Method of Measurement            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 7.1 collect and organize data, and apply critical thinking to interpret information from clients and constituencies;                                                                                            | Field Evaluation Section:<br>7.1 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 42.9% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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:<br>7.2 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 57.1% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                                                                                                                      |                               |                                                                           |                                        | Location: EOC                   |                                | Academic Year: 2021- 2022                                                                                                         |  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                               | Method of Measurement         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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 <sup>1</sup> of 1 – 5 | 57.1% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 50.0% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                                                                           |                                                                                             |                                                                           |                                        | Location: EOC                                                             |                                        | Academic Year: 2021- 2022                                                                                                                                                                                                                                                   |  |
|-----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                    | Method of Measurement                                                                       | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                             |  |
| 2.1.8                                                                                                                             |                                                                                             |                                                                           |                                        |                                                                           |                                        |                                                                                                                                                                                                                                                                             |  |
| 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 <sup>1</sup> of 1 – 5 | 64.3% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 78.6% of students scored 4.4 or higher | Benchmark met for Exit Exam. No recommendations at this time for this measure. Combined Measure, Capstone, and Field Evaluation fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
|                                                                                                                                   | Field Evaluation Sections: 8.1 – 8.5                                                        | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 71.4% 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 <sup>1</sup> of 1 – 5 | 92.9% 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 <sup>1</sup> of 1 – 5 | 42.9% of students scored 4.4 or higher |                                                                           |                                        | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.                                                                                                                                           |  |

| Social Work Competencies Outcome Matrix                                                                                                                                                       |                               |                                                                           |                                        | Location: EOC                   |                                | Academic Year: 2021- 2022                                                                                                         |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                                                | Method of Measurement         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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 <sup>1</sup> of 1 – 5 | 64.3% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 78.6% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 64.3% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                                 |                                                                                        |                                                                           |                                        | Location: EOC                                                             |                                        | Academic Year: 2021- 2022                                                                                                                                                                                                                                                   |  |
|-----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                          | Method of Measurement                                                                  | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                             |  |
| 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 <sup>1</sup> of 1 – 5 | 42.9% of students scored 4.4 or higher |                                                                           |                                        | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.                                                                                                                                           |  |
| 2.1.9                                                                                   |                                                                                        |                                                                           |                                        |                                                                           |                                        |                                                                                                                                                                                                                                                                             |  |
| Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities    | Capstone Paper Sections: III B<br>III C<br>III D<br>III E<br>IV A<br>IV C<br>V A<br>VI | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 64.3% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 71.4% of students scored 4.4 or higher | Benchmark met for Exit Exam. No recommendations at this time for this measure. Combined Measure, Capstone, and Field Evaluation fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
|                                                                                         | Field Evaluation Sections: 9.1 – 9.4                                                   | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 42.9% 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 <sup>1</sup> of 1 – 5 | 85.7% of students scored 4.6 or higher |                                                                           |                                        |                                                                                                                                                                                                                                                                             |  |

| Social Work Competencies Outcome Matrix                                                                                                                                    |                                  |                                                                           |                                        | Location: EOC                   |                                | Academic Year: 2021- 2022                                                                                                         |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                             | Method of Measurement            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 9.1 select and use appropriate methods for evaluation of outcomes;                                                                                                         | Field Evaluation Section:<br>9.1 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 50.0% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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:<br>9.2 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 42.9% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 9.3 critically analyze, monitor, and evaluate intervention and program processes and outcomes; and                                                                         | Field Evaluation Section:<br>9.3 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 42.9% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                                                |                                  |                                                                           |                                        | Location: EOC                   |                                | Academic Year: 2021- 2022                                                                                                         |  |
|--------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                         | Method of Measurement            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 9.4 apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels. | Field Evaluation Section:<br>9.4 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 50.0% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

