

Social Work Competencies Outcome Matrix				Location: Combined Program		Academic Year: 2020 - 2021	
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	95.6% 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	Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
	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	95.6% 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	97.8% 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	95.6% of students scored 4.4 or higher			Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.
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	91.1% of students scored 4.4 or higher			Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.
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	95.6% of students scored 4.4 or higher			Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.

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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	88.9% of students scored 4.4 or higher			Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
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	91.1% of students scored 4.4 or higher			Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
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	100.0% of students scored 4.0 or higher	80% of students will	of students	Benchmark met. Will continue to monitor.	

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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	80.0% of students scored 4.4 or higher	score 4.4 or higher on a scale ¹ of 1 – 5	97.8% scored 4.4 or higher		Due to Covid, no changes will be made for 2021 – 2022.
	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	97.8% 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	68.9% of students scored 4.4 or higher				Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.

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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	84.4% of students scored 4.4 or higher			Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
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	80.0% of students scored 4.4 or higher			Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
2.1.3							
Advance Human Rights and Social, Economic, and	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	95.6% of students scored 4.0 or higher				
				80% of students will score 4.4 or higher on	95.6% of students scored 4.4	Benchmark met. Will continue to monitor. Due to Covid, no	

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Environmental Justice	Field Evaluation Sections: 3.1 – 3.2	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	a scale ¹ of 1 – 5	or higher	changes will be made for 2021 – 2022.	
	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	97.8% 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	73.3% of students scored 4.4 or higher				Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.
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	75.6% of students scored 4.4 or higher				Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.
2.1.4							
	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	84.4% of students scored 4.0 or higher			Benchmark met. Will	

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Engage In Practice-informed Research and Research-informed Practice	Field Evaluation Sections: 4.1 – 4.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	62.2% of students scored 4.4 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	86.7% of students scored 4.4 or higher	Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
	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	97.8% 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	60.0% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
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	62.2% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	

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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	57.8% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
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	95.6% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	97.8% of students scored 4.4 or higher	Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
	Field Evaluation Sections: 5.1 – 5.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	71.1% 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	97.8% 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	68.9% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	

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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	73.3% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
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	71.1% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
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	93.3% of students scored 4.4 or higher	Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
	Field Evaluation Sections: 6.1 – 6.2	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				

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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	97.8% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	97.8% of students scored 4.4 or higher	Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
	Field Evaluation Sections: 7.1 – 7.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	75.6% 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	97.8% 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	66.7% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
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	68.9% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	

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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	73.3% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
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	66.7% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
2.1.8							
	Capstone Paper Sections: III IV B V	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	80.0% of students scored 4.0 or higher				

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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	
Intervene with Individuals, Families, Groups, Organizations, and Communities	Field Evaluation Sections: 8.1 – 8.5	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	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	95.6% of students scored 4.4 or higher	Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
	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	97.8% 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	71.1% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	

Social Work Competencies Outcome Matrix				Location: Combined Program		Academic Year: 2020 - 2021	
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	68.9% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
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	80.0% of students scored 4.4 or higher			Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
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	73.3% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	

Social Work Competencies Outcome Matrix				Location: Combined Program		Academic Year: 2020 - 2021	
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. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
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	86.7% of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	93.3% of students scored 4.4 or higher	Benchmark met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	
	Field Evaluation Sections: 9.1 – 9.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	73.3% 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	97.8% of students scored 4.6 or higher				

Social Work Competencies Outcome Matrix				Location: Combined Program	Academic Year: 2020 - 2021	
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	68.9% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.
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	75.6% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.
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	73.3% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.

Social Work Competencies Outcome Matrix				Location: Combined Program		Academic Year: 2020 - 2021	
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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	57.8% of students scored 4.4 or higher			Benchmark not met. Will continue to monitor. Due to Covid, no changes will be made for 2021 – 2022.	

