

2018-19 Revised Assessment Report
Social Work_MSW

Student Learning Outcome 1	
MSW students 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	
Outcome 1: Assessment Measure 1	
Class:	SWK 581, SWK 681
Course Mode:	Face-to-Face
Assignment:	The learning takes place within the Field Practicum (SWK 581, SWK 681)
Evaluation Tool:	The Final Field Instructor Evaluation Form- for SWK 681-Field Placement III is the tool used for this assessment. Five (5) items will assess students' demonstration of ethical and professional behavior, including: (1) students' ability to make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, and additional codes of ethics as appropriate to context (2) students' use of reflection and self-regulation to manage personal values and maintain professionalism in practice situations (3) students' demonstration of professional demeanor in behavior; appearance, and oral, written, and electronic communication (4) students' use of technology ethically and appropriately to facilitate practice outcomes (5) students' use of supervision and consultation to guide professional judgment and behavior
Performance Target:	The benchmark consists of a score of 80% on items assessing ethical decision-making that are scored at 3, 4, or 5. A score of 3=satisfactory performance, 4=above average performance, 5=exceptional performance of practice behaviors.

2018-19 Revised Assessment Report
Social Work_MSW

Results:	<p>The average score of the five (5) items assessing students' demonstration of ethical and professional behavior is 99.7%. The results of the five items is indicated below:</p> <p>66 out of 66 (100%) of the submitted final field instructor evaluation forms were scored at 3 or higher on the item assessing students' ability to make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, and additional codes of ethics as appropriate to content.</p> <p>65 out of 66 (98.48%) of the submitted final field instructor evaluation forms were scored 3 or higher on the item assessing students' use of reflection and self-regulation to manage personal values and maintain professionalism in practice situations.</p> <p>66 out of 66 (100%) of the submitted final field instructor evaluation forms were scored 3 or higher on the item assessing students' demonstration of professional demeanor in behavior; appearance, and oral, written, and electronic communication.</p> <p>66 out of 66 (100%) of the submitted final field instructor evaluation forms were scored 3 or higher on the item assessing students' use of technology ethically and appropriately to facilitate practice outcomes.</p> <p>66 out of 66 (100%) of the submitted final field instructor evaluation forms were scored 3 or higher on the item assessing students' use of supervision and consultation to guide professional judgment and behavior.</p>
Use of Results:	<p>The results of the assessment are provided to faculty and the assessment committee members within the department. Based upon recommendations, no course level changes will be made based upon the outcome results of this competency. The program will continue to monitor student progress in this area.</p>
Outcome 1: Assessment Measure 2	
Class:	SWK 500, SWK 630
Course Mode:	Face-to-Face
Assignment:	Comprehensive Examination of student performance

2018-19 Revised Assessment Report
Social Work_MSW

<p>Evaluation Tool:</p>	<p>There are five (5) items assessing students ability to make ethical decisions by applying 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. The Comprehensive Exam- consists of two parts--Part I and Part II and include a total of at least 200 items. Part I assesses MSW students' theoretical and practical knowledge of the foundation curriculum, including social work values and ethics, race, ethnicity and gender, rural urban issues, research, policy the generalist perspective and EPPSE Model for social work practice. The Comprehensive Exam Part II assesses MSW students' knowledge and skills, cognitive affective reactions, values, and behaviors acquired in the second-year concentration curriculum. Additionally, it focuses upon the ability of students to integrate the first-year knowledge, including the practice in concentration year.</p>
<p>Performance Target:</p>	<p>Eighty percent (80%) of the student responses will be correct on items assessing MSW students' ability to 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</p>
<p>Results:</p>	<p>The average score of the five items assessing students' demonstration of ethical decision-making was 95.94%. This score exceeds the benchmark of 80%</p> <p>Item #11- 74 out of 74 (100%) Item #12- 73 out of 74 (98.64%) Item #101- 70 out of 74 (94.59%) Item # 102-71 out of 74 (95.94%) Item #103- 67 out of 74 (90.545)</p>
<p>Use of Results:</p>	<p>The results of the assessment are provided to faculty and the assessment committee members within the department. Based upon recommendations, no course level changes will be made based upon the outcome results of this competency. The program will continue to monitor student progress in this area.</p>

2018-19 Revised Assessment Report
Social Work_MSW

Student Learning Outcome 2	
MSW students identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services	
Outcome 2: Assessment Measure 1	
Class:	SWK 581, SWK 680, SWK 681
Course Mode:	Face-to-Face
Assignment:	The learning takes place within the Field Practicum (SWK 581, SWK 680, SWK 681)
Evaluation Tool:	The Final Field Instructor Evaluation Form- for SWK 681-Field Placement III is the tool used for this assessment. The tool consists of three (3) items assessing students' demonstration of engagement in social work policy practice, and includes students' ability to: (1) Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services (2) Assess how social welfare and economic policies impact the delivery of and access to social services (3) Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice
Performance Target:	The benchmark consists of a score of 80% on items assessing student competence in social welfare policies that are scored at 3, 4, or 5. A score of 3=satisfactory performance, 4=above average performance, 5=exceptional performance of practice behaviors.
Results:	98.48% on the three (3) items assessing MSW student competence in social welfare policies that were scored at 3, 4, or 5. A score of 3=satisfactory performance, 4=above average performance, 5=exceptional performance of practice behaviors. The individual scores of the three (3) items assessing students' demonstration of engagement in social work policy practice are indicated below: 64 out of 66 (96.96%) of the submitted final field instructor evaluation forms were scored 3 or higher on the item assessing students' ability to identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services 66 out of 66 (100%) of the submitted final field instructor evaluation forms were scored 3 or higher on the item assessing students' ability to assess how social welfare and economic policies impact the delivery of and access to social services 65 out of 66 (98.48%) of the submitted final field instructor evaluation forms were scored 3 or higher on the item assessing students' ability to apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental

2018-19 Revised Assessment Report
Social Work_MSW

Use of Results:	The results of the assessment are provided to faculty and the assessment committee members within the department. Based upon recommendations, no course level changes will be made based upon the outcome results of this competency. The program will continue to monitor student progress in this area.
Outcome 2: Assessment Measure 2	
Class:	SWK 510, SWK 610, SWK 616
Course Mode:	Face-to-Face
Assignment:	Comprehensive Examination of student performance
Evaluation Tool:	There are five (5) items assessing MSW students' ability to identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services. The Comprehensive Exam- consists of two parts--Part I and Part II and include a total of at least 200 items. Part I assesses MSW students' theoretical and practical knowledge of the foundation curriculum, including social work values and ethics, race, ethnicity and gender, rural urban issues, research, policy the generalist perspective and EPPSE Model for social work practice. The Comprehensive Exam Part II assesses MSW students' knowledge and skills, cognitive affective reactions, values, and behaviors acquired in the second-year concentration curriculum. Additionally, it focuses upon the ability of students to integrate the first-year knowledge, including the practice in concentration year.
Performance Target:	Eighty percent (80%) of the student responses will be correct on items assessing MSW students' ability to identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.

2018-19 Revised Assessment Report
Social Work_MSW

<p>Results:</p>	<p>The average score of the five items assessing students' ability to identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services is 88.106%. This score exceeds the benchmark of 80%. The item scores are below:</p> <p>Item # 79- 67 out of 74 (90.54%) Item # 83- 72 out of 74 (97.29%) Item #140- 60 out of 74 (81.08%) Item #141- 66 out of 74 (89.19%) Item #142- 61 out of 74 (82.43%)</p>
<p>Use of Results:</p>	<p>The results of the assessment are provided to faculty and the assessment committee members within the department. Based upon recommendations, no course level changes will be made based upon the outcome results of this competency. The program will continue to monitor student progress in this area.</p>

2018-19 Revised Assessment Report
Social Work_MSW

2018-19 Revised Assessment Report
Social Work_MSW

2018-19 Revised Assessment Report
Social Work_MSW

**2018-19 Revised Assessment Report
Social Work_MSW**

Student Learning Outcome 3	
MSW students demonstrate knowledge and engagement in practices that advance social and economic justice.	
Outcome 3: Assessment Measure 1	
Class:	SWK 581; SWK 680; SWK 681
Course Mode:	Face-to-Face
Assignment:	The learning takes place within the Field Practicum (SWK 581, SWK 680, SWK 681)
Evaluation Tool:	Final Field Instructor Evaluation Form Field Practicum III- SWK 681 consists of two (2) items will assess students' demonstration of knowledge, values, skills, behavior, and/or cognitive/affective reactions to advancing human rights and social, economic and environmental justice in the field of social work, including: (1) students' ability to apply understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level, and (2) students' ability to engage in practices that advance social, economic, and environmental justice.
Performance Target:	The benchmark consists of a score of 80% on items assessing student demonstration and engagement in practices advancing social and economic justice which are scored at 3, 4, or 5. A score of 3=satisfactory performance, 4=above average performance, 5=exceptional performance of practice behaviors.
Results:	<p>The average score of the two (2) items assessing students' knowledge and engagement in the advancement of human rights and social, economic and environmental justice is 96.20%. This score exceeds the benchmark of 80%. The item scores are below:</p> <p>64 out of 66 (96.96%) of the submitted final field instructor evaluation forms were scored 3 or higher on the item assessing students' ability to apply understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level.</p> <p>63 out of 66 (95.45%) of the submitted final field instructor evaluation forms were scored 3 or higher on the item assessing students' ability to engage in practices that advance social, economic, and environmental justice.</p>

2018-19 Revised Assessment Report
Social Work_MSW

Use of Results:	The results of the assessment are provided to faculty and the assessment committee members within the department. Based upon recommendations, no course level changes will be made based upon the outcome results of this competency. The program will continue to monitor student progress in this area.
Outcome 3: Assessment Measure 2	
Class:	SWK 522, SWK 523, SWK 689, SWK 522, SWK 523, SWK, 630 SWK 689
Course Mode:	Face-to-Face
Assignment:	Comprehensive Examination
Evaluation Tool:	There are seven (7) items assessing MSW students' demonstration of knowledge, values, skills, behavior, and/or cognitive/affective reactions to advancing human rights and social, economic and environmental justice in the field of social work, including: (1) students' ability to apply understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level, and (2) students' ability to engage in practices that advance social, economic, and environmental justice. The Comprehensive Exam- consists of two parts--Part I and Part II and include a total of at least 200 items. Part I assesses MSW students' theoretical and practical knowledge of the foundation curriculum, including social work values and ethics, race, ethnicity and gender, rural urban issues, research, policy the generalist perspective and EPPSE Model for social work practice. The Comprehensive Exam Part II assesses MSW students' knowledge and skills, cognitive affective reactions, values, and behaviors acquired in the second-year concentration curriculum. Additionally, it focuses upon the ability of students to integrate the first-year knowledge, including the practice in concentration year.
Performance Target:	Eighty percent (80%) of the student responses will be correct on items assessing MSW students' knowledge and engagement in practices that advance social, economic and environmental justice.

2018-19 Revised Assessment Report
Social Work_MSW

Results:	<p>The average score is 87.83% for students' correct responses to items assessing student engagement and knowledge in the advancement of human rights and social, economic and environmental justice. This score exceeds the 80% benchmark. The scores for each item is listed below:</p> <p>Item # 63—70 out of 74 (94.59%) Item #64—69 out of 74 (93.24%) Item # 125—68 out of 74 (91.89%) Item #126- 73 out of 74 (98.64%) Item #127- 61 out of 74 (82.43%) Item 128—62 out of 74 (83.78%) Item #129-52 out of 74 (70.27%)</p>
Use of Results:	<p>The results of the assessment are provided to faculty and the assessment committee members within the department. Based upon recommendations, no course level changes will be made based upon the outcome results of this competency. The program will continue to monitor student progress in this area.</p>

**2018-19 Revised Assessment Report
Social Work_MSW**

Program Outcome 1	
MSW student assessment of MSW faculty effectiveness in teaching, student interactions, advisement and comun	
Assessment Measure:	MSW Exit Interview 2018-2019
Assessment Target:	The benchmark is a score of 80% on items assessing MSW faculty, with a score of Strongly agree or Agree on the items assessed
Assessment Results:	Items assessing MSW faculty effectiveness in teaching, student interaction, and communication and scored as "strongly agree" or "agree" indicate a score of 94.31(n=22). The MSW Program exceeded the assessment target for this measure.
Use of Results:	Results are shared with faculty during Social Work faculty retreat in the Fall, 2019. Results will be compared to 2017-2018 results, and faculty will discuss any needed changes for improvement.
Program Outcome 2	
MSW student assessment of MSW curriculum content.	
Assessment Measure:	MSW Exit Interview 2018-2019
Assessment Target:	The benchmark is a score of 80% on items assessing student assessment of MSW curriculum, with a score of Strongly agree or Agree on the items assessed
Assessment Results:	Items assessing student assessment of MSW Program curriculum content scored as "strongly agree" or "agree", indicate a score of 97.266 % (n=22). The MSW program exceeded the assessment target for this measure.
Use of Results:	Results are shared with faculty during Social Work faculty retreat in the Fall, 2019. Results will be compared to 2017-2018 results, and faculty will discuss any needed changes for improvement.

Summative Remarks on Assessment of Student Performance in the MSW Program 2018-2019, and Assessment focus for 2019-2020.

The assessment of the 2018-2019 MSW program student learning outcomes indicate that the benchmark for all nine CSWE competencies were met at the generalist, and two specialist practice areas (Community Mental Health, and Family & Child Welfare). Successful completion of the competency benchmark is determined by the average score from the aggregate scores of two measures: (1) the Field Instructor Evaluation and (2) the Comprehensive Exam. The benchmark for each competency is 80%.

A comparison of the MSW program assessment results from 2017-18, and 2018-19 is provided below (Table 1). Following the comparison is a discussion of program changes driven by 2017-18 results and implemented in 2018-19, along with the 2018-19 assessment results, and implications for the 2019-2020 assessment (Table 2).

Table 1

Comparison of Competency Results from 2017-2019

Competency #	Generalist Practice Benchmark 80%		Community Mental Health Benchmark 80%		Family Child Welfare Benchmark 80%	
	2017-2018	2018-2019	2017-2018	2018-2019	2017-2018	2018-2019
	SWK 581 Field Measure N=68 Comp Exam Measure N=73	SWK 581 Field Measure N=40 Comp Exam Measure N=74	SWK 681 Field Measure N=32 Comp Exam Measure N=40	SWK 681 Field Measure N=35 Comp Exam Measure N=39	SWK 681 Field Measure N=36 Comp Exam Measure N=33	SWK 681 Field Measure N=31 Comp Exam Measure N=35
Competency 1- Demonstrate Ethical and Professional Behavior	93.422%	96.03%	91.146%	92.168%	96.118%	95.15%
Competency 2- Engage in Diversity in Practice	95.26%	90.87%	90.154%	93.365%	93.511%	94.71%
Competency 3- Advance Human Rights and Social and Economic and Environmental Justice	94.5%	94.61%	93.823%	90.444%	91.54%	92.40%
Competency 4: Engage in Practice Informed Research	88.53%	87.009%	84.56%	90.80%	86.577%	90.115%

and Research-informed Practice						
Competency 5-Engage in Policy Practice	93.61%	92.468%	88.479%	90.09%	91.345%	90.373%
Competency 6-Engage with Individuals, Families, Groups, Organizations and Communities	90.61%	81.87%	91.46%	88.55%	94.672%	91.296%
Competency 7-Assess Individuals, Families, Groups, Organizations and Communities	92.055%	88.149%	91.97%	90.165%	95.136%	84.97%
Competency 8-Intervene with Individuals, Families, Groups, Organizations and Communities	93.95%	86.98%	93.185%	88.21%	93.335%	91.22%
Competency 9-Evaluate Practice with Individuals, Families, Groups, Organizations and Communities	92.9%	89.94%	89.405%	89.355%	92.678%	88.375%

Table 2

MSW Assessment Results: Implications and program changes

Competency #	2017-2018 Assessment Results	2018-2019 Changes implemented as a result of 2017-2018	2018-2019 Assessment Results	Implications for 2019-2020 Assessment
Competency 4-Engage in Practice-informed Research and Research-	Although the overall benchmark for this competency was	Course enhancements consisting of additional questions in the Program	The performance on the two practice behaviors improved on the Community Mental Health comp exam in 2018-2019.	SWK 630-Needs Assessment & Program Evaluation Course enhancements