<sup>1</sup>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%  |

| Social Work Competencies Outcome Matrix       |                                                                                                                                    |                                                                           |                                         | Location: Main                                                            |                                         | Academic Year: 2021 - 2022                       |  |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------|---------------------------------------------------------------------------|-----------------------------------------|--------------------------------------------------|--|
| 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:<br>I<br>V C<br>VI<br>VII A<br>VII C<br>VII D<br>VIII<br>IX                                                | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 88.9% of students scored 4.0 or higher  | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.4 or higher | Benchmarks met. No recommendations at this time. |  |
|                                               | Field Evaluation Sections:<br>1.1 – 1.5<br>PE 1 – 23                                                                               | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 94.4% of students scored 4.4 or higher  |                                                                           |                                         |                                                  |  |
|                                               | Exit Exam Questions:<br>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 <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.6 or higher |                                                                           |                                         |                                                  |  |

| Social Work Competencies Outcome Matrix                                                                                                                                                                                                    |                                                            |                                                                           |                                        | Location: Main                  |                                | Academic Year: 2021 - 2022                       |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|--------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                                                                                             | Method of Measurement                                      | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                  |  |
| 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:<br>1.1<br>PE 16 – 19, 22, 23    | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 94.4% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |
| 1.2 use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;                                                                                                                      | Field Evaluation Sections:<br>1.2<br>PE 1, 6, 7, 15        | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 88.9% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |
| 1.3 demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;                                                                                                                            | Field Evaluation<br>1.3<br>PE 3 – 5, 8, 9, 10 – 14, 20, 21 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 88.9% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |

| Social Work Competencies Outcome Matrix                                             |                                   |                                                                           |                                        | Location: Main                  |                                | Academic Year: 2021 - 2022                       |  |
|-------------------------------------------------------------------------------------|-----------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|--------------------------------------------------|--|
| Program Competency & Behaviors                                                      | Method of Measurement             | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                  |  |
| 1.4 use technology ethically and appropriately to facilitate practice outcomes; and | Field Evaluation Sections:<br>1.4 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 88.9% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |

| Social Work Competencies Outcome Matrix                                           |                                                                                                                   |                                                                           |                                        | Location: Main                           |                                         | Academic Year: 2021 - 2022                       |  |
|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|------------------------------------------|-----------------------------------------|--------------------------------------------------|--|
| Program Competency & Behaviors                                                    | Method of Measurement                                                                                             | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures          | Findings for Combined Measures          | Recommendations                                  |  |
| 1.5 use supervision and consultation to guide professional judgment and behavior. | Field Evaluation Sections:<br>1.5<br>PE 2                                                                         | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 94.4% of students scored 4.4 or higher |                                          |                                         | Benchmarks met. No recommendations at this time. |  |
| 2.1.2                                                                             |                                                                                                                   |                                                                           |                                        |                                          |                                         |                                                  |  |
| Engage Diversity                                                                  | Capstone Paper Sections:<br>I<br>II<br>IVA<br>VB<br>VII A1<br>VII A2<br>VII B2<br>VII C<br>VII D<br>VII E<br>VIII | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 94.4% of students scored 4.0 or higher | 80% of students will score 4.4 or higher | 100.0% of students scored 4.4 or higher | Benchmarks met. No recommendations at this time. |  |

| Social Work Competencies Outcome Matrix                                                                                                                              |                                                                                                                                                  |                                                                           |                                        | Location: Main                                       |                                | Academic Year: 2021 - 2022                       |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|------------------------------------------------------|--------------------------------|--------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                       | Method of Measurement                                                                                                                            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures                      | Findings for Combined Measures | Recommendations                                  |  |
| and Difference in Practice                                                                                                                                           | Field Evaluation Sections: 2.1 – 2.3                                                                                                             | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 94.4% of students scored 4.4 or higher | score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 100.0% scored 4.4 or higher    | recommendations at this time.                    |  |
|                                                                                                                                                                      | 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 <sup>1</sup> of 1 – 5 | 94.4% of students scored 4.6 or higher |                                                      |                                |                                                  |  |
| 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 <sup>1</sup> of 1 – 5 | 94.4% of students scored 4.4 or higher |                                                      |                                | Benchmarks met. No recommendations at this time. |  |