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:	
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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher		
	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	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	of students scored 4.6 or higher				

1.1 make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context;	Field Evaluation Sections: 1.1 PE 16 – 19, 22, 23	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher		
1.2 use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;	Field Evaluation Sections: 1.2 PE 1, 6, 7, 15	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher		
1.3 demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;	Field Evaluation 1.3 PE 3 – 5, 8, 9, 10 – 14, 20, 21	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher		

1.4 use technology ethically and appropriately to facilitate practice outcomes; and	Field Evaluation Sections: 1.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
1.5 use supervision and consultation to guide professional judgment and behavior.	Field Evaluation Sections: 1.5 PE 2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher	
	Field Evaluation Sections: 2.1 – 2.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			

	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	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	of students scored 4.4 or higher			
2.2 present themselves as learners and engage clients and constituencies as experts of their own experiences; and	Field Evaluation Section: 2.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			

2.3 apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.	Field Evaluation Section: 2.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher		
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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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher	
	Field Evaluation Sections: 3.1 – 3.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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	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	of students scored 4.4 or higher			
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	of students scored 4.4 or higher			
2.1.4						
Engage In Practice-informed Research and Research-informed Practice	Capstone Paper Sections: III A-D IV A V A VI	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher	
	Field Evaluation Sections: 4.1 – 4.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
	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	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	of students scored 4.4 or higher		
4.2 apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and	Field Evaluation Section: 4.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher		
4.3 use and translate research evidence to inform and improve practice, policy, and service delivery.	Field Evaluation Section: 4.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher		

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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher	
	Field Evaluation Sections: 5.1 – 5.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
	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	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	of students scored 4.4 or higher			
5.2 assess how social welfare and economic policies impact the delivery of and access to social services;	Field Evaluation Section: 5.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
5.3 apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	Field Evaluation Section: 5.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on	of students scored 4.4	

Students, 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	of students scored 4.4 or higher	a scale ¹ of 1 – 5	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	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	of students scored 4.4 or higher			
6.2 use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.	Field Evaluation Section: 6.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher	
	Field Evaluation Sections: 7.1 – 7.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
	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	of students scored 4.6 or higher			
7.1 collect and organize data, and apply critical thinking to interpret information from clients and constituencies;	Field Evaluation Section: 7.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			

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;