<p>informed Practice.</p> <p>In response to benchmark not being made in the 2017-18 measure #2-Community Mental Health Comp Exam section-Main Campus</p>	<p>met (83.126%), students did not meet the benchmark for measure #2-Comprehensive exam within the Community Mental health concentration. (79.353%). Further assessment of the comprehensive exam scores indicated that students scored lower on practice behavior: 4A. "Use practice experience and theory to inform scientific inquiry and research" (77.277%), and 4B: Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings (74.116%).</p>	<p>Evaluation Plan Assignment which integrates field experience and research practice in SWK 630-Needs Assessment & Program Evaluation course were completed. This course is required for graduation for students in both Community Mental Health and Family Child Welfare Concentrations. Additionally, students were given an added quiz on the use of quantitative and qualitative methods in research. This change occurred across both Main and LSCC program sites.</p>	<p>Practice behavior 4A: "Use practice experience and theory to inform scientific inquiry and research" scored at (81.365%) (n=39), and practice behavior 4B: "Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings scored at (85.918%)(n=39).</p>	<p>implemented in 2018-2019 will continue to be used in 2019-2020.</p>
Competency	2017-2018 Assessment Results	2018-2019 Changes implemented as a result of 2017-2018	2018-2019 Assessment Results	Implications for 2019-2020 Assessment
Competency5-Engage in Policy Practice	Although the overall benchmark for this competency was	Additional assignments in SWK 616-Issues & Policies in	The performance on the two practice behaviors improved on the Community Mental Health comp exam in 2018-2019.	SWK 616 Course Enhancements implemented in 2018-2019 will continue to be

In response to benchmark not being made in the 2017-18 measure #2-Community Mental Health Comp Exam section-Main Campus	met (88.771%), students did not meet the benchmark for measure #2-Comprehensive exam (78.983%). Further assessment of the comprehensive exam scores indicate that students scored lower on extended practice behavior: *5D. Recognizes and understands how current mental health policies effect delivery in mental health settings (75.335%) and *5E. Uses critical thinking to interpret agency policies to clients and constituencies in mental health settings (79.332%)	Mental Health will occur. This course is the policy course for students in the Community Mental Health concentration. There will be an expanded section on the Final Policy Analysis Paper rubric on mental health policy, mental health service delivery and issues for social justice, which students will have to address. An additional assignment will occur as class discussion on field agency policies and engaging with clients around agency policies. This change occurred across both Main and LSCC program sites.	Practice behaviors 5D. "Recognizes and understands how current mental health policies effect delivery in mental health settings" (89.05%)(n=39), and 5E. "Uses critical thinking to interpret agency policies to clients and constituencies in mental health settings" (82.585%)(n=39)	used in 2019-2020.
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Based upon the results of the 2018-2019 MSW Assessment report, and in discussion with the MSW Assessment Committee, and the Curriculum committee representatives, the MSW program will use three competencies not assessed in the 2018-2019 student learning outcomes for the 2019-2020, AAMU OIPRE student learning outcomes report. This will allow the MSW program to more closely examine student performance in three competencies in which we would like to see improved student performance. The MSW Assessment and Curriculum Committees are working together to review and re-map the Comprehensive Exam, following the revision of our program syllabi in 2017-2018.

The three (3) student learning outcomes for the 2019-2020 OIPRE report for the MSW program are:

CSWE Competency #6- Students demonstrate engagement with individuals, families, groups, organizations, and communities

CSWE Competency #7- Students demonstrate engagement in the assessing of individuals, families, groups, organizations, and communities

CSWE Competency #8- Students demonstrate the ability to intervene with individuals, families, groups, organizations, and communities

Each competency and its corresponding practice behaviors are fully explored in the language of the social work education accrediting body-the Council on Social Work Education:

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness.

Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

The two corresponding practice behaviors are listed below:

- (a) apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and
- (b) use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of interprofessional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.

The four corresponding practice behaviors are listed below:

- (a) collect and organize data, and apply critical thinking to interpret information from clients and constituencies;
- (b) 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;
- (c) develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and
- (d) select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of interprofessional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, interprofessional, and inter-organizational collaboration.

The five corresponding practice behaviors are listed below:

- (a) critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies
- (b) apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies
- (c) use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;
- (d) negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and
- (e) facilitate effective transitions and endings that advance mutually agreed-on goals.

We look forward to the continued review of the MSW program. Please find below, the full 2018-2019 assessment results of the MSW program along with background information on the measures used and data collection process.

2018-2019 MSW Program Assessment Results

Background

Alabama A&M University's Master of Social Work Program at Main Campus and the Lawson State Community College (LSCC) site option are continuously monitored and evaluated MSW student outcomes for 2015 CSWE competencies. The MSW Program's Evaluation and Assessment Committee, which is comprised of two MSW faculty members, the MSW Program Coordinators at AAMU's Main Campus and the satellite location at LSCC, are responsible for working in consultation with the programs' faculty, Director of Field Education, and the MSW Field Coordinator, in developing and/or revising survey instruments for assessment of students, alumni, field instructors and other key stakeholders. Additionally, the MSW Program's Evaluation and Assessment Committee and appropriate faculty are responsible for oversight of the administration of surveys, data analyses and data reporting. The Evaluation and Assessment Committee meet bi-monthly with MSW faculty to monitor program evaluation matters, including data generated from the formal assessment and informal observations (e.g., student absenteeism, student writing and APA documentation) in order to strengthen the MSW Program. The meetings are held to ensure that the MSW program continues to achieve its stated mission, goals and curriculum objectives, and that all are aligned with current CSWE 2015 competencies. Assessment data is collected and analyzed for each semester.

The MSW programs' assessment examines student performance of CSWE 2015 competencies at the following levels of practice: 1). Generalist practice, 2) Community Mental Health (specialized practice level), and 3). Family and Child Welfare (specialized practice level). These three levels practice are assessed across two MSW program site options---AAMU's Main Campus, and our newer satellite location at LSCC. Each level of practice assesses student performance of CSWE 2015 competencies utilizing two measures for the explicit curriculum--the Field Instructors Evaluation of Student Performance, and results from the MSW Student Comprehensive Exam. Assessment results and assessment data consist of individual program and aggregate program results.

A variety of quantitative and qualitative methods are used to perform ongoing assessment of our MSW Programs' effectiveness, including field practicum experience, and a comprehensive exam examining generalist and specialized areas of practice. Additional evaluation methods include: course assignment grading rubrics as a direct measure of student performance in courses, field instructors' evaluation of student performance, student exit surveys. We recognize that the MSW program may elect to identify and use course level assignments as part of our overall program assessment, particularly in areas where competency benchmarks are not being met. The classes and assignments will be identified by the Assessment Committee in conjunction with program faculty. All MSW competencies and classroom assignments are mapped and aligned with items in the assessment tools, which greatly assists us in targeting making course-level adjustments to improve student performance in particular areas.

Information on assessment tools used in the 2018-2019 MSW program assessment is provided below:

I-Field Instructors' Evaluation of Student's Performance – Evaluation of student performance in field is an ongoing process. The purpose of the evaluation is to help students examine their educational progress in meeting the objectives of field instruction. Through assessment, students develop an ongoing self-awareness that will serve as a foundation for future learning and development. The field instructor and faculty liaison conduct the final field practicum evaluation that identifies student progress in the CSWE competencies. A field instructor evaluates students' performance in both foundation and concentration practicum experiences. Students' foundation practicum (SWK 581 Foundation Field) performance is evaluated by the field instructor at the completion of the practicum experience during the spring semester and summer semesters (Main Campus) and Fall and Spring (LSCC). The evaluation for the two semesters of concentration practicum experiences (SWK 680, SWK 681) are evaluated by the field instructor at the completion of each semester. Each question has five (5) possible ascending rating choices (1 2 3 4 5 and N/A) Level 5 indicates the highest level of proficiency 4, indicates that the student has exceeded general proficiency, and a score of 3 indicates that the student has satisfactorily met the practice behavior. Scores 2 and 1 indicate lack of proficiency, and the selection of not applicable (N/A) -indicates the student has not had an opportunity to engage or demonstrate the practice behavior. The rating level descriptions provided to field instructors are adjusted between generalist and advanced level field experience, to reflect the expected progression in practice ability. The field instructor and student discuss student's performance on all learning activities in deriving the final evaluation of student's performance after discussing student's performance. The primary dimensions assessed include behavior, skills, values, knowledge, and cognitive and affective processes.

Field Instructors' Evaluation of Student's Performance is assessed at the following levels, using the following instruments for this evaluation:

Generalist Practice-SWK 581 Generalist Level Field Instruction of Student Performance Evaluation – Student engagement and proficiency in CSWE 2015 competencies are assessed by field instructors within the first field placement, which occurs during the second semester for students enrolled in the two-year program. This generalist level field evaluation occurs in SWK 581-Field Practicum I, and includes a 1 credit hour field instruction course, which meets weekly.

Specialized Practice-SWK 681-Community Mental Health- Field Instruction of Student Performance Evaluation- Student engagement and competency in CSWE 2015 competencies are assessed by field instructors during the last semester of field placement, which occurs during the last semester for students in the 2-year program, and the third/final semester for students in the advanced standing program. This specialized level of field evaluation occurs in SWK 681-Field Practicum III and includes a 1 credit hour field instruction course which meets weekly. Extended practice behaviors specific to the Community Mental Health concentration have been added by the program and are assessed in this measure.

Specialized Practice-SWK 681-Family & Child Welfare Field Instruction of Student Performance Evaluation- Student engagement and competency in CSWE 2015 competencies are assessed by field instructors during the last semester of field placement, which occurs during the last semester for students in the 2-year

program, and the third/final semester for students in the advanced standing program. This specialized level of field evaluation occurs in SWK 681-Field Practicum III and includes a 1 credit hour field instruction course which meets weekly. Extended practice behaviors specific to the Family & Child Welfare concentration have been added by the program and are assessed in this measure.

The second measure that is used to assess student outcomes in this report is the MSW Student Comprehensive Examination (Comprehensive Exam)

MSW Student Comprehensive Examination– The Comprehensive Exam- consists of two parts--Part I and Part II and include a total of at least 200 items. Part I assesses MSW students' theoretical and practical knowledge of the foundation curriculum, including social work values and ethics, race, ethnicity and gender, rural urban issues, research, policy the generalist perspective and EPPSE Model for social work practice. The Comprehensive Exam Part II assesses MSW students' knowledge and skills, cognitive affective reactions, values, and behaviors acquired in the second-year concentration curriculum. Additionally, it focuses upon the ability of students to integrate the first-year knowledge, including the practice in concentration year. This instrument is aligned with social work courses--both generalist and specialized practice areas, and the competencies prescribed by the AAMU Social Work Programs' accrediting body-CSWE. The MSW faculty and the Evaluation and Assessment Committee continue to work together to review and assess the results of our program data, and to make adjustments as needed based upon results of student performance. Adjustments may include, reconsideration of a test question, or enhancements in classroom level activities (i.e. additional assignments on particular content area; expanding the ways content is delivered (audio-visual, group interactions)

As part of the plan for the assessment of MSW program outcomes, we include the results of the MSW Exit Surveys.

MSW Exit Surveys. The MSW Program Exit Surveys are voluntary surveys, completed on-line, by graduating MSW students. The surveys are conducted at the end of the spring and fall semesters. The survey assesses student perceptions of the MSW Programs curriculum, program operations, student governance, and faculty, and has greatly assisted in program review and program planning. The Exit survey was used for data collection in previous program years. An updated survey has been in use in the MSW program since Spring,2017.

An overview of assessment procedures for the Main and LSCC program site are provided below in Table 1.0

Table 1.0

Assessment Procedures Overview for MSW Program at Main Campus and Lawson State Community College Program Options

Measures	Where	Data Provided by	Administered/ Collected by	When	Data Assessed by
Explicit Curriculum					
MSW- Field Instruction of Student Performance Evaluation-Generalist (SWK 581)	Main Campus And Lawson site	Field Instructors	MSW Field Coordinator Director of Field Education	End of Field Placement Fall, Spring and Summer semesters	MSW Field Coordinator And Director of Field Education Evaluation and Assessment Committee members
MSW- Field Instruction of Student Performance Evaluation-Family and Child Welfare (SWK 681)	Main Campus And Lawson site	Field Instructors	MSW Field Coordinator Director of Field Education	End of Field Placement Fall, Spring semesters	MSW Field Coordinator and Director of Field Education Evaluation and Assessment Committee members
MSW- Field Instruction Student Performance Evaluation-Community Mental Health (SWK 681)	Main Campus And Lawson site	Field Instructors	MSW Field Coordinator Director of Field Education	End of Field Placement Fall, Spring semesters	MSW Field Coordinator And Director of Field Education

					Evaluation and Assessment Committee members
Comprehensive Exam-Generalist Practice Section	Main Campus And Lawson site	MSW Students	MSW Evaluation and Assessment Committee Members	Semester of Graduation . Fall and Spring semesters	MSW Evaluation and Assessment Committee members
Comprehensive Exam-Family Child Welfare Section/ (Specialized Practice Area)	Main Campus And Lawson site	MSW Students	MSW Evaluation and Assessment Committee members	Semester of Graduation . Fall and Spring semesters	MSW Evaluation and Assessment Committee members
Comprehensive Exam-Community Mental Health Section (Specialized Practice Section)	Campus And Lawson site	MSW Students	MSW Evaluation and Assessment Committee members	Semester of Graduation . Fall and Spring semesters	MSW Evaluation and Assessment Committee members
Implicit Curriculum					
MSW Student Exit Surveys	Main Campus And Lawson	MSW Students	MSW Evaluation and Assessment Committee members	Semester of Graduation , Fall and Spring semesters	MSW Evaluation and Assessment Committee members and MSW Faculty

Selection and Rationale of Benchmarks:

AAMU's MSW Program at the Main and LSCC sites provide benchmarks for each competency, and provide a rationale for each benchmark, and a description of how it is determined that student performance meets the benchmark.

The assessment plan illustrates procedures for benchmarks for each competency and extended practice behaviors and identifies how it is determined that student performance meets the prescribed benchmark.

Measure #	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Measure 1-MSW Field Instruction Student Performance Evaluation	Aggregate student scores on items assessing each competency and associated practice behavior	Students must score a minimum of 3 out of 5 points to meet the benchmark	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the competency benchmark
Measure 2- MSW Comprehensive Examination	Aggregate student scores on each competency area	Students must score a correct answer	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the competency benchmark

Benchmarks were developed by MSW faculty in consensus with the Evaluation and Assessment Committee, who reviewed the instruments that were used to collect assessment data. The benchmark of 80% was selected, because it (80%) reflected the best standard for which students should be assessed to demonstrate competency proficiency, particularly for the evaluation of student performance within their field placement (**Measure #1**). The 80% benchmark in field performance indicates that at minimum 80% of students are performing satisfactory or higher. The standard is in keeping with university standards, in which a B average is assessed between 89%-80%. For Measure 1 (Field Placement), students must score a minimum of 3 out of 5 points to have met the benchmark. Continuing with the use of the 80% benchmark for assessing the Comprehensive exam (**Measure #2**) set a more ambitious benchmark for our programs, as traditionally 70% of correct responses is the benchmark for pass/fail on the Comprehensive exam. To determine if students have met the benchmark for Measure 2, students must score a correct answer on identified questions associated with the nine competencies. Aggregate scores from each of the practice behaviors that comprise the nine competencies are averaged to determine whether the benchmark has been met for each competency. Program benchmark achievement is assessed individually and in aggregate form for Main Campus and LSCC site for (1) MSW Generalist practice, and concentrations in (2) Community Mental Health, and (3) Family and Child Welfare.

It is the consensus of the MSW Evaluation and Assessment Committee that an 80% benchmark provides a robust standard to assess student performance of CSWE competencies at the Main Campus and LSCC site.

The MSW Main Campus and LSCC site options provide its most recent year of summary data- 2018-2019, and outcomes for the assessment of each of the identified competencies, specifying the percentage of students achieving program benchmarks for each program option.

For this standard, the program has provided data from the most recent year of summary data for the MSW two program options and provides an overview of the data as follows:

MSW Program Summary Data Overview

Fall 2018- Spring 2019

Main and LSCC Program site options

Main Campus and LSCC Site: Measure #1- Field Instruction Student Performance Evaluation (SWK 581) Generalist practice. Main Campus data and Lawson Site for Fall 2018-Spring, 2019.

