ASSESSMENT RESULTS MATRIX

Department Social Work
Degree BSW
Date 8/21/24

Goals	Objectives	Assessment Method(s)	Assessment Results	Use of Results
	1. Make ethical	80% of students will demonstrate competence	BSW Competency 1	During the 2023-2024
Competency	decisions by	inclusive of 2 measures	Presentation	AY students have
1:	applying the		(CP's)=95% of	consistently achieved
Demonstrate	standards of the	Measure 1:	students scored 80%	outcomes above the
Ethical and	NASW Code of	BSW Competency Presentations	or higher	benchmark for each
Professional	Ethics, relevant			competency.
Behavior	laws and	Method:	Field Supervisor	
	regulations,	The BSW Competency Presentations are	Final Performance	The Program Director
	models for	assessed by the BSW seminar instructor. The	Evaluation (FE's) of	and the BSW Program
	ethical decision-	instructor will evaluate students in 31	Competency 1=99%	Committee will
	making, ethical	behaviors related to competency using rubric	of students scored 3	continue to oversee
	conduct of	with a scale of 1-3 as follows: 3= Student's	or higher	these outcomes.
	research, and	presentation demonstrates a strongly developed		
	additional codes	ability to describe and apply the behavior and	CP's+FE's=x	During the 2024-25
	of ethics as	related competency; 2= Student's presentation	x/2= aggregate	AY the BSW Program
	appropriate to	demonstrates an emerging ability to describe	95+99=194	Director and BSW
	context.	and apply the behavior and related	194/2=97%	Program Committee
	2. Use reflection	competency; and 1= Student's presentation		will transition the
	and self-	demonstrates a need to further grow in ability	Competency 1	program and
	regulation to	to describe and apply the behavior and related	aggregate =97%	curriculum to the
	manage personal	competency.		CSWE 2022 EPAS.
	values and			The entire curriculum

	maintain professionalism in practice situations. 3. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication. 4. Use technology ethically and appropriately to facilitate practice outcomes. 5. Use supervision and consultation to guide professional judgment and behavior.	The established benchmark is that 80% of students will receive an aggregate rating score of 2.4 (or 80%) or above for each competency presentation. Measure 2: Field Supervisor Final Performance Evaluation Method: The FSFE is used to provide a measure of students' end-of-semester competency. The FSFE is completed in field practicum setting, as assessed by a community-based field supervisor. The FSFE requires field supervisors to evaluate students in 31 behaviors related to competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competent w/ Sufficient Progress; 3= Emerging Competence; 4= Competent; 5= Exceptional Competence. The established benchmark is that 80% of students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		(course content, core assignments, and syllabi) along with program goals will be reviewed and revised as needed.
Goal #2	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency	1. Apply and communicate	80% of students will demonstrate competence inclusive of 2 measures	BSW Competency 2 Presentations=95%	During the 2023-2024 AY students have

2:	understanding of		of students scored	consistently achieved
Engage	the importance	Measure 1:	80% or higher	outcomes above the
Diversity and	of diversity and	BSW Competency Presentations	0070 of higher	benchmark for each
Difference in	difference in	Bow Competency Presentations	Field Supervisor	competency.
Practice III	shaping life	Method:	Final Performance	competency.
Tractice	experiences in	The BSW Competency Presentations are	Evaluation of	The Program Director
	practice at the	assessed by the BSW seminar instructor. The	Competency 2=99%	and the BSW Program
	micro, mezzo,	instructor will evaluate students in 31	of students scored 3	Committee will
	and macro	behaviors related to competency using rubric	or higher	continue to oversee
	levels.	with a scale of 1-3 as follows: 3= Student's	of inglici	these outcomes.
	2. Present	presentation demonstrates a strongly developed	CP's+FE's=x	these outcomes.
	themselves as	ability to describe and apply the behavior and	x/2= aggregate	During the 2024-25
	learners and	related competency; 2= Student's presentation	95+99=194	AY the BSW Program
	engage clients	demonstrates an emerging ability to describe	194/2=97%	Director and BSW
	and	and apply the behavior and related	171/2-71/0	Program Committee
	constituencies as	competency; and 1= Student's presentation	Competency 2	will transition the
	experts of their	demonstrates a need to further grow in ability	aggregate =97%	program and
	own experiences.	to describe and apply the behavior and related	u551 c5acc -> 1 / 0	curriculum to the
	3. Apply self-	competency.		CSWE 2022 EPAS.
	awareness and	- Composition of		The entire curriculum
	self-regulation to	The established benchmark is that 80% of		(course content, core
	manage the	students will receive an aggregate rating score		assignments, and
	influence of	of 2.4 (or 80%) or above for each competency		syllabi) along with
	personal biases	presentation.		program goals will be
	and values in	P2-00-01-11-11-11-11-11-11-11-11-11-11-11-		reviewed and revised
	working with	Measure 2:		as needed.
	diverse clients	Field Supervisor Final Performance Evaluation		
	and			
	constituencies.	Method:		
		The FSFE is used to provide a measure of		
		students' end-of-semester competency. The		

