

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: I V C VI VII A VII C VII D VIII IX	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	93.8% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	96.9% of students scored 4.4 or higher	Benchmarks met. No recommendations at this time.
	Field Evaluation Sections: 1.1 – 1.5 PE 1 – 23	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	90.6% of students scored 4.4 or higher			
	Exit Exam Questions: 2, 3, 4, 5, 6, 7, 8, 9, 10, 13, 15, 16, 17, 18, 21, 22, 27, 28, 29, 30, 31, 33, 35, 36, 37, 38, 39, 40, 41	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	96.9% of students scored 4.6 or higher			

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1.1 make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context;	Field Evaluation Sections: 1.1 PE 16 – 19, 22, 23	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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: 1.2 PE 1, 6, 7, 15	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	87.5% of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.

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1.3 demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;	Field Evaluation 1.3 PE 3 – 5, 8, 9, 10 – 14, 20, 21	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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 Sections: 1.4	80% of students will score 4.4 or higher on a scale ¹ 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 Sections: 1.5 PE 2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	87.5% of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.

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2.1.2						
Engage Diversity and Difference in Practice	Capstone Paper Sections: I II IVA VB VII A1 VII A2 VII B2 VII C VII D VII E VIII	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	96.9% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	100.0% of students scored 4.4 or higher	Benchmarks met. No recommendations at this time.
	Field Evaluation Sections: 2.1 – 2.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	81.3% of students scored 4.4 or higher			
	Exit Exam Questions: 5, 6, 7, 10, 11, 12, 14, 15, 16, 17, 18, 19, 21, 22, 23, 24, 25, 26, 27, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	93.8% of students scored 4.6 or higher			

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2.1 apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;	Field Evaluation Section: 2.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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: 2.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	75.0% of students scored 4.4 or higher			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 ¹ 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.

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2.1.3						
Advance Human Rights and Social, Economic, and Environmental Justice	Capstone Paper Sections: II IV V VII A1 VII A2 VII B VII D VII E	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	75.0% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	90.6% of students scored 4.4 or higher	Benchmarks met. No recommendations at this time.
	Field Evaluation Sections: 3.1 – 3.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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 ¹ of 1 – 5	100.0% of students scored 4.6 or higher			

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3.1 apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and	Field Evaluation Section: 3.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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: 3.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	81.3% of students scored 4.4 or higher			Benchmark met. No recommendations at this time.

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2.1.4						
Engage In Practice-informed Research and Research-informed Practice	Capstone Paper Sections: III A-D IV A V A VI	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	68.8% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ 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: 4.1 – 4.3	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ of 1 – 5	96.9% of students scored 4.6 or higher			

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4.1 use practice experience and theory to inform scientific inquiry and research;	Field Evaluation Section: 4.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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: 4.2	80% of students will score 4.4 or higher on a scale ¹ 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: 4.3	80% of students will score 4.4 or higher on a scale ¹ 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.

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2.1.5							
Engage in Policy Practice	Capstone Paper Sections: II IV V	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	71.9% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ 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 ¹ of 1 – 5	100.0% of students scored 4.6 or higher				

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5.1 Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;	Field Evaluation Section: 5.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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 ¹ 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 ¹ 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.

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2.1.6						
Engage with Individuals, Families, Groups, Organizations, and Communities	Capstone Paper Sections: I II III A III B III C V VII A3	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	96.9% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	90.6% of students scored 4.4 or higher	Benchmarks met. No recommendations at this time.
	Field Evaluation Sections: 6.1 – 6.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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 ¹ of 1 – 5	90.6% of students scored 4.6 or higher			

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6.1 apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and	Field Evaluation Section: 6.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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 ¹ of 1 – 5	93.5% of students scored 4.4 or higher			Benchmark met. No recommendations at this time.

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2.1.7							
Assess Individuals, Families, Groups, Organizations, and Communities	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 ¹ of 1 – 5	84.4% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	90.6% 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 measurer will continue to be monitored.	
	Field Evaluation Sections: 7.1 – 7.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	75.0% of students scored 4.4 or higher				
	Exit Exam Questions: 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 ¹ of 1 – 5	93.8% 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 ¹ 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: 7.2	80% of students will score 4.4 or higher on a scale ¹ 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.

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7.3 develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and	Field Evaluation Section: 7.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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 Section: 7.4	80% of students will score 4.4 or higher on a scale ¹ 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.