Main Campus and LSCC- Measure #1 -Field instruction of Student Performance Evaluation III (SWK 681)- Child & Family Welfare concentration. Aggregate data available.

Main Campus and LSCC- Measure #1 -Field instruction of Student Performance Evaluation III (SWK 681)- Community Mental Health concentration. Aggregate data available.

Main Campus and LSCC Site Measure #2- MSW Student Comprehensive Exam- Generalist practice section. Aggregate data for both program sites is provided.

Main Campus and LSCC Site Measure #2-MSW Comprehensive Examination- Child & Family Welfare concentration practice section. Aggregate data for both sites is provided.

Main Campus and LSCC Site Measure #2-MSW Comprehensive Examination- Community Mental Health Family Welfare concentration practice section. Aggregate data for both sites is provided.

Student Exit Survey Data- Is provided as aggregate data from both the Main and Lawson Site location.

Aggregate Results for Main Campus and Lawson State Community College site

Measure 1: MSW Field Instruction Student Performance Evaluation (SWK 581)

Measure in Real Practice Experience

Generalist Level Practice

Fall, 2018-Spring, 2019

2018-2019 MSW Field Instruction Student Performance Evaluation-Generalist (SWK 581). Data for this generalist field course is from the Fall 2018 and Spring 2019 semesters at the Main Campus and Lawson State Community College site. **Competency Benchmark:** 80% receive a score of 3 -5 for each competency practice behavior item. The percentage of students achieving the benchmark for each item is added up and averaged for each competency. An average percentage of 80% or higher indicates that the competency has been attained. The name key for each competency practice behavior is listed below each graph. The key for domain abbreviations is provided as follows: K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior. Index score calculated with (N/A=0) responses where applicable. The key for field supervisor scoring is below:

5	The student intern has excelled in this area. The job/skill performance surpasses expectations of an entry level generalist social work student.
4	The student intern is functioning above expectations for this area; demonstrates competence.
3	The student intern has met the expectations for this area; student can benefit from additional training.
2	The student intern has not met expectations, but gives indication of motivation and willingness to learn. Student has difficulty with one of more of the competencies expected.
1	The student intern has not met expectations and does not give indications of effort to make improvements in this area. Student has serious problems in several areas and requires supplemental guidance and supervision
N/A	Not applicable, as the student intern has not had the opportunity to demonstrate competence in this area.

Competency 1-Demonstrate Ethical and Professional Behavior									
		Student Scores							
Competency	Domains	5	4	3	2	1	N/A	Competency Benchmark:	Index/N=40
1								80% score	
Practice Behaviors								3-5	
A	K,S,C/A,V, B	30	7	3				100	
B	K,S,C/A, V,B	27	1	2				100	
C	K,S,C/A,V,B	28	9	3				100	
D	K,S,V,B	31	7	2				100	
E	K,S,C/A,V,B	34	5	1				100	

Average percentage of Competency 1								100%- benchmark met	
Competency 1-Practice behaviors:									
1A. 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									
1B. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.									
1C. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.									
1D. Use technology ethically and appropriately to facilitate practice outcomes									
1E. Use supervision and consultation to guide professional judgment and behavior									
Competency 2-Engage in Diversity in Practice									
		Student Scores							
Competency 2 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=40
A	K,S,C/A,B	32	6	2				100	
B	K,S,C/A,B	30	7	2	1			97.5	*n=39
C	K,S,C/A,B	31	8	1				100	
Average percentage of Competency 2								99.166%- benchmark met	
Competency 2 practice behaviors									
2A. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels									
2B. Present themselves as learners and engage clients and constituencies as experts in their own experiences									
2C. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies									

Competency 3-Advance Human Rights and Social and Economic and Environmental Justice									
		Student Scores							
Competency 3 Practice	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score	Index/N=40

Behaviors								3-5	
A	K,S,C/A,B	25	11	4				100	
B	K,S,B	26	10	4				100	
Average percentage of Competency 3								100%- benchmark met	
<i>Competency 3 practice behaviors:</i>									
3A. Applying understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level.									
3B. Engage in practices that advance social, economic, and environmental justice.									

Competency 5-Engage in Policy Practice									
		Student Scores							
Competency 5 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=40
A	K,S,B	25	12	6				100	N (43)
B	K, S,C/A,B	25	11	4				100	
C	K,S, C/A, V,B	29	7	4				100	
Average percentage of Competency 5								100%- benchmark met	
<i>Competency 5 practice behaviors:</i>									

5A. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.

5B. Assess how social welfare and economic policies impact the delivery of and access to social services.

5C. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

Competency 6-Engage with Individuals, Families, Groups, Organizations and Communities									
		Student Scores							
Competency 6 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=40
A	K,S, C/A,B	30	8	1	1			97.5	
B	S,C/A, V,B	30	7	1	1		97.5	100	
Average percentage of Competency 6								97.5%- benchmark met	
<i>Competency 6 practice behaviors:</i> 6A. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. 6B. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.									

Competency 7- Assess Individuals, Families, Groups, Organizations and Communities									
		Student Scores							
Competency 7 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=40
A	K,S,C/A,B	28	8	4				100	
B	K,S, C/A,B	26	11	3				100	
C	K,S,B	26	11	2			1	97.5	
D	K,S,B	22	16	1				100	
Average percentage of Competency 7								99.375%- benchmark met	
<i>Competency 7 practice behaviors:</i>									
7A. Collect and organize data and apply critical thinking to interpret information from clients and constituencies.									
7B. 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.									

7C. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.

7D. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

Competency 8- Intervene with Individuals, Families, Groups, Organizations and Communities									
		Student Scores							
Competency 8 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/ N=40
A	K, S,C/A,B	24	12	4				100	
B	K, S ,B	26	12	2				100	
C	S, C/A,B	28	8	4				100	
D	K, S,B	29	6	4	1			97. 5	
E	K,S, C/A,B	26	9	4	1			97.5	
Average percentage of Competency 8								99.0%-benchmark met	
<p><i>Competency 8 practice behaviors:</i></p> <p>8A. Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.</p> <p>8B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.</p> <p>8C. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.</p> <p>8D. Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.</p> <p>8E. Facilitate effective transitions and endings that advance mutually agreed-on goals.</p>									

Competency 9- Evaluate Practice with Individuals, Families, Groups, Organizations and Communities									
		Student Scores							
Competency 9 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=40
A	K,S,B	27	10	2			1	97.5	
B	K,S,B	29	10	1				100	
C	S, C/A,B	26	11	2			1	97.5	
D	S, C/A,B	26	7	7				100	
Average percentage of Competency 9								98.75%	
<p><i>Competency 9 practice behaviors:</i></p> <p>9A. Select and use appropriate methods for evaluation of outcomes.</p> <p>9B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.</p> <p>9C. Critically analyze, monitor and evaluate intervention and program processes and outcomes.</p> <p>9D. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.</p>									

Competency 1-Demonstrate Ethical and Professional Behavior									
		Student Scores							
Competency 1 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=28
A	K,S,C/A,V, B	21	5	2				100	
B	K,S,C/A, V,B	19	7	2				100	
C	K,S,C/A,V,B	20	5	3				100	
D	K,S,V,B	22	4	2				100	
E	K,S,C/A,V,B	23	4	1				100	
Average percentage of Competency 1								100% Benchmark met	
<p><i>Competency 1-Practice behaviors:</i></p> <p>1A. 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</p> <p>1B. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.</p> <p>1C. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.</p>									

1D. Use technology ethically and appropriately to facilitate practice outcomes

1E. Use supervision and consultation to guide professional judgment and behavior

Competency 2-Engage in Diversity in Practice

		Student Scores							
Competency 2 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=28
A	K,S,C/A,B	21	6	1				100	
B	K,S,C/A,B	21	5	1	1			96.42	
C	K,S,C/A,B	22	5	1				100	
Average percentage of Competency 2								98.806% -Benchmark met	

Competency 2 practice behaviors

2A. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels

2B. Present themselves as learners and engage clients and constituencies as experts in their own experiences

2C. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies

Competency 3-Advance Human Rights and Social and Economic and Environmental Justice

		Student Scores							
Competency 3 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=28
A	K,S,C/A,B	17	8	3				100	
B	K,S,B	17	8	3				100	
Average percentage of Competency 3								100% Benchmark met	

Competency 3 practice behaviors:

3A. Applying understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level.

3B. Engage in practices that advance social, economic, and environmental justice.

Competency 4: Engage in Practice Informed Research and Research-informed Practice

		Student Scores							
Competency 4 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=28
A	K,S,B	16	10	1			1	96.42	
B	K,S,C/A,B	17	8	2			1	96.42	
C	K,S,C/A,B	17	8	3			1	96.42	*N=29
Average percentage of Competency 4								96.42% Benchmark met	
Competency 4 practice behaviors:									
4A. Use practice experience and theory to inform scientific inquiry and research.									
4B. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.									
4C. Use and translate evidence to inform and improve practice, policy, and service delivery.									

Competency 5-Engage in Policy Practice

		Student Scores							
Competency 5 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=28
A	K,S,B	15	12	4				100	*N=31
B	K, S,C/A,B	16	9	3				100	
C	K,S, C/A, V,B	19	6	3				100	
Average percentage of Competency 5								100% Benchmark met	

Competency 5 practice behaviors:

5A. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.

5B. Assess how social welfare and economic policies impact the delivery of and access to social services.

5C. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

Competency 6-Engage with Individuals, Families, Groups, Organizations and Communities

		Student Scores							
Competency 6 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=28
A	K,S, C/A,B	21	6		1			96.42	
B	S,C/A, V,B	21	5	1	1			96.42	
Average percentage of Competency 6								96.42% Benchmark met	

Competency 6 practice behaviors:

6A. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.

6B. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

Competency 7- Assess Individuals, Families, Groups, Organizations and Communities

		Student Scores							
Competency 7 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=
A	K,S,C/A,B	19	6	3				100	
B	K,S, C/A,B	18	8	2				100	
C	K,S,B	18	9	1				100	

D	K,S,B	17	10	1				100	
Average percentage of Competency 7								100% Benchmark met	
<i>Competency 7 practice behaviors:</i>									
7A. Collect and organize data and apply critical thinking to interpret information from clients and constituencies.									
7B. 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.									
7C. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.									
7D. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.									

Competency 8- Intervene with Individuals, Families, Groups, Organizations and Communities									
		Student Scores							
Competency 8 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/ N=28
A	K, S,C/A,B	18	7	3				100	
B	K, S ,B	18	8	2				100	
C	S, C/A,B	18	7	3				100	
D	K, S,B	19	5	3	1			96.42	
E	K,S, C/A,B	18	7	2	1			96.42	
Average percentage of Competency 8								98.568% Benchmark met	
<i>Competency 8 practice behaviors:</i>									
8A. Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.									
8B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.									
8C. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.									

8E. Facilitate effective transitions and endings that advance mutually agreed-on goals.

		Student Scores							
Competency 9 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=28
A	K,S,B	19	8	1				100	
B	K,S,B	18	9	1				100	
C	S, C/A,B	17	10	1				100	
D	S, C/A,B	17	5	6				100	
Average percentage of Competency 9								100% Benchmark met	

- 9A. Select and use appropriate methods for evaluation of outcomes.
- 9B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.
- 9C. Critically analyze, monitor and evaluate intervention and program processes and outcomes.
- 9D. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

Measure 1: MSW Field Instruction Student Performance Evaluation (SWK 581)

Measure in Real Practice Experience

Generalist Level Practice

Lawson State Campus

Fall, 2018-Spring, 2019

2019 MSW Field Instruction Student Performance Evaluation-Generalist (SWK 581). Data for this generalist field course is from the Fall 2018 and Spring 2019 semesters at the Lawson State Community College site. **Competency Benchmark:** 80% receive a score of 3 -5 for each competency practice behavior item. The percentage of students achieving the benchmark for each item is added up and averaged for each competency. An average percentage of 80% or higher indicates that the competency has been attained. The name key for each competency practice behavior is listed below each graph. The key for domain abbreviations is provided as follows: K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior. Index score calculated with (N/A=0) responses where applicable.

Competency 1-Demonstrate Ethical and Professional Behavior									
		Student Scores							
Competency 1 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=12
A	K,S,C/A,V, B	9	2	1				100	
B	K,S,C/A, V,B	8	4					100	
C	K,S,C/A,V,B	8	4					100	
D	K,S,V,B	9	3					100	
E	K,S,C/A,V,B	11	1					100	
Average percentage of Competency 1								100%- benchmark met	
<i>Competency 1-Practice behaviors:</i> 1A. 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 1B. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. 1C. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication. 1D. Use technology ethically and appropriately to facilitate practice outcomes 1E. Use supervision and consultation to guide professional judgment and behavior									
Competency 2-Engage in Diversity in Practice									
		Student Scores							
Competency 2 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=12
A	K,S,C/A,B	11		1				100	

B	K,S,C/A,B	9	2	1				100	
C	K,S,C/A,B	9	3					100	
Average percentage of Competency 2								100%- benchmark met	
<i>Competency 2 practice behaviors</i>									
2A. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels									
2B. Present themselves as learners and engage clients and constituencies as experts in their own experiences									
2C. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies									

Competency 3-Advance Human Rights and Social and Economic and Environmental Justice									
		Student Scores							
Competency 3 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=12
A	K,S,C/A,B	8	3	1				100	
B	K,S,B	9	2	1				100	
Average percentage of Competency 3								100%- benchmark met	
<i>Competency 3 practice behaviors:</i>									
3A. Applying understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level.									
3B. Engage in practices that advance social, economic, and environmental justice.									

Competency 4: Engage in Practice Informed Research and Research-informed Practice									
		Student Scores							
Competency 4 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=12
A	K,S,B	7	3	1			1	91.667	
B	K,S,C/A,B	9	1	2				100	
C	K,S,C/A,B	8	2	2				100	
Average percentage of Competency 4								97.222%- benchmark met	
<i>Competency 4 practice behaviors:</i> 4A. Use practice experience and theory to inform scientific inquiry and research. 4B. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. 4C. Use and translate evidence to inform and improve practice, policy, and service delivery.									

Competency 5-Engage in Policy Practice									
		Student Scores							
Competency 5 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=12
A	K,S,B	10		2				100	
B	K, S,C/A,B	9	2	1				100	
C	K,S, C/A, V,B	10	1	1				100	
Average percentage of Competency 5								100%- benchmark met	
<p><i>Competency 5 practice behaviors:</i></p> <p>5A. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.</p> <p>5B. Assess how social welfare and economic policies impact the delivery of and access to social services.</p> <p>5C. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.</p>									

Competency 6-Engage with Individuals, Families, Groups, Organizations and Communities									
		Student Scores							
Competency 6 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=12
A	K,S, C/A,B	9	2	1				100	
B	S,C/A, V,B	9	2					100	
Average percentage of Competency 6								100%- benchmark met	
<i>Competency 6 practice behaviors:</i>									
6A. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.									
6B. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.									

Competency 7- Assess Individuals, Families, Groups, Organizations and Communities									
		Student Scores							
Competency 7 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=12
A	K,S,C/A,B	9	2	1				100	
B	K,S, C/A,B	8	3	1				100	
C	K,S,B	8	2	1			1	91.667	
D	K,S,B	5	6	1				100	
Average percentage of Competency 7								97.916%- benchmark met	
Competency 7 practice behaviors:									
7A. Collect and organize data and apply critical thinking to interpret information from clients and constituencies.									

7B. 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.

7C. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.

7D. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

Competency 8- Intervene with Individuals, Families, Groups, Organizations and Communities

		Student Scores							
Competency 8 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/ N=12
A	K, S,C/A,B	6	5	1				100	
B	K, S ,B	8	4					100	
C	S, C/A,B	10	1	1				100	
D	K, S,B	10	1	1				100	
E	K,S, C/A,B	8	2	2				100	
Average percentage of Competency 8								100%-benchmark met	

Competency 8 practice behaviors:

8A. Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.

8B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.

8C. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.

8D. Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.

8E. Facilitate effective transitions and endings that advance mutually agreed-on goals.

Competency 9- Evaluate Practice with Individuals, Families, Groups, Organizations and Communities

		Student Scores							
Competency 9 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=31
A	K,S,B	8	2	1			1	91.667	
B	K,S,B	11	1					100	
C	S, C/A,B	9	1	1			1	91.667	
D	S, C/A,B	9	2	1				100	
Average percentage of Competency 9								95.833%	

Competency 9 practice behaviors:

9A. Select and use appropriate methods for evaluation of outcomes.

