2019-20 Assessment Report
Social Work_BSW

Student Learning Outcome 1	
BSW Students will demonstrate engagement of difference and diversity in social work practice	
Outcome 1: Assessment Measure 1	
Class:	SWK 414, SWK 414L
Course Mode:	Face-to-Face
Assignment:	Field Practicum, SWK 414
Evaluation Tool:	Final Field Instructor Evaluation Form . Three (3) items will assess students' demonstration of ethical and professional behavior, including: (1) students ability to apply and communicate understanding
Performance Target:	For each field evaluation form item, 80% of responses will be scored 3 or higher. A score of 3=satisfactory performance, 4=above average performance, 5=exceptional performance of practice behaviors.
Results:	
Use of Results:	
Outcome 1: Assessment Measure 2	
Class:	SWK 304
Course Mode:	Face-to-Face
Assignment:	Cross Cultural Interview-Narrative assignment designed to enhance students' development in understanding of the lived experiences of an identified individual and their world view and provide evidence based
Evaluation Tool:	Cross Cultural Interview Rubric assessing student performance in identifying areas that link to practice behaviors of: (1) students' ability to apply and communicate understanding of the importance of
Performance Target:	Eighty percent (80%) of responses to each assessed category of the narrative section of the cross cultural interview assignment associated with difference in diversity practice behaviors will receive a score of 3=
Results:	

Use of Results:	

2019-20 Assessment Report
Social Work_BSW

Student Learning Outcome 2	
BSW 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 414
Course Mode:	Face-to-Face
Assignment:	Field Practicum-SWK 414
Evaluation Tool:	Final Field Instructor Evaluation Form. 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
Performance Target:	For each field evaluation form item, 80% of responses will be scored 3 or higher demonstrating competence in social welfare policies. A score of 3=satisfactory performance, 4=above average performance,
Results:	
Use of Results:	
Outcome 2: Assessment Measure 2	
Class:	SWK 403, SWK 414L
Course Mode:	Face-to-Face
Assignment:	Student Capstone-Oral Presentation-SWK 414L
Evaluation Tool:	Student Portfolio-Oral Presentation on section addressing Council on Social Work Education (CSWE) Competencies. The tool consists of three (3) items assessing students' demonstration of engagement in
Performance Target:	Eighty percent (80%) of responses to items assessing students engagement in social work policy practice will receive a score of 3= (Proficient) or 4= (Excellent).
Results:	

Use of Results:	

2019-20 Assessment Report
Social Work_BSW

Student Learning Outcome 3	
BSW students demonstrate engagement in the assessing of individuals, families, groups, organizations, and communities	
Outcome 3: Assessment Measure 1	
Class:	SWK 414
Course Mode:	Face-to-Face
Assignment:	Field Practicum
Evaluation Tool:	Final Field Instructor Evaluation Form. Four (4) items will assess students' demonstration of engagement in the assessing of individuals, families, groups, organizations, and communities including students'
Performance Target:	Eighty percent (80%) of responses to items assessing students engagement in the assessing of individuals, families, groups, organizations, and communities will receive a score of 3 or higher. A
Results:	
Use of Results:	
Outcome 3: Assessment Measure 2	
Class:	SWK 414L
Course Mode:	Face-to-Face
Assignment:	Student Capstone-Oral Presentation. Consists of evaluation of student's knowledge, values, cognitive/affective reactions behaviors and/or skills associated with engagement in the assessing of
Evaluation Tool:	Student Capstone Aasignment -Oral Presentation--Section addressing Council on Social Work Education (CSWE) Competencies. Areas assessed: (1) students' demonstration of knowledge, values, skills,
Performance Target:	Eighty percent (80%) of responses to items assessing students' knowledge, values, cognitive/affective reactions, behaviors and/or skills in engaging in the assessing of individuals, families, groups,
Results:	

Use of Results:	

2018-19 Assessment Report
Social Work_BSW

Program Outcome 1	
BSW student assessment of BSW faculty effectiveness in teaching, student interactions, advisement and comuni	
Assessment Measure:	BSW Exit Interview 2019-2020
Assessment Target:	80% of student responses assessing BSW faculty, will indicate " Strongly agree" or "Agree" on the items assessed
Assessment Results:	
Use of Results:	

Program Outcome 2	
BSW student assessment of opportunities for Student Goverrnance within the BSW Program	
Assessment Measure:	BSW Exit Interview 2019-2020
Assessment Target:	80% of responses assessing student perception of student governance opportunities within the BSW program will indicate "Strongly agree" or "Agree" on the item assessed
Assessment Results:	
Use of Results:	

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

The assessment of the 2018-2019 BSW program student learning outcomes indicate that the benchmark for all nine CSWE competencies for both Main Campus and the Lawson location were met. In addition, the BSW program outcomes, which include results of the BSW student exit surveys, met the benchmark. The BSW program implemented course level and programmatic changes in 2018-2019 that were linked to and driven by the results of the 2017-2018 program assessment. We were pleased to see in our 2018-2019 assessment results, improvement in the scores on items that did not meet the benchmark in the 2017-2018 assessment. We were also pleased to see that the improved item areas have clear linkages to programmatic and course changes in 2018-2019.

In discussion with the BSW Program Coordinator and the Assessment Committee, the BSW program will use two competencies not assessed in the 2018-2019 student learning outcomes for the 2019-2020, AAMU OIPRE student learning outcomes report. This will allow the BSW program to more closely examine student performance in additional content areas.

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

CSWE Competency #2- Students will demonstrate engagement of difference and diversity in practice.

CSWE Competency #5- Students will demonstrate engagement in policy practice (2018-2019 SLO)

CSWE Competency # 7: Students demonstrate engagement in the assessing of 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 2: Engage Diversity and Difference in Practice Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.

The three practice behaviors associated with this competency are listed below:

Social workers: (a) apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels; (b) present themselves as learners and engage clients and constituencies as experts of their own experiences; and (c) apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

Competency 5: Engage in Policy Practice Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.

The three practice behaviors associated with this competency are listed below:

Social workers: (a) Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services; (b)assess how social welfare and economic policies impact the delivery of and access to social services; (c) apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

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:

Social workers: (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.

Assessment of AAMU BSW Program 2018-2019

The Alabama A&M University's Social Work Program is continuously monitored and evaluated. The BSW program measures student competence using CSWE 2015 competencies and practice behaviors. The process of evaluating CSWE competencies within the BSW program is multi-dimensional, and involves all BSW faculty, along with the Social Work Programs Evaluation and Assessment Committee, which include the Director of Field Education, the BSW Program Coordinator, MSW Program Coordinator, and the Lawson State Site BSW Program Coordinator, and three additional faculty members. This group of faculty is responsible for developing and/or revising survey instruments. Additionally, the Evaluation and Assessment Committee is responsible for the completion of data analyses and data reporting. The BSW faculty meet monthly to discuss program matters, which include the data generated from formal assessments and informal observations (e.g., student absenteeism, student writing and APA documentation) in efforts to strengthen the BSW Program. The meetings are held to ensure that the program continues to achieve its stated mission, goals, curriculum objectives and student engagement in CSWE competencies.