| Social Work Competencies Outcome Matrix                                                                                                                |                               |                                                                           |                                        | Location: Main                  |                                | Academic Year: 2021 - 2022                       |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|--------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                         | Method of Measurement         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                  |  |
| 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 <sup>1</sup> of 1 – 5 | 83.3% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |
| 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 <sup>1</sup> of 1 – 5 | 88.9% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |
| 2.1.3                                                                                                                                                  |                               |                                                                           |                                        |                                 |                                |                                                  |  |

| Social Work Competencies Outcome Matrix                                                                                                            |                                                                            |                                                                           |                                         | Location: Main                                                            |                                        | Academic Year: 2021 - 2022                                                                                                                                                                                                                                           |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                     | Method of Measurement                                                      | Benchmark for Each Measurement                                            | Findings for Each Measurement           | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                      |  |
| 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 <sup>1</sup> of 1 – 5 | 66.7% of students scored 4.0 or higher  | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 88.9% of students scored 4.4 or higher | Benchmarks met for Field Evaluation, Exit Exam, and Combined. No recommendations at this time for these measures. Capstone fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, this measure will continued to be monitored. |  |
|                                                                                                                                                    | Field Evaluation Sections: 3.1 – 3.2                                       | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 88.9% 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 <sup>1</sup> of 1 – 5 | 100.0% 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 <sup>1</sup> of 1 – 5 | 77.8% of students scored 4.4 or higher  |                                                                           |                                        | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.                                                                                                                                    |  |

| Social Work Competencies Outcome Matrix                                           |                                                                                               |                                                                           |                                         | Location: Main                                                            |                                        | Academic Year: 2021 - 2022                                                                                                                                                                                                                                               |  |
|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                    | Method of Measurement                                                                         | Benchmark for Each Measurement                                            | Findings for Each Measurement           | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                          |  |
| 3.2 engage in practices that advance social, economic, and environmental justice. | Field Evaluation Section:<br>3.2                                                              | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 88.9% of students scored 4.4 or higher  |                                                                           |                                        | Benchmarks met. No recommendations at this time.                                                                                                                                                                                                                         |  |
| 2.1.4                                                                             |                                                                                               |                                                                           |                                         |                                                                           |                                        |                                                                                                                                                                                                                                                                          |  |
| Engage In Practice-informed Research and Research-informed Practice               | Capstone Paper Sections:<br>III A-D<br>IV A<br>V A<br>VI                                      | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 66.7% of students scored 4.0 or higher  | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 94.4% of students scored 4.4 or higher | Benchmarks met for Exit Exam and Combined. No recommendations at this time for these measures. Capstone and Field Evaluation fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
|                                                                                   | Field Evaluation Sections:<br>4.1 – 4.3                                                       | 80% of students will score 4.4 or higher on a scale <sup>1</sup> 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 <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.6 or higher |                                                                           |                                        |                                                                                                                                                                                                                                                                          |  |

| Social Work Competencies Outcome Matrix                                                                                       |                               |                                                                           |                                        | Location: Main                  |                                | Academic Year: 2021 - 2022                                                                                                        |  |
|-------------------------------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                | Method of Measurement         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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 <sup>1</sup> of 1 – 5 | 64.7% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 76.5% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                                               |                                                                        |                                                                           |                                         | Location: Main                                                            |                                        | Academic Year: 2021 - 2022                                                                                                                                                                                                                                               |  |
|-------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                        | Method of Measurement                                                  | Benchmark for Each Measurement                                            | Findings for Each Measurement           | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                          |  |
| 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 <sup>1</sup> of 1 – 5 | 83.3% of students scored 4.4 or higher  |                                                                           |                                        | Benchmarks met. No recommendations at this time.                                                                                                                                                                                                                         |  |
| 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 <sup>1</sup> of 1 – 5 | 61.1% of students scored 4.0 or higher  | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 88.9% of students scored 4.4 or higher | Benchmarks met for Exit Exam and Combined. No recommendations at this time for these measures. Capstone and Field Evaluation fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
|                                                                                                       | Field Evaluation Sections: 5.1 – 5.3                                   | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 66.7% 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 <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.6 or higher |                                                                           |                                        |                                                                                                                                                                                                                                                                          |  |

