Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Acad	demic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures		ings for ed Measures	Recommendations
2.1.1								
Down a raturate Ethical	Capstone Paper Sections: I V C VI VII A VII C VII D VIII	70% of students will score 4.0 or higher on a scale of 1 – 5	93.8%	of students scored 4.0 or higher	80% of students will		of students	Benchmarks met. No
Demonstrate Ethical and Professional Behavior Sect 1.1 -	Field Evaluation Sections: 1.1 – 1.5 PE 1 – 23	80% of students will score 4.4 or higher on a scale of $1-5$	90.6%		score 4.4 or higher on a scale 1 of $1-5$	96.9%	scored 4.4	recommendations at this time.
	18, 21, 22, 27, 28,	85% of students will score 4.6 or higher on a scale of 1 – 5	96.9%	of students scored 4.6 or higher				

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	Findings for Each Measurement		Benchmark for Combined Measures	Findings for Combined Measures	Recommendations
1.1 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 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 of 1 – 5	87.5%	of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement		s for Each urement	Benchmark for Combined Measures	Findings for Combined Measures	Recommendations
1.3 demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;	Field Evaluation 1.3 PE 3 – 5, 8, 9, 10 – 14, 20, 21	80% of students will score 4.4 or higher on a scale 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 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 of 1 – 5	87.5%	of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.

Social Work Competencies Outcome Matrix Browners Browners for				Location:	Combined	Acad	demic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	Findings for Each Measurement		Benchmark for Combined Measures		ings for ed Measures	Recommendations
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 of 1 – 5	96.9%	of students scored 4.0 or higher	80% of students will score 4.4 or higher on	100.0%		Benchmarks met. No recommendations at
Practice III	Field Evaluation Sections: 2.1 – 2.3	80% of students will score 4.4 or higher on a scale of 1 – 5	81.3%	of students scored 4.4 or higher	a scale ¹ of 1 – 5	100.070		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 of 1 – 5	93.8%	of students scored 4.6 or higher				

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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 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		80% of students will score 4.4 or higher on a scale 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.		80% of students will score 4.4 or higher on a scale of 1 – 5	78.1%	of students scored 4.4 or higher			Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.

Social Work Competencies Outcome Matrix				Location:	Combined	Academic Year	: 2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures	Findings for Combined Measure	Recommendations
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 of 1 – 5	75.0%	of students scored 4.0 or higher	80% of students will score 4.4 or higher on	of students 90.6% scored 4.4	Benchmarks met. No recommendations at
Environmental Justice	Field Evaluation Sections: 3.1 – 3.2	80% of students will score 4.4 or higher on a scale of $1-5$	81.3%	of students scored 4.4 or higher	a scale ¹ of 1 – 5	or higher	this time.
,	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 of 1 – 5	100.0%	of students scored 4.6 or higher			

Social Work Co	mpetencies Ou	tcome 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
3.1 apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and		80% of students will score 4.4 or higher on a scale of 1 – 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.
3.2 engage in practices that advance social, economic, and environmental justice.	Section: 3.2	80% of students will score 4.4 or higher on a scale of 1 – 5		of students scored 4.4 or higher			Benchmark met. No recommendations at this time.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Aca	demic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures	Findings for Combined Measures		Recommendations
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 of 1 – 5	68.8%	of students scored 4.0 or higher				Benchmarks met for Exit Exam and Combined. No recommendations at this time for these measures. Capstone
	Field Evaluation Sections: 4.1 – 4.3	80% of students will score 4.4 or higher on a scale of $1-5$	50.0%	of students scored 4.4 or higher	80% of students will score 4.4 or higher on a scale ¹ of $1-5$	81.3% scored	of students 81.3% scored 4.4 or higher co	and Field Evaluation fell short of the benchmark. Due to COVID and
informed Practice	9, 10, 12, 14, 21, 22, 24, 25, 26, 27,	85% of students will score 4.6 or higher on a scale of 1 – 5	96.9%	of students scored 4.6 or higher				disruptions in field experience opportunities, these measures will continued to be monitored.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	U	s for Each urement	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 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 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 of 1 – 5	59.4%	of students scored 4.4 or higher			Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.