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:
7.2

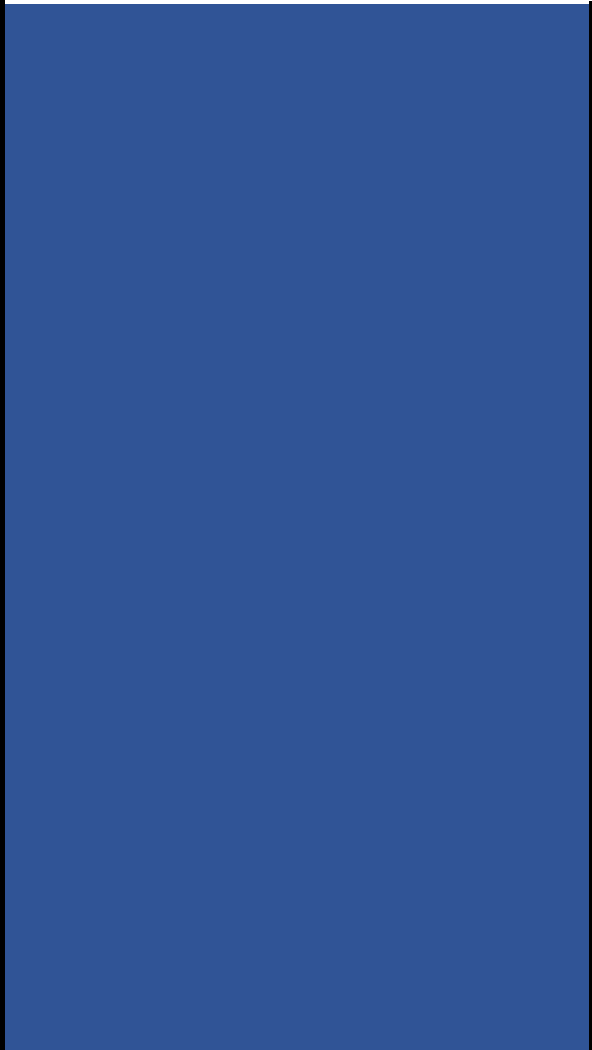
Field Evaluation
Section:
7.3

80% of students will score 4.4 or higher on a scale¹ of 1 – 5

80% of students will score 4.4 or higher on a scale¹ of 1 – 5

of students scored 4.4 or higher

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	of students scored 4.4 or higher			
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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher	
	Field Evaluation Sections: 8.1 – 8.5	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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	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	of students scored 4.4 or higher			

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

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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher	
	Field Evaluation Sections: 9.1 – 9.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
	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	of students scored 4.6 or higher			
9.1 select and use appropriate methods for evaluation of outcomes;	Field Evaluation Section: 9.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			

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

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: EOC		Academic Year:	
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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher		
	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	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	of students scored 4.6 or higher				

1.1 make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context;	Field Evaluation Sections: 1.1 PE 16 – 19, 22, 23	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher		
1.2 use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;	Field Evaluation Sections: 1.2 PE 1, 6, 7, 15	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher		
1.3 demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;	Field Evaluation 1.3 PE 3 – 5, 8, 9, 10 – 14, 20, 21	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher		

1.4 use technology ethically and appropriately to facilitate practice outcomes; and	Field Evaluation Sections: 1.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
1.5 use supervision and consultation to guide professional judgment and behavior.	Field Evaluation Sections: 1.5 PE 2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher	
	Field Evaluation Sections: 2.1 – 2.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			

	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	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	of students scored 4.4 or higher			
2.2 present themselves as learners and engage clients and constituencies as experts of their own experiences; and	Field Evaluation Section: 2.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			

2.3 apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.	Field Evaluation Section: 2.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher		
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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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher	
	Field Evaluation Sections: 3.1 – 3.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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	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	of students scored 4.4 or higher			
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	of students scored 4.4 or higher			
2.1.4						
Engage In Practice-informed Research and Research-informed Practice	Capstone Paper Sections: III A-D IV A V A VI	70% of students will score 4.0 or higher on a scale ¹ of 1 – 5	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher	
	Field Evaluation Sections: 4.1 – 4.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
	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	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	of students scored 4.4 or higher			
4.2 apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and	Field Evaluation Section: 4.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
4.3 use and translate research evidence to inform and improve practice, policy, and service delivery.	Field Evaluation Section: 4.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher	
	Field Evaluation Sections: 5.1 – 5.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
	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	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	of students scored 4.4 or higher			
5.2 assess how social welfare and economic policies impact the delivery of and access to social services;	Field Evaluation Section: 5.2	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
5.3 apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	Field Evaluation Section: 5.3	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on	of students scored 4.4	

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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher	
	Field Evaluation Sections: 7.1 – 7.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
	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	of students scored 4.6 or higher			
7.1 collect and organize data, and apply critical thinking to interpret information from clients and constituencies;	Field Evaluation Section: 7.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			

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 scale¹ of 1 – 5

of students scored 4.4 or higher

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 scale¹ of 1 – 5

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	of students scored 4.4 or higher		
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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher
	Field Evaluation Sections: 8.1 – 8.5	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	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	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	of students scored 4.4 or higher		

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

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	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher	
	Field Evaluation Sections: 9.1 – 9.4	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			
	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	of students scored 4.6 or higher			
9.1 select and use appropriate methods for evaluation of outcomes;	Field Evaluation Section: 9.1	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	of students scored 4.4 or higher			

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

¹**Scale (1 - 5 Breakdown):**

5.0	100%
4.8	95%
4.6	90%
4.4	85%
4.2	80%

4.0	75%
3.8	70%
3.6	65%
3.4	60%