

Social Work Competencies Outcome Matrix			Location: Combined Program		Academic Year: 2019 - 2020 <sup>2,3</sup>	
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	Findings for Each Measurement	Benchmark for Combined Measures	Findings for Combined Measures	Recommendations
<b>2.1.1</b>						
<b>Demonstrate Ethical and Professional Behavior</b>	Capstone Paper Sections: I V C VI VII A VII C VII D VIII IX	70% of students will score 4.0 or higher on a scale <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	91.7% of students scored 4.4 or higher	<b>Due to missing data because of Covid-19 and the recent increase to the benchmark, no changes will be made at this time. The social work faculty will continue to monitor all outcomes at this time.</b>
	Field Evaluation Sections: 1.1 – 1.5 PE 1 – 23	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: 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	91.7% of students scored 4.6 or higher			

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1.1 make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context;	Field Evaluation Sections: 1.1 PE 16 – 19, 22, 23	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  91.7%			
1.2 use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;	Field Evaluation Sections: 1.2 PE 1, 6, 7, 15	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  83.3%			

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

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

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2.1 apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;	Field Evaluation Section: 2.1	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  83.3%			
2.2 present themselves as learners and engage clients and constituencies as experts of their own experiences; and	Field Evaluation Section: 2.2	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  75.0%			
2.3 apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.	Field Evaluation Section: 2.3	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  83.3%			

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

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3.2 engage in practices that advance social, economic, and environmental justice.	Field Evaluation Section: 3.2	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	83.3% of students scored 4.4 or higher			
<b>2.1.4</b>						
<b>Engage In Practice-informed Research and Research-informed Practice</b>	Capstone Paper Sections: III A-D IV A V A VI	70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5	50.0% 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	83.3% of students scored 4.4 or higher	<b>Due to missing data because of Covid-19 and the recent increase to the benchmark, no changes will be made at this time. The social work faculty will continue to monitor all outcomes at this time.</b>
	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	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			
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	66.7% of students scored 4.4 or higher			

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



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

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

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6.1 apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and	Field Evaluation Section: 6.1	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  83.3%			
6.2 use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.	Field Evaluation Section: 6.2	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  83.3%			

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<b>2.1.7</b>							
<b>Assess Individuals, Families, Groups, Organizations, and Communities</b>	Capstone Paper Sections: II III A III B III C IV A IV C V A V B VI VII A2 VII B1 VII B2 VII E	70% of students will score 4.0 or higher on a scale <sup>1</sup> of 1 – 5	58.3% 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	91.7% of students scored 4.4 or higher	<b>Due to missing data because of Covid-19 and the recent increase to the benchmark, no changes will be made at this time. The social work faculty will continue to monitor all outcomes at this time.</b>	
	Field Evaluation Sections: 7.1 – 7.4	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				
	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	100.0% of students scored 4.6 or higher				

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7.1 collect and organize data, and apply critical thinking to interpret information from clients and constituencies;	Field Evaluation Section: 7.1	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  91.7%			
7.2 apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies;	Field Evaluation Section: 7.2	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  83.3%			

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7.3 develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and	Field Evaluation Section: 7.3	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  75.0%			
7.4 select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.	Field Evaluation Section: 7.4	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  75.0%			

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<b>2.1.8</b>							
<b>Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	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	58.3% 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	91.7% of students scored 4.4 or higher	<b>Due to missing data because of Covid-19 and the recent increase to the benchmark, no changes will be made at this time. The social work faculty will continue to monitor all outcomes at this time.</b>	
	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	91.7% of students scored 4.6 or higher				
8.1 critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;	Field Evaluation Section: 8.1	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	75.0% of students scored 4.4 or higher				

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8.2 apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;	Field Evaluation Section: 8.2	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  83.3%			
8.3 use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;	Field Evaluation Section: 8.3	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  83.3%			
8.4 negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and	Field Evaluation Section: 8.4	80% of students will score 4.4 or higher on a scale <sup>1</sup> of 1 – 5	of students scored 4.4 or higher  75.0%			



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

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

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<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%

<sup>2</sup> Report Notes

*17 Students were removed from the 2019 – 2020 report.*

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

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

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