		FSFE is completed in field practicum setting, as assessed by a community-based field supervisor. The FSFE requires field supervisors to evaluate students in 31 behaviors related to competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competent w/ Sufficient Progress; 3= Emerging Competence; 4= Competent; 5= Exceptional Competence. The established benchmark is that 80% of students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		
Goal #3	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	1. Apply understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels. 2. Engage in practices that	80% of students will demonstrate competence inclusive of 2 measures Measure 1: BSW Competency Presentations Method: The BSW Competency Presentations are assessed by the BSW seminar instructor. The instructor will evaluate students in 31 behaviors related to competency using rubric with a scale of 1-3 as follows: 3= Student's presentation demonstrates a strongly developed	BSW Competency 3 Presentations=97% of students scored 80% or higher Field Supervisor Final Performance Evaluation of competency 3=97% of students scored 3 or higher CP's+FE's=x	During the 2023-2024 AY students have consistently achieved outcomes above the benchmark for each competency. The Program Director and the BSW Program Committee will continue to oversee these outcomes.

	1	1	T
advance soci	, 11 3	x/2= aggregate	During the 2024-25
economic, as			AY the BSW Program
environment		97+97=194	Director and BSW
justice.	and apply the behavior and related	194/2=97%	Program Committee
	competency; and 1= Student's presentation		will transition the
	demonstrates a need to further grow in ability	Competency 3	program and
	to describe and apply the behavior and related	aggregate =97%	curriculum to the
	competency.		CSWE 2022 EPAS.
			The entire curriculum
	The established benchmark is that 80% of		(course content, core
	students will receive an aggregate rating score		assignments, and
	of 2.4 (or 80%) or above for each competency		syllabi) along with
	presentation.		program goals will be
			reviewed and revised
	Measure 2:		as needed.
	Field Supervisor Final Performance Evaluation		
	Method:		
	The FSFE is used to provide a measure of		
	students' end-of-semester competency. The		
	FSFE is completed in field practicum setting,		
	as assessed by a community-based field		
	supervisor. The FSFE requires field supervisors		
	to evaluate students in 31 behaviors related to		
	competency using a Likert style rating scale of		
	1 to 5 as follows: 1= Not Competent w/		
	Insufficient Progress; 2= Not Competent w/		
	Sufficient Progress; 3= Emerging Competence;		
	4= Competent; 5= Exceptional Competence.		
	The established benchmark is that 80% of		

		students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		
Goal #4	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 4: Engage In Practice- informed Research and Research- informed Practice	1. Use practice experience and theory to inform scientific inquiry and research. 2. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. 3. Use and translate research evidence to inform and improve practice, policy, and service	80% of students will demonstrate competence inclusive of 2 measures Measure 1: BSW Competency Presentations Method: The BSW Competency Presentations are assessed by the BSW seminar instructor. The instructor will evaluate students in 31 behaviors related to competency using rubric with a scale of 1-3 as follows: 3= Student's presentation demonstrates a strongly developed ability to describe and apply the behavior and related competency; 2= Student's presentation demonstrates an emerging ability to describe and apply the behavior and related competency; and 1= Student's presentation demonstrates a need to further grow in ability to describe and apply the behavior and related competency. The established benchmark is that 80% of	BSW Competency 4 Presentations=100% of students scored 80% or higher Field Supervisor Final Performance Evaluation of Competency 4=97% of students scored 3 or higher CP's+FE's=x x/2= aggregate 100+97=197 197/2=98.5% Competency 4 aggregate =99%	During the 2023-2024 AY students have consistently achieved outcomes above the benchmark for each competency. The Program Director and the BSW Program Committee will continue to oversee these outcomes. During the 2024-25 AY the BSW Program Director and BSW Program Committee will transition the program and curriculum to the CSWE 2022 EPAS. The entire curriculum (course content, core
	delivery.	students will receive an aggregate rating score		assignments, and

