

(NAME) BACCALAUREATE SOCIAL WORK PROGRAM

ASSESSMENT OF STUDENT LEARNING OUTCOMES (2015-16 Academic Year)

LAST COMPLETED ON July 20 2016

Form AS4 (B) Duplicate and expand as needed. Provide table(s) to support self -study narrative addressing the *accreditation standards* below.

This form is used to assist the COA in the evaluation of the program's compliance with the accreditation standards below:

4.0.2 *The program provides summary data and outcomes for the assessment of each of its competencies, identifying the percentage of students achieving the benchmark.*

4.0.4 *The program uses Form AS 4 (B) and/or AS4 (M) to report assessment outcomes to its constituents and the public on its website and routinely up-dates (minimally every 2 years) these postings*

All Council on Social Work Education programs measure and report student learning outcomes. Students are assessed on their mastery of the competencies that comprise the accreditation standards of the Council on Social Work Education. These competencies are dimensions of social work practice that all social workers are expected to master during their professional training. A measurement benchmark is set by the social work programs for each competency. An assessment score at or above that benchmark is considered by the program to represent mastery of that particular competency.

COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
Identify as a Professional Social Worker	80%	100% on Field Measure; 90% on Focus Group
Apply Ethical Principles	80%	100% on Field Measure; 88% on Focus Group
Apply Critical Thinking	80%	100% on Field Measure; 92% on Focus Group
Engage Diversity in Practice	80%	100% on Field Measure; 94% on Focus Group
Advance Human Rights/ Social and Economic Justice	80%	100% on Field Measure; 90% on Focus Group
Engage Research Informed Practice/ Practice Informed Research	80%	100% on Field Measure; 70% on Research Proposal
Apply Human Behavior Knowledge	80%	100% on Field Measure; 86% on Focus Group
Engage Policy Practice to Advance Well-Being and Deliver Services	80%	100% on Field Measure; 95% on Focus Group
Respond to Practice Contexts	80%	100% on Field Measure; 88% on Focus Group
Practice Engagement	80%	100% on Field Measure and Focus Group
Practice Assessment	80%	100% on Field Measure and 90% on Focus Group
Practice Intervention	80%	100% on Field Measure and 95% on Focus Group
Practice Evaluation	80%	100% on Field Measure and 90% on Focus Group

(NAME) BACCALAUREATE SOCIAL WORK PROGRAM

ASSESSMENT OF STUDENT LEARNING OUTCOMES (2014-15 Academic Year)

LAST COMPLETED ON July 20 2016

Form AS4 (B) Duplicate and expand as needed. Provide table(s) to support self -study narrative addressing the *accreditation standards* below.

This form is used to assist the COA in the evaluation of the program's compliance with the accreditation standards below:

4.0.2 *The program provides summary data and outcomes for the assessment of each of its competencies, identifying the percentage of students achieving the benchmark.*

4.0.4 *The program uses Form AS 4 (B) and/or AS4 (M) to report assessment outcomes to its constituents and the public on its website and routinely up-dates (minimally every 2 years) these postings*

All Council on Social Work Education programs measure and report student learning outcomes. Students are assessed on their mastery of the competencies that comprise the accreditation standards of the Council on Social Work Education. These competencies are dimensions of social work practice that all social workers are expected to master during their professional training. A measurement benchmark is set by the social work programs for each competency. An assessment score at or above that benchmark is considered by the program to represent mastery of that particular competency.

COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
Identify as a Professional Social Worker	80% for Field Measure 70% for Senior Comprehensive	100% on Field Measure; 30% on Senior Comprehensive Examination
Apply Ethical Principles	80% for Field Measure 70% for Senior Comprehensive	100% on Field Measure; 30% on Senior Comprehensive Examination
Apply Critical Thinking	80% for Field Measure 70% for Senior Comprehensive	95% on Field Measure; 30% on Senior Comprehensive Examination
Engage Diversity in Practice	80% for Field Measure 70% for Senior Comprehensive	100% on Field Measure; 30% on Senior Comprehensive Examination
Advance Human Rights/ Social and Economic Justice	80% for Field Measure 70% for Senior Comprehensive	100% on Field Measure; 30% on Senior Comprehensive Examination
Engage Research Informed Practice/ Practice Informed Research	80% for Field Measure and Research Proposal	100% on Field Measure; 70% on Research Proposal
Apply Human Behavior Knowledge	80% for Field Measure 70% for Senior Comprehensive	95% on Field Measure; 30% on Senior Comprehensive Examination
Engage Policy Practice to Advance Well-Being and Deliver Services	80% for Field Measure 70% for Senior Comprehensive	100% on Field Measure; 30% on Senior Comprehensive Examination
Respond to Practice Contexts	80% for Field Measure 70% for Senior Comprehensive	95% on Field Measure; 30% on Focus Group

Practice Engagement	80% for Field Measure 70% for Senior Comprehensive	100% on Field Measure; 30% on Senior Comprehensive Examination
Practice Assessment	80% for Field Measure 70% for Senior Comprehensive	98% on Field Measure and 30% on Senior Comprehensive Examination
Practice Intervention	80% for Field Measure 70% for Senior Comprehensive	97% on Field Measure and 30% on Senior Comprehensive Examination
Practice Evaluation	80% for Field Measure 70% for Senior Comprehensive	79% on Field Measure and 30% on Senior Comprehensive Examination

Educational Policy and Standard 4.0 Assessment

4.0.1 *The program presents its plan to assess the attainment of its competencies. The plan specifies procedures, multiple measures, and benchmarks to assess the attainment of each of the program's competencies*

The Assessment Plan

Assessment remains one of the largest challenges and productive activities of the Baccalaureate Social Work Program. Faculty members work in unison to ensure that we are meeting the core competencies of EPAS, through coursework, rubrics and field internships. We are especially mindful of issues concerning relevance of the methods we use, the most effective means of examining the data gathered and the validity of our findings. These findings are useful for improving our implicit and explicit curricula. Faculty members of the BSW Program have therefore decided upon a multi-dimensional approach that will permit us to assess how well we have accomplished competencies through various measures.