- 9B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.
- 9C. Critically analyze, monitor and evaluate intervention and program processes and outcomes.
- 9D. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

Child & Family Welfare -Field Instruction Evaluation Results below:

Measure #1 -Final Field Instruction Evaluation-Family Child Welfare (SWK 681)

Family and Child Welfare Concentration (Specialized Practice)

Main Campus and Lawson State Campus

Fall, 2018-Spring, 2019 MSW

MSW Family and Child Welfare Concentration--Field Instruction Evaluation (SWK 681)- **Competency Benchmark:** 80% receive a score of 3 -5 for each practice behavior item. The percentage of students achieving the benchmark for each item is added up and averaged for each competency. An average percentage of 80% or higher indicates that the competency has been attained. The name key for each competency practice behavior is listed below each graph. The key for domain abbreviations is provided as follows: K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior

An asterisk (*) in the practice behavior column indicates extended practice behaviors developed by the MSW Program. Index score is calculated with (N/A) responses where applicable.

Competency 1-Demonstrate Ethical and Professional Behavior									
		Student Score							
Competency 1 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=31
A	K,S,C/A,V	23	8					100	
B	K,S,C/A, V	24	7					100	
C	K,S,C/A,V	24	6	1				100	
D	K,S,V	23	8					100	
1E	K,S,C/A,V	21	9	1				100	
Average percentage of Competency 1 ---Benchmark met								100%	
Competency 1-Practice behaviors: 1A. 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 1B. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. 1C. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication. 1D. Use technology ethically and appropriately to facilitate practice outcomes 1E. Use supervision and consultation to guide professional judgment and behavior									

Competency 5-Engage in Policy Practice									
		Student Score							
Competency 5 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=31
A	K,S	18	11	1			1	96.77	
B	K, S,C/A	19	10	2				100	
C	K,S, C/A, V	20	10				1	96.77	
*D	K, V, C/A	23	7	1				100	
*E	K, S	22	7	2				100	
*F	K, C/A, V	22	7	2				100	
Average percentage of Competency 5 ---Benchmark met								98.92%	
<p><i>Competency 5 practice behaviors:</i></p> <p>5A. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.</p> <p>5B. Assess how social welfare and economic policies impact the delivery of and access to social services.</p> <p>5C. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.</p> <p>*5D. Recognizes and understands how family systems are impacted by dominant cultural values, social institutions, policies and programs.</p> <p>*5E. Applies critical thinking to analyze issues, policies and programs impacting vulnerable family systems.</p> <p>*5F. Identifies issues, programs, constraints and ethical dilemmas inherent in child welfare services, programs, and policies.</p>									

Competency 7- Assess Individuals, Families, Groups, Organizations and Communities

		Student Score							
Competency 7 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=31
A	K,S,C/A	22	7	1				100	*N=30
B	K,S, C/A	23	6	2				100	
C	K,S	22	7	1			1	96.77	
D	K,S	19	11				1	96.77	
*E	K,S	23	8					100	
Average percentage of Competency 7 ---Benchmark met								98.708%	
<i>Competency 7 practice behaviors:</i>									
7A. Collect and organize data and apply critical thinking to interpret information from clients and constituencies.									
7B. 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.									
7C. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.									
7D. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.									
*7E. Identifies and assesses strengths, needs, and resiliencies of clients and constituents.									

Competency 8- Intervene with Individuals, Families, Groups, Organizations and Communities

		Student Score							
Competency 8 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=31
A	K, S,C/A	18	11	1			1	96.77	
B	K, S	17	10	3	1			96.77	
C	S, C/A	22	8	1				100	
D	K, S	14	14	2			1	96.77	
E	K,S, C/A	17	9	1			4	87.09	
*F	K,S, C/A	23	8					100	
*G	K,S	21	10					100	
Average percentage of Competency 8 ---Benchmark met								96.77%	
<i>Competency 8 practice behaviors:</i>									

*8G. Use of advocacy and assistance in helping clients identify and access interprofessional and/or intra-professional collaborative resources to address needs.

*9G. Interpret evaluation findings to assist in goal setting with clients and constituencies

Final Field Instruction Evaluation-Family Child Welfare (SWK 681)

Measure in Real Practice Experience

Family and Child Welfare Concentration (Specialized Practice)

Main Campus

Fall, 2018-Spring, 2019 MSW

MSW Family and Child Welfare Concentration--Field Instruction Evaluation (SWK 681)- **Competency Benchmark:** 80% receive a score of 3 -5 for each practice behavior item. The percentage of students achieving the benchmark for each item is added up and averaged for each competency. An average percentage of 80% or higher indicates that the competency has been attained. The name key for each competency practice behavior is listed below each graph. The key for domain abbreviations is provided as follows: K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior

An asterisk (*) in the practice behavior column indicates extended practice behaviors developed by the MSW Program. Index score is calculated with (N/A) responses where applicable.

Competency 1-Demonstrate Ethical and Professional Behavior									
		Student Score							
Competency 1 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=22
A	K,S,C/A,V	18	4					100	
B	K,S,C/A, V	18	4					100	
C	K,S,C/A,V	19	2	1				100	
D	K,S,V	18	4					100	
E	K,S,C/A,V	17	4	1				100	
Average percentage of Competency 1 ---Benchmark met								100%	
<i>Competency 1-Practice behaviors:</i>									
1A. 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									
1B. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.									
1C. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.									
1D. Use technology ethically and appropriately to facilitate practice outcomes									
1E. Use supervision and consultation to guide professional judgment and behavior									

Competency 2-Engage in Diversity in Practice									
		Student Score							
Competency 2 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=22
A	K,S,C/A	18	3	1				100	
B	K,S,C/A	18	3	1				100	
C	K,S,C/A	15	7					100	
Average percentage of Competency 2 ---Benchmark met								100%	
<i>Competency 2 practice behaviors</i>									
2A. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels									
2B. Present themselves as learners and engage clients and constituencies as experts in their own experiences									
2C. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies									

Competency 3-Advance Human Rights and Social and Economic and Environmental Justice									
		Student Score							
Competency 3 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=22
A	K,S,C/A	14	6	1			1	95.45	
B	K,S	14	6	1			1	95.45	
Average percentage of Competency 3 ---Benchmark met								95.45%	
<p>3A. Applying understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level.</p> <p>3B. Engage in practices that advance social, economic, and environmental justice.</p>									

Competency 4: Engage in Practice Informed Research and Research-Informed Practice									
		Student Score							
Competency 4 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=22
A	K,S	8	11	2			1	95.45	
B	K,S,C/A	9	10	2			1	95.45	
C	K,S,C/A	11	8	2			1	95.45	

*6C. Use of practice strategies that encourage clients (constituencies) as equal partners in treatment planning process.

Competency 7- Assess Individuals, Families, Groups, Organizations and Communities									
		Student Score							
Competency 7 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=22
A	K,S,C/A	18	3	1				100	
B	K,S, C/A	19	3					100	
C	K,S	18	3				1	95.45	
D	K,S	16	5				1	95.45	
*E	K,S	20	2					100	
Average percentage of Competency 7 ---Benchmark met								98.18%	
<i>Competency 7 practice behaviors:</i>									
7A. Collect and organize data and apply critical thinking to interpret information from clients and constituencies.									
7B. 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.									
7C. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.									
7D. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.									
*7E. Identifies and assesses strengths, needs, and resiliencies of clients and constituents.									

Competency 8- Intervene with Individuals, Families, Groups, Organizations and Communities

		Student Score							
Competency 8 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=22
A	K, S,C/A	15	6				1	95.45	
B	K, S	14	7	1				100	
C	S, C/A	19	3					100	
D	K, S	14	8					100	
E	K,S, C/A	14	4				4	81.81	
*F	K,S, C/A	19	3					100	
*G	K,S	16	6					100	
Average percentage of Competency 8 ---Benchmark met								96.75%	

Competency 8 practice behaviors:

8A. Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.

8B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.

8C. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.

8D. Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.

8E. Facilitate effective transitions and endings that advance mutually agreed-on goals.

*8F. Apply values of respect toward vulnerable or at-risk families and constituencies through use of empowerment intervention strategies.

*8G. Use of advocacy and assistance in helping clients identify and access interprofessional and/or intra-professional collaborative resources to address needs.

Competency 9- Evaluate Practice with Individuals, Families, Groups, Organizations and Communities

		Student Score							
Competency 9 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=22
A	K,S	13	6	1			2	90.9	
B	K,S	15	5				2	90.9	
C	S, C/A	12	8	1			1	95.45	
D	S, C/A	13	6	2			1	95.45	
*E	K,S	13	8				1	95.45	
*F	K,S	16	6					100	
*G	K,S	12	7	1			2	90.9	
Average percentage of Competency 9 ---Benchmark met								94.15%	

Competency 9 practice behaviors:

9A. Select and use appropriate methods for evaluation of outcomes.

9B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.

9C. Critically analyze, monitor and evaluate intervention and program processes and outcomes.

9D. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

*9E. Critically analyzes how policy informs evaluation in family welfare settings.

*9 F. Use of evaluative tools to monitor and/or track progress of client and constituencies.

*9G. Interpret evaluation findings to assist in goal setting with clients and constituencies

Competency 1-Demonstrate Ethical and Professional Behavior									
		Student Score							
Competency 1 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=9
A	K,S,C/A,V	5	4					100	
B	K,S,C/A, V	6	3					100	
C	K,S,C/A,V	5	4					100	
D	K,S,V	5	4					100	
E	K,S,C/A,V	4	5					100	
Average percentage of Competency 1 ---Benchmark met								100%	
<p><i>Competency 1-Practice behaviors:</i></p> <p>1A. 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</p> <p>1B. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.</p> <p>1C. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.</p> <p>1D. Use technology ethically and appropriately to facilitate practice outcomes</p> <p>1E. Use supervision and consultation to guide professional judgment and behavior</p>									

Competency 2-Engage in Diversity in Practice									
		Student Score							
Competency 2 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=9
A	K,S,C/A	4	5					100	
B	K,S,C/A	3	5	1				100	
C	K,S,C/A	4	5					100	
Average percentage of Competency 2 ---Benchmark met								100%	
<i>Competency 2 practice behaviors</i>									
2A. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels									
2B. Present themselves as learners and engage clients and constituencies as experts in their own experiences									
2C. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies									

Competency 3-Advance Human Rights and Social and Economic and Environmental Justice									
		Student Score							
Competency 3 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=9
A	K,S,C/A	2	7					100	
B	K,S	3	6					100	
Average percentage of Competency 3 ---Benchmark met								100%	
<p>3A. Applying understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level.</p> <p>3B. Engage in practices that advance social, economic, and environmental justice.</p>									

Competency 4: Engage in Practice Informed Research and Research-Informed Practice									
		Student Score							
Competency 4 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=9
A	K,S	1	7				1	88.88	
B	K,S,C/A	2	5	1			1	88.88	
C	K,S,C/A		5	2			2	77.77	
Average percentage of Competency 4 ---Benchmark met								85.17%	
<i>Competency 4 practice behaviors:</i> 4A. Use practice experience and theory to inform scientific inquiry and research. 4B. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. 4C. Use and translate evidence to inform and improve practice, policy, and service delivery									

Competency 5-Engage in Policy Practice									
		Student Score							
Competency 5 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=9
A	K,S	1	7	1				100	
B	K, S,C/A	2	7					100	
C	K,S, C/A, V	4	5					100	
*D	K, V, C/A	4	4	1				100	
*E	K, S	4	4	1				100	
*F	K, C/A, V	4	4	1				100	
Average percentage of Competency 5 ---Benchmark met								100%	
<p><i>Competency 5 practice behaviors:</i></p> <p>5A. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.</p> <p>5B. Assess how social welfare and economic policies impact the delivery of and access to social services.</p> <p>5C. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.</p> <p>*5D. Recognizes and understands how family systems are impacted by dominant cultural values, social institutions, policies and programs.</p> <p>*5E. Applies critical thinking to analyze issues, policies and programs impacting vulnerable family systems.</p> <p>*5F. Identifies issues, programs, constraints and ethical dilemmas inherent in child welfare services, programs, and policies.</p>									

Competency 6-Engage with Individuals, Families, Groups, Organizations and Communities									
		Student Score							
Competency 6 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=9
A	K,S, C/A	3	5	1				100	
B	S,C/A, V	4	4	1				100	
*C	S, C/A	4	5					100	
Average percentage of Competency 6 ---Benchmark met								100%	
<i>Competency 6 practice behaviors:</i>									
6A. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.									
6B. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.									
*6C. Use of practice strategies that encourage clients (constituencies) as equal partners in treatment planning process.									

Competency 7- Assess Individuals, Families, Groups, Organizations and Communities									
		Student Score							
Competency 7 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=9
A	K,S,C/A	4	4					100	*N=8
B	K,S, C/A	4	3	2				100	
C	K,S	4	4	1				100	
D	K,S	3	6					100	
*E	K,S	3	6					100	
Average percentage of Competency 7 ---Benchmark met								100%	
<i>Competency 7 practice behaviors:</i>									
7A. Collect and organize data and apply critical thinking to interpret information from clients and constituencies.									
7B. 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.									
7C. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.									

7D. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

*7E. Identifies and assesses strengths, needs, and resiliencies of clients and constituents.

Competency 8- Intervene with Individuals, Families, Groups, Organizations and Communities

		Student Score							
Competency 8 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=9
A	K, S,C/A	3	5	1				100	
B	K, S	3	3	2	1			88.88	
C	S, C/A	3	5	1				100	
D	K, S		6	2			1	88.88	
E	K,S, C/A	3	5	1				100	
*F	K,S, C/A	4	5					100	
*G	K,S	5	4					100	
Average percentage of Competency 8 ---Benchmark met								96.82%	
<p><i>Competency 8 practice behaviors:</i></p> <p>8A. Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.</p> <p>8B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.</p> <p>8C. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.</p> <p>8D. Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.</p> <p>8E. Facilitate effective transitions and endings that advance mutually agreed-on goals.</p> <p>*8F. Apply values of respect toward vulnerable or at-risk families and constituencies through use of empowerment intervention strategies.</p> <p>*8G. Use of advocacy and assistance in helping clients identify and access interprofessional and/or intra-professional collaborative resources to address needs.</p>									

Competency 9- Evaluate Practice with Individuals, Families, Groups, Organizations and Communities

		Student Score							
Competency 9 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=9

A	K,S	3	5	1				100	
B	K,S	1	6	2				100	
C	S, C/A	3	4	2				100	
D	S, C/A	3	4	2				100	
*E	K,S	2	7					100	
*F	K,S	2	7					100	
*G	K,S	2	7					100	
Average percentage of Competency 9 ---Benchmark met								100%	
<i>Competency 9 practice behaviors:</i>									
9A. Select and use appropriate methods for evaluation of outcomes.									
9B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.									
9C. Critically analyze, monitor and evaluate intervention and program processes and outcomes.									
9D. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.									
*9E. Critically analyzes how policy informs evaluation in family welfare settings.									
*9 F. Use of evaluative tools to monitor and/or track progress of client and constituencies.									
*9G. Interpret evaluation findings to assist in goal setting with clients and constituencies									

Community Mental Health concentration -Field Instructor Evaluation Results: Below

Measure 1: FINAL EVALUATION OF STUDENT FIELD PRACTICUM PERFORMANCE

Aggregate Scores

Main Campus and Lawson State Program Options

Community Mental Health Concentration (Specialized Practice)

Fall, 2018-Spring, 2019—MSW--Community Mental Health (SWK 681)

Fall, 2018-Spring, 2019 MSW Community Mental Health Concentration- **FINAL EVALUATION OF STUDENT FIELD PRACTICUM PERFORMANCE (SWK 681). Competency Benchmark:** 80% receive a score of 3 -5 for each practice behavior item. The percentage of students achieving the benchmark for each item is added up and averaged for each competency. An average percentage of 80% or higher indicates that the competency benchmark has been met. The name key for each competency practice behavior is listed below each graph. The key for domain abbreviations is provided as follows: K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior. An asterisk (*) in the practice behavior column indicates additional practice behaviors developed by the MSW Program. Index score calculated with (N/A=0) responses where applicable.