| Social Work Competencies Outcome Matrix                                                                                                     |                                  |                                                                           |                                        | Location: Main                  |                                | Academic Year: 2021 - 2022                                                                                                        |  |
|---------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                              | Method of Measurement            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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:<br>5.1 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 76.5% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 5.2 assess how social welfare and economic policies impact the delivery of and access to social services;                                   | Field Evaluation Section:<br>5.2 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 76.5% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                                                                                                 |                                                                            |                                                                           |                                        | Location: Main                              |                                | Academic Year: 2021 - 2022                                                                                                        |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                          | Method of Measurement                                                      | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures             | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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 <sup>1</sup> of 1 – 5 | 66.7% of students scored 4.4 or higher |                                             |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 2.1.6                                                                                                                                                   |                                                                            |                                                                           |                                        |                                             |                                |                                                                                                                                   |  |
| Engage with Individuals, Families, Groups,                                                                                                              | Capstone Paper Sections: I<br>II<br>III A<br>III B<br>III C<br>V<br>VII A3 | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 94.4% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on | 94.4% of students scored 4.4   | Benchmarks met. No recommendations at                                                                                             |  |

| Social Work Competencies Outcome Matrix                                                                                                                                                    |                                                                           |                                                                           |                                        | Location: Main                  |                                | Academic Year: 2021 - 2022                                                                                                        |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                                             | Method of Measurement                                                     | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| Families, Groups, Organizations, and Communities                                                                                                                                           | Field Evaluation Sections: 6.1 – 6.2                                      | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 94.4% of students scored 4.4 or higher | a scale <sup>1</sup> of 1 – 5   | 94.4% scored 4.4 or higher     | Recommendations at this time.                                                                                                     |  |
|                                                                                                                                                                                            | 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 <sup>1</sup> of 1 – 5 | 94.4% of students scored 4.6 or higher |                                 |                                |                                                                                                                                   |  |
| 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 <sup>1</sup> of 1 – 5 | 66.7% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |



| Social Work Competencies Outcome Matrix |                       |                                |                               | Location: Main                  |                                | Academic Year: 2021 - 2022 |  |
|-----------------------------------------|-----------------------|--------------------------------|-------------------------------|---------------------------------|--------------------------------|----------------------------|--|
| Program Competency & Behaviors          | Method of Measurement | Benchmark for Each Measurement | Findings for Each Measurement | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations            |  |
|                                         |                       |                                |                               |                                 |                                |                            |  |

| Social Work Competencies Outcome Matrix                                                                                                                                                                         |                                  |                                                                           |                                        | Location: Main                  |                                | Academic Year: 2021 - 2022                                                                                                        |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                                                                  | Method of Measurement            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 7.1 collect and organize data, and apply critical thinking to interpret information from clients and constituencies;                                                                                            | Field Evaluation Section:<br>7.1 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 77.8% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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:<br>7.2 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 83.3% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time.                                                                                  |  |

| Social Work Competencies Outcome Matrix                                                                                                                                      |                               |                                                                           |                                        | Location: Main                  |                                | Academic Year: 2021 - 2022                                                                                                        |  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                               | Method of Measurement         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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 <sup>1</sup> of 1 – 5 | 77.8% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 72.2% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                                                                           |                                                                                             |                                                                           |                                        | Location: Main                                                            |                                        | Academic Year: 2021 - 2022                                                                                                                                                                                                                                           |  |
|-----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                    | Method of Measurement                                                                       | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                      |  |
| 2.1.8                                                                                                                             |                                                                                             |                                                                           |                                        |                                                                           |                                        |                                                                                                                                                                                                                                                                      |  |
| 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 <sup>1</sup> of 1 – 5 | 61.1% of students scored 4.0 or higher | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 88.9% of students scored 4.4 or higher | Benchmarks met for Field Evaluation, Exit Exam, and Combined. No recommendations at this time for these measures. Capstone fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, this measure will continued to be monitored. |  |
|                                                                                                                                   | Field Evaluation Sections: 8.1 – 8.5                                                        | 80% of students will score 4.4 or higher on a scale <sup>1</sup> 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 <sup>1</sup> of 1 – 5 | 94.4% 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 <sup>1</sup> of 1 – 5 | 72.2% of students scored 4.4 or higher |                                                                           |                                        | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.                                                                                                                                    |  |