The Department of Social Work has established an evaluation committee to ensure that there is an ongoing assessment relative to accomplishment of all program objectives. Our plan shows how the faculty members utilize findings for continuous program improvement. Dr. Vincent Venturini, a member of the BSW Faculty, chairs the committee. He brings experience in program assessment and evaluation to the table, as well as years of experience as an instructor in research and statistics.

BSW faculty members remain involved in the ongoing process of program evaluation. This is especially critical as we are a small program and all instructors serve on the BSW curriculum committee. Findings from the program evaluation committee will be presented to all faculty members through meetings, memoranda, reports, retreats and special planning sessions.

Our plan for ongoing program assessment and evaluation includes various methods. Each has been selected based upon its usefulness as a measure of discrete practice behaviors. The instruments we have selected are relevant to the competencies and behaviors, and should provide an acceptable level of accuracy when assessing accomplishment of specific outcomes. In fact, we

have carefully chosen measures that are consistent with our ability to determine and control their respective content. The use of various respondents and raters provide us with uniformity in outcome assessments. As such, our plan for assessment and evaluation will give us a viable means of ensuring that program goals and competencies are met and in pointing to areas of needed improvements in the curriculum.

For almost all of the measures, the benchmark will be determined using an aggregate mean. A mean of 4.0 is the benchmark. Because several competencies are measured using a five point Likert scale, we follow the example given in the Holloway article and calculate the mean of all of the students' scores for each practice behavior. A minimum score of four is selected because that would indicate a benchmark equivalent to 80% for satisfactory achievement.

ASSESSMENT PLAN

Competency	Competency Benchmark	Practice Behavior	Measures	Analysis Procedures
EP 2.1.1 Conduct and Identity of Professional Social Work	Mean of 4.0: (For each practice behavior an average score of measures is computed. The mean of those average scores constitutes the statistic employed to address the benchmark)	A. Advocate for client access to services	1. Field Evaluations	1. Aggregate Mean
			2. Employer Evaluation	2. Aggregate Mean
		B. Practice personal reflection and self-correction for continued professional development	1. Items on student survey	1. Aggregate Mean
			2. Class Assignment	2. Aggregate Mean
		C. Attend to Professional roles and boundaries	1. Field Evaluations	1. Aggregate Mean
			2. Employer Survey	2. Aggregate Mean
		D. Demonstrate professional demeanor in behavior,	1. Field Evaluations	1. Aggregate Mean
			1. Employer	2. Aggregate

Competency	Competency Benchmark	Practice Behavior	Measures	Analysis Procedures
		appearance and communication	Survey	Mean
		E. Engage in Career Long Learning	1. Items from Student Surveys	1. Aggregate Mean
		F. Use Supervision and Consultation	2. Employer Surveys 1. Field Evaluations	2. Aggregate Mean 1. Aggregate Mean
			2. Employer Surveys	2. Aggregate Mean
EP2.1.2 Apply Social Work Ethical Principles to Guide Professional Practice	Mean of 4.0: (For each practice behavior an average score of measures is computed. The mean of those average scores constitutes the statistic employed to address the benchmark)	A. Recognize and manage personal values in a way that allows professional values to guide practice	1. Class Assignment 2. Items on Student Survey	1. Aggregate Mean 2. Aggregate Mean
		B. Make ethical decisions by applying professional standards of the social work profession	1. Class assignment 2. Items on Student Survey	1. Aggregate Mean 2. Aggregate Mean
		C. Tolerate ambiguity in resolving ethical conflicts	1. Field Evaluations 2. Employer Survey	1. Aggregate Mean 2. Aggregate Mean
		D. Apply strategies of ethical reasoning to arrive at principled decisions	1. Field Evaluations 2. Employer Survey	1. Aggregate Mean 2. Aggregate Mean

Competency	Competency Benchmark	Practice Behavior	Measures	Analysis Procedures
EP2.1.3 Apply Critical Thinking to inform and communicate professional judgments	Mean of 4.0: (For each practice behavior an average score of measures is computed. The mean of those average scores constitutes the statistic employed to address the benchmark)	<p>A. Distinguish, appraise and use multiple sources of knowledge, including research based knowledge and practice wisdom</p> <p>B. Analyze Models of Assessment, prevention, intervention and evaluation</p> <p>C. Demonstrate effective oral and written communication with client systems of all sizes and with colleagues</p>	<p>1. Class Assignment</p> <p>2. Items on Student Survey</p> <p>1. Class Assignment</p> <p>2. Field Evaluations</p> <p>1. Class Assignments</p> <p>2. Field Evaluations</p>	<p>1. Aggregate Mean</p> <p>2. Aggregate Mean</p> <p>1. Aggregate Mean</p> <p>2. Aggregate Means</p> <p>1. Aggregate Mean</p> <p>2. Aggregate Mean</p>
EP2.1.4 Engage Diversity and Difference in Practice	Mean of 4.0: (For each practice behavior an average score of measures is computed. The mean of those average scores constitutes the statistic employed to	<p>A. Recognize extent to which a culture's structures and values oppress, marginalize and create distinctions of power and privilege</p> <p>B. Gain sufficient self-awareness to eliminate influence of one's own personal</p>	<p>1. Class Assignments</p> <p>2. Items on Student Survey</p> <p>1. Class Assignments</p> <p>2. Items on Student</p>	<p>1. Aggregate Mean</p> <p>2. Aggregate Mean</p> <p>1. Aggregate Mean</p> <p>2. Aggregate Mean</p>