Competency 1-Demonstrate Ethical and Professional Behavior									
		Student Scores							
Competency 1 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=35
A	K,S,C/A,V, B	19	12	4				100	
B	K,S,C/A, V,B	16	14	4	1			97.1	
C	K,S,C/A,V,B	19	13	3				100	
D	K,S,V,B	20	11	4				100	
E	K,S,C/A,V.B	19	13	3				100	
Average percentage of Competency 1 ---Benchmark was met								99.4%	
<i>Competency 1-Practice behaviors:</i>									
1A. 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									
1B. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.									
1C. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.									
1D. Use technology ethically and appropriately to facilitate practice outcomes									
1E. Use supervision and consultation to guide professional judgment and behavior									

Competency 4: Engage in Practice Informed Research and Research-informed Practice									
		Student Scores							
Competency 4 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=35
A	K,S,B, C/A, V	11	17	5			2	94.28	
B	K,S,C/A,B,V	12	16	4			2	94.11	*N=34
C	K,S,C/A,B,V	12	17	5			1	97.1	
Average percentage of Competency 4 ---Benchmark was met								95.16%	
<i>Competency 4 practice behaviors:</i> 4A. Use practice experience and theory to inform scientific inquiry and research. 4B. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. 4C. Use and translate evidence to inform and improve practice, policy, and service delivery.									

Competency 5-Engage in Policy Practice									
		Student Scores							
Competency 5 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=35
A	K,S,B, C/A, V	13	13	8			1	97.1	
B	K, S,C/A,B, V	13	15	7				100	
C	K,S, C/A, V,B	17	13	5				100	
*D	K, S, C/A, V,B	14	15	5			1	97.1	
*E	K, S, C/A, V,B	12	15	6			2	94.11	
Average percentage of Competency 5 ---Benchmark was met								97.662%	
<p><i>Competency 5 practice behaviors:</i></p> <p>5A. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.</p> <p>5B. Assess how social welfare and economic policies impact the delivery of and access to social services.</p> <p>5C. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.</p> <p>*5D. Recognizes and understands how current mental health policies effect delivery in mental health settings.</p> <p>*5E. Uses critical thinking to interpret agency policies to clients and constituencies in mental health settings.</p>									

*7E. Knowledge of use of appropriate assessment tools used within mental health settings.

*7F. Knowledge of use of inter-professional or intra professional collaborations to achieve practice outcomes.

*7G. Knowledge of major modalities of treatment currently available for common mental health disorders and efficacy of such treatments.

Competency 8- Intervene with Individuals, Families, Groups, Organizations and Communities									
		Student Scores							
Competency 8 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=35
A	K, S, C/A, V,B	13	16	6				100	
B	K, S, C/A, V,B	12	16	7				100	
C	K, S, C/A, V,B	14	14	6	1			97.1	
D	K, S, C/A, V,B	16	14	5				100	
E	K, S, C/A, V,B	12	16	5			2	94.28	
*F	K,S,C/A, B	14	13	7			1	97.1	
*G	K,S, B	16	10	7			2	94.28	
*H	K,S, B	17	11	4			3	91.42	
Average percentage of Competency 8 ---Benchmark was met								96.77%	
<i>Competency 8 practice behaviors:</i>									
8A. Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.									
8B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.									
8C. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.									
8D. Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.									
8E. Facilitate effective transitions and endings that advance mutually agreed-on goals.									
*8F. Knowledge of use of ecological perspective, problem solving process and empowerment perspective (EPPS framework) and strengths perspective in mental health service delivery settings.									
*8G. Knowledge and linkage of clients (constituencies) to essential mental health resources in the community.									
*8H. Knowledge of appropriate techniques for effective termination of services.									

Competency 9- Evaluate Practice with Individuals, Families, Groups, Organizations and Communities

		Student Scores							
Competency 9 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=35
A	K, S, C/A, V,B	13	16	5	1			97.1	
B	K, S, C/A, V,B	13	16	6				100	
C	K, S, C/A, V,B	16	15	4				100	
D	K, S, C/A, V,B	12	16	6	1			97.1	
*E	K, S, C/A, V,B	15	14	5			1	97.1	
*F	K, S, C/A, V,B	14	15	5			1	97.1	
Average percentage of Competency 9 ---Benchmark was met								98.066%	
<i>Competency 9 practice behaviors:</i>									
9A. Select and use appropriate methods for evaluation of outcomes.									
9B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.									
9C. Critically analyze, monitor and evaluate intervention and program processes and outcomes.									
9D. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.									
*9E. Assesses how evaluative tools and policy requirements in mental delivery settings impact service delivery.									
*9 F. Interprets evaluation findings to assist in facilitating client and constituent goals.									

Competency 1--Demonstrate Ethical and Professional Behavior									
		Student Scores							
Competency 1 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=30
A	K,S,C/A,V, B	17	9	4				100	
B	K,S,C/A, V,B	14	12	3	1			96.667	
C	K,S,C/A,V,B	16	12	2				100	
D	K,S,V,B	18	8	4				100	
E	K,S,C/A,V.B	16	11	3				100	
Average percentage of Competency 1 ---Benchmark was met								99.33%	
<p><i>Competency 1-Practice behaviors:</i></p> <p>1A. 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</p> <p>1B. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.</p> <p>1C. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.</p> <p>1D. Use technology ethically and appropriately to facilitate practice outcomes</p> <p>1E. Use supervision and consultation to guide professional judgment and behavior</p>									

Competency 2-Engage in Diversity in Practice									
		Student Scores							
Competency 2 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=30
A	K,S,C/A,V,B	15	12	3				100	
B	K,S,C/A,V,B	18	9	3				100	
C	K,S,C/A, V, B	13	14	2	1			96.667	
Average percentage of Competency 2 ---Benchmark was met								98.88%	
<p><i>Competency 2 practice behaviors</i></p> <p>2A. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels</p> <p>2B. Present themselves as learners and engage clients and constituencies as experts in their own experiences</p> <p>2C. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies</p>									

Competency 3-Advance Human Rights and Social and Economic and Environmental Justice									
		Student Scores							
Competency 3 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/ N=30
A	K,S,C/A,B,V	11	16	3				100	
B	K,S,B, C/A, V	11	16	3				100	
Average percentage of Competency 3 ---Benchmark was met								100%	
<i>Competency 3 practice behaviors:</i>									
3A. Applying understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level.									
3B. Engage in practices that advance social, economic, and environmental justice.									

Competency 4: Engage in Practice Informed Research and Research-informed Practice									
		Student Scores							
Competency 4 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=30
A	K,S,B, C/A, V	9	16	4			1	96.667	
B	K,S,C/A,B,V	11	15	3			1	96.667	
C	K,S,C/A,B,V	11	15	4				100	
Average percentage of Competency 4 ---Benchmark was met								97.778%	
<i>Competency 4 practice behaviors:</i> 4A. Use practice experience and theory to inform scientific inquiry and research. 4B. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. 4C. Use and translate evidence to inform and improve practice, policy, and service delivery.									

Competency 5-Engage in Policy Practice									
		Student Scores							
Competency 5 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=30
A	K,S,B, C/A, V	11	12	7				100	
B	K, S,C/A,B, V	12	13	5				100	
C	K,S, C/A, V,B	15	11	4				100	
*D	K, S, C/A, V,B	11	13	5			1	96.667	
*E	K, S, C/A, V,B	9	13	6			2	93.33	
Average percentage of Competency 5 ---Benchmark was met								97.99%	
<i>Competency 5 practice behaviors:</i> 5A. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services. 5B. Assess how social welfare and economic policies impact the delivery of and access to social services. 5C. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice. *5D. Recognizes and understands how current mental health policies effect delivery in mental health settings. *5E. Uses critical thinking to interpret agency policies to clients and constituencies in mental health settings.									
Competency 6-Engage with Individuals, Families, Groups, Organizations and Communities									
		Student Scores							

*7G. Knowledge of major modalities of treatment currently available for common mental health disorders and efficacy of such treatments.

Competency 8- Intervene with Individuals, Families, Groups, Organizations and Communities									
		Student Scores							
Competency 8 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=30
A	K, S, C/A, V,B	12	13	5				100	
B	K, S, C/A, V,B	11	14	5				100	
C	K, S, C/A, V,B	13	11	5	1			96.667	
D	K, S, C/A, V,B	14	11	5				100	
E	K, S, C/A, V,B	11	13	4			2	93.33	
*F	K,S,C/A, B	10	12	7			1	96.667	
*G	K,S, B	13	8	7			2	93.33	
*H	K,S, B	13	10	4			3	90.0	
Average percentage of Competency 8 ---Benchmark was met								96.249%	
<i>Competency 8 practice behaviors:</i>									
8A. Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.									
8B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.									
8C. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.									
8D. Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.									
8E. Facilitate effective transitions and endings that advance mutually agreed-on goals.									
*8F. Knowledge of use of ecological perspective, problem solving process and empowerment perspective (EPPS framework) and strengths perspective in mental health service delivery settings.									

*8G. Knowledge and linkage of clients (constituencies) to essential mental health resources in the community.

*8H. Knowledge of appropriate techniques for effective termination of services.

Competency 9- Evaluate Practice with Individuals, Families, Groups, Organizations and Communities

		Student Scores							
Competency 9 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=30
A	K, S, C/A, V,B	11	14	4	1			96.667	
B	K, S, C/A, V,B	11	14	5				100	
C	K, S, C/A, V,B	13	12	5				100	
D	K, S, C/A, V,B	10	14	5	1			96.667	
*E	K, S, C/A, V,B	12	12	5			1	96.667	
*F	K, S, C/A, V,B	12	12	5			1	96.667	
Average percentage of Competency 9 ---Benchmark was met								97.778%	

Competency 9 practice behaviors:

9A. Select and use appropriate methods for evaluation of outcomes.

9B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.

9C. Critically analyze, monitor and evaluate intervention and program processes and outcomes.

9D. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

*9E. Assesses how evaluative tools and policy requirements in mental delivery settings impact service delivery.

*9 F. Interprets evaluation findings to assist in facilitating client and constituent goals.

1E. Use supervision and consultation to guide professional judgment and behavior

Competency 2-Engage in Diversity in Practice									
		Student Scores							
Competency 2 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=5
A	K,S,C/A,V,B	1	4					100	
B	K,S,C/A,V,B	3	2					100	
C	K,S,C/A, V, B	2	2	1				100	
Average percentage of Competency 2 ---Benchmark was met								100%	
<i>Competency 2 practice behaviors</i>									
2A. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels									
2B. Present themselves as learners and engage clients and constituencies as experts in their own experiences									
2C. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies									

Competency 3-Advance Human Rights and Social and Economic and Environmental Justice									
		Student Scores							
Competency 3 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/ N=5
A	K,S,C/A,B,V	1	2	1			1	80.0	
B	K,S,B, C/A, V	1	1				2	50.0	*N=4
Average percentage of Competency 3 ---Benchmark was not met								65.0%	
<i>Competency 3 practice behaviors:</i>									
3A. Applying understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level.									
3B. Engage in practices that advance social, economic, and environmental justice.									

Competency 4: Engage in Practice Informed Research and Research-informed Practice									
		Student Scores							
Competency 4 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=5
A	K,S,B, C/A, V	2	1	1			1	80.0	
B	K,S,C/A,B,V	1	1	1			1	75.0	*N=4
C	K,S,C/A,B,V	1	2	1			1	80.0	
Average percentage of Competency 4 ---Benchmark was not met								78.3%	
Competency 4 practice behaviors:									
4A. Use practice experience and theory to inform scientific inquiry and research.									
4B. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.									
4C. Use and translate evidence to inform and improve practice, policy, and service delivery.									

Competency 5-Engage in Policy Practice									
		Student Scores							
Competency 5 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=5
A	K,S,B, C/A, V	2	1	1				100	
B	K, S,C/A,B, V	1	2	2				100	
C	K,S, C/A, V,B	2	2	2				100	*N=6
*D	K, S, C/A, V,B	3	2					100	
*E	K, S, C/A, V,B	3	2					100	
Average percentage of Competency 5 ---Benchmark was met								100%	
<p><i>Competency 5 practice behaviors:</i></p> <p>5A. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.</p> <p>5B. Assess how social welfare and economic policies impact the delivery of and access to social services.</p> <p>5C. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.</p> <p>*5D. Recognizes and understands how current mental health policies effect delivery in mental health settings.</p> <p>*5E. Uses critical thinking to interpret agency policies to clients and constituencies in mental health settings.</p>									

Competency 6-Engage with Individuals, Families, Groups, Organizations and Communities									
		Student Scores							
Competency 6 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=5
A	K, S, C/A, V,B	2	3					100	
B	K, S, C/A, V,B	3	2					100	
*C	K, S, C/A, V,B	2	2	1				100	
Average percentage of Competency 6 ---Benchmark was met								100%	
<i>Competency 6 practice behaviors:</i>									
6A. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.									
6B. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.									
*6C. Use of evidenced based techniques appropriate for therapeutic interventions with clients and constituencies.									

Competency 7- Assess Individuals, Families, Groups, Organizations and Communities									
		Student Scores							
Competency 7 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=5
A	K, S, C/A, V,B	2	1	3				100	*N=6
B	K, S, C/A, V,B	2	2	1				100	
C	K, S, C/A, V,B	2	1	2				100	
D	K, S, C/A, V,B	2	2	1				100	
*E	K,B	1	2	2				100	
*F	K,B	2	2	1				100	
*G	K,B	4	1					100	
Average percentage of Competency 7 ---Benchmark was met								100%	
<i>Competency 7 practice behaviors:</i>									
7A. Collect and organize data and apply critical thinking to interpret information from clients and constituencies.									
7B. 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.									

8E. Facilitate effective transitions and endings that advance mutually agreed-on goals.

*8H. Knowledge of appropriate techniques for effective termination of services.

Competency 9- Evaluate Practice with Individuals, Families, Groups, Organizations and Communities									
		Student Scores							
Competency 9 Practice Behaviors	Domains	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	Index/N=5
A	K, S, C/A, V,B	2	2	1				100	
B	K, S, C/A, V,B	2	2	1				100	
C	K, S, C/A, V,B	3	3					100	*N=6
D	K, S, C/A, V,B	2	2	1				100	
*E	K, S, C/A, V,B	3	2					100	
*F	K, S, C/A, V,B	2	3					100	
Average percentage of Competency 9 ---Benchmark was met								100%	
<p><i>Competency 9 practice behaviors:</i></p> <p>9A. Select and use appropriate methods for evaluation of outcomes.</p> <p>9B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.</p> <p>9C. Critically analyze, monitor and evaluate intervention and program processes and outcomes.</p> <p>9D. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.</p> <p>*9E. Assesses how evaluative tools and policy requirements in mental delivery settings impact service delivery.</p> <p>*9 F. Interprets evaluation findings to assist in facilitating client and constituent goals.</p>									

Measure #2-Comprehensive Exam Results-Generalist Practice

Measure 2: MSW Comprehensive Exam Results

Aggregate Scores for

Main Campus and Lawson State Community College Site

Generalist Practice- Fall, 2018--Spring 2019

Description: The MSW Comprehensive Exam-Generalist Practice Section examines MSW student knowledge, values, cognitive/affective reactions, and skills as they relate to CSWE 2015 Competencies and associated practice behaviors. The Generalist portion of the exam is based upon MSW Foundation level coursework and covers up to 100 items for assessment. The data is provided for the period of Fall, 2018 (Fall 18) and Spring 2019 (Spr19) for the Main Campus, and Lawson State Community College satellite program option. Data for Spring 2019 was collected electronically and was not separated by program site location. The benchmark for this measure is 80%, which exceeds the 70% score needed for a passing score on the Comprehensive Exam.

Assessment Procedures: Determine the percentage of students that attained the benchmark for each outcome measure. (The student must answer the question correctly). Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this average percentage is equal to or larger than the Competency Benchmark-which is 80% for this measure.