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

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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 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;		80% of students will score 4.4 or higher on a scale 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 of 1 – 5	53.1%	of students scored 4.4 or higher			Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Aca	demic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures		lings for ed Measures	Recommendations
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 of 1 – 5	96.9%	of students scored 4.0 or higher	80% of students will score 4.4 or higher on	90.6%		Benchmarks met. No recommendations at
Organizations, and Communities	Field Evaluation Sections: 6.1 – 6.2	80% of students will score 4.4 or higher on a scale of $1-5$	90.6%	of students scored 4.4 or higher	a scale ¹ of 1 – 5	30.070		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 of 1 – 5	90.6%	of students scored 4.6 or higher				

Social Work Co	mpetencies Ou	tcome 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	
6.1 apply knowledge of human behavior and the social environment, personin-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and		80% of students will score 4.4 or higher on a scale 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 of 1 – 5	93.5%	of students scored 4.4 or higher			Benchmark met. No recommendations at this time.	

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Academic Year: 2021 - 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures		lings for ed 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 Field Evaluation	70% of students will score 4.0 or higher on a scale 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%		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
	Sections: 7.1 – 7.4	will score 4.4 or higher on a scale of 1 – 5	75.0%	of students scored 4.4 or higher				experience opportunities, this measuer will continued to be
	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 of 1 – 5	93.8%	of students scored 4.6 or higher				monitored.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Academic Year: 2021 - 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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 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, personin-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 of 1 – 5	71.9%	of students scored 4.4 or higher			Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.	

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Academic Year: 2021 - 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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	7.3	80% of students will score 4.4 or higher on a scale 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.	77.4	80% of students will score 4.4 or higher on a scale of 1 – 5	62.5%	of students scored 4.4 or higher			Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.	

Social Work Co	mpetencies Ou	tcome 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
2.1.8								
	Capstone Paper Sections: III IV B V	70% of students will score 4.0 or higher on a scale of 1 – 5	62.5%	of students scored 4.0 or higher				Benchmarks met for Exit Exam and Combined. No recommendations at this time for these
Intervene with Individuals, Families, Groups, Organizations, and Communities Exit Quest 6, 8, 25, 2 32, 3	Sections:	80% of students will score 4.4 or higher on a scale of $1-5$	78.1%	of students scored 4.4 or higher	80% of students will score 4.4 or higher on a scale ¹ of $1-5$	84.4% scored 4.	of students scored 4.4	measures. Capstone and Field Evaluation fell short of the benchmark. Due to
	25, 26, 27, 28, 31,	85% of students will score 4.6 or higher on a scale of 1 – 5	93.8%	of students scored 4.6 or higher	ra scare of 1 – 5			COVID and disruptions in field experience opportunities, these measures will continued to be monitored.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	ombined Academic Year: 2021 - 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures	Findings for Combined Measures	Recommendations	
8.1 critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;	Field Evaluation Section: 8.1	80% of students will score 4.4 or higher on a scale 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, personin-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 of 1 – 5	75.0%	of students scored 4.4 or higher			Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.	

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Academic Year: 2021 - 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures	Findings for Combined Measures	Recommendations	
8.3 use interprofessional 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 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 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 of 1 – 5	56.3%	of students scored 4.4 or higher			Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.	

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Aca	demic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	Findings for Each Measurement		Benchmark for Combined Measures		lings for ed Measures	Recommendations
2.1.9								
Evaluate Practice with Individuals, Families, Groups,	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 of 1 – 5	62.5%	of students scored 4.0 or higher	80% of students will score 4.4 or higher on	84.4%	of students scored 4.4	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
Organizations, and Communities	Communities Field Evaluation Sections: 9.1 – 9.4	80% of students will score 4.4 or higher on a scale of $1-5$	71.9%	of students scored 4.4 or higher	a scale ¹ of 1 – 5			COVID and disruptions in field experience opportunities, these
	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 of $1-5$	93.8%	of students scored 4.6 or higher				measures will continued to be monitored.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Combined	Academic Year: 2021 - 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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 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, personin-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 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		80% of students will score 4.4 or higher on a scale of 1 – 5	62.5%	of students scored 4.4 or higher			Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.	

Social Work Competencies Outcome Matrix Location:					Combined	2021 - 2022	
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	U	s for Each urement	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.		80% of students will score 4.4 or higher on a scale of 1 – 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.