Competency	Competency Benchmark	Practice Behavior	Measures	Analysis Procedures
	address the benchmark)	<p>biases and values in working with diverse groups</p> <p>C. Recognize and communicate an understanding of the importance of differences in shaping life experiences</p> <p>D. View oneself as a learner who engages those with whom s/he works as an informant</p>	<p>Survey</p> <p>1. Class Assignments</p> <p>2. Items on Student Survey</p> <p>1. Class Assignments</p> <p>2. Items on Student Survey</p>	<p>1. Aggregate Mean</p> <p>2. Aggregate Mean</p> <p>1. Aggregate Mean</p> <p>2. Aggregate Mean</p>
EP2.1.5 Advance human rights and social and economic justice	Mean of 4.0: (For each practice behavior an average score of measures is computed. The mean of those average scores constitutes the statistic employed to address the benchmark)	<p>A. Understand the forms and mechanisms of oppression and discrimination</p> <p>B. Advocate for human rights and social and economic justice</p> <p>C. Engage in practices that advance social and economic justice</p>	<p>1. Class Assignments</p> <p>2. Items on Student Survey</p> <p>1. Field Evaluations</p> <p>2. Class assignments</p> <p>1. Field Evaluations</p> <p>2. Employer Survey</p>	<p>1. Aggregate Mean</p> <p>2. Aggregate Mean</p> <p>1. Aggregate Mean</p> <p>2. Aggregate Mean</p> <p>1. Aggregate Mean</p> <p>2. Aggregate Mean</p>
EP2.1.6 Engage in research-informed practice and	Mean of 4.0: (For each practice behavior an average	A. Use practice experience to inform scientific inquiry	<p>1. Class Assignment</p> <p>2. Items on Student</p>	<p>1. Aggregate Mean</p> <p>2. Aggregate Mean</p>

Competency	Competency Benchmark	Practice Behavior	Measures	Analysis Procedures
practice-informed research	score of measures is computed. The mean of those average scores constitutes the statistic employed to address the benchmark)	B. Use research evidence to inform practice	Survey 1. Class Assignment 2. Items on Student Survey	1. Aggregate Mean 2. Aggregate Mean
EP2.1.7 Apply knowledge of human behavior and the social environment	Mean of 4.0: (For each practice behavior an average score of measures is computed. The mean of those average scores constitutes the statistic employed to address the benchmark)	A. Utilize conceptual frameworks to guide the process of assessment, intervention, and evaluation B. Critique and apply knowledge to understand person and environment	1. Class Assignments 2. Items on Student Survey 1. Class Assignments 2. Items on Student Survey	1. Aggregate Mean 2. Aggregate Mean 1. Aggregate Mean 2. Aggregate Mean
EP2.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work services	Mean of 4.0: (For each practice behavior an average score of measures is computed. The mean of those average scores constitutes	A. Analyze, formulate and advocate for policies that advance social well-being B. Collaborate with colleagues and clients for effective policy action.	1. Class Assignments 2. Items on Student Survey 1. Class Assignments 2. Field Evaluations	1. Aggregate Mean 2. Aggregate Mean 1. Aggregate Mean 2. Aggregate Mean

Competency	Competency Benchmark	Practice Behavior	Measures	Analysis Procedures
	the statistic employed to address the benchmark)			
EP2.1.9 Respond to Contexts that Shape Practice	Mean of 4.0: (For each practice behavior an average score of measures is computed. The mean of those average scores constitutes the statistic employed to address the benchmark)	<p>A. Continuously discover, appraise, and attend to changing locales, populations, technological changes and societal trends to provide relevant services</p> <p>B. Provide leadership in promoting sustainable changes in service delivery and practice for improvement of social services</p>	<p>1. Class Assignments</p> <p>2. Items on Student Survey</p> <p>1. Field Evaluations</p> <p>2. Employer Surveys</p>	<p>1. Aggregate Mean</p> <p>2. Aggregate Mean</p> <p>1. Aggregate Mean</p> <p>2. Aggregate Mean</p>

Competency	Competency Benchmark	Practice Behavior	Measures	Analysis Procedures
EP2.1.10 Engage, assess, intervene, and evaluate with clients at micro, mezzo and macro levels of practice	Mean of 4.0: (For each practice behavior an average score of measures is computed. The mean of those average scores constitutes the statistic employed to address the benchmark)	A. Engagement		
		1. Substantively prepare for action with clients at Micro, Mezzo and Mezzo levels	1. Field Evaluations	1. Aggregate Mean
			2. Employer Surveys	2. Aggregate Mean
		2. Use interpersonal skills, including empathy	1. Field Evaluations	1. Aggregate Mean
			2. Employer Surveys	2. Aggregate Mean
		3. Develop a contract with client system	1. Field Evaluations	1. Aggregate Mean
			2. Employer Surveys	2. Aggregate Mean
		B. Assessment		
		1. Collect, organize and interpret client data	1. Class Assignment	1. Aggregate Mean
			2. Items on Student Survey	2. Aggregate Mean
		2. Assess client strengths and limitations	1. Class Assignment	1. Aggregate Mean
			2. Items on an Student Survey	2. Aggregate Mean
		3. Develop mutually agreed-on intervention goals and objectives with	1. Field Evaluations	1. Aggregate Mean
			2. Employer Surveys	2. Aggregate Mean