A variety of quantitative and qualitative methods are used to assess the BSW Program's effectiveness, including practicum experience, capstone course assessing student integration of competencies, and student exit surveys. A description of measures that were used in the 2018-2019 assessment is in (Table 1) indicating when they are administered.

• SWK 414 Field Instruction of Student Performance Evaluation –Student performance in CSWE 2015 competencies are assessed by field instructors within the final semester of student enrollment in the SWK 414 Field Instruction course. The purpose of the evaluation process is to help students and the BSW program examine student educational progress in meeting the CSWE competencies within field instruction. Through this 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 field practicum evaluation that delineates a student's progress in each of the nine (9) CSWE 2015 competencies, and 31 practice behaviors.

• Student Capstone Assignments– The Student Capstone Presentation has been used by the BSW Program for several years, but within the past two years, the Student Capstone Assignment has been modified from its previous Portfolio format. The current Student Capstone Assignment consists of several parts. One of the measures from the Capstone Assignment used to assess student competencies for 2018-2019 is the Student Capstone Written Presentation, which was inaugurated in the Spring of 2018. The Capstone Assignment occurs during the semester of the student's graduation and is administered by the BSW Program Faculty with assistance from the Evaluation and Assessment Committee. All sections of the Student Capstone Assignment are assessed by teams of faculty. The Student Capstone Portfolio is a requirement for graduation

o Student Capstone Written Assessment of Competencies -In Spring 2018, the program initiated the Student Capstone Written Assignment, in which students who are in their field placement (SWK 414) and graduating semester are required to reflect on the 9 CSWE competencies and 31 associated practice behaviors as demonstrated through their field placement and BSW coursework experiences. All

sections of the Student Capstone Assignment are assessed by teams of faculty. The assignment is a requirement for graduation.

- BSW Exit Surveys- The BSW Exit Survey is an on-line survey, completed by graduating BSW students, to assess student perceptions of multiple content areas within the BSW Program. The surveys are conducted at the end of the semester in which students graduate. As students are one of the most significant of stakeholders in the BSW Program, graduating student feedback on areas of the BSW Program's curriculum, program operations, student governance, and faculty, has greatly assisted in program review and program planning. The BSW Exit survey also provides valuable feedback regarding the students' perception of the BSW Program curriculum and the acquisition of knowledge, values and skills necessary for generalist practice. The assessment was conducted on-line in coordination with the BSW Field Coordinator who notified graduating students of the BSW Exit Survey. The Exit survey was used for data collection in previous program years. An updated survey has been in use in the BSW program since Fall, 2017.

Main Campus Program Option and Lawson State Community College site

The BSW Program is offered at two site locations, including the Main Campus in Huntsville, and the Lawson State Community College site. May, 2019 is represents the first cohort to graduate from the Lawson State site. Assessment data is collected from both program sites. The following (Table 1) provides a description of the assessment procedures that detail when, where and how each competency is assessed for each program option, including any additional competencies added by the program.

Table 1

Assessment Procedures Overview for BSW Program at Main Campus and Lawson Site Program Options

Measures	Where	Data Provided by	Administered/ Collected by	When	Data Assessed by
1. BSW Field Instruction Student Performance Evaluation	Main Campus And Lawson	Field Instructors	BSW Field Coordinator	End of Field Placement Fall, and Spring semesters	BSW Field Coordinator and Evaluation and Assessment Committee members
2. Student Capstone/Written Assessment of Competencies	Main Campus And Lawson	Panel of Social Work Faculty	BSW Program Coordinator and BSW Faculty	Semester of Graduation. Fall and Spring semesters	BSW Program Coordinator, BSW Faculty members and Evaluation and Assessment Committee members

3. BSW Student Exit Surveys (Implicit Curriculum)	Main Campus And Lawson	Social Work Faculty and Evaluation and Assessment Committee members	Evaluation and Assessment Committee members	Semester of Graduation. Fall and Spring semesters	BSW Program Coordinator, BSW Faculty members and Evaluation and Assessment Committee members

Results Section

Data from individual site locations (Main and Lawson) and aggregate data are reported for the (1) BSW Field Instruction Student Performance and (2) Student Capstone/Written Assessment of Competencies, while only aggregate data is reported for the (3) BSW Student Exit Surveys.

AAMU Bachelor of Social Work Program

Main and Lawson State Community College Site options (Aggregate Scores)

Generalist Practice

Measure 1: Measure in Real Practice Experience

Fall, 2018-Spring, 2019 BSW Field Instruction Student Performance Evaluation

2018-2019 BSW Final Field Instruction Student Performance Evaluation (SWK 414)-**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 competency dimension 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 1 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	(N=28)
A	K,S,C/A,V, B	18	8	1				100	(*N=27)
B	K,S,C/A, V,B	19	8	1				100	
C	K,S,C/A,V,B	20	7	1				100	
D	K,S,V,B	20	6	1			1	96	
E	K,S,C/A,V.B	19	9	1				100	
Average percentage of Competency 1 ---Benchmark attained								**99.2**	
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

Competency 2 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=28
A	K,S,C/A,V,B	20	7	1				100	
B	K,S,C/A,V,B	20	7	1				100	
C	K,S,C/A, V, B	22	5	1				100	
Average percentage of Competency 2--- Benchmark attained								**100**	
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 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=27
A	K,S,C/A,B	16	9	2				100	
B	K,S,B	18	8	1				100	
Average Percentage of Competency 3--- Benchmark attained								**100**	
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

Competency 4 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=28
A	K,S,B	11	13	1			2	92	(N=27)
B	K,S,C/A,B,V	12	10	1			3	87	(N=26)
C	K,S,C/A,B,V	13	9	2			2	91	(N=26)
Average percentage of Competency 4--- Benchmark attained								**90**	
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

Competency 5 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=28
A	K,S,B	16	10	2				100	
B	K, S,C/A,B	18	8	2				100	
C	K,S, C/A, V,B	10	14	2				100	(N=27)
Average percentage of Competency 5--- Benchmark attained								**100**	
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

Competency 6 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=28
A	K,S, C/A,B	17	10	1				100	
B	S,C/A, V,B	22	5	1				100	
Average percentage of Competency 6--- Benchmark attained								**100**	
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