Domains: K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions

Competency 1-Demonstrate Ethical and Professional Behavior							
Competency	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses (n)	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark 80% (Average Percentage of Correct Responses)
A	11-Sp19	K, V	60	60	100	98.53%	92.068%
	12-Sp19	K, V	60	60	100		
	14- Sp19	K, V	59	60	98.33		
	11-Fall18	K,V	14	14	100		
	12-Fall18	K,V	13	14	92.85		
	14-Fall 18	K,V	14	14	100		
B	16-Sp19	K, V	57	60	95	80.471%	
	21-Sp19	K, V	32	60	53.33		
	25-Sp19	K, V	55	60	91.66		
	16-Fall18	K, V	14	14	100		
	21-Fall 18	K, V	8	14	57.14		
	25-Fall18	K,V	12	14	85.7		
C	24-Sp19	K, V	58	60	96.66	94.877%	
	32-Sp 19	K,V	54	60	90.00		
	24-Fall18	K, V	14	14	100		
	32-Fall 18	K, V	13	14	92.85		

D	112-Spr 19	K, V, C/A, B	60	60	100	88.68%	
	112-Fall18	K, V, C/A, B	14	14	100		
E	113-Spr 19	K,V	57	60	95.0	93.925%	
	113- Fall 18	K, V	13	14	92.85		
Average of Percentage of Correct Responses						92.068%-Benchmark met	
<i>Competency 1-</i>							
1A. 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							
1B. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.							
1C. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.							
1D. Use technology ethically and appropriately to facilitate practice outcomes							
1E. Use supervision and consultation to guide professional judgment and behavior							

Competency 2-Engage in Diversity in Practice							
Competency 2 Question Number	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark 80% (Average Percentage of Correct Responses)
A	69-Spr 19	K	45	60	75.0	86.772%	82.582%
	67-Spr19	K	56	60	93.33		
	69-Fall 18	K	12	14	85.71		
	67-Fall 18	K	13	14	92.85		
B	68-Sp 19	K	35	60	58.33	84.342%	
	73-Spr 19	K, V, C/A, B	56	60	93.33		
	68-Fall 18	K,V	12	14	85.71		
	73-Fall 18	K, V, C/A, B	14	14	100.0		
C	66-Spr 19	K, V	58	60	96.67	78.65%	
	48-Spr 19	K, V	46	60	76.67		

	47-Spr 19	K, V	42	60	70.0		
	66-Fall 18	K, V	14	14	100.0		
	48-Fall 18	K, V	8	14	57.14		
	47-Fall 18	K, V	10	14	71.42		
Average of Percentage of Correct Responses						82.582%-Benchmark met	
<i>Competency 2</i>							
2A. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels							
2B. Present themselves as learners and engage clients and constituencies as experts in their own experiences							
2C. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies							

Competency 3-Advance Human Rights and Social and Economic and Environmental Justice-							
Competency 3	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark 80% (Average Percentage of Correct Responses)
A	63-Spr 19	K, V	56	60	93.33	93.51%	89.236%
	64-Spr 19	K,V	57	60	95.0		
	63-Fall 18	K,V	14	14	100		
	64-Fall 18	K,V	12	14	85.71		
B	62-Spr19	K,V, B	50	60	83.33	86.386%	
	65-Spr 19	K,V, B	60	60	100.0		
	58-Spr 19	K,V, B	51	60	85.0		
	62-Fall 18	K,V, B	12	14	85.71		
	65-Fall 18	K,V, B	14	14	100.0		
	58-Fall 18	K,V, B	9	14	64.28		
Average of Percentage of Correct Responses						89.236% Benchmark met	
<p><i>Competency 3:</i></p> <p>3A. Applying understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level.</p> <p>3B. Engage in practices that advance social, economic, and environmental justice.</p>							

Competency 4: Engage in Practice Informed Research and Research-Informed Practice							
Competency 4	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A	70-Spr 19	K	39	60	65.0	75.355%	77.338%
	70-Fall18	K	12	14	85.71		
B	74-Spr 19	K	29	60	48.33	75.413%	
	75-Spr 19	K	53	60	88.33		
	76-Sp 19	K	58	60	96.66		
	77-Sp 19	K	42	60	70.0		
	74-Fall 18	K	8	14	57.14		
	75-Fall 18	K	12	14	85.71		
	76-Fall 18	K	11	14	78.57		
	77-Fall 18	K	11	14	78.57		
C	78-Spr 19	K	53	60	88.33	87.02%	
	78-Fall 18	K	12	14	85.71		
Average of Percentage of Correct Responses						77.338%-Benchmark not met	
Competency 4: 4A. Use practice experience and theory to inform scientific inquiry and research. 4B. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. 4C. Use and translate evidence to inform and improve practice, policy, and service delivery.							

Competency 5-Engage in Policy Practice							
Competency 5	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A	79-Spr 19	K	53	60	88.33	96.247%	84.936%
	83-Spr 19	K	58	60	96.66		
	79-Fall 18	K	14	14	100.0		
	83-Fall 18	K	14	14	100.0		
B	80-Sp 19	K, V	47	60	78.33	78.925%	
	85-Sp 19	K, V	56	60	93.33		
	87-Sp 19	K, V	44	60	73.33		

	80-Fall 18	K, V	9	14	64.28		
	85-Fall 18	K, V	12	14	85.71		
	87-Fall 18	K, V	11	14	78.57		
C	81-Spr 19	K, V, C/A	56	60	93.33	83.408%	
	84-Spr 19	K, V, C/A	51	60	85.0		
	86-Spr 19	K, V, C/A	39	60	65.0		
	81-Fall 18	K, V, C/A	13	14	92.85		
	84-Fall 18	K, V, C/A	13	14	92.85		
	86-Fall 18	K, V, C/A	10	14	71.42		
Average of Percentage of Correct Responses						84.936%-Benchmark met	
Competency 5: 5A. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services. 5B. Assess how social welfare and economic policies impact the delivery of and access to social services. 5C. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.							

Competency 6-Engage with Individuals, Families, Groups, Organizations and Communities							
Competency 6	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A	4-Spr19	K, C/A	47	60	78.33	74.983%	66.243%
	10-Spr 19	K, C/A	37	60	61.67		
	25-Spr 19	K, V	55	60	91.66		
	34-Spr 19	K ,V	47	60	78.33		
	38-Spr 19	K, V, C/A	54	60	90.00		
	39-Spr 19	K, V, C/A	33	60	55.00		
	35-Spr 19	K, C/A	41	60	68.33		
	43-Spr 19	K, C/A	33	60	55.00		
	4-Fall 18	K, C/A	11	14	78.57		
	10-Fall 18	K, C/A	14	14	100.0		
	25-Fall 18	K, V	12	14	85.71		
	34-Fall 18	K ,V	12	14	85.71		
	38-Fall 18	K, V, C/A	12	14	85.71		
	39-Fall 18	K, V, C/A	7	14	50.00		
	35-Fall 18	K, C/A	11	14	78.57		
	43-Fall 18	K, C/A	8	14	57.14		
B	37-Spr 19	K, C/A	27	60	45.00	31.285	
	49-Spr 19	K, C/A	14	60	23.00		
	37-Fall 18	K, C/A	5	14	35.71		
	49-Fall 18	K. C/A	3	14	21.42		

Average of Percentage of Correct Responses		66.243%-Benchmark not met	
Competency 6: 6A. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. 6B. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.			

Competency 7- Assess Individuals, Families, Groups, Organizations and Communities							
Competency 7	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A	13-Spr 19	K, V	49	60	81.66	82.654%	76.923%
	59-Spr 19	K, C/A	46	60	76.667		
	60-Spr 19	K, C/A	44	60	73.33		
	13-Fall 18	K, V	14	14	100.0		
	59-Fall 18	K, C/A	10	14	71.42		
	60-Fall 18	K, C/A	13	14	92.85		
B	41-Spr 19	K	50	60	83.33	70.036%	
	6-Spr 19	K	45	60	75.0		
	20-Spr 19	K	25	60	41.66		
	26-Spr 19	K	31	60	51.66		
	38-Spr 19	K	54	60	90.0		
	39-Spr 19	K	33	60	55.00		
	41-Spr 19	K	50	60	83.33		
	46-Spr 19	K	47	60	78.33		
	61-Spr 19	K	40	60	66.667		
	41-Fall 18	K	13	14	92.85		
	6-Fall 18	K	12	14	85.71		
	20-Fall 18	K	7	14	50.00		
	26-Fall 18	K	7	14	50.00		
	38-Fall 18	K	12	14	85.71		
	39-Fall 18	K	7	14	50.00		
	41-Fall 18	K	13	14	92.85		
	46-Fall 18	K	8	14	57.14		

	61-Fall 18	K	10	14	71.42			
C	7-Spr 19	K	59	60	98.33	99.165		
	7-Fall 18	K	14	14	100.0			
D	12-Spr 19	K	60	60	100.0	84.44%		
	30-Spr 19	K	35	60	58.33			
	52-Spr 19	K	59	60	98.33			
	12-Fall 18	K	13	14	92.85			
	30-Fall 18	K	9	14	64.28			
	52-Fall 18	K	13	14	92.85			
Average of Percentage of Correct Responses						76.923%-Benchmark not met		
<i>Competency 7</i>								
7A. Collect and organize data and apply critical thinking to interpret information from clients and constituencies.								
7B. 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.								
7C. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.								
7D. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.								

Competency 8- Intervene with Individuals, Families, Groups, Organizations and Communities							
Competency 8	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A	3-Spr 19		28	60	46.67	72.975%	74.979%
	16-Spr 19		57	60	95.0		
	17-Spr 19		52	60	86.67		
	21-Spr 19		32	60	53.33		
	29-Spr 19		46	60	76.67		
	3-Fall 18		6	14	42.85		
	16-Fall 18		14	14	100.0		
	17-Fall 18		12	14	85.71		
	21-Fall 18		8	14	57.14		
	29-Fall 18		12	14	85.71		
B	42-Spr 19		52	60	86.67	81.319%	

[illegible]

Competency 9- Evaluate Practice with Individuals, Families, Groups, Organizations and Communities								
Competency 9	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)	
A	72-Spr 19		53	60	88.33	77.022%	81.139%	
	74-Spr 19		29	60	48.33			
	75-Spr 19		58	60	96.67			
	77-Spr 19		42	60	70.0			
	78-Spr 19		53	60	88.33			
	72-Fall 18		11	14	78.57			
	74-Fall 18		8	14	57.14			
	75-Fall 18		11	14	78.57			
	77-Fall 18		11	14	78.57			
	78-Fall 18		12	14	85.71			
B	42-Spr 19		52	60	86.67	86.905%	81.139%	
	76-Spr 19		58	60	96.67			
	42-Fall 18		12	14	85.71			
	76-Fall 18		11	14	78.57			
C	89-Spr 19		53	60	88.33	83.846%		81.139%
	70-Spr 19		39	60	65.0			
	91-Spr 19		47	60	78.33			
	89-Fall 18		12	14	85.71			
	70-Fall 18		12	14	85.71			
	91-Fall 18		14	14	100.0			
D	90-Spr 19		44	60	73.33	81.605%	81.139%	
	93-Spr 19		49	60	81.67			
	90-Fall 18		12	14	85.71			
	93-Fall 18		12	14	85.71			
Average of Percentage of Correct Responses						81.139%		Benchmark met
Competency 9 practice behaviors:								
9A. Select and use appropriate methods for evaluation of outcomes.								
9B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.								
9C. Critically analyze, monitor and evaluate intervention and program processes and outcomes.								
9D. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.								

Family & Child Welfare Section -Comprehensive Exam results below:

Measure 2: MSW Comprehensive Exam Results

Main Campus and Lawson Program Options

Family and Child Welfare Concentration-Fall, 2018-- Spring, 2019

Description: The MSW Comprehensive Exam-Community Family Child Welfare Concentration Section examines MSW student knowledge, values, cognitive/affective reactions, and skills as they relate to CSWE 2015 Competencies and associated practice behaviors. The Family and Child Welfare portion of the exam is based upon MSW 600 level coursework and covers at least 100 items for assessment. Students are expected to answer 70% of the content correctly to pass the exam. The 80% benchmark far exceeds the program baseline for performance on this measure.

Assessment Procedures: Determine the percentage of students that attained the benchmark for each outcome measure. (The student must answer the question correctly). Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this average percentage is equal to or larger than the Competency Benchmark-which is 80% for this measure. MSW extended program behaviors are indicated by a single asterisk (*). The key for domain abbreviations is provided as follows: K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior

Competency 1-Demonstrate Ethical and Professional Behavior							
Competency	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses (n)	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark 80% (Average Percentage of Correct Responses)
A	101-Spr 19	K, V	28	31	90.33	96.77	90.306%
	101-Fall 18	K, V	4	4	100		
	102-Spr 19	K, V, C/A	31	31	100		
	102-Fall 18	K, V, C/A	4	4	100		
	103-Spr 19	K, V	28	31	90.33		
	103-Fall 18	K, V	4	4	100		
B	104-Spr19	K, V, C/A	19	31	61.3	74.6	
	104-Fall 18	K, V, C/A	4	4	100		
	105-Fall 18	K, V, C/A	2	4	50		
	105-Spr 19	K, V, C/A	27	31	87.10		
C	107-Spr19	K, V, C/A	21	22	95.45	92.925	
	107-Fall18	K, V, C/A	5	5	100		
	108-Spr 19	K, V	31	31	100		
	108-Fall 18	K, V	4	4	100		
	109-Spr 19	K, V	27	31	87.1		
	109-Fall 18	K, V	3	4	75		
D	110-Fall18	K, V, C/A	4	4	100	93.683	
	110-Spr19	K, V, C/A	29	31	93.55		
	111-Fall 18	K, V, C/A	3	4	75.0		

	111-Spr 19	K, V, C/A	29	31	93.55		
	112-Fall 18	K, V, C/A	4	4	100		
	112-Spr 19	K, V, C/A	31	31	100		
E	113-Fall18	K, V, C/A	4	4	100	93.55	
	113-Spr 19	K, V, C/A	28	31	90.33		
	114-Fall 18	K, V, C/A	4	4	100		
	114-Spr 19	K, V, C/A	24	31	77.42		
	115-Fall18	K, V, C/A	4	4	100		
	115-Spr 19	K, V, C/A	29	31	93.55		
Average of Percentage of Correct Responses						90.306 %-Benchmark met	
Competency 1- 1A. 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 1B. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. 1C. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication. 1D. Use technology ethically and appropriately to facilitate practice outcomes 1E. Use supervision and consultation to guide professional judgment and behavior							

Competency 2- Engage in Diversity in Practice							
Competency	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses (n)	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark 80% (Average Percentage of Correct Responses)
A	116-Spr 19	K	28	31	90.33	88.84%	89.428%
	116-Fall 18	K	4	4	100.0		
	117-Spr 19	K	28	31	90.33		
	117-Fall 18	K	4	4	100.0		
	118-Spr 19	K	24	31	77.42		
	118-Fall 18	K	3	4	75.00		
B	119-Spr19	K, V, C/A	31	31	100	96.23%	
	119-Fall 18	K, V, C/A	4	4	100		
	120-Spr 19	K, V, C/A	31	31	100		

	120-Fall 19	K, V, C/A	4	4	100		
	121-Spr 19	K	24	31	77.42		
	121-Fall 18	K	4	4	100		
C	122-Spr19	K, C/A, V	26	31	83.88	83.201%	
	122-Fall 18	K, C/A, V	1	4	25.0		
	123-Spr 19	K, C/A, V	30	31	96.78		
	123-Fall 18	K, C/A, V	4	4	100		
	124-Spr 19	K, C/A, V	29	31	93.55		
	124-Fall 18	K, C/A,V	4	4	100		
Average of Percentage of Correct Responses						89.428% Benchmark met	
Competency 2 practice behaviors							
2A. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels							
2B. Present themselves as learners and engage clients and constituencies as experts in their own experiences							
2C. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies							

Competency 3-Advance Human Rights and Social and Economic and Environmental Justice-							
Competency 3	Exam Question Number/ Semester Exam Administered	Domain	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark 80% (Average Percentage of Correct Responses)
A	125-Spr19	K, V	28	31	90.33	94.088%	88.04%
	125-Fall 18	K, V	4	4	100		
	126-Spr 19	K	31	31	100		
	126-Fall 18	K	4	4	100		
	127-Spr 19	K	23	31	74.20		
	127-Fall 18	K	4	4	100		
B	128-Spr19	K, V, B	28	31	90.33	81.99%	
	128-Fall 19	K, V, B	4	4	100		
	129-Spr 19	K, C/A, V, B	20	31	64.52		

	129-Fall 18	K, C/A, V, B	3	4	75.00		
	130-Spr19	K	27	31	87.10		
	130-Fall 18	K	3	4	75.00		
Average of Percentage of Correct Responses							
Competency 3:							
3A. Applying understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level.							
3B. Engage in practices that advance social, economic, and environmental justice.							

4B. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.

4C. Use and translate evidence to inform and improve practice, policy, and service delivery.