Competency	Competency Benchmark	Practice Behavior	Measures	Analysis Procedures
		clients		
		4. Select appropriate intervention strategies	1. Class Assignment 2. Employer Surveys	1. Aggregate Mean 2. Aggregate Mean
		C. Intervention 1. Initiate actions to achieve organizational goals	1. Field Evaluations 2. Employer Surveys	1. Aggregate Mean 2. Aggregate Mean
		2. Implement prevention interventions that enhance client capacities	1. Field Evaluations 2. Employer Surveys	1. Aggregate Mean 2. Aggregate Mean
		3. Help clients resolve problems	1. Field Evaluations 2. Employer Surveys	1. Aggregate Mean 2. Aggregate Mean
			1. Field Evaluations 2. Employer Surveys	1. Aggregate Mean 2. Aggregate Mean
		4. Negotiate, mediate, and advocate for clients	1. Field Evaluations 2. Employer Surveys	1. Aggregate Mean 2. Aggregate Mean

Competency	Competency Benchmark	Practice Behavior	Measures	Analysis Procedures
		5. Facilitate transitions and endings	1. Class Assignments 2. Employer Surveys	1. Aggregate Mean 2. Aggregate Mean
		D. Evaluation Critically analyze, monitor, and evaluate interventions	1. Class Assignments 2. Field Evaluations	1. Aggregate Mean 2. Aggregate Mean

Various measures are used in assessing the accomplishment of program objectives. Each is applied as deemed relevant to a specific practice behavior. These methods are subject to change and further development as they are implemented. The instruments include:

1. Final Field Evaluations
2. Specific class assignments
3. Student Surveys
4. Employers Surveys

FINAL FIELD EVALUATIONS

Field evaluations conducted as the student completes the field internship should reflect the level of achievement related to the practice behaviors. Selected items from the evaluation instrument are applied to particular practice behaviors as indicators of performance. Field instructors are trained in the use of the instrument so as to provide reliable measures.

5.0	A	Performance is exceptionally high on performance of task
4.0	B	Performance is generally high on performance of task
3.0	C	Performance meets minimal expectations
2.0	D	Performance falls below what is minimally expected
1.0	F	Performance is unacceptable related to expectations

SPECIFIC CLASS ASSIGNMENTS

Specific class assignments may refer to 1) A community or agency profile in SW420 or 2) a case study assigned to students in SW437, Integrated Seminar. Class assignments may be used as a measure for practice behaviors in which a direct observation of the knowledge base is required in order to provide a reliable and valid measure. While the field evaluations may be useful in tandem with class assignments on some practice behaviors, they may prove less helpful in others. An example would be behaviors related to the Agency or Community Profiles assigned in SW420, Methods of Social Work Practice III. Opportunities for such an activity are not available in many of our field agencies and so field evaluations as a measurement is not appropriate. The use of a class assignment, in which students are expected to prepare and execute an Agency Profile or Community Profile, does provide a direct and reliable measure.

This Class Assignment uses a five point rubric. The rubric is as follows:

5 The Profile is very comprehensive, detailed and covers all questions with depth and clarity. The score of 5 is equivalent to a grade of A

4 The Profile is comprehensive and detailed to a high degree. It covers all questions with a high degree of depth and clarity. The score of 4 is equivalent to a grade of B

3 The Profile is comprehensive and detailed at no more than an acceptable level. It covers all questions with an intermediate degree of depth and clarity. The score of 3 is equivalent to a grade of C

2 The Profile demonstrates no more than a poor level related to being comprehensive and detailed. Depth and clarity are judged to be poor. A score of 2 is equivalent to a grade of D

1 The Profile is neither comprehensive nor detailed. There is likewise no discernible depth or clarity. A score of 1 means that the student receives an F

The level of achievement is determined by the instructor based upon completion of assignments and the quality of the work. It should be noted that the benchmark score of 4 indicates that the student has met the minimal expectation for an "exemplary" level of achievement. This corresponds with a score of at least 80% which is commensurate with a grade of B. Should that cohort score close to a 5.0, this would be commensurate with a grade of A.

Community/Agency Profiles

Students are expected to complete either an Agency Profile or a Community Profile while enrolled in SW420, Methods of Social Work Practice III. Those students who are simultaneously enrolled in SW436, Field Internship, typically complete the profile of the agency in which they are placed. Those who are not enrolled in field complete the Community Profile. These profiles measure the students' skills and knowledge related to understanding the structure and dynamics of macro settings as well as practice activities within those settings.

STUDENT SURVEY

The Student Survey is constructed around the core of the BSW Program. It is designed to measure student learning outcomes related to these competencies using a Likert Scale. The scoring of the instrument is weighted in the direction of achievement of the competencies, so that the higher the mean score the higher the level of achievement. Questions/statements move in different directions. For those questions/statements that move in the direction of accomplishment of competencies (e.g, #s 3 and 5), the answer selections begin with SA (Strongly Agree) on the left and continues to SD or Strongly Disagree) on the right. For the questions/statements that move in the opposite direction of accomplishment of the competencies (e.g #s1 & 4) the sequence is reversed. The use of mis-direction is intended to control for issues of students falling into response set of using the same answer for each question. The benchmark for achievement is an aggregate mean of at least 3.2, which is commensurate with a score of 80%.

EMPLOYER SURVEY

Employer surveys allow the Program to assess outcomes related to competencies after the student has graduated and has entered professional practice at the entry level. There are some practice behaviors such as "engages in career long learning" that cannot accurately be measured while students are still enrolled in the Program. While student surveys conducted just prior to graduation from the BSW Program can tease out the behavior as a value or intention held by the student, an employer survey can best be used to provide a concrete measure of its achievement. Surveys of employers also help to show whether graduates are engaging in a level of practice that is reflective of several of the practice behaviors that are attached to the core and concentration competencies.