Competency 7 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=28
A	K,S,C/A,B	14	12	2				100	
B	K,S, C/A,B	16	10	2				100	
C	K,S,C/A, V B	14	10	2				100	
D	K,S,B, C/A, V	15	12	1				100	
Average percentage of Competency 7 --- Benchmark attained								**100**	
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

Competency 8 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=28
A	K, S,C/A,B	18	5	3				100	(N=26)
B	K, S, C/A, V, B	19	7	1				100	(N=25)
C	K, S, C/A,B	17	8	1				100	(N=26)
D	K, S,B, C/A, V	20	6	2				100	(N=28)
E	K,S, V, C/A,B	13	8	3				100	(N=24)
Average percentage of Competency 8— Benchmark attained								**100**	

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

Competency 9 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=28
A	K,S, B, C/A, V	17	9	2				100	
B	K,S, B C/A, V	17	10	1				100	
C	K, S, V, C/A, B	18	8	2				100	
D	S, C/A, B	18	9	1				100	
Average percentage of Competency 9— Benchmark attained								**100**	

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.

Generalist Practice

Measure 1: Measure in Real Practice Experience

Fall, 2018-Spring, 2019 BSW Field Instruction Student Performance Evaluation

2018-2019 BSW Final Field Instruction Student Performance Evaluation (SWK 414)-
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 competency dimensions 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 1 Practice Behaviors	Dimensions	5 16	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	(N=26)
A	K,S,C/A,V, B	16	8	1				100	(N =*25)
B	K,S,C/A, V,B	18	7	1				100	
C	K,S,C/A,V,B	18	7	1				100	
D	K,S,V,B	18	6	1			1	96	
E	K,S,C/A,V.B	18	8	1				100	
Average percentage of Competency 1 ---Competency attained								**99.2**	
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

Competency 2 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=26
A	K,S,C/A,V,B	18	7	1				100	
B	K,S,C/A,V,B	18	7	1				100	
C	K,S,C/A, V, B	20	5	1				100	
Average percentage of Competency 2---Competency attained								**100**	
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 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=25
A	K,S,C/A,B	14	9	2				100	
B	K,S,B	16	8	1				100	
Average Percentage of Competency 3---Competency attained								**100**	
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

Competency 4 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=24
A	K,S,B	11	11	1			2	92	(*N=25)
B	K,S,C/A,B,V	12	8	1			3	87	
C	K,S,C/A,B,V	13	7	2			2	91	
Average percentage of Competency 4---Competency attained								**90**	
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

Competency 5 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=26
A	K,S,B	16	8	2				100	
B	K, S,C/A,B	18	6	2				100	
C	K,S, C/A, V,B	10	12	2				100	(*N=25)
Average percentage of Competency 5---Competency attained								**100**	
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

Competency 6 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=26
A	K,S, C/A,B	15	10	1				100	
B	S,C/A, V,B	20	5	1				100	
Average percentage of Competency 6---Competency attained								**100**	
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

Competency 7 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=26
A	K,S,C/A,B	12	12	2				100	(*N=25)
B	K,S, C/A,B	14	10	2				100	
C	K,S,C/A, V B	13	9	2				100	
D	K,S,B, C/A, V	14	11	1				100	
Average percentage of Competency 7 ---Competency attained								**100**	
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

Competency 8 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=24
A	K, S,C/A,B	17	4	3				100	
B	K, S, C/A, V, B	17	7	1				100	(*N=25)
C	K, S, C/A,B	15	8	1				100	
D	K, S,B, C/A, V	19	5	2				100	(*N=26)
E	K,S, V, C/A,B	13	8	3				100	
Average percentage of Competency 8—Competency attained								**100**	

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

Competency 9 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=26
A	K,S, B, C/A, V	16	8	2				100	
B	K,S, B C/A, V	16	9	1				100	
C	K, S, V, C/A, B	17	7	2				100	
D	S, C/A, B	16	9	1				100	
Average percentage of Competency 9—Competency met/not met								**100**	

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.

AAMU Bachelor of Social Work Program-Lawson State Community College Program Option

Generalist Practice

Measure 1: Measure in Real Practice Experience

Spring, 2019 BSW Field Instruction Student Performance Evaluation

Spring 2019 BSW Final Field Instruction Student Performance Evaluation (SWK 414**)- Spring 2019, marks the first cohort at the LSCC location to complete SWK 414 Field Placement. 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 competency dimension 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 1 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	(N=2)
A	K,S,C/A,V, B	2						100	
B	K,S,C/A, V,B	1	1					100	
C	K,S,C/A,V,B	2						100	
D	K,S,V,B	2						100	
E	K,S,C/A,V.B	1	1					100	
Average percentage of Competency 1 ---Competency attained								**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 2-Engage in Diversity in Practice

Competency 2 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=2
A	K,S,C/A,V,B	2						100	
B	K,S,C/A,V,B	2						100	
C	K,S,C/A, V, B	2						100	
Average percentage of Competency 2---Competency attained								**100**	
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 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=2
A	K,S,C/A,B		2					100	
B	K,S,B		2					100	
Average Percentage of Competency 3---Competency attained								**100**	
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

Competency 4 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=2
A	K,S,B		2					100	
B	K,S,C/A,B,V		2					100	
C	K,S,C/A,B,V		2					100	
Average percentage of Competency 4---Competency attained								**100**	
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

Competency 5 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=2
A	K,S,B		2					100	
B	K, S,C/A,B		2					100	
C	K,S, C/A, V,B		2					100	
Average percentage of Competency 5---Competency attained								**100**	
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

Competency 6 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=2
A	K,S, C/A,B	2						100	
B	S,C/A, V,B	2						100	
Average percentage of Competency 6---Competency attained								**100**	
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

Competency 7 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=2
A	K,S,C/A,B	2						100	
B	K,S, C/A,B	2						100	
C	K,S,C/A, V B	1	1					100	
D	K,S,B, C/A, V	1	1					100	
Average percentage of Competency 7 ---Competency attained								**100**	
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

Competency 8 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=2
A	K, S,C/A,B	1	1					100	
B	K, S, C/A, V, B	2						100	
C	K, S, C/A,B	2						100	
D	K, S,B, C/A, V	1	1					100	
E	K,S, V, C/A,B								
Average percentage of Competency 8—Competency attained								**100**	
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

Competency 9 Practice Behaviors	Dimensions	5	4	3	2	1	N/A	Competency Benchmark: 80% score 3-5	N=2
A	K,S, B, C/A, V	1	1					100	
B	K,S, B C/A, V	1	1					100	
C	K, S, V, C/A, B	1	1					100	
D	S, C/A, B	2						100	
Average percentage of Competency 9—Competency met/not met								**100**	
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.									