		of 2.4 (or 80%) or above for each competency presentation. Measure 2: Field Supervisor Final Performance Evaluation Method: The FSFE is used to provide a measure of students' end-of-semester competency. The FSFE is completed in field practicum setting, as assessed by a community-based field supervisor. The FSFE requires field supervisors to evaluate students in 31 behaviors related to competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competent w/ Sufficient Progress; 3= Emerging Competence; 4= Competent; 5= Exceptional Competence. The established benchmark is that 80% of students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		syllabi) along with program goals will be reviewed and revised as needed.
Goal #5	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 5: Engage in	1. Identify social policy at the	80% of students will demonstrate competence inclusive of 2 measures	BSW Competency 5 Presentations=95%	During the 2023-2024 AY students have
Policy	local, state, and	metablye of 2 measures	of students scored	consistently achieved
Practice	federal level that	Measure 1:	80% or higher	outcomes above the

GB 5.1:	impacts well-	BSW Competency Presentations		benchmark for each
Identify social	being, service		Field Supervisor	competency.
policy at the	delivery, and	Method:	Final Performance	
local, state,	access to social	The BSW Competency Presentations are	Evaluation of	The Program Director
and federal	services.	assessed by the BSW seminar instructor. The	Competency 5=98%	and the BSW Program
level that	2. Assess how	instructor will evaluate students in 31	of students scored 3	Committee will
	social welfare	behaviors related to competency using rubric	or higher	continue to oversee
	and economic	with a scale of 1-3 as follows: 3= Student's		these outcomes.
	policies impact	presentation demonstrates a strongly developed	CP's+FE's=x	
	the delivery of	ability to describe and apply the behavior and	x/2= aggregate	During the 2024-25
	and access to	related competency; 2= Student's presentation		AY the BSW Program
	social services.	demonstrates an emerging ability to describe	95+98=193	Director and BSW
	3. Apply critical	and apply the behavior and related	193/2=96.5	Program Committee
	thinking to	competency; and 1= Student's presentation		will transition the
	analyze,	demonstrates a need to further grow in ability	Competency 5	program and
	formulate, and	to describe and apply the behavior and related	aggregate =97%	curriculum to the
	advocate for	competency.		CSWE 2022 EPAS.
	policies that			The entire curriculum
	advance human	The established benchmark is that 80% of		(course content, core
	rights and social,	students will receive an aggregate rating score		assignments, and
	economic, and	of 2.4 (or 80%) or above for each competency		syllabi) along with
	environmental	presentation.		program goals will be
	justice.			reviewed and revised
		Measure 2:		as needed.
		Field Supervisor Final Performance Evaluation		
		Method:		
		The FSFE is used to provide a measure of		
		students' end-of-semester competency. The		
I		FSFE is completed in field practicum setting,		
		as assessed by a community-based field		

		supervisor. The FSFE requires field supervisors to evaluate students in 31 behaviors related to competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competent w/ Sufficient Progress; 3= Emerging Competence; 4= Competent; 5= Exceptional Competence. The established benchmark is that 80% of students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		
Goal #6	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	1. Apply knowledge of human behavior and the social environment, person-inenvironment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. 2. Use empathy,	80% of students will demonstrate competence inclusive of 2 measures Measure 1: BSW Competency Presentations Method: The BSW Competency Presentations are assessed by the BSW seminar instructor. The instructor will evaluate students in 31 behaviors related to competency using rubric with a scale of 1-3 as follows: 3= Student's presentation demonstrates a strongly developed ability to describe and apply the behavior and related competency; 2= Student's presentation	BSW Competency 6 Presentations=92% of students scored 80% or higher Field Supervisor Final Performance Evaluation of Competency 6=98.5% of students scored 3 or higher CP's+FE's=x x/2= aggregate	During the 2023-2024 AY students have consistently achieved outcomes above the benchmark for each competency. The Program Director and the BSW Program Committee will continue to oversee these outcomes. During the 2024-25 AY the BSW Program