Competency 5-Engage in Policy Practice							
Competency 5	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A	140-Spr19	K, V	21	31	67.75	77.288%	81.826%
	140-Fall18	K, V	3	4	75.00		
	141-Spr 19	K, V	26	31	83.88		
	141-Fall 18	K, V	4	4	100.0		
	142-Spr 19	K	27	31	87.10		
	142-Fall 18	K	2	4	50.00		
B	143-Spr19	K, V, B	31	31	100	67.74%	
	143-Fall 18	K, V, B	4	4	100		
	144-Spr19	K	6	31	19.36		
	144-Fall 19	K	2	2	50.00		
	145-Spr 19	K	27	31	87.10		
	145-Fall18	K	2	2	50.00		
C	146-Spr19	K, V, B	30	31	96.78	98.39%	
	146-Fall18	K, V, B	4	4	100		
*D	147-Spr19	K	31	31	96.78	97.58%	
	147-Fall18	K	4	4	100		
	148-Spr 19	K	29	31	93.55		
	148-Fall 18	K	4	4	100		
*E	149-Spr19	K, B	27	31	80.65	88.713%	
	149-Fall18	K, B	4	4	100		
	150-Spr 19	K	23	31	74.20		
	150-Fall18	K	4	4	100		
*F	151-Spr19	K, V	30	31	96.78	78.832%	
	151-Fall 19	K, V	3	4	75		
	152-Spr19	K, V	29	31	93.55		
	152-Fall 18	K,V	2	4	50.00		
Average of Percentage of Correct Responses						81.826% Benchmark met	

5A. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.

5B. Assess how social welfare and economic policies impact the delivery of and access to social services.

5C. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

*5D. Recognizes and understands how family systems are impacted by dominant cultural values, social institutions, policies and programs.

*5E. Applies critical thinking to analyze issues, policies and programs impacting vulnerable family systems.

*5F. Identifies issues, programs, constraints and ethical dilemmas inherent in child welfare services, programs, and policies.

Competency 6-Engage with Individuals, Families, Groups, Organizations and Communities							
Competency 6	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A	153-Spr19	K	29	31	93.55	96.24%	82.596%
	153-Fall18	K	4	4	100.0		
	154-Spr19	K	27	31	87.10		
	154-Fall18	K	4	4	100		
	155-Spr19	K	30	31	96.78		
	155-Fall18	K	4	4	100.0		
B	156-Spr19	K, C/A	25	31	80.65	77.825%	
	156-Fall18	K, C/A	3	4	75.00		
*C	157-Spr19	K, C/A	21	31	67.75	64.52%	
	157-Fall18	K, C/A	1	4	25.00		
	160-Spr 19	K, C/A, B	28	31	90.33		
	160-Fall18	K, C/A, B	3	4	75.00		
Average of Percentage of Correct Responses						82.596%-Benchmark met	
Competency 6:							

6A. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.

6B. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

*6C. Use of practice strategies that encourage clients (constituencies) as equal partners in treatment planning process.

Competency 7- Assess Individuals, Families, Groups, Organizations and Communities

Competency 7	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A.	158-Spr19	K, C/A	27	31	87.10	72.664%	71.242%
	158-Fall18	K, C/A	3	4	75.00		
	161-Spr19	K, B	28	31	90.33		
	161-Fall 18	K, B	4	4	100		
	162-Spr19	K	19	31	41.94		
	162-Fall18	K	2	4	50.00		
	166-Spr19	K	21	31	67.75		
	166-Fall 18	K	3	4	75.00		
	167-Spr 19	K	20	31	64.52		
	167-Fall 18	K	3	4	75.00		
B.	164-Spr19	K	28	31	90.33	91.4%	
	164-Fall18	K	4	4	100.0		
	165-Spr19	K	18	31	58.07		
	165-Fall18	K	4	4	100		
	169-Spr19	K	31	31	100		
	169-Fall18	K	4	4	100		
C	170-Spr19	K, C/A, V,B	17	31	54.84	75.405%	
	170-Fall18	K, C/A, V, B	2	4	50.00		
	171-Spr19	K, C/A, V, B	30	31	96.78		
	171-Fall18	K, C/A, V, B	4	4	100.0		
D	172-Spr19	K, C/A, B	16	31	51.62	50.81	
	172-Fall18	K, C/A, B	2	4	50.00		
*E	173-Spr19	K, V	20	31	64.52	65.93	
	173-Fall18	K, V	3	4	75.00		
	174-Spr19	K, C/A, B	23	31	74.20		

	174-Fall18	K, C/A, B	2	4	50.00		
Average of Percentage of Correct Responses						71.242% Benchmark not met	
<p><i>Competency 7</i></p> <p>7A. Collect and organize data and apply critical thinking to interpret information from clients and constituencies.</p> <p>7B. 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.</p> <p>7C. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.</p> <p>7D. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.</p> <p>*7E. Identifies and assesses strengths, needs, and resiliencies of clients and constituents.</p>							

Competency 8- Intervene with Individuals, Families, Groups, Organizations and Communities							
Competency 8	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Cumulative and Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A	175-Spr19	K, C/A	25	31	80.65	90.325	85.687%
	175-Fall 18	K, C/A	4	4	100		
B	176-Spr19	K	29	31	93.55	79.277	
	176-Fall18	K	4	4	100.0		
	177-Spr19	K	31	31	100.0		
	177-Fall18	K	3	4	75.00		
	178-Spr19	K	19	31	61.30		
	178-Fall 18	K	4	4	100.0		
	180-Spr19	K, C/A	21	31	67.75		
	180-Fall18	K,S	4	4	100.0		
C	181-Spr19	K, C/A	30	31	96.78	98.39	
	181-Fall18	K, C/A	4	4	100.0		
	182-Spr 19	K, C/A	30	31	96.78		
	182-Fall18	K, C/A	4	4	100.0		
D	183-Spr19	K, C/A	30	31	96.78	98.39	
	183-Fall18	K, C/A	4	4	100.0		
E	184-Spr19	K , C/A	27	31	87.10	85.68	
	184-Fall 18	K , C/A	3	4	75.00		
	185-Spr 19	K , C/A	25	31	80.65		

	185-Fall 18	K, C/A	4	4	100.0			
*F	186-Spr19	K, C/A	18	31	58.07	61.292		
	186-Fall18	K, C/A	0	0	0			
	187-Spr19	K, C/A	27	31	87.10			
	187-Fall18	K	4	4	100			
*G	188-Spr19	K	29	31	93.55	85.687		
	188-Fall18	K	3	4	75.00			
	189-Spr19	K	23	31	74.20			
	189-Fall 18	K	4	4	100.0			
Average of Percentage of Correct Responses						85.687%--Benchmark met		
<i>Competency 8</i> 8A. Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies. 8B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. 8C. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes. 8D. Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies. 8E. Facilitate effective transitions and endings that advance mutually agreed-on goals. *8F. Apply values of respect toward vulnerable or at-risk families and constituencies through use of empowerment intervention strategies. *8G. Use of advocacy and assistance in helping clients identify and access interprofessional and/or intra-professional collaborative resources to address needs.								

Competency 9- Evaluate Practice with Individuals, Families, Groups, Organizations and Communities							
Competency 9	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Cumulative and Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A	190-Spr19	K	29	31	93.55	94.357	
	190-Fall18	K	4	4	100.0		
	191-Spr19	K, C/A, B	26	31	83.88		
	191-Fall18	K, C/A, B	4	4	100.0		
B	192-Spr19	K	27	31	80.65	77.017	
	192-Fall18	K	3	4	75.00		
	193-Spr19	K	26	31	77.42		
	193-Fall18	K	3	4	75.00		
C	194-Spr19	K	27	31	80.65	70.648	

	194-Fall18	K	3	4	75.00		80.9463%
	195-Spr19	K	16	31	51.62		
	195-Fall18	K					
D	196-Spr19	K	22	31	70.97		
	196-Fall18	K	3	4	75.00		
	197-Spr 19	K,C/A, B	28	31	90.33		
	197-Fall 18	K,C/A, B	3	4	75.00		
*E	198-Spr19	K,C/A, B	30	31	96.78	82.462	
	198-Fall18	K,C/A, B	4	4	100.0		
	200-Spr 19	K	18	31	58.07		
	200-Fall18	K	3	4	75.00		
*F	199-Spr19	K	31	31	100.0	92.137	
	199-Fall18	K	4	4	100.0		
	201-Spr19	K, C/A,	29	31	93.55		
	201-Fall18	K, C/A	3	4	75.00		
*G	202-Spr19	K	19	31	61.30	70.77	
	202 Fall18	K	2	4	50.00		
	203-Spr19	K	30	31	96.78		
	203-Fall 18	K	3	4	75.00		
Average of Percentage of Correct Responses						80.9463% - Benchmark met	
<i>Competency 9 practice behaviors:</i> 9A. Select and use appropriate methods for evaluation of outcomes. 9B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes. 9C. Critically analyze, monitor and evaluate intervention and program processes and outcomes. 9D. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels. *9E. Critically analyzes how policy informs evaluation in family welfare settings. *9 F. Use of evaluative tools to monitor and/or track progress of client and constituencies. *9G. Interpret evaluation findings to assist in goal setting with clients and constituencies.							

Community Mental Health Section-Comprehensive Exam Results:

Aggregate Results

Measure 2: MSW Comprehensive Exam Results

Community Mental Health Concentration

Main Campus and Lawson State Community College Program Options

Fall, 2018-- Spring, 2019

Description: The MSW Comprehensive Exam-Community Mental Health Concentration Section examines MSW student knowledge, values, cognitive/affective reactions, and skills as they relate to CSWE 2015 Competencies and associated practice behaviors. Data is provided from Fall, 2018-Spring, 2019 for Main Campus and Lawson program options. The Community Mental Health portion of the exam is based upon MSW coursework in the concentration year and covers at least 100 items for assessment. The benchmark for this measure is 80%, which exceeds the 70% score needed for a passing score on the Comprehensive Exam. Extended program behaviors that are being assessment are indicated by a single asterisk (*)

Assessment Procedures: Determine the percentage of students that attained the benchmark for each outcome measure. (The student must answer the question correctly). Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this average percentage is equal to or larger than the Competency Benchmark-which is 80% for this measure. An asterisk (*) in the practice behavior row indicates additional practice behaviors developed by the AAMU MSW Program. The key for domain abbreviations is provided as follows: K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior

Competency 1-Demonstrate Ethical and Professional Behavior							
Competency	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses (n)	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark 80% (Average Percentage of Correct Responses)
A	101-Spr 19	K, V,	28	29	96.55	90.03	84.937%
	102-Spr 19	K, V, C/A	28	29	96.55		
	101-Fall 18	K, V,	10	10	100		
	102-Fall 18	K, V,C/A	8	10	80		
	103-Spr 19	K, V, C/A, B	27	29	93.1		
	103-Fall 18	K, V, C/A, B	8	10	80		
B	104-Spr19	K, V, C/A	24	29	82.75	70.285	
	105-Spr19	K, V, C/A	21	29	72.41		
	106-Spr 19	K, V, C/A	28	29	96.55		
	104-Fall 18	K, V, C/A	6	10	60		

	105-Fall18	K, V, C/A	5	10	50		
	106-Fall 18	K, V, C/A	6	10	60		
C	107-Spr19	K, V, C/A	20	29	68.86	84.735	
	108-Spr 19	K, V, C/A	29	29	100		
	109-Spr 19	K, V, C/A	26	29	89.55		
	107-Fall18	K, V, C/A	6	10	60		
	108-Fall18	K, V, C/A	10	10	100		
	109-Fall 18	K, V, C/A	9	10	90		
D	110-Spr19	K, V, C/A	23	29	79.31	88.965	
	111-Spr 19	K, V, C/A	28	29	96.55		
	110-Fall 18	K, V, C/A	9	10	90		
	111-Fall 18	K, V, C/A	9	10	90		
E	113-Spr 19	K, V, C/A	29	29	100	94.05	
	114-Spr 19	K, V, C/A	25	29	86.2		
	113-Fall 18	K, V, C/A	10	10	100		
	114-Fall18	K, V, C/A	9	10	90		
Average of Percentage of Correct Responses					84.937	84.937%-Benchmark met	
Competency 1-							
1A. 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							
1B. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.							
1C. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.							
1D. Use technology ethically and appropriately to facilitate practice outcomes							
1E. Use supervision and consultation to guide professional judgment and behavior							

Competency 2- Engage in Diversity in Practice							
Competency	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses (n)	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark 80% (Average Percentage of Correct Responses)
A	116-Spr19	K, V	26	29	89.55	84.025	87.701%
	117-Spr19	K, V	28	29	96.55		
	116-Fall 18	K, V	8	10	80		

	117-Fall18	K, V	7	10	70			
B	119-Spr19	K, V	27	29	93.1	87.068		
	120-Spr 19	K, V	29	29	100			
	121-Spr 19	K, V	23	29	79.31			
	119-Fall 18	K, V	10	10	100			
	120-Fall 18	K, V	9	10	90			
	121-Fall 18	K,V	6	10	60			
C	123-Spr19	K, V	23	29	79.31	92.327		
	124-Spr 19	K, V, C/A, B	29	29	100			
	123-Fall18	K, V	9	10	90			
	124-Fall 18	K, V, C/A, B	10	10	100			
Average of Percentage of Correct Responses					87.701%	87.701% Benchmark met		
Competency 2 practice behaviors								
2A. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels								
2B. Present themselves as learners and engage clients and constituencies as experts in their own experiences								
2C. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies								

Competency 3-Advance Human Rights and Social and Economic and Environmental Justice-							
Competency 3	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark 80% (Average Percentage of Correct Responses)
A	125-Spr19	K, V	26	29	89.55	92.608%	85.239%
	126- Spr19	K, V	28	29	96.55		
	127-Spr 19	K, V	26	29	89.55		
	125-Fall 18	K,V	10	10	100		
	126-Fall 18	K, V	10	10	100		

	127-Fall 18	K, V	8	10	80		
B	128-Spr19	K, C/A, V	24	29	82.75	77.87%	
	129-Spr19	K, V C/A, B	20	29	68.96		
	130-Spr 19	K, V	19	29	65.51		
	128-Fall 18	K, C/A, V	6	10	60		
	129-Fall 18	K, V C/A, B	9	10	90		
	130-Fall 18	K, V	10	10	100		
Average of Percentage of Correct Responses							

85.239%-Benchmark met

Competency 3:

3A. Applying understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level.

3B. Engage in practices that advance social, economic, and environmental justice.

3A. Applying understanding of social, economic and environmental justice to advocate for human rights at the individual and systems level.

3B. Engage in practices that advance social, economic, and environmental justice.

Competency 4: Engage in Practice Informed Research and Research-Informed Practice							
Competency 4	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A	131-Spr19	K, V	28	29	96.55	81.365	86.459%
	132-Spr19	K	20	29	68.89		
	133-Spr 19	K	24	29	82.75		
	131-Fall 18	K, V	10	10	100		
	132-Fall 18	K	6	10	60		
	133-Fall 18	K	8	10	80		
B	134-Spr19	K	23	29	79.31	85.918	
	135-Spr19	K	27	29	93.1		
	136-Spr19	K	27	29	93.1		
	134-Fall18	K	6	10	60		
	135-Fall18	K	9	10	90		
	136-Fall18	K	10	10	100		
C	137-Spr19	K	27	29	93.1	94.9125	
	139-Spr19	K	28	29	96.55		
	137-Fall18	K	10	10	100		
	139-Fall18	K	9	10	90		
Aggregate of Percentages of correct responses							
Average of Percentage of Correct Responses						86.459%-Benchmark met	
Competency 4:							

Competency 4:

4C. Use and translate evidence to inform and improve practice, policy, and service delivery.