Alabama A & M University
BSW Program Main and Lawson Site (Aggregate Scores)
Capstone Written Portfolio Results
Fall 2018- Spring 2019

Written Demonstration of Competencies and Behaviors:
There are nine competency areas that have been established by the Council of Social Work Education (CSWE), our national accrediting body. Each competency area has a list of practice behaviors that each student will be compared to as an entry level social worker. Students are required to write a response to each behavior listed under each of the nine competencies. The benchmark for performance is a score of 80% or higher on the overall competencies assessed.

Competency I: **Demonstrate Ethical and Professional Behavior**					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80% Score of 3 or 4**
1.1- 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; *Dimensions: K, C/A, V, S, B*	16	11			100 (N=27)
1.2-Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. *Dimensions: K, C/A, V, S, B*	19	7	1		96.3
1.3-Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication; *Dimensions: K, C/A, V, S, B*	20	7			100
1.4-Use of technology ethically and appropriately to facilitate practice outcomes; *Dimensions: K, C/A, V, S, B*	19	8			100
1.5-Use supervision and	19	8			100

consultation to guide professional judgment and behavior. *Dimensions: K, C/A, V, S, B*					
Competency 1 Total					496.3
Competency 1: The benchmark was achieved					**99.26%**

Competency 2: **Engage Diversity and Difference in Practice** **N=29**					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80% Score of 3 or 4**
2.1-Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels. *Dimensions: K, C/A, V, S, B* **N=27**	16	10	1		96.3 (N=27)
2.2 -Present themselves as learners and engage clients and constituencies as experts of their own experiences; *Dimensions: K, C/A, V, S, B* **N=28**	16	11	1		96.3 (N=28)
2.3 - Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies. *Dimensions: K, C/A, V, S, B* *N=29*	15	14			100 (N=29)
Competency 2 Total					292.15
Competency 2: The benchmark was achieved					**97.38%**

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice					
Student Learning Outcome/Behavior Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior	Excellent (4) Evidence of Program Outcomes, reflects performance of a *professional* social worker	Proficient (3) Evidence of Program Outcomes, reflects an *exemplary level of* performance	Less than Adequate (2) Evidence of Program Outcomes, reflects *development towards expected outcomes*	Limited (1) Evidence of Program Outcomes, reflects *no development*	Benchmark Percentage 80% Score of 3 or 4
3.1 - Applying their understanding of social, economic, and environmental justice to advocate for human rights at the individual and systems levels; Dimensions: K, C/A, V, S, B	16	11			100 (N=27)
3.2 -Engage in practices that advance social, economic, and environmental justice. Dimensions: K, C/A, V, S, B	13	14			100 (N=27)
Competency 3 Total					200
Competency 3: The benchmark was achieved					**100%**

Competency 4: Engage In Practice-informed Research and Research-Informed Practice					
Student Learning Outcome/Behavior Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior	Excellent (4) Evidence of Program Outcomes, reflects performance of a *professional social worker*	Proficient (3) Evidence of Program Outcomes, reflects an *exemplary level of* performance	Less than Adequate (2) Evidence of Program Outcomes, reflects *development towards expected outcomes*	Limited (1) Evidence of Program Outcomes, reflects *no development*	Benchmark Percentage 80% Score of 3 or 4
4.1 - Use practice experience and theory to inform scientific inquiry and research; Dimensions: K, C/A, V, S, B	9	18	1		96.15 (N=28)
4.2 - Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings;	8	20	1		96.29 (N=29)

Dimensions: K, C/A, V, S, B					
4.3- Use and translate research evidence to inform and improve practice, policy, and service delivery. *Dimensions: K, C/A, V, S, B*	8	18			100 (N=26)
Competency 4 Total					292.44
Competency 4: The benchmark was achieved					**97.48%**

Competency 5: Engage in Policy Practice					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80%** **Score of 3 or 4**
5.1 - Identify social policy at the local, state, and federal level that impacts well-being, services delivery, and access to social services; *Dimensions: K, C/A, V, S*	16	12			100 (N=28)
5.2 - Assess how social welfare and economic policies impact the delivery of and access to social services; *Dimensions: K, C/A, V, S, B*	18	9			100 (N=27)
5.3 - Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice. *Dimensions: K, C/A. S,V,B*	12	14	1		96.3 (N=27)
Competency 5 Total					296.3
Competency 5: The benchmark was achieved					**98.77%**

Competency 6: Engage with individuals, families, groups, organizations, and communities					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80%** **Score of 3 or 4**
6.1 -Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. *Dimensions: S, B, C/A, V*	13	12			100 (N=25)
6.2 - Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies. *Dimensions: K, S, B, C/A, V*	14	13			100 (N=27)
Competency 6 Total					200
Competency 6: The benchmark was achieved					**100%**

Competency 7: Assess individuals, families, groups, organizations, and communities.					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values;*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80%** **Score of 3 or 4**
7.1 - Collect and organize data and apply critical thinking to interpret information from clients and constituencies. *Dimensions: K, S, B, C/A, V*	13	13			100 (N=26)
7.2 - Apply knowledge of human behavior and the social environment, person-in-	12	15			100 (N=27)

environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies. *Dimensions: S, B, C/A, V*					
7.3 - Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies. *Dimensions: K, S, B, C/A, V*	17	12			100 (N=29)
7.4 - Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies. *Dimensions: K, S, B, C/A, V*	14	14			100 (N=28)
Competency 7 Total					400
Competency 7: The benchmark was achieved					**100%**

Competency 8: Intervene with Individuals, families, groups, organizations, and communities:					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values;*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80%** **Score of 3 or 4**
8.1 - Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies. *Dimensions: K, S, B, C/A, V*	**14**	**14**			**100** (N=28)
8.2 - Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. *Dimensions: S, B, V, C/A*	**12**	**14**			**100** (N=26)
8.3 - Use inter-professional collaboration as appropriate to achieve beneficial practice	**10**	**16**			**100** (N=26)

Student Learning Outcome/Behavior	Excellent (4)	Proficient (3)	Less than Adequate (2)	Limited (1)	Benchmark Percentage
outcomes. *Dimensions: K, S, V, C/A, B*					
8.4-Student negotiates, mediates and advocates on behalf of diverse clients and constituencies. *Dimensions: K, S, V, C/A, B*	**13**	**15**			**100** (N=28)
8.5 - Facilitate effective transitions and endings that advance mutually agreed-on goals. *Dimensions: K, S, V, C/A, B*	**14**	**12**	**1**		**96.3** **(N=27)**
Competency 8 Total					496.3
Competency 8: The benchmark was achieved					**99.26%**

Competency 9: Evaluate practice with individuals, families, groups, organizations, and communities.					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values;*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a** *professional* **social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an** *exemplary* **level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects** *development towards expected outcomes*	**Limited (1)** **Evidence of Program Outcomes, reflects** *no development*	**Benchmark Percentage** **80%** **Score of 3 or 4**
9.1 - Select and use appropriate methods for evaluation of outcomes. *Dimensions: K, S, V, C/A, B*	12	12			100 (N=24)
9.2 - Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes. *Dimensions: S, V, C/A, B*	14	12			100 (N=26)

| 9.3 - Critically analyze, monitor, and evaluate intervention and program processes and outcomes.