reflection, and interpersonal skills to effectively engage diverse clients and constituencies.	demonstrates an emerging ability to describe and apply the behavior and related competency; and 1= Student's presentation demonstrates a need to further grow in ability to describe and apply the behavior and related competency. The established benchmark is that 80% of students will receive an aggregate rating score of 2.4 (or 80%) or above for each competency presentation. Measure 2: Field Supervisor Final Performance Evaluation Method: The FSFE is used to provide a measure of students' end-of-semester competency. The FSFE is completed in field practicum setting, as assessed by a community-based field supervisor. The FSFE requires field supervisors to evaluate students in 31 behaviors related to competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competence;	92+98.5=190.5 190.5/2=95.25 Competency 6 aggregate =95%	Director and BSW Program Committee will transition the program and curriculum to the CSWE 2022 EPAS. The entire curriculum (course content, core assignments, and syllabi) along with program goals will be reviewed and revised as needed.

		competency.		
Goal #7	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	1. Collect and organize data and apply critical thinking to interpret information from clients and constituencies. 2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. 3. Develop mutually agreed-on intervention goals and	80% of students will demonstrate competence inclusive of 2 measures Measure 1: BSW Competency Presentations Method: The BSW Competency Presentations are assessed by the BSW seminar instructor. The instructor will evaluate students in 31 behaviors related to competency using rubric with a scale of 1-3 as follows: 3= Student's presentation demonstrates a strongly developed ability to describe and apply the behavior and related competency; 2= Student's presentation demonstrates an emerging ability to describe and apply the behavior and related competency; and 1= Student's presentation demonstrates a need to further grow in ability to describe and apply the behavior and related competency. The established benchmark is that 80% of students will receive an aggregate rating score of 2.4 (or 80%) or above for each competency presentation.	BSW Competency 7 Presentations=100% of students scored 80% or higher Field Supervisor Final Performance Evaluation of Competency 7 =99% of students scored 3 or higher CP's+FE's=x x/2= aggregate 100+99=199 199/2=99.5 Competency 7 aggregate =100%	During the 2023-2024 AY students have consistently achieved outcomes above the benchmark for each competency. The Program Director and the BSW Program Committee will continue to oversee these outcomes. During the 2024-25 AY the BSW Program Director and BSW Program Committee will transition the program and curriculum to the CSWE 2022 EPAS. The entire curriculum (course content, core assignments, and syllabi) along with program goals will be

	objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; 4. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.	Method: The FSFE is used to provide a measure of students' end-of-semester competency. The FSFE is completed in field practicum setting, as assessed by a community-based field supervisor. The FSFE requires field supervisors to evaluate students in 31 behaviors related to competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competent w/ Sufficient Progress; 3= Emerging Competence; 4= Competent; 5= Exceptional Competence. The established benchmark is that 80% of students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		reviewed and revised as needed.
Goal #8	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 8: Intervene with Individuals, Families,	1. Critically choose and implement interventions to achieve practice goals and	80% of students will demonstrate competence inclusive of 2 measures Measure 1: BSW Competency Presentations	BSW Competency 8 Presentations=92% of students scored 80% or higher Field Supervisor	During the 2023-2024 AY students have consistently achieved outcomes above the benchmark for each competency.

Groups,	enhance	Method:	Final Performance	
Organizations,	capacities of	The BSW Competency Presentations are	Evaluation of	The Program Director
and	clients and	assessed by the BSW seminar instructor. The	Competency 8=98%	and the BSW Program
Communities	constituencies.	instructor will evaluate students in 31	of students scored 3	Committee will
	2. Apply	behaviors related to competency using rubric	or higher	continue to oversee
	knowledge of	with a scale of 1-3 as follows: 3= Student's		these outcomes.
	human behavior	presentation demonstrates a strongly developed	CP's+FE's=x	
	and the social	ability to describe and apply the behavior and	x/2= aggregate	During the 2024-25
	environment,	related competency; 2= Student's presentation		AY the BSW Program
	person-in-	demonstrates an emerging ability to describe	92+98=190	Director and BSW
	environment,	and apply the behavior and related	190/2=95%	Program Committee
	and other	competency; and 1= Student's presentation		will transition the
	multidisciplinary	demonstrates a need to further grow in ability	Competency 8	program and
	theoretical	to describe and apply the behavior and related	aggregate =95%	curriculum to the
	frameworks in	competency.		CSWE 2022 EPAS.
	interventions			The entire curriculum
	with clients and	The established benchmark is that 80% of		(course content, core
	constituencies.	students will receive an aggregate rating score		assignments, and
	3. Use inter-	of 2.4 (or 80%) or above for each competency		syllabi) along with
	professional	presentation.		program goals will be
	collaboration as			reviewed and revised
	appropriate to	Measure 2:		as needed.
	achieve	Field Supervisor Final Performance Evaluation		
	beneficial			
	practice	Method:		
	outcomes.	The FSFE is used to provide a measure of		
	4. Negotiate,	students' end-of-semester competency. The		
	mediate, and	FSFE is completed in field practicum setting,		
	advocate with	as assessed by a community-based field		
	and on behalf of	supervisor. The FSFE requires field supervisors		
	diverse clients	to evaluate students in 31 behaviors related to		