Competency 5	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A	140-Spr19	K, V	27	29	93.1	87.556%	82.567%
	141-Spr19	K, V	26	29	89.55		
	142-Spr19	K,V	24	29	82.75		
	140-Fall 18	K, V	8	10	80		
	141-Fall 18	K, V	10	10	100		
	142-Fall 18	K,V	8	10	80		
B	143-Spr19	K, V	23	29	79.31	76.32%	
	144-Spr19	K, V	26	29	89.65		
	145-Spr19	K,V	20	29	68.96		
	143-Fall 18	K, V	8	10	80		
	144- Fall 18	K, V	8	10	80		
	145- Fall 18	K,V	6	10	60		
C	146-Spr19	K, V, C/A	21	29	72.41	77.93%	
	147-Spr19	K, V, C/A	23	29	79.31		
	146-Fall 18	K, V, C/A	8	10	80		
	147-Fall18	K, V, C/A	8	10	80		
*D	148-Spr19	K, V, C/A	28	29	96.55	89.05%	
	149-Spr19	K, V, C/A	26	29	89.65		
	148-Fall 18	K, V, C/A	8	10	80		
	149-Fall 18	K, V, C/A	9	10	90		
*E	150-Spr19	K	28	29	96.55	82.585%	
	151-Spr19	K, V	26	29	89.65		
	152-Spr19	K	23	29	79.31		
	150-Fall 18	K	8	10	80		
	151-Fall 18	K, V	7	10	70		
	152-Fall 18	K	8	10	80		
Average of Percentage of Correct Responses						82.567% Benchmark met	
Competency 5:							

[illegible]

6A. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.

6B. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

*6C. Use of evidenced based techniques appropriate for therapeutic interventions with clients and constituencies.

Competency 7- Assess Individuals, Families, Groups, Organizations and Communities

Competency 7	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A.	161-Spr19	K, C/A, V, B	26	29	89.65	90.687%	81.58%
	162-Spr19	K, C/A, V B	24	29	82.75		
	163-Spr19	K, C/A	28	29	96.55		
	164-Spr19	K	28	29	96.55		
	161-Fall18	K, C/A, V, B	9	10	90		
	162-Fall18	K, C/A, V B	7	10	70		
	163-Fall18	K, C/A	10	10	100		
	164-Fall18	K	10	10	100		
B.	165-Spr19	K, V	24	29	82.75	77.11%	
	166-Spr19	K, C/A	17	29	58.62		
	167-Spr19	K, C/A	20	29	68.965		
	168-Spr19	K, V	28	29	96.55		
	165-Fall 18	K, V	8	10	80		
	166-Fall 18	K, C/A	9	10	90		
	167-Fall 18	K, C/A	7	10	70		
	168-Fall 18	K, V	7	10	70		
C	170-Spr19	K, C/A, V, B, S	14	29	48.27	74.48%	
	171-Spr19	K, C/A, V, B, S	26	29	89.655		
	170-Fall18	K, C/A, V, B, S	6	10	60		
	171-Fall18	K, C/A, V, B, S	10	10	100		

*7F. Knowledge of use of inter-professional or intra professional collaborations to achieve practice outcomes.

*7G. Knowledge of major modalities of treatment currently available for common mental health disorders and efficacy of such treatments.

Competency 8- Intervene with Individuals, Families, Groups, Organizations and Communities

Competency 8	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Cumulative and Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A	178-Spr19	K, V, C/A, B, S	25	29	86.2	84.737%	79.65%
	179-Spr19	K, V, C/A, B, S	24	29	82.75		
	178-Fall 18	K, V, C/A, B, S	7	10	70		
	179-Fall 18	K, V, C/A, B, S	10	10	100		
B	180-Spr19	K,V, C/A, B, S	19	29	65.51	79.178%	
	181-Spr 19	K,V, C/A, B, S	28	29	96.55		
	182-Spr 19	K,V, C/A, B, S	22	29	75.86		
	184-Spr 19	K,V, C/A, B, S	19	29	65.51		
	180-Fall 18	K,V, C/A, B, S	8	10	80		
	181-Fall 18	K,V, C/A, B, S	9	10	90		
	182-Fall 18	K,V, C/A, B, S	7	10	70		
	184-Fall 18	K,V, C/A, B, S	9	10	90		
C	185-Spr19	K, C/A, V, B, S	19	29	65.51	80.342%	
	186-Spr19	K, V	22	29	75.86		
	185-Fall 18	K, C/A, V, B, S	9	10	90		
	186-Fall18	K, V	9	10	90		

Competency 9- Evaluate Practice with Individuals, Families, Groups, Organizations and Communities

Competency 9	Exam Question Number/ Semester Exam Administered	Domains	Number of Correct responses	Number of Possible Student responses	Percentage of Correct responses	Cumulative and Average Percentage of Correct Responses	Benchmark= 80% (Average Percentage of Correct Responses)
A	192-Spr19	K	27	29	93.10	88.962%	80.65%
	193-Spr19	K, C/A, V, B, S	24	29	82.75		
	192-Fall 18	K	8	10	80		
	193-Fall 18	K, C/A, V, B, S	10	10	100		
B	194-Spr19	K, C/A	27	29	93.10	69.74	
	195-Spr19	K, C/A	22	29	75.86		
	194-Fall18	K, C/A	3	10	30		
	195-Fall 18	K, C/A	8	10	80		
C	196-Spr19	K	23	29	79.31	64.48%	
	197-Spr19	K, V	17	29	58.62		
	196-Fall 18	K	7	10	70		
	197-Fall18	K, V	5	10	50		
D	198-Spr19	K	26	29	89.65	89.912%	
	199-Spr19	K, C/A, V, B, S	29	29	100		
	198-Fall 18	K	7	10	70		
	199-Fall 18	K, C/A, V, B, S	10	10	100		
*E	200-Spr19	K, V, C/A	27	29	93.10	96.55%	
	200-Fall18	K, V, C/A	10	10	100		
*F	202-Spr19	K, C/A	27	29	93.10	82.24%	
	203-Spr 19	K	22	29	75.86		
	202-Fall18-	K, C/A	9	10	90		
	203-Fall 18	K	7	10	70		
Aggregate of Percentages of correct responses							
Average of Percentage of Correct Responses						80.65% - Benchmark met	
Competency 9 practice behaviors:							
9A. Select and use appropriate methods for evaluation of outcomes.							
9B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.							
9C. Critically analyze, monitor and evaluate intervention and program processes and outcomes.							

9D. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

*9E. Assesses how evaluative tools and policy requirements in mental delivery settings impact service delivery.

*9 F. Interprets evaluation findings to assist in facilitating client and constituent goals.

MSW Student Exit Survey Results

MSW Exit Survey

The MSW Main and LSCC Programs used MSW Exit surveys, which are voluntary surveys, completed on-line, by graduating MSW students to assess student perceptions of the MSW Program. The surveys are conducted at the end of the semester in which students graduate in spring and fall semesters. As students are one of the most significant of stakeholders in the MSW Program, graduating student feedback on areas of the MSW Program's curriculum, program operations, student governance, and faculty, has greatly assisted in program review and program planning. The MSW Exit survey also provides valuable feedback regarding the students' perception of the Program curriculum and the acquisition of knowledge, values and skills necessary for generalist practice. The assessment was conducted on-line across several courses with support from MSW faculty. Students were assessed at Main Campus for the Fall 2018, and Spring, 2019 semesters. Data from the survey will continue to be used to assess the MSW Program curriculum and delivery, and to identify ways in which to our program can better meet student needs.

Assessment Plan MSW Program Implicit Curriculum

Alabama A& M University

Graduate Social Work Program

MSW Exit Survey Fall 2018-Spring 2019

Main Campus Fall, LSCC Program Option Fall, 2018 and Spring 2019

Area Assessed	Competency Benchmark 80%	Instrument	Items Assessed	Outcome Measure Benchmark	Assessment Procedures: Competency
Curriculum	80%	MSW Exit Survey	Section 1 Items: 16, 17, 18, 19, 20, 21, 22, 23	Students report: Strongly agree, Agree, on the items assessed	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain
Faculty	80%	MSW Exit Survey	Section 2: Items 1-18	Students report: Strongly agree	

				or Agree on the items assessed	a single score for MSW program performance in the in the content area. Determine whether this percentage is larger than the competency Benchmark
Program Operations	80%	MSW Exit Survey	Section I- Items: 1, 2, 3, 4, 5, 6, 7, 12	Students report: Strongly agree or Agree on the items assessed	
Governance	80%	MSW Exit Survey	Section I- Items 9,10, 11	Students report: Strongly agree, Agree, on the items assessed	

Summary Data for MSW Program-Main and Lawson Campus

Implicit Curriculum Measure –Fall, 2018-Spring, 2019- MSW Exit Surveys

Student Assessment of Curriculum

Student Assessment of Curriculum					
Section I Question #	Content Area Ample program content is provided in areas of:	Number of Responses- Agree or Strongly Agree	Number of Student responses	Percentage of responses Agree or Strongly Agree	Benchmark 80%
16	Values and Ethics	21	22	95.45	96.388%
17	Diversity	22	22	100.0	
18	Social -Economic Justice	21	21	100.0	
19	Sexual Orientation	19	21	90.47	
20	Vulnerable populations	22	22	100.0	
21	Rural-Urban communities	21	22	95.45	
22	Communication Skills	21	22	95.45	
23	Relationship Skills	20	21	95.23	
24	Professional use of Self	21	22	95.45	
Average of percentage of “Strongly agree” or “Agree” responses				96.388%	Benchmark achieved

Student Assessment of Faculty

Student Assessment of Faculty					
Section II Question #	Content Area	Number of Responses- Agree or Strongly Agree	Number of Student responses	Percentage of responses Agree or Strongly Agree	Benchmark 80%
1	Open door policy	22	22	100	90.074%
2	Approachable	21	22	95.45	
3	Respond promptly to needs	16	21	76.19	
4	Respond promptly to calls	16	22	72.72	
5	Respond promptly to emails	17	22	77.27	
6	Addressed issues that arose	17	22	77.27	
7	Seem interested in the quality of student learning	21	22	95.45	
8	Genuinely concerned about student welfare	20	22	90.9	
9	Fair in evaluating student performance	20	21	95.23	
10	Encourages student to pursue professional development activities	20	22	90.9	
11	Respect and appreciation of diversity	22	22	100	
12	Recognized student self-determination	21	22	95.45	
13	Treat students with respect and dignity	21	22	95.45	
14	Prepared for class	20	22	90.9	
15	Hold classes as scheduled	19	22	86.36	
16	Return papers in a timely manner	20	22	90.9	
17	Knowledgeable in the courses taught	21	22	95.45	
18	Respect colleagues	21	22	95.45	

Average of percentage of “Strongly agree” or “Agree” responses	90.074%	Benchmark achieved

Student Assessment of Program

Student Assessment of Program					
Section I Question #	Content Area	Number of Responses- Agree or Strongly Agree	Number of Student responses N=	Percentage of responses Agree or Strongly Agree	Benchmark 80%
1	Program Objectives	21	21	100	88.793%
2	Admission Policies	21	21	100	
3	Values and Ethics	20	21	95.23	
4	Clear Curricular Requirements	20	21	95.23	
5	Co-curricular activities	15	21	71.42	
6	Field Handbooks	18	21	85.71	
7	Policies on sexual harassment and discrimination	17	21	80.95	
12	Field Placement Policies	18	22	81.81	
Average of percentage of “Strongly agree” or “Agree” responses				88.793%	Benchmark achieved

Student Assessment of Student Governance

Student Assessment of Student Governance					
Section I Question #	Content Area	Number of Responses- Agree or Strongly Agree	Number of Student responses N=29	Percentage of responses Agree or Strongly Agree	Benchmark 80%
9	Provides opportunity for students to participate in governance through faculty/committee meetings	17	21	80.95	76.83%
10	The Graduate Social Work Association is available for membership	16	22	72.27	

11	The Phi Alpha Honor Society is available for membership	17	22	77.27	
Average of percentage of "Strongly agree" or "Agree" responses				76.83%	Benchmark not achieved

Program Changes Resulting from Assessment Data from MSW Exit Survey

Changes to the Implicit Curriculum	Links to the Data as reflected in the MSW Exit Survey
<p>Student Assessment of Faculty</p> <p>In response to item #3-2017-2018 results, in 2018-2019, faculty at Main Campus and LSCC sites were notified of deficiencies in student assessment of faculty response to student phone calls, and resolution of student issues that have developed over the semester. The Chair of Social Work Programs has requested that faculty be responsive to student phone calls, and to respond within 24-48 hours.</p> <p>In resolution response to item #6, 2017-2018 results, in 2018-2019, MSW students at Main Campus and the Lawson State site have been made aware through on-line communications and within the classroom. of the protocol for resolving student issues. Students have been requested to review the MSW Student Handbook and informed of its on-line and hardcopy locations in the program offices.</p> <p>Our student evaluations are important to faculty and staff and are taken seriously. Faculty and staff make great effort in assessing the results of our program evaluation, and developing strategies for consistent improvement</p>	<p>Student Assessment of Faculty</p> <p>Student Assessment of Faculty Benchmark was achieved, however, the MSW program has implemented the following to support individual areas that were assessed below 80%. Items-3, and 6</p> <p>In 2017-2018 report the scores for items 3 and 6 were</p> <p>3. Respond promptly to calls 68.96%</p> <p>6.Addressed issues that arose 75.86%</p> <p>For 2018-2019-The percentage of responses showed an increase compared to 2017-2018.</p> <p>Item #3 Respond promptly to calls -76.19%</p> <p>Item #6 Addressed issues that arose - 77.27%</p> <p>The total score for overall student satisfaction with MSW faculty increased from 86.68% in 2017-2018 to 90.074% in 2018-2019.</p>
<p>Student Assessment of MSW Program</p> <p>Responses to previous items assessed at below 70% in 2017-2018, show scores above 80% in 2018-2019.</p> <p>In response to item #6--2017-2018 results- in 2018-2019- Field Handbooks were made available to students at Main and LSCC sites. To assure all students at Main Campus and Lawson State site have received the Field Handbook field manual is available in the on-line classroom of SWK 581, SWK 680 and SWK 681.</p>	<p>Student Assessment of Program</p> <p>Student Assessment of the MSW Program Benchmark was achieved, however, the MSW program has implemented the following to support areas that were assessed below 80%.</p> <p>Item 5</p> <p>5. Co-curricular Activities-71.42% (2018-2019)</p> <p>From 2017-2018</p>

<p>In response to item #7 2017-2018 results, in 2018-2019- The MSW Student handbook Student handbooks are to be posted in the Blackboard classroom of MSW courses.</p> <p>In response to item #8 results from 2017-2018, in 2018-2019-Procedures involving sexual harassment from AAMU's Student Handbook, and Office of Human Resources have been posted in highly visible areas within program buildings. Student will also be informed electronically of information via the Blackboard classroom of MSW courses.</p>	<p>6. 2017-2018 Results: Field Handbooks-75.86%; 2018-2019 results: 85.71%</p> <p>7. 2017-2018 results: Student Handbooks-68.96% This item was missing in error during 2018-2019 assessment</p> <p>8. Policies on sexual harassment and discrimination 2017-2018 results: 75.86%; 2018-2019 Results: 80.95%</p>
<p>Student Assessment of Student Governance Responses to previous items assessed at below 70% in 2017-2018, show an improvement in scores in 2018-2019.</p> <p>In response to item #9- 2017-2018 results—In 2018-2019, the MSW Program addressed the issue of student governance, by selecting 5 MSW, based upon faculty recommendation to serve on the several committees within the program including, the Social Work Programs Advisory Board, the Recruitment & Retention Committee, the Faculty Search Committee, and the Special Events & Hospitality Committee.</p> <p>In response to item # 10- 2017-2018 results, in 2018-2019, the Graduate Social Work Association has been activated, and faculty and staff advisors have been selected to support the student organization at Main Campus. The Lawson State site will elect a student representative to serve the Graduate Social Work Student Association. We will continue to communicate with students regarding opportunities for student participation in governance throughout the school year.</p> <p>11. In response to item #11, The Phi Alpha Honors society inducts new members every spring. Members are inducted at the MSW and BSW program levels. Students must have a required GPA for eligibility. In 2019-2020, the program will send out electronic notices to let students know of the application process for Phi Alpha admission.</p>	<p>Student Assessment of Student Governance</p> <p>Student Assessment of Governance – the Benchmark was not achieved. The follow has been implemented to support student participation in MSW program governance. The response addresses two areas that did not meet the benchmark. Items #9, 10 in 2017-2018, were reassessed in 2018-2019, following program improvement changes</p> <p>9. Provides opportunity for students to participate in governance through faculty/committee meetings -75.0%(2017-2018); 80.95% (2018-2019)</p> <p>10. The Graduate Social Work Association is available for membership - 66.67% (2017-2018); 72.27% (2018-2019)</p> <p>Item for 2018-2019 to be reviewed: 11. Phi Alpha Honors Society: 86.29% (2017-2018); 77.27% (2018-2019)</p>