Dimensions: K, S, C/A, B | 12 | 14 | | | 100 (N=26) |
| 9.4 - Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

Dimensions: K, S, V, C/A, B | 14 | 12 | | | 100 (N=26) |
| **Competency 9 Total** | | | | | 400 |
| **Competency 9: The benchmark was achieved** | | | | | **100%** |

Alabama A & M University
BSW Program Main Campus
Capstone Written Portfolio Results
Fall 2018- Spring 2019

Competency I: **Demonstrate Ethical and Professional Behavior** *N=25*					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a** *professional* **social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an** *exemplary* **level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects** *development towards expected outcomes*	**Limited (1)** **Evidence of Program Outcomes, reflects** *no development*	**Benchmark Percentage** **80% Score of 3 or 4**
1.1- 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; *Dimensions: K, C/A, V, S, B*	16	9			100
1.2-Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. *Dimensions: K, C/A, V, S, B*	17	7	1		96.0
1.3-Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication; *Dimensions: K, C/A, V, S, B*	19	6			100
1.4-Use of technology ethically and appropriately to facilitate practice outcomes; *Dimensions: K, C/A, V, S, B*	18	7			100
1.5-Use supervision and consultation to guide professional judgment and behavior. *Dimensions: K, C/A, V, S, B*	18	7			100
Competency 1 Total					496
Competency 1: The benchmark was achieved					**99.2%**

Competency 2: Engage Diversity and Difference in Practice					
Student Learning Outcome/Behavior Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80%** **Score of 3 or 4**
2.1-Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels. *Dimensions: K, C/A, V, S, B*	16	8	1		96.0
2.2 -Present themselves as learners and engage clients and constituencies as experts of their own experiences; *Dimensions: K, C/A, V, S, B*	15	10	1		96.15
2.3 - Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies. *Dimensions: K, C/A, V, S, B*	15	12			100
Competency 2 Total					292.15
Competency 2: The benchmark was achieved					**97.38**

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice					
Student Learning Outcome/Behavior Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior	Excellent (4) Evidence of Program Outcomes, reflects performance of a *professional* social worker	Proficient (3) Evidence of Program Outcomes, reflects an *exemplary* level of performance	Less than Adequate (2) Evidence of Program Outcomes, reflects *development towards expected outcomes*	Limited (1) Evidence of Program Outcomes, reflects *no development*	Benchmark Percentage 80% Score of 3 or 4
3.1 - Applying their understanding of social, economic, and environmental justice to advocate for human rights at the individual and systems levels; Dimensions: K, C/A, V, S, B	15	10			100
3.2 -Engage in practices that advance social, economic, and environmental justice. Dimensions: K, C/A, V, S, B	12	13			100
Competency 3 Total					200
Competency 3: The benchmark was achieved					**100**

Competency 4: Engage In Practice-informed Research and Research-Informed Practice					
Student Learning Outcome/Behavior Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior	Excellent (4) Evidence of Program Outcomes, reflects performance of a *professional* social worker	Proficient (3) Evidence of Program Outcomes, reflects an *exemplary* level of performance	Less than Adequate (2) Evidence of Program Outcomes, reflects *development towards expected outcomes*	Limited (1) Evidence of Program Outcomes, reflects *no development*	Benchmark Percentage 80% Score of 3 or 4
4.1 - Use practice experience and theory to inform scientific inquiry and research; Dimensions: K, C/A, V, S, B	8	17	1		96.15
4.2 - Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings;	8	18	1		96.29

Dimensions: K, C/A, V, S, B					
4.3- Use and translate research evidence to inform and improve practice, policy, and service delivery. *Dimensions: K, C/A, V, S, B*	7	17			100
Competency 4 Total					292.44
Competency 4: The benchmark was achieved					**97.48**

Competency 5: Engage in Policy Practice					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a** *professional* **social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an** *exemplary* **level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects** *development towards expected outcomes*	**Limited (1)** **Evidence of Program Outcomes, reflects** *no development*	**Benchmark Percentage** **80% Score of 3 or 4**
5.1 - Identify social policy at the local, state, and federal level that impacts well-being, services delivery, and access to social services; *Dimensions: K, C/A, V, S*	15	11			100
5.2 - Assess how social welfare and economic policies impact the delivery of and access to social services; *Dimensions: K, C/A, V, S, B*	18	7			100
5.3 - Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice. *Dimensions: K, C/A. S,V,B*	12	13			100
Competency 5 Total					300
Competency 5: The benchmark was achieved					**100%**

Competency 6: Engage with individuals, families, groups, organizations, and communities

Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80%** **Score of 3 or 4**
6.1 -Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. *Dimensions: S, B, C/A, V*	12	11			100
6.2 - Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies. *Dimensions: K, S, B, C/A, V*	14	11			100
Competency 6 Total					200
Competency 6: The benchmark was achieved					**100%**

Competency 7: Assess individuals, families, groups, organizations, and communities.

Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values;*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80%** **Score of 3 or 4**
7.1 - Collect and organize data and apply critical thinking to interpret information from clients and constituencies. *Dimensions: K, S, B, C/A, V*	12	13			100
7.2 - Apply knowledge of human behavior and the social environment, person-in-	11	15			100

Student Learning Outcome/Behavior	Excellent (4)	Proficient (3)	Less than Adequate (2)	Limited (1)	Benchmark Percentage
environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies. *Dimensions: S, B, C/A, V*					
7.3 - Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies. *Dimensions: K, S, B, C/A, V*	17	10			100
7.4 - Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies. *Dimensions: K, S, B, C/A, V*	13	13			100
Competency 7 Total					400
Competency 7: The benchmark was achieved					**100%**