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 Co	mpetencies Ou	tcome 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		lings for ed Measures	Recommendations
2.1.1								
Set I V VI VI VI VI VI IX	VII D VIII IX	70% of students will score 4.0 or higher on a scale 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	n 92.9% scor		Benchmarks met. No recommendations at this time.
Demonstrate Ethical and Professional Behavior	1.1 - 1.5	80% of students will score 4.4 or higher on a scale of 1 – 5	85.7%	of students scored 4.4 or higher			scored 4.4	
	18, 21, 22, 27, 28,	85% of students will score 4.6 or higher on a scale of 1 – 5	92.9%	of students scored 4.6 or higher				

Social Work Co	mpetencies Ou	tcome Matrix		Location:	EOC	Academic Year: 2021- 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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;		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;	1.2 PE 1, 6, 7, 15	80% of students will score 4.4 or higher on a scale 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 of 1 – 5	85.7%	of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.	

Social Work Co	mpetencies Ou	tcome Matrix		Location:	EOC	Academic Year: 2021- 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement		s for Each urement	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 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.	

1				Location:	EOC	Academic	c Year:	2021- 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	U	s for Each urement	Benchmark for Combined Measures	Findings 1 Combined Me		Recommendations
2.1.2								
Engage Diversity and Difference in Practice	VII A2 VII B2 VII C VII D VII E VIII Field Evaluation Sections:	70% of students will score 4.0 or higher on a scale of 1 – 5		of students scored 4.0 or higher of students	80% of students will score 4.4 or higher on a scale ¹ of 1 – 5	100.0% score	tudents	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
	2.1 – 2.3	higher on a scale 1 of $1-5$	64.3%	scored 4.4 or higher	a scale of 1 3			disruptions in field experience
	19, 21, 22, 23, 24,	85% of students will score 4.6 or higher on a scale of 1 – 5	92.9%	of students scored 4.6 or higher				opportunities, this measure will continued to be monitored.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	EOC	Academic Year:	2021- 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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 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 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 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 Co	Social Work Competencies Outcome Matrix				EOC	Academic Year: 2021- 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures		lings for ed Measures	Recommendations
2.1.3								
Advance Human Rights and Social,	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 of 1 – 5	85.7%	of students scored 4.0 or higher	80% of students will		of students	Benchmarks met for Capstone, Exit Exam, and Combined. No recommendations at this time for these measures. Field Evaluation fell short
Economic, and Environmental Justice	Field Evaluation Sections: 3.1 – 3.2	80% of students will score 4.4 or higher on a scale of 1 – 5	71.4%	of students scored 4.4 or higher	score 4.4 or higher on a scale ¹ of 1 – 5	92.9%	or higher	of the benchmark. Due to COVID and disruptions in field experience
	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 of 1 – 5	100.0%	of students scored 4.6 or higher				opportunities, this measure will continued to be monitored.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	EOC	Academic Year: 2021- 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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		80% of students will score 4.4 or higher on a scale 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.		80% of students will score 4.4 or higher on a scale 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 Brogger				Location:	EOC	Aca	demic Year:	2021- 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures		lings for ed Measures	Recommendations
2.1.4								
		70% of students will score 4.0 or higher on a scale of 1 – 5	71.4%	of students scored 4.0 or higher				Benchmarks met for Capstone and Exit Exam. No recommendations at
Engage In Practice- informed Research and Research-	Field Evaluation Sections: 4.1 – 4.3	80% of students will score 4.4 or higher on a scale of $1-5$	28.6%	of students scored 4.4 or higher	80% of students will score 4.4 or higher on	64.3%	of students scored 4.4 or higher	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.
informed Practice	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 of 1 – 5	92.9%	of students scored 4.6 or higher	a scale ¹ of 1 – 5			
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 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		tcome Matrix		Location:	EOC	Academic Year: 2021-2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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 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 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 Broggom Broggom					EOC	Acad	lemic Year:	2021- 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures		ings for d Measures	Recommendations
2.1.5								
	Capstone Paper Sections: II IV V	70% of students will score 4.0 or higher on a scale of 1 – 5	85.7%	of students scored 4.0 or higher				Benchmarks met for Capstone, Exit Exam, and Combined. No
Engage in Policy	Field Evaluation Sections: 5.1 – 5.3	80% of students will score 4.4 or higher on a scale of 1 – 5	57.1%	of students scored 4.4 or higher	80% of students will		of students	recommendations at this time for these measures. Field Evaluation fell short
Practice	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 of 1 – 5	100.0%	of students scored 4.6 or higher	score 4.4 or higher on a scale ¹ of 1 – 5		7% scored 4.4 or higher	of the benchmark. Due to COVID and disruptions in field experience opportunities, this measure will continued to be monitored.
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 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 Co	mpetencies Ou	tcome Matrix		Location: EOC		Academic Year:	2021- 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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;		80% of students will score 4.4 or higher on a scale 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 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 Co	Social Work Competencies Outcome Matrix				EOC	Aca	demic 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,	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 of 1 – 5	100.0%	of students scored 4.0 or higher	80% of students will score 4.4 or higher on	85.7%	of students scored 4.4	Benchmarks met. No recommendations at
Organizations, and Communities	Field Evaluation Sections: 6.1 – 6.2	80% of students will score 4.4 or higher on a scale of 1 – 5	85.7%	of students scored 4.4 or higher	a scale ¹ of 1 – 5	03.170		this time.
I (9	Questions: 7, 9, 11, 12, 25, 26.	85% of students will score 4.6 or higher on a scale of 1 – 5	85.7%	of students scored 4.6 or higher				