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2.1.8						
Intervene with Individuals, Families, Groups, Organizations, and Communities	Capstone Paper Sections: III IV B V	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	62.5% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ 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 ¹ of 1 – 5	93.8% of students scored 4.6 or higher			

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8.1 critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;	Field Evaluation Section: 8.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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 ¹ 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.

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8.3 use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;	Field Evaluation Section: 8.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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 ¹ 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 ¹ 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.

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2.1.9						
Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Capstone Paper Sections: III B III C III D III E IV A IV C V A VI	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	62.5% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ 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: 9.1 – 9.4	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ of 1 – 5	93.8% of students scored 4.6 or higher			

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9.1 select and use appropriate methods for evaluation of outcomes;	Field Evaluation Section: 9.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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: 9.2	80% of students will score 4.4 or higher on a scale ¹ 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: 9.3	80% of students will score 4.4 or higher on a scale ¹ 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.

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9.4 apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.	Field Evaluation Section: 9.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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.

¹Scale (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%

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2.1.1							
Demonstrate Ethical and Professional Behavior	Capstone Paper Sections: I V C VI VII A VII C VII D VIII IX	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	100.0% of students scored 4.0 or higher		92.9% of students scored 4.4 or higher	Benchmarks met. No recommendations at this time.	
	Field Evaluation Sections: 1.1 – 1.5 PE 1 – 23	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	85.7% of students scored 4.4 or higher				
	Exit Exam Questions: 2, 3, 4, 5, 6, 7, 8, 9, 10, 13, 15, 16, 17, 18, 21, 22, 27, 28, 29, 30, 31, 33, 35, 36, 37, 38, 39, 40, 41	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	92.9% of students scored 4.6 or higher				

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1.1 make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context;	Field Evaluation Sections: 1.1 PE 16 – 19, 22, 23	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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: 1.2 PE 1, 6, 7, 15	80% of students will score 4.4 or higher on a scale ¹ 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 1.3 PE 3 – 5, 8, 9, 10 – 14, 20, 21	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	85.7% of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.

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1.4 use technology ethically and appropriately to facilitate practice outcomes; and	Field Evaluation Sections: 1.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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: 1.5 PE 2	80% of students will score 4.4 or higher on a scale ¹ 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.

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2.1.2							
Engage Diversity and Difference in Practice	Capstone Paper Sections: I II IVA VB VII A1 VII A2 VII B2 VII C VII D VII E VIII	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	100.0% of students scored 4.0 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: 2.1 – 2.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	64.3% of students scored 4.4 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	100.0% of students scored 4.4 or higher		
	Exit Exam Questions: 5, 6, 7, 10, 11, 12, 14, 15, 16, 17, 18, 19, 21, 22, 23, 24, 25, 26, 27, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	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 ¹ 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 ¹ 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 ¹ 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: II IV V VII A1 VII A2 VII B VII D VII E	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	85.7% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ 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: 3.1 – 3.2	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ 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 ¹ 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 ¹ 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 IV A V A VI	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	71.4% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ 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 ¹ 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 ¹ 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: 4.2	80% of students will score 4.4 or higher on a scale ¹ 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: 4.3	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ of 1 – 5	85.7% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ 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 ¹ 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 ¹ 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 ¹ 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 ¹ 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: I II III A III B III C V VII A3	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	100.0% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	85.7% of students scored 4.4 or higher	Benchmarks met. No recommendations at this time.	
	Field Evaluation Sections: 6.1 – 6.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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 ¹ 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: 6.1	80% of students will score 4.4 or higher on a scale ¹ 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: 6.2	80% of students will score 4.4 or higher on a scale ¹ 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: 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 ¹ of 1 – 5	85.7% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ 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: 7.1 – 7.4	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ 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: 7.1	80% of students will score 4.4 or higher on a scale ¹ 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: 7.2	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ 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 ¹ 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 ¹ of 1 – 5	64.3% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ 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 ¹ 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 ¹ 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 ¹ 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 ¹ 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 ¹ 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 ¹ 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 III C III D III E IV A IV C V A VI	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	64.3% of students scored 4.0 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 ¹ 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 ¹ of 1 – 5	85.7% of students scored 4.6 or higher		80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	71.4% of students scored 4.4 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: 9.1	80% of students will score 4.4 or higher on a scale ¹ 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: 9.2	80% of students will score 4.4 or higher on a scale ¹ 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: 9.3	80% of students will score 4.4 or higher on a scale ¹ 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: 9.4	80% of students will score 4.4 or higher on a scale ¹ 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.