Competency 8: Intervene with Individuals, families, groups, organizations, and communities:					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values;*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80%** **Score of 3 or 4**
8.1 - Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies. *Dimensions: K, S, B, C/A, V*	**12**	**14**			**100**
8.2 - Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. *Dimensions: S, B, V, C/A*	**12**	**12**			**100**
8.3 - Use inter-professional collaboration as appropriate to achieve beneficial practice	**10**	**14**			**100**

outcomes. *Dimensions: K, S, V, C/A, B*					
8.4-Student negotiates, mediates and advocates on behalf of diverse clients and constituencies. *Dimensions: K, S, V, C/A, B*	**13**	**13**			**100**
8.5 - Facilitate effective transitions and endings that advance mutually agreed-on goals. *Dimensions: K, S, V, C/A, B*	**14**	**10**	**1**		**96.0**
Competency 8 Total					**496.0**
Competency 8: The benchmark was achieved					**99.2%**

Competency 9: Evaluate practice with individuals, families, groups, organizations, and communities.					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values;*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80% Score of 3 or 4**
9.1 - Select and use appropriate methods for evaluation of outcomes. *Dimensions: K, S, V, C/A, B*	10	12			100
9.2 - Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes. *Dimensions: S, V, C/A, B*	14	10			100

9.3 - Critically analyze, monitor, and evaluate intervention and program processes and outcomes. *Dimensions: K, S, C/A, B*	12	12			100
9.4 - Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels. *Dimensions: K, S, V, C/A, B*	14	10			100
Competency 9 Total					400
Competency 9: The benchmark was achieved					**100%**

Alabama A & M University
BSW Program- Lawson Site
Capstone Written Portfolio
Results
Spring 2019

Competency I: Demonstrate Ethical and Professional Behavior *N=2*					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a** *professional* **social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an** *exemplary* **level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects** *development towards expected outcomes*	**Limited (1)** **Evidence of Program Outcomes, reflects** *no development*	**Benchmark Percentage** **80%** **Score of 3 or 4**
1.1- 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; *Dimensions: K, C/A, V, S, B*		2			100%
1.2-Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. *Dimensions: K, C/A, V, S, B*	2				100%
1.3-Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication; *Dimensions: K, C/A, V, S, B*	1	1			100%
1.4-Use of technology ethically and appropriately to facilitate practice outcomes; *Dimensions: K, C/A, V, S, B*	1	1			100%
1.5-Use supervision and consultation to guide professional judgment and behavior. *Dimensions: K, C/A, V, S, B*	1	1			100%
Competency 1 Total					500
Competency 1: The benchmark was achieved					**100%**

Competency 2: Engage Diversity and Difference in Practice					
Student Learning Outcome/Behavior Dimensions- *K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80% Score of 3 or 4**
2.1-Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels. *Dimensions: K, C/A, V, S, B*		2			100%
2.2 -Present themselves as learners and engage clients and constituencies as experts of their own experiences; *Dimensions: K, C/A, V, S, B*	1	1			100%
2.3 - Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies. *Dimensions: K, C/A, V, S, B*		2			100%
Competency 2 Total					300
Competency 2: The benchmark was achieved					**100%**

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80%** **Score of 3 or 4**
3.1 - Applying their understanding of social, economic, and environmental justice to advocate for human rights at the individual and systems levels; *Dimensions: K, C/A, V, S, B*	1	1			100%
3.2 -Engage in practices that advance social, economic, and environmental justice. *Dimensions: K, C/A, V, S, B*	1	1			100%
Competency 3 Total					200
Competency 3: The benchmark was achieved					**100%**

Competency 4: Engage In Practice-informed Research and Research-Informed Practice					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80%** **Score of 3 or 4**
4.1 - Use practice experience and theory to inform scientific inquiry and research; *Dimensions: K, C/A, V, S, B*	1	1			100%
4.2 - Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings;		2			100%

Dimensions: K, C/A, V, S, B					
4.3- Use and translate research evidence to inform and improve practice, policy, and service delivery. *Dimensions: K, C/A, V, S, B*	1	1			100%
Competency 4 Total					300
Competency 4: The benchmark was achieved					**100%**

Competency 5: Engage in Policy Practice					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a** *professional* **social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an** *exemplary* **level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects** *development towards expected outcomes*	**Limited (1)** **Evidence of Program Outcomes, reflects** *no development*	**Benchmark Percentage** **80% Score of 3 or 4**
5.1 - Identify social policy at the local, state, and federal level that impacts well-being, services delivery, and access to social services; *Dimensions: K, C/A, V, S*	1	1			100%
5.2 - Assess how social welfare and economic policies impact the delivery of and access to social services; *Dimensions: K, C/A, V, S, B*		2			100%
5.3 - Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice. *Dimensions: K, C/A. S,V,B*		1	1		50%
Competency 5 Total					250
Competency 5: The benchmark was achieved					**83.33%**

Competency 6: Engage with individuals, families, groups, organizations, and communities					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values; C/A=Cognitive/Affective reactions; B=behavior*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80% Score of 3 or 4**
6.1 -Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. *Dimensions: S, B, C/A, V*	1	1			100%
6.2 - Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies. *Dimensions: K, S, B, C/A, V*		2			100%
Competency 6 Total					200
Competency 6: The benchmark was achieved					**100%**

Competency 7: Assess individuals, families, groups, organizations, and communities.					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values;*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80% Score of 3 or 4**
7.1 - Collect and organize data and apply critical thinking to interpret information from clients and constituencies. *Dimensions: K, S, B, C/A, V*	1	1			100%
7.2 - Apply knowledge of human behavior and the social environment, person-in-	1	1			100%

Student Learning Outcome/Behavior	Excellent (4)	Proficient (3)	Less than Adequate (2)	Limited (1)	Benchmark Percentage
environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies. *Dimensions: S, B, C/A, V*					
7.3 - Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies. *Dimensions: K, S, B, C/A, V*		2			100%
7.4 - Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies. *Dimensions: K, S, B, C/A, V*	1	1			100%
Competency 7 Total					400
Competency 7: The benchmark was achieved					**100%**

Competency 8: Intervene with Individuals, families, groups, organizations, and communities:					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values;*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a *professional* social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an *exemplary* level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects *development towards expected outcomes***	**Limited (1)** **Evidence of Program Outcomes, reflects *no development***	**Benchmark Percentage** **80%** **Score of 3 or 4**
8.1 - Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies. *Dimensions: K, S, B, C/A, V*	2				100%
8.2 - Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. *Dimensions: S, B, V, C/A*		2			100%
8.3 - Use inter-professional collaboration as appropriate to achieve beneficial practice		2			100%

outcomes. *Dimensions: K, S, V, C/A, B*					
8.4-Student negotiates, mediates and advocates on behalf of diverse clients and constituencies. *Dimensions: K, S, V, C/A, B*		2			100%
8.5 - Facilitate effective transitions and endings that advance mutually agreed-on goals. *Dimensions: K, S, V, C/A, B*		2			100%
Competency 8 Total					**500**
Competency 8: The benchmark was achieved					**100%**