	and constituencies. 5. Facilitate effective transitions and endings that advance mutually agreedon goals.	competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competent w/ Sufficient Progress; 3= Emerging Competence; 4= Competent; 5= Exceptional Competence. The established benchmark is that 80% of students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		
Goal #9	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	1. Select and use appropriate methods for evaluation of outcomes. 2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of	80% of students will demonstrate competence inclusive of 2 measures Measure 1: BSW Competency Presentations Method: The BSW Competency Presentations are assessed by the BSW seminar instructor. The instructor will evaluate students in 31 behaviors related to competency using rubric with a scale of 1-3 as follows: 3= Student's presentation demonstrates a strongly developed ability to describe and apply the behavior and related competency; 2= Student's presentation demonstrates an emerging ability to describe and apply the behavior and related	BSW Competency 9 Presentations=95% of students scored 80% or higher Field Supervisor Final Performance Evaluation of Competency 9=97% of students scored 3 or higher CP's+FE's=x x/2= aggregate 95+97=192 192/2=96%	During the 2023-2024 AY students have consistently achieved outcomes above the benchmark for each competency. The Program Director and the BSW Program Committee will continue to oversee these outcomes. During the 2024-25 AY the BSW Program Director and BSW Program Committee

outcomes.	competency; and 1= Student's presentation	
3. Critically	demonstrates a need to further grow in ability	Competency 9
analyze,	to describe and apply the behavior and related	aggregate = 96%
monitor, and	competency.	
evaluate		
intervention and	The established benchmark is that 80% of	
program	students will receive an aggregate rating score	
processes and	of 2.4 (or 80%) or above for each competency	
outcomes.	presentation.	
4. Apply		
evaluation	Measure 2:	
findings to	Field Supervisor Final Performance Evaluation	
improve practice		
effectiveness at	Method:	
the micro,	The FSFE is used to provide a measure of	
mezzo, and	students' end-of-semester competency. The	
macro levels.	FSFE is completed in field practicum setting,	
	as assessed by a community-based field	
	supervisor. The FSFE requires field supervisors	
	to evaluate students in 31 behaviors related to	
	competency using a Likert style rating scale of	
	1 to 5 as follows: 1= Not Competent w/	
	Insufficient Progress; 2= Not Competent w/	
	Sufficient Progress; 3= Emerging Competence;	
	4= Competent; 5= Exceptional Competence.	

The established benchmark is that 80% of students will receive an aggregate rating score of 3 or above for all behaviors within that

competency.

will transition the program and curriculum to the CSWE 2022 EPAS. The entire curriculum (course content, core assignments, and syllabi) along with program goals will be reviewed and revised

as needed.

THE CONTROL OF THE PROPERTY OF	
INSTRUCTIONS FOR COMPLETING THE ASSESSMENT RESULTS MA'	TRIX

- 1.) Goals and Objectives: The number of goals and objectives must be manageable. Eliminate any goals and objectives that have not been assessed in the last three years or specify when the goal will be assessed in the future.
- 2.) Assessment Method: Address what assessment methods were used. How are the methods connected to the goals and objectives? For each objective, there needs to be a statement as to what method was used to assess this objective. Have both direct and indirect methods been used? A direct assessment method is used to assess directly what a student has learned, for example by means of a test. An indirect assessment method is used to ask the student what he/she thinks they have learned, for example by means of a survey. (A copy of all assessment instruments (test, matrix/rubric) should be included in the Assessment Report).
- 3.) Assessment Results: What did you find as a result of the assessment process? What benchmarks have you developed to determine whether or not student performance on the objectives is acceptable? (The Assessment Report should include both raw data and an analysis of the data).
- **4.**) Use of Assessment Results: What changes will you make to your program as a result of the assessment? **Changes made should be shown to have a direct connection to the assessment results.**