Social Work Co	mpetencies Ou	tcome Matrix		Location:	EOC	Academic Year: 2021-2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures	Findings for Combined Measures	Recommendations	
6.1 apply knowledge of human behavior and the social environment, personin-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and		80% of students will score 4.4 or higher on a scale 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 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		lings for ed Measures	Recommendations
2.1.7								
Assess Individuals, Families, Groups, Organizations, and Communities	V B VI VII A2 VII B1 VII B2 VII E	70% of students will score 4.0 or higher on a scale of 1 – 5	85.7%	of students scored 4.0 or higher 80% of students will score 4.4 or higher on a scale of 1 – 5 of students scored 4.4 or higher	score 4.4 or higher on	78.6%	of students scored 4.4	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
	Field Evaluation Sections: 7.1 – 7.4	80% of students will score 4.4 or higher on a scale of 1 – 5	57.1%				disruptions in field experience opportunities, these measures will	
	6, 8, 9, 11, 12, 22, 24, 25, 26, 28, 30	85% of students will score 4.6 or higher on a scale of 1 – 5	92.9%	of students scored 4.6 or higher				continued to be monitored.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	n: EOC Academic Year: 2021- 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	gs for Each urement	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 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, personin-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 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 Co	mpetencies Ou	tcome Matrix		Location:	EOC	Academic Year: 2021- 2022	
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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		80% of students will score 4.4 or higher on a scale 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.		80% of students will score 4.4 or higher on a scale 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 Co	mpetencies Ou	tcome Matrix		Location:	EOC	Academic Year	: 2021- 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures	Findings for Combined Measure	Recommendations
2.1.8							
Intervene with Individuals, Families, Groups, Organizations, and Communities Se 8.1 Ex Qu 6, 25	Capstone Paper Sections: III IV B V	70% of students will score 4.0 or higher on a scale of 1 – 5	64.3%	of students scored 4.0 or higher	80% of students will score 4.4 or higher on a scale of 1 – 5		Benchmark met for Exit Exam. No recommendations at this time for this
	Field Evaluation Sections: 8.1 – 8.5	80% of students will score 4.4 or higher on a scale of 1 – 5	71.4%	of students scored 4.4 or higher		of students	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.
	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 of 1 – 5	92.9%	of students scored 4.6 or higher		78.6% scored 4.4 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 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 Co	mpetencies Ou	tcome Matrix		Location:	EOC	Academic Year: 2021-2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures	Findings for Combined Measures	Recommendations	
8.2 apply knowledge of human behavior and the social environment, personin-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 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 interprofessional 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 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 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 Co	mpetencies Ou	tcome Matrix		Location:	EOC	Aca	demic Year:	2021- 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures		lings for ed 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 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 of 1 – 5	64.3%	of students scored 4.0 or higher	80% of students will score 4.4 or higher on	71.4%	of students scored 4.4	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
	Field Evaluation Sections: 9.1 – 9.4	80% of students will score 4.4 or higher on a scale of 1 – 5	42.9%	of students scored 4.4 or higher	a scale ¹ of 1 – 5		or higher	COVID and disruptions in field experience opportunities, these
	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 of 1 – 5	85.7%	of students scored 4.6 or higher				measures will continued to be monitored.