Competency 9: Evaluate practice with individuals, families, groups, organizations, and communities.					
Student Learning Outcome/Behavior *Dimensions- K=Knowledge; S=Skills; V=Values;*	**Excellent (4)** **Evidence of Program Outcomes, reflects performance of a** *professional* **social worker**	**Proficient (3)** **Evidence of Program Outcomes, reflects an** *exemplary* **level of performance**	**Less than Adequate (2)** **Evidence of Program Outcomes, reflects** *development towards expected outcomes*	**Limited (1)** **Evidence of Program Outcomes, reflects** *no development*	**Benchmark Percentage** **80% Score of 3 or 4**
9.1 - Select and use appropriate methods for evaluation of outcomes. *Dimensions: K, S, V, C/A, B*	2				100%
9.2 - Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes. *Dimensions: S, V, C/A, B*		2			100%

9.3 - Critically analyze, monitor, and evaluate intervention and program processes and outcomes. *Dimensions: K, S, C/A, B*		2			100%
9.4 - Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels. *Dimensions: K, S, V, C/A, B*		2			100%
Competency 9 Total					400
Competency 9: The benchmark was achieved					**100%**

Comparison of BSW Program Yearly Data (2017-18 and 2018-2019)

Competency	Main Campus 2017-2018 Aggregate Results of Student Performance on 9 Competencies Measures: Capstone-Written & Oral Presentations and Field Results (Lawson option did not have students at data points in 2017-2018)	Main Campus and Lawson Site 2018-2019 Aggregate Results of Student Performance on 9 Competencies Measures: Capstone-Written Presentations and Field Results	80% Benchmark Met?
Competency 1- Demonstrate Ethical and Professional Behavior	97.3%	99.26%	Yes
Competency 2: Engage Diversity and Difference in Practice	93.02%	98.7%	Yes

Competency 3: Advance Human Rights and Environmental Justice	80.23%	100%	Yes
4: Engage in Practice-informed Research and Research-Informed Practice	85.55%	93.73%	Yes
5: Engage in Policy Practice	91.93%	99.38%	Yes
6: Engage with Individuals, Families, Groups, Organizations, and Communities	86.44%	100%	Yes
7: Assess Individuals, Families, Groups, Org Communities	91.89%	100%	Yes
8: Intervene with Individuals, Families, Groups, Organizations, and Communities	88.89%	100%	Yes
9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	87.5%	100%	Yes

Changes Made to Curriculum in 2018-2019 as a result of 2017-2018 assessment results

Changes to the Explicit Curriculum (Specify Course/Courses and change made) Additional assignments, guest speakers,	Links to the Data (assessment of competencies as reflected in Field Evaluations and the and the Capstone Narrative
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice **2017-2018 Assessment Results** The BSW Program has responded by making course level changes in response to this outcome measure. Students in SWK 403 - Welfare Policies, a required course, are engaging in community/political-based activities as part of the course content. These activities are aligned with advancing human rights, and social and economic justice.	Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice **2017-2018- Assessment Results** Although the overall benchmark for assessment of Competency 3 was met (80.23%), students did not meet the 80% benchmark for the Capstone Written Assessment of Competency #3 (70.83%).

2018-2019- Implementations Students engaged in the following additional assignments: • Advocacy Letter Assignment – Students write a letter to a State Representative about a social issue/policy they had concerns about • Students attend a City Council Meeting • Article Reviews - Students complete articles reviews on social welfare issues • Engagement in Class Debate on a social issue	**2018-2019- Assessment Results** After implementation of additional course assignments in SWK 403, during 2018-2019, results for the overall the assessment of Competency #3 indicates an improvement in score --100% (N=28). The score for the Capstone Written assessment of Competency #3 was 100% (N=27)
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities **2017-2018 Assessment Results** The Evaluation and Assessment Committee agreed with the BSW Coordinator and BSW Faculty on recommended actions which consisted of the following: • BSW Faculty will continue to engage BSW students who are seniors in a portfolio orientation that will review standards and behaviors and identify where students are demonstrating the competencies and practice behaviors within the classroom and field setting. As of Fall, 2018, a Portfolio orientation is being developed for students who are in their junior year of the BSW program to reinforce student engagement with CSWE competencies --An emphasis on selection of appropriate evaluation methods will be provided at the course level in SWK 410 (Research). --Field instructor workshops will be enhanced to assist field instructors in helping students evaluate their practice and the micro, mezzo and macro levels within the field placement setting.	Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities **2017-2018 Assessment Results** Assessment results indicated that although the overall benchmark was achieved, (87.5%), the Capstone Written Measure did not achieve the benchmark (79.16%), and two specific practice behaviors had lower than average scores: "Select and use appropriate methods for evaluation of outcomes (58.33%)" and "Apply evaluation findings to improve effectiveness at the micro, mezzo and macro levels (66.67%). **2018-2019 Assessment Results** Assessment results indicate that the 80% benchmark was met for the overall assessment of the comptency-100% (N=28). Items from the Capstone Written measure, which scored below the benchmark in 2017-2018, scored above the benchmark in 2018-2019, following the implementation of changes to the curriculum in 2018-2019. The item: "Select and use appropriate methods for

At the course level (SWK 415)— students will engage in tracking their progress within the field setting using research methods. ---(Faculty believe that by engaging field instructors and faculty in addressing strategies to engage students in CSWE Competency 9 will increase students' ability to evaluate practice with individuals, families, groups, organizations, and communities. **2018-2019 Implementations** - Recommendations were implemented. Faculty at both Main Campus and Lawson site met to coordinate portfolio orientations, and the Director of Field Education, BSW program coordinator and BSW Field Coordinator worked together to engage field placement instructors on the importance of opportunities to demonstrate practice behaviors in the field of research.	evaluation of outcomes" was scored at (100%) (n=27) and "Apply evaluation findings to improve effectiveness at the micro, mezzo and macro levels" was scored at (100%) (n=27). We were pleased to see improvement in this area of student learning.

BSW Exit Survey. 2018-2019

The BSW Program used the Fall 2018 and Spring -2019 BSW Exit surveys, which were voluntary, online assessments, completed by graduating BSW students, to assess the student perceptions of the BSW Program. The surveys were conducted at the end of the semester in which students graduated. As students are one of the most significant of stakeholders in the BSW Program, graduating student feedback on areas of the BSW Program's curriculum, program operations, student governance, and faculty, has greatly assisted in program review and program planning. The BSW 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 in coordination with the BSW Field Coordinator who notified graduating students at both the Lawson and Main Campus of the BSW Exit Survey.   The first BSW cohort graduated from the Lawson State program site in May, 2019, therefore there is no Fall, 2018 results for the Lawson site.