| Social Work Competencies Outcome Matrix                                                                                                                                                       |                               |                                                                           |                                        | Location: Main                  |                                | Academic Year: 2021 - 2022                                                                                                        |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                                                | Method of Measurement         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 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 <sup>1</sup> of 1 – 5 | 83.3% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time.                                                                                  |  |
| 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 <sup>1</sup> of 1 – 5 | 72.2% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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 <sup>1</sup> of 1 – 5 | 66.7% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                                 |                                                                                           |                                                                           |                                         | Location: Main                                                            |                                        | Academic Year: 2021 - 2022                                                                                                                                                                                                                                           |  |
|-----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------|---------------------------------------------------------------------------|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                          | Method of Measurement                                                                     | Benchmark for Each Measurement                                            | Findings for Each Measurement           | Benchmark for Combined Measures                                           | Findings for Combined Measures         | Recommendations                                                                                                                                                                                                                                                      |  |
| 8.5 facilitate effective transitions and endings that advance mutually agreed-on goals. | Field Evaluation Section:<br>8.5                                                          | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 66.7% of students scored 4.4 or higher  |                                                                           |                                        | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.                                                                                                                                    |  |
| 2.1.9                                                                                   |                                                                                           |                                                                           |                                         |                                                                           |                                        |                                                                                                                                                                                                                                                                      |  |
| Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities    | Capstone Paper Sections:<br>III B<br>III C<br>III D<br>III E<br>IV A<br>IV C<br>V A<br>VI | 70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5 | 61.1% of students scored 4.0 or higher  | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 94.4% of students scored 4.4 or higher | Benchmarks met for Field Evaluation, Exit Exam, and Combined. No recommendations at this time for these measures. Capstone fell short of the benchmark. Due to COVID and disruptions in field experience opportunities, this measure will continued to be monitored. |  |
|                                                                                         | Field Evaluation Sections:<br>9.1 – 9.4                                                   | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 94.4% 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 <sup>1</sup> of 1 – 5 | 100.0% of students scored 4.6 or higher |                                                                           |                                        |                                                                                                                                                                                                                                                                      |  |

| Social Work Competencies Outcome Matrix                                                                                                                                    |                                  |                                                                           |                                        | Location: Main                  |                                | Academic Year: 2021 - 2022                                                                                                        |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--|
| Program Competency & Behaviors                                                                                                                                             | Method of Measurement            | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                                                                                                   |  |
| 9.1 select and use appropriate methods for evaluation of outcomes;                                                                                                         | Field Evaluation Section:<br>9.1 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 77.8% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |
| 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:<br>9.2 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 83.3% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time.                                                                                  |  |
| 9.3 critically analyze, monitor, and evaluate intervention and program processes and outcomes; and                                                                         | Field Evaluation Section:<br>9.3 | 80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5 | 77.8% of students scored 4.4 or higher |                                 |                                | Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored. |  |

| Social Work Competencies Outcome Matrix                                                                |                               |                                                                           |                                        | Location: Main                  |                                | Academic Year: 2021 - 2022                       |  |
|--------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------|----------------------------------------|---------------------------------|--------------------------------|--------------------------------------------------|--|
| Program Competency & Behaviors                                                                         | Method of Measurement         | Benchmark for Each Measurement                                            | Findings for Each Measurement          | Benchmark for Combined Measures | Findings for Combined Measures | Recommendations                                  |  |
| 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 <sup>1</sup> of 1 – 5 | 83.3% of students scored 4.4 or higher |                                 |                                | Benchmarks met. No recommendations at this time. |  |

<sup>1</sup>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%  |