¹Scale (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: I V C VI VII A VII C VII D VIII IX	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	88.9% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	100.0% of students scored 4.4 or higher	Benchmarks met. No recommendations at this time.	
	Field Evaluation Sections: 1.1 – 1.5 PE 1 – 23	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	94.4% of students scored 4.4 or higher				
	Exit Exam Questions: 2, 3, 4, 5, 6, 7, 8, 9, 10, 13, 15, 16, 17, 18, 21, 22, 27, 28, 29, 30, 31, 33, 35, 36, 37, 38, 39, 40, 41	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	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: 1.1 PE 16 – 19, 22, 23	80% of students will score 4.4 or higher on a scale ¹ 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: 1.2 PE 1, 6, 7, 15	80% of students will score 4.4 or higher on a scale ¹ 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 Sections: 1.3 PE 3 – 5, 8, 9, 10 – 14, 20, 21	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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: 1.4	80% of students will score 4.4 or higher on a scale ¹ 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: 1.5 PE 2	80% of students will score 4.4 or higher on a scale ¹ 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: I II IVA VB VII A1 VII A2 VII B2 VII C VII D VII E VIII	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	94.4% of students scored 4.0 or higher	80% of students will score 4.4 or higher on	100.0% of students scored 4.4		Benchmarks met. No

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 ¹ of 1 – 5	94.4% of students scored 4.4 or higher	score 4.4 or higher on a scale ¹ 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 ¹ 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 ¹ 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 ¹ 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 ¹ 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 ¹ of 1 – 5	66.7% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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 continue to be monitored.
	Field Evaluation Sections: 3.1 – 3.2	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ 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 ¹ 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 continue 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: 3.2	80% of students will score 4.4 or higher on a scale ¹ 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: III A-D IV A V A VI	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	66.7% of students scored 4.0 or higher			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: 4.1 – 4.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	66.7% of students scored 4.4 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	94.4% of students scored 4.4 or higher		
	Exit Exam Questions: 6, 9, 10, 12, 14, 21, 22, 24, 25, 26, 27, 28, 29, 33, 35, 36, 37, 38, 39	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	100.0% of students scored 4.6 or higher				

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 ¹ 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 ¹ 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 ¹ 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 ¹ of 1 – 5	61.1% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ 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 ¹ 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: 5.1	80% of students will score 4.4 or higher on a scale ¹ 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: 5.2	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ 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 II III A III B III C V VII A3	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	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 ¹ of 1 – 5	94.4% of students scored 4.4 or higher	a scale ¹ 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 ¹ 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 ¹ 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
6.2 use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.	Field Evaluation Section: 6.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	94.4% of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.
2.1.7						

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
Assess Individuals, Families, Groups, Organizations, and Communities	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 ¹ of 1 – 5	83.3% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	100.0% of students scored 4.4 or higher	Benchmarks met. No recommendations at this time.
	Field Evaluation Sections: 7.1 – 7.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	88.9% 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 ¹ of 1 – 5	94.4% 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
7.1 collect and organize data, and apply critical thinking to interpret information from clients and constituencies;	Field Evaluation Section: 7.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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: 7.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	83.3% of students scored 4.4 or higher			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 ¹ 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 ¹ 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 ¹ of 1 – 5	61.1% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ of 1 – 5	83.3% of students scored 4.4 or higher				
	Exit Exam Questions: 1, 6, 8, 9, 10, 15, 20, 25, 26, 27, 28, 31, 32, 33, 34, 35, 37, 38, 39	85% of students will score 4.6 or higher on a scale ¹ of 1 – 5	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 ¹ 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 ¹ 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 ¹ 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 ¹ 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: 8.5	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	66.7% of students scored 4.4 or higher			Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continue to be monitored.	
2.1.9							
Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Capstone Paper Sections: III B III C III D III E IV A IV C V A VI	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	61.1% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ 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 continue to be monitored.	
	Field Evaluation Sections: 9.1 – 9.4	80% of students will score 4.4 or higher on a scale ¹ 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 ¹ 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: 9.1	80% of students will score 4.4 or higher on a scale ¹ 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: 9.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	83.3% of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.
9.3 critically analyze, monitor, and evaluate intervention and program processes and outcomes; and	Field Evaluation Section: 9.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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 ¹ of 1 – 5	83.3% of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.

¹Scale (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%