Assessment Plan for BSW Program Implicit Curriculum

Alabama A& M University
Graduate Social Work Program
BSW Exit Survey Fall 2018-Spring 2019
Main Campus & Lawson Site

Area Assessed	Competency Benchmark 80%	Instrument	Items Assessed	Outcome Measure Benchmark	Assessment Procedures: Competency
Curriculum	80%	BSW Exit Survey. Fall 2018 and Spring 2019	Section 1: Items: 14-22	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 the percentage of students demonstrating competence. Determine whether this percentage is larger than the competency Benchmark The percentage
Faculty	80%	BSW Exit Survey. Fall 2018 and Spring, 2019	Section II: Items 1-10; 12-19	Students report: Strongly agree or Agree on the items assessed	
Program Operations	80%	BSW Exit Survey. Fall 2018 and Spring 2019	Section I Items: 1-8	Students report: Strongly agree or Agree on the items assessed	
Governance	80%	BSW Exit Survey. Fall 2018 and Spring 2019	Section I- Items 9,10,11	Students report: Strongly agree, Agree, on the items assessed	

Alabama A& M University
Graduate Social Work Program
BSW Exit Survey Fall 2018-Spring 2019
Main Campus & Lawson Campus (Aggregate Scores)

Content Area: Curriculum

Section I Question #	Content Area **Curriculum**	Number of Responses- Agree or Strongly Agree	Number of Student Responses	Percentage of responses Agree or Strongly Agree	Benchmark of 80% met?
14	Values/Ethics	14	14	100	**YES**
15	Diversity	14	14	100	
16	Social Justice	14	15	93.33	**96.29%**
17	Sexual Orientation	14	15	93.33	
18	Vulnerable populations	14	15	93.33	
19	Rural Populations	15	15	100	
20	Communication skills	15	15	100	
21	Relational skills	14	15	93.33	
22	Professional Use of Self	14	15	93.33	
Average of percentage of "Strongly agree" or "Agree" responses				**96.29%**	

Content Area: Faculty

Section II Question #	Content Area **Faculty**	Number of Responses- Agree or Strongly Agree	Number of Student Responses	Percentage of responses Agree or Strongly Agree	Benchmark of 80% met?
1	Open door policy	15	15	100	
2	Are Approachable	14	15	93.33	YES

3	Respond promptly to needs	12	15	80.0	**91.85%**
4	Respond promptly to calls	12	15	80.0	
5	Respond promptly to my emails	12	15	80.0	
6	Addressed issues/problems that arose during the semester	13	15	86.7	
7	Seem interested in the quality of my learning.	15	15	100	
8	Seem genuinely concerned about my welfare	15	15	100	
9	Are fair in evaluating my performance	14	15	93.33	
10	Encouraged me to pursue professional development	13	15	86.7	
12	Respect and appreciate of diversity	14	14	100	
13	Recognizes self-determination for students	15	15	100	
14	Treat students with respect and dignity	14	15	93.33	
15	Are prepared for class	14	15	93.33	
16	Hold classes as scheduled	14	15	93.33	

17	Return papers back to me in a timely fashion	13	15	86.7	
18	Are knowledgeable in the courses they teach	14	15	93.33	
19.	Respect colleagues.	14	15	93.33	
Average of percentage of "Strongly agree" or "Agree" responses				**91.85%**	

Content Area: Program Operations

Section I Question #	Content Area **Program Operations**	Number of Responses- Agree or Strongly Agree	Number of Student Responses	Percentage of responses Agree or Strongly Agree	Benchmark of 80% met?
1	Primary objective of program	13	13	100	YES **93.34%**
2	Clear Admission policies	15	15	100	
3	Reflects Social Work Values	15	15	100	
4	Clear graduation requirements	14	15	93.33	
5	Co-curricular activities	13	15	86.7	
6	Field Instruction Handbook available	14	15	93.33	
7	Student Handbook available	13	15	86.7	
8	Sexual Harassment Policies	13	15	86.7	
Average of percentage of "Strongly agree" or "Agree" responses				**93.34%**	

Content Area: Student Governance

Section I Question #	Content Area **Governance**	Number of Responses- Agree or Strongly Agree	Number of Student Responses	Percentage of responses Agree or Strongly Agree	Benchmark of 80% met?
9	Opportunities for student governance	12	15	80.0	YES **86.7%**
10	Social Work Association available	14	15	93.33	
11	Phi Alpha Honors Society available	13	15	86.7	
Average of percentage of "Strongly agree" or "Agree" responses				**86.7%**	

Comparison of BSW Exit Survey Results: 2017-18 and 2018-2019

Content Area	**2017-2018** (Main Campus only)-No graduates at Lawson Site N=25 students	Benchmark of 80% met?	**2018-2019** (Main and Lawson sites) N=15 (Main Campus-13 respondents Lawson- 2 respondents)	Benchmark of 80% met?
Curriculum	91.55%	Yes	96.29%	Yes
Faculty	84.23%	Yes	91.85%	Yes
Program operations	89.5%	Yes	93.34%	Yes
Governance	84.0%	Yes	86.7%	Yes

BSW Exit Survey Assessment: Implications and program changes

Area	2017-2018 Assessment Results	2018-2019 Changes implemented as a result of 2017-2018	2018-2019 Assessment Results
Student Assessment of Faculty	Student Assessment of Faculty Benchmark was met overall, however, the following items were assessed below 80%. #3- Faculty respond to my needs—(60%) #4- Faculty respond promptly to calls (72.0%)	Item #3: Students have been made aware of the process for resolving students via BSW handbooks, which are provided to students in their on-line classroom via Blackboard. Item #4-Faculty have been notified of deficiencies in student assessment of faculty response to student phone calls and responding promptly to student needs. The Chair of Social Work Programs has requested that faculty at Main Campus and Lawson State site be responsive to student phone calls, and to	The 80% benchmark was met on scores of items #3, and #4 in the 2018-2019 assessment. #3- Faculty respond to my needs— (80%) #4- Faculty respond promptly to calls (80.0%)

		respond within 24-48 hours.	
Student Assessment of BSW Program Operations	The overall Benchmark was met for this area, however, item #6-Field instruction handbook available?" (76%) was assessed below the 80% benchmark:	All students at both program sites are made aware during student orientation of the availability of the BSW Field Handbook, which is located on the AAMU BSW Program website. A hard copy of the document is located in the Field Office for student reference at Main Campus, and in the Office of the BSW Program Coordinator at the Lawson State Site. In addition, the handbook is made available in the on-line classroom via Blackboard.	The 80% benchmark was met on item #6, in the 2018-2019 assessment #6-"Field Instruction Handbook available?" (93.33%)