Social Work Co	mpetencies Ou	itcome Matrix		Location:	EOC	Academic Year: 2021- 2022	
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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 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, personin-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 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 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: H					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.		80% of students will score 4.4 or higher on a scale 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 Co	mpetencies Ou	tcome Matrix		Location:	Main	Academic Year: 2021 - 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures		ings for ed Measures	Recommendations
2.1.1								
VI VII A VII C VII D VIII IX Demonstrate Ethical and Professional Behavior Field Evaluation Sections: 1.1 – 1.5 PE 1 – 23 Exit Exam Questions: 2, 3, 4, 5, 6, 7, 8, 9, 10, 13, 15, 16, 17, 18, 21, 22, 27, 28,	70% of students will score 4.0 or higher on a scale of 1 – 5	88.9%	of students scored 4.0 or higher	80% of students will				
	Sections: 1.1 – 1.5	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	scored 4.4	Benchmarks met. No recommendations at this time.
	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,	85% of students will score 4.6 or higher on a scale of 1 – 5	100.0%	of students scored 4.6 or higher				

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Main	Academic Year: 2021 - 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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 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;	1.2 PE 1, 6, 7, 15	80% of students will score 4.4 or higher on a scale 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 1.3 PE 3 – 5, 8, 9, 10 – 14, 20, 21	80% of students will score 4.4 or higher on a scale 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: M					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 of 1 – 5	88.9%	of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.	

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Main	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement		s for Each urement	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 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 of 1 – 5	94.4%	of students scored 4.0 or higher	80% of students will	of students	Benchmarks met. No

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Main	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark 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 of 1 – 5	94.4%	of students scored 4.4 or higher	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 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 of 1 – 5	94.4%	of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.

Social Work Co	mpetencies Ou	itcome Matrix		Location:	Main	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	-	gs for Each surement	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 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 of 1 – 5	88.9%	of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Main	Acad	demic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures	Findings for Combined Measures		Recommendations
Advance Human Rights and Social, Economic, and	VII A2 VII B VII D VII E	70% of students will score 4.0 or higher on a scale of 1 – 5	66.7%	of students scored 4.0 or higher	80% of students will score 4.4 or higher on	88.9%	of students scored 4.4	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
Environmental Justice	Field Evaluation Sections: 3.1 – 3.2	80% of students will score 4.4 or higher on a scale of 1 – 5	88.9%	of students scored 4.4 or higher of students scored 4.6 or higher	a scale ¹ of 1 – 5		or higher	COVID and disruptions in field experience opportunities, this
	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 of 1 – 5	100.0%					measure will continued to be monitored.
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 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 Co	mpetencies Ou	tcome Matrix		Location:	Main	Aca	demic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures		lings for ed 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 of 1 – 5	88.9%	of students scored 4.4 or higher				Benchmarks met. No recommendations at this time.
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 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
Linguigo III I I ucurco	Field Evaluation Sections: 4.1 – 4.3	80% of students will score 4.4 or higher on a scale 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 94.4% scored 4.4 or higher	and Field Evaluation fell short of the benchmark. Due to COVID and
informed Practice	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 of 1 – 5	100.0%	of students scored 4.6 or higher				disruptions in field experience opportunities, these measures will continued to be monitored.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Main	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures	Findings for Combined Measures	Recommendations
4.1 use practice experience and theory to inform scientific inquiry and research;		80% of students will score 4.4 or higher on a scale 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 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 Co	mpetencies Ou	tcome Matrix		Location:	Main	Aca	demic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement		s for Each urement	Benchmark for Combined Measures		lings for ed 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 of 1 – 5	83.3%	of students scored 4.4 or higher				Benchmarks met. No recommendations at this time.
2.1.5								
	Capstone Paper Sections: II IV V	70% of students will score 4.0 or higher on a scale of 1 – 5	61.1%	of students scored 4.0 or higher				Benchmarks met for Exit Exam and Combined. No recommendations at this time for these
Engage in Policy Practice	Field Evaluation Sections: 5.1 – 5.3	80% of students will score 4.4 or higher on a scale of 1 – 5	66.7%	of students scored 4.4 or higher	80% of students will score 4.4 or higher on	88.9%	of students scored 4.4	measures. Capstone and Field Evaluation fell short of the benchmark. Due to
	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 of 1 – 5	100.0%	of students scored 4.6 or higher	a scale ¹ of 1 – 5		or higher	COVID and disruptions in field experience opportunities, these measures will continued to be monitored.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Main	Academic Year: 2021 - 2022	
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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 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;		80% of students will score 4.4 or higher on a scale 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 Co	mpetencies Ou	tcome Matrix		Location:	Main	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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 of 1 – 5		of students scored 4.0 or higher	80% of students will score 4.4 or higher on		Benchmarks met. No recommendations at