While Employer Surveys are similar in some ways to the final field evaluation form, particularly in that social work supervisors are assessing performance, there are major differences. The Employer Survey is administered not to students, but to former students of the Program who are now working in professional practice. The bar is set higher for performance of job duties.

Employer surveys will be sent every three years to area social service agencies that employ graduates of the BSW Program. The Survey is scheduled for mailing in the Fall of 2015. The cohort that will be assessed includes alumni who graduated from 2012 to 2014, inclusive. The survey consists of a sample of questions contained in the foundation and concentration field internship evaluation forms. The language has been changed so that the instrument becomes employee rather than student focused. Questions will be added related to the level of participation by graduates in continued learning. The Respondents are asked to rate graduates of our program on each item using the same four point scale used in the field instrument. This survey permits agency directors/supervisors the opportunity to provide feedback into how well our program is succeeding in accomplishing its objectives. Members of the Program Evaluation Committee will collect, compute and analyze the data. They will report their findings to the entire program faculty.

Meetings to Discuss Data and Planned Changes in Explicit and Implicit Curricula

The BSW faculty will hold a curriculum meeting early in the Fall 2016 Semester during which time they discuss data related to field evaluations, classroom surveys and agency/community profiles. All

data will be examined and a determination made as to their relevance to the explicit and implicit curricula. Faculty members will vote on how to use data during the 2015-16 academic year. Meetings will be held as needed in order to discuss possible changes in curricular areas.

4.0.2: The program provides summary data and outcomes for the assessment of each of its competencies, identifying the percentage of students achieving each benchmark.

Assessment Results for 2014-2015 Academic Year

A. Field Evaluation Forms Spring of 2015:

Those items on the field evaluation form that best correspond with individual EPAS competencies are listed below each competency. **The benchmark for success in each practice behavior is a mean score of 4.0 or higher out of a possible high score of 5.0.** The mean scores for each practice behavior are reported along with the individual practice behaviors. N = 35; Their means scores are also recorded there.

2.1.1 Identify as a professional social worker and conduct one-self accordingly

a. Advocate for client access to services of social work.

Two items from the field evaluation instrument are used to measure performance on this practice behavior: Understands relationships of social policies to social work practice in field agency

1. Critically analyze the impact of agency and social policies on clients, agency workers, the community and other organizations. **The Mean Score for this Practice Behavior is 4.17. A total of four scores below the benchmark of 4.0 were recorded. The Benchmark for success was met.**
2. Works within agency policies, guidelines, and operational realities to recognize gaps in services or other needs for community and/or organizational change to meet client needs. **The Mean Score for this Practice Behavior is 4.2. A total of four scores below the benchmark were recorded. The Benchmark for success was met.**

b. Practice personal reflection and self-correction to assure continual professional development

Three items from the field evaluation instrument are used to measure performance on this competency:

1. Demonstrates knowledge of professional self. **The Mean score for this Practice Behavior is 4.24. The Benchmark for success was met.**
2. Integrates new knowledge and/or suggestions given by field supervisor into practice. **The Mean score this Practice Behavior is 4.1. The Benchmark for success was met.**
3. Participates in professional development activities. **The Mean Score for this Practice Behavior is 4.4. The Benchmark for success was met.**

c. Attend to professional roles and boundaries

Six items from the field evaluation instrument are used to measure performance on this competency:

1. Recognizes the role of the agency as it relates to social work. **The Mean Score for this Practice Behavior is 4.37. The Benchmark for success was met.**
2. Meets agency/professional standards for attendance, appointments and meetings. **The Mean Score for this Practice Behavior is 4.17. The Benchmark for success was met.**
3. Interacts with clients, colleagues, agency personnel and others in an ethical and professional manner. **The Mean Score for this Practice Behavior is 4.42. The Benchmark for success was met.**
4. Integrates into agency's organizational structure. **The Mean Score for this Practice Behavior is 4.31. The Benchmark for success was met.**
5. Understands and operates within agency service delivery structure. **The Mean Score for this Practice Behavior is 4.23. The Benchmark for success was met.**
6. Establishes and maintains appropriate boundaries. **The Mean Score for this Practice Behavior is 4.42. The Benchmark for success was met.**

d. Demonstrate professional demeanor in behavior, appearance and communication

Four items from the field evaluation instrument are used to measure performance on this competency:

1. Establishes rapport with client. **The Mean Score for this Practice Behavior is 4.25. The Benchmark for success was met.**

2. Demonstrates professional use of oral communication skills when working with diverse client systems. **The Mean Score for this Practice Behavior is 4.2. The Benchmark for success was met.**
3. Demonstrates a professional level of written communication (e.g. organize and express basic ideas and summarize relevant data in case recordings, reports, letters, etc.). **The Mean Score for this Practice Behavior is 4.2. The Benchmark for success was met.**
4. Interacts with clients, colleagues, agency personnel and others in an ethical and professional manner. **The Mean Score for this Practice Behavior is 4.4. The Benchmark for success was met.**

e. Engage in career long learning

Two items from the field evaluation instrument are used to measure performance on this competency:

- 1 Integrates new knowledge and/or suggestions given by field supervisor in practice. **The Mean Score for this Practice Behavior is 4.1. The Benchmark for Success was met.**
- 2 Participates in professional development activities. **The Mean Score for this Practice Behavior is 4.4. The Benchmark for Success was met.**

f. Use supervision and consultation

Three items from the field evaluation instrument are used to measure performance on this competency:

- 1 Prepares for supervisory conference with planned agenda. **The Mean Score for this item is 4.0. The Benchmark for Success was met with the minimum score.**
- 2 Reports promptly to supervisory conferences, meetings, etc. **The Mean Score for this item is 4.37. The Benchmark for success was met.**
- 3 Uses supervision and consultation to facilitate constructive problem solving. **The Mean Score for this item is 4.33. The Benchmark for Success was met.**

2.1.2 Apply Social Work Ethical Principles to Guide Professional Practice

- a. Recognize and manage personal values in a way that allows professional values to guide practice.