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Main	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement		gs for Each urement	Benchmark for Combined Measures	Findings for Combined Measures	Recommendations
Organizations, and Communities	Field Evaluation Sections: 6.1 – 6.2	80% of students will score 4.4 or higher on a scale of $1-5$	94.4%	of students scored 4.4 or higher	a scale ¹ of 1 – 5	or higher	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 of 1 – 5	94.4%	of students scored 4.6 or higher			
6.1 apply knowledge of human behavior and the social environment, personin-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 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 Co	mpetencies Ou	itcome Matrix		Location:	Main	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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 Co	Competencies Outcome Matrix			Location:	Main	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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 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	of students 100.0% 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 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 of 1 – 5	94.4%	of students scored 4.6 or higher			

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Main	Academic Year:	2021 - 2022
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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 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, personin-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 of 1 – 5	83.3%	of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.

Social Work Co	mpetencies Ou	tcome Matrix		Location:	Main	Academic Year: 2021 - 2022		
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	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		80% of students will score 4.4 or higher on a scale 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 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 Co	ork Competencies Outcome Matrix Location: 1			Main Academic Year: 2021 - 2022			2021 - 2022	
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	gs for Each urement	Benchmark for Combined Measures		ings for ed Measures	Recommendations
2.1.8								
	Capstone Paper Sections: III IV B V	70% of students will score 4.0 or higher on a scale of $1-5$	61.1%	of students scored 4.0 or higher				Benchmarks met for Field Evaluation, Exit Exam, and Combined. No recommendations
Families, Groups,	Field Evaluation Sections: 8.1 – 8.5	80% of students will score 4.4 or higher on a scale of 1 – 5	83.3%	of students scored 4.4 or higher	80% of students will score 4.4 or higher on	88.9% s		at this time for these measures. Capstone fell short of the benchmark. Due to
	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 of 1 – 5	94.4%	of students scored 4.6 or higher	a scale ¹ of 1 – 5			COVID and disruptions in field experience opportunities, this measure will continued to be monitored.
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 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					Main	Academic Year: 2021 - 2022	
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement	_	s for Each urement	Benchmark for Combined Measures	Findings for Combined Measures	Recommendations
8.2 apply knowledge of human behavior and the social environment, personin-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 of 1 – 5	83.3%	of students scored 4.4 or higher			Benchmarks met. No recommendations at this time.
8.3 use interprofessional 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 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 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 Co	mpetencies Ou	tcome Matrix		Location:	Main	Academic Year: 2021 - 2022		2021 - 2022	
Program Competency & Behaviors	Method of Measurement	Benchmark for Each Measurement		s for Each urement	Benchmark for Combined Measures		lings for ed 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 of 1 – 5	66.7%	of students scored 4.4 or higher				Benchmark not met. Due to COVID and disruptions in field experience opportunities, these measures will continued to be monitored.	
2.1.9									
Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Capstone Paper Sections: 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 of 1 – 5	61.1%	of students scored 4.0 or higher	80% of students will score 4.4 or higher on	score 4.4 or higher on	94.4%	of students	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
	Field Evaluation Sections: 9.1 – 9.4	80% of students will score 4.4 or higher on a scale of 1 – 5	94.4%	of students scored 4.4 or higher	a scale ¹ of 1 – 5		or higher	COVID and disruptions in field experience opportunities, this	
	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 of 1 – 5	100.0%	of students scored 4.6 or higher				measure will continued to be monitored.	

Social Work Competencies Outcome Matrix					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 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, personin-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 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		80% of students will score 4.4 or higher on a scale 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		s for Each urement	Benchmark for Combined Measures	Findings for Combined Measures	Recommendations	
9.4 apply evaluation	9.4	80% of students will score 4.4 or higher on a scale 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%