Five items from the field evaluation instrument are used to measure performance on this competency:

1. Demonstrates knowledge of values, principles and theories that guide effective interventions. **The Mean Score for this item is 4.23. The Benchmark for Success was met.**
2. Recognizes and discusses personal values and any conflicts that may arise in the practice setting. **The Mean Score for this item is 4.17. The Benchmark for Success was met.**
3. Establishes and maintains appropriate boundaries. **The Mean Score for this item is 4.43. The Benchmark for Success was met.**
4. Exhibits professional social work values when working with diverse populations. **The Mean Score for this item is 4.48. The Benchmark for Success was met.**
5. Identifies key social work and ethical principles and is able to discuss some practice implications. **The Mean Score for this item is 4.14. The Benchmark for Success was met.**

- b. Make ethical decisions by applying standards of the National Association of Social Workers and as applicable of the International Federation of Social Workers/International Association of Schools of Social Work ethics in social work, statement in principles

One item from the field evaluation form measures this performance:

1. Identifies key social work values and ethical principles and is able to discuss some practice implications. **The Mean Score for this item is 4.14. The Benchmark for Success was met.**

- c. Tolerate ambiguity in resolving ethical conflicts

One item from the field evaluation form measures this performance:

1. Recognizes and discusses personal values and any conflicts that may arise in the practice setting. **The Mean Score for this Item is 4.17. The Benchmark for Success was met.**
- d. Apply strategies of ethical reasoning to arrive at principled decisions

One item from the field evaluation form measures this performance:

1. Recognizes and discusses personal values and any conflicts that may arise in the practice setting. **The Mean Score for this Item is 4.17. The Benchmark for Success was met.**

One item from the field evaluation form measures this performance:

1. Recognizes and discusses personal values and any conflicts that may arise in the practice setting. **The Mean Score for this Item is 4.17. The Benchmark for Success was met.**

2.1.3 Apply Critical Thinking to Inform and Communicate Professional Judgment

- a. Distinguish, appraise and integrate multiple sources of knowledge, including research based knowledge, and practice wisdom

Four items from the field evaluation instrument measures this performance:

1. Demonstrates ability to make assessments and identify appropriate interventions when working with clients. **The Mean Score for this Item is 4.17. The Benchmark for Success was met.**
 2. Identifies theoretical underpinnings for interventions. **The Mean Score for this Item is 4.17. The Benchmark for Success was met.**
 3. Defines, understands and applies biological, emotional, cognitive, and behavioral dimensions in assessment of the client and presenting problems. **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**
 4. Evaluates the implications of research for client population and/or service delivery. **The Mean Score for this Item is 4.0. The Benchmark For Success was met.**
- b. Analyze models of assessment, prevention , intervention and evaluation

Four items from the field evaluation instrument measures performance on this competency:

1. Demonstrates ability to make assessments and identify appropriate interventions when working with clients. **The Mean Score for this item is 4.17. The Benchmark for Success was met.**
 2. Illustrates use of problem solving process in case reports/records. **The Mean Score for this Item is 3.97 The Benchmark for Success was NOT met.**
 3. Appropriately incorporates theories of human behavior and development into agency. **The Mean Score for this Item is 4.17. The Benchmark for Success was met.**
 4. Differentiates between roles of person and environment when assessing causes of problems. **The Mean Score for this Item is 3.97. The Benchmark for Success was NOT met. (Technically, the mean score could be rounded to a 4.0 but given the precise score here, the Program acknowledges problems in this area.)**
- c. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities and colleagues

Three items from the field evaluation instrument measures performance on this competency:

1. Demonstrates professional use of oral communication skills when working with diverse client system. **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**
2. Establishes appropriate and satisfactory relationships with clients/consumers, supervisors, colleagues, and community members including those of diverse backgrounds. **The Mean Score for this Item is 4.35. The Benchmark for Success was met.**
3. Demonstrates a professional level of written communication (e.g. organize and express basic ideas and summarize relevant data in case recordings, reports, letters, etc.). **The Mean Score for this Item is 4.3. The Benchmark for Success was met.**

2.1.3 Engage Diversity and Difference in Practice

- a. Recognize the extent to which a culture's structures and values may oppress , marginalize, alienate or create or enhance privilege and power

Four items from the field evaluation instrument measures performance on this competency:

1. Understands issues of inequality and power related to race, gender, age, income and sexual orientation. **The Mean Score for this Item is 4.31. The Benchmark for Success was met.**
 2. Understands forms and mechanisms of oppression and discrimination as they relate to specific client systems. **The Mean Score for this Item is 4.6. The Benchmark for Success was met.**
 3. Understands strategies and skills needed for change (advancement of social and economic justice). **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**
 4. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this item is 4.1. The Benchmark for Success was met.**
- b. Gain sufficient self-awareness to eliminate the influences of personal biases and values in working with diverse groups

Two items from the field evaluation instrument measure performance on this competency:

1. Recognizes and discusses personal values and conflicts that may arise in the practice setting. **The Mean Score for this item is 4.1. The Benchmark for Success was met.**
 2. Exhibits professional social work values when working with diverse populations. **The Mean Score for this item is 4.5. The Benchmark for Success was met.**
- c. Recognize and communicate their understanding of the importance of the difference in shaping life experiences

Three items from the field evaluation instrument measure performance on this competency:

1. Understands the impact of rural environment on diverse populations such as disabled, poor, minority, women, gays/lesbians, religious minorities and the elderly. **The Mean Score for this Item is 4.3. The Benchmark for Success was met.**

2. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this Item is 4.11. The Benchmark for Success was met.**
 3. Understands forms and mechanisms of oppression and discrimination as they relate to specific client systems. **The Mean Score for this Item is 4.6. The Benchmark for Success was met.**
- d. View themselves as learners and engage those with whom they work as informants

Two items on field evaluation form measure performance on this competency:

1. Locates research materials that apply to the client population and/or service delivery. **The Mean Score for this Item is 4.35. The Benchmark for Success was met.**
2. Establishes appropriate and satisfactory relationship with clients/consumers, supervisors, colleagues, and community members including those of diverse backgrounds. **The Mean Score for this Item is 4.08. The Benchmark for Success was met.**

2.1.5 Advance Human Rights and Social and Economic Justice

- a. Understand the forms and mechanisms of oppression and discrimination

Three items from the field evaluation instrument measure performance on this competency:

1. Understands forms and mechanisms of oppression and discrimination as they relate to specific client systems. **The Mean Score for this Item is 4.6. The Benchmark for Success was met.**
2. Understands strategies and skills needed for change (advancement of social and economic justice). **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**
3. Work cooperatively with peers and other professionals to advocate for client and for more humane and just services. **The Mean Score for this Item is 4.14. The Benchmark for Success was met.**

- b. Advocate for human rights and social and economic justice

Three items from field evaluation instrument measure performance on this competency:

1. Understands forms and mechanisms of oppression and discrimination as they relate to specific client systems. **The Mean Score for this Item is 4.6. The Benchmark for Success was met.**
2. Understands strategies and skills needed for change (advancement of social and economic justice). **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**
3. Work cooperatively with peers and other professionals to advocate for client and for more humane and just services. **The Mean Score for this Item is 4.14. The Benchmark for Success was met.**

- c. Engage in practices that advance social and economic justice

Three items on field evaluation instrument measure performance on this competency:

1. Understands strategies and skills needed for change (advancement of social and economic justice). **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**
2. Works cooperatively with peers and other professionals to advocate for client and for more humane and justice services. **The Mean Score for this Item is 4.14. The Benchmark for Success was met.**
3. Includes relevant factors of diversity as they relate to needs of client. **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**

2.1.6 Engage in Research Informed Practice and Practice Informed Research

- a. Use practice experience to inform scientific inquiry

Two items from the field evaluation instrument measures performance on this competency:

1. Locates research materials that apply to the client population and/or service delivery. **The Mean Score for this Item is 4.35. The Benchmark for Success was met.**

2. Evaluates the implications of research for client population and/or service delivery.
The Mean Score for this Item is 4.05. The Benchmark for Success was met.

b. Use research evidence to inform practice

Two items from the field evaluation instrument measures performance on this competency:

1. Locates research materials that apply to the client population and/or service delivery.
The Mean Score for this Item is 4.35. The Benchmark for Success was met.
2. Evaluates the implications of research for client population and/or service delivery.
The Mean Score for this Item is 4.05. The Benchmark for Success was met.

2.1.7 Apply Knowledge of Human Behavior and Social Environment

- a. Utilize conceptual frameworks to guide the processes of assessment, intervention and evaluation

Two items from field evaluation instrument measure this performance:

1. Identifies theoretical underpinnings for interventions. **The Mean Score for this Item is 4.17. The Benchmark for Success was met.**
2. Defines, understands and applies biological, emotional, cognitive, and behavioral dimensions in assessment of the client and presenting problem. **The Mean Score for this Item is 4.35. The Benchmark for Success was met.**

- b. Critique and apply knowledge to understand person and environment

Three items from field evaluation instrument measure performance on this competency:

1. Differentiates between roles of person and environment when assessing causes of problems. **The Mean Score for this Item is 3.97. The Benchmark for Success was NOT met. (Technically, the mean score could be rounded to a 4.0 but given the precise score here, the Program acknowledges problems in this area.)**
2. Locates sources of strength necessary for problem solving in both person and environment. **The Mean Score for this Item is 3.9. The Benchmark for Success was NOT met.**

3. Understands the impact of rural environment on diverse populations, such as disabled, poor, minority, women, gay/lesbians, religious minorities and elderly. **The Mean Score for this Item is 4.3. The Benchmark for Success was met.**

2.1.8 Engage in Policy Practice to Advance Social and Economic well-being and to deliver effective social work services

- a. analyze formulate and advocate for policies that advance social well-being

Three items from field evaluation instrument measure performance on this competency:

1. Understands relationships of social policies to social work practice in field agency. **The Mean Score for this Item is 4.22. The Benchmark for Success was met.**
2. Critically analyze the impact of agency and social policies on clients, agency workers, the community and other organizations. **The Mean Score for this Item is 4.08. The Benchmark for Success was met.**
3. Works within agency policies, guidelines, and operational realities to recognize gaps in services or other needs for community and/or organization change to meet client needs. **The Mean Score for this Item is 4.3. The Benchmark for Success was met.**

- b. Collaborate with colleagues and clients for effective policy action

Three items from field evaluation instrument measure performance on this competency:

1. Understands relationships of social policies to social work practice in field agency. **The Mean Score for this Item is 4.22. The Benchmark for Success was met.**
2. Critically analyze the impact of agency and social policies on clients, agency workers, the community and other organizations. **The Mean Score for this Item is 4.08. The Benchmark for Success was met.**
3. Works within agency policies, guidelines, and operational realities to recognize gaps in services or other needs for community and/or organization change to meet client needs. **The Mean Score for this Item is 4.3. The Benchmark for Success was met.**

2.1.9 Respond to Contexts that Shape Practice

- a. continuously discover, appraise and attend to changing locales, scientific and technological development, and emerging societal trends to provide relevant services

Four items from field evaluation instrument measures performance on this competency:

1. Applies specific knowledge and skills necessary for advanced practice with clients in rural areas. **The Mean Score for this Item is 4.05. The Benchmark for Success was met.**
2. Understands the impact of the rural environment on the ability of the social worker to intervene successfully at an advanced level of practice with clients. **The Mean Score for this Item is 4.35. The Benchmark for Success was met.**
3. Understands the impact of rural environment on diverse populations such as disabled, poor, minority, women, gays/lesbians, religious minorities and elderly. **The Mean Score for this Item is 4.3. The Benchmark for Success was met.**
4. Develops resources to assist in providing advanced interventions to diverse clients in rural areas. **The Mean Score for this Item is 3.97. The Benchmark for Success was NOT met.**

- b. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services

One item from field evaluation instrument measures performance on this competency:

1. Develops resources to assist in providing advanced interventions to diverse clients. **The Mean Score for this Item is 3.97. The Benchmark for Success was NOT met.**

2.1.0A Engage, Assess, Intervene with Individuals, Families, Groups, Organizations and Communities

- a. Substantively and affectively prepare for action with individual groups families organizations and communities

One item from Field Evaluation Instrument measures Performance on this Competency:

1. Establishes rapport with client. **The Mean Score for this Item is 4.17. The Benchmark for Success was met.**

- b. Use empathy and other interpersonal skills

One item from Field Evaluation instrument measures performance on this competency:

1. Establishes appropriate and satisfactory relationship with clients/consumers, supervisors, colleagues, and community members including those of diverse backgrounds. **The Mean Score for this Item is 4.08. The Benchmark for Success was met.**

- c. Develop a mutually agreed on focus of work and desired outcomes

One item from Field Evaluation instrument measures performance on this competency:

1. Establishes appropriate and satisfactory relationship with clients/consumers, supervisors, colleagues, and community members including those of diverse backgrounds. **The Mean Score for this Item is 4.08. The Benchmark for Success was met.**

- d. Collect, organize and interpret data

Three items on field evaluation instrument measures performance on this competency:

1. Demonstrates the ability to make assessments and identify appropriate interventions when working with clients. **The Mean Score for this Item is 4.14. The Benchmark for Success was met.**
2. Defines, understands and applies biological, emotional, cognitive, and behavioral dimensions in assessment of the client and presenting problems. **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**
3. Locates research materials that apply to the client population and/or service delivery. **The Mean Score for this Item is 4.35. The Benchmark for Success was met.**

- e. Assess client strengths and limitations

Two items on field evaluation instrument measures performance on this competency:

1. Demonstrates the ability to make assessments and identify appropriate interventions when working with clients. **The Mean Score for this Item is 4.14. The Benchmark for Success was met.**

2. Defines, understands and applies biological, emotional, cognitive, and behavioral dimensions in assessment of the client and presenting problems. **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**

f. develop mutually agreed on goals and objectives

Two items on field evaluation instrument measures performance on this competency:

1. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**
2. Develops an array of intervention options based on client assessment. **The Mean Score for this Item is 3.94. The Benchmark for Success was NOT met.**

g. Select appropriate intervention strategies

Two items on field evaluation instrument measures performance on this competency:

1. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**
2. Develops an array of intervention options based on client assessment. **The Mean Score for this Item is 3.94. The Benchmark for Success was NOT met.**

h. Initiate actions to achieve organizational goals

Two items on field evaluation instrument measure performance on this competency:

1. Identifies current issues facing social work agencies (e.g. privatization, staffing). **The Mean Score for this Item is 4.3. The Benchmark for Success was met.**
2. Understands and interprets history of social work profession and social work agencies as it applies to the relevant and current structures and issues. **The Mean Score for this Item is 4.14. The Benchmark for Success was met.**

i. Implement prevention interventions that enhance client capabilities

Three items from field evaluation instrument measure performance on this competency:

1. Supports the client, family, group, community/organization in advocating for client and for more humane and just services. **The Mean Score for this Item is 4.3. The Benchmark for Success was met.**
2. Understands strategies and skills needed for change (advancement of social and economic justice). **The Mean Score for this Item is 4.3. The Benchmark for Success was met.**
3. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**

j. Help clients resolve problems

Three items from field evaluation instrument measure performance on this competency:

1. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**
2. Locates sources of strength necessary for problem solving in both person and environment. **The Mean Score for this Item is 3.9. The Benchmark for Success was NOT met.**
3. Works cooperatively with peers and other professionals to advocate for client and for more humane and just services. **The Mean Score for this Item is 4.14. The Benchmark for Success was met.**

k. Negotiate, mediate and advocate for clients

Four items from field evaluation instrument measure performance on this competency:

1. Works cooperatively with peers and other professionals to advocate for client and for more humane and just services. **The Mean Score for this Item is 4.14. The Benchmark for Success was met.**

2. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this Item is 4.2. The Benchmark for Success was met.**
 3. Illustrates use of problem solving process in case reports, records. **The Mean Score for this Item is 3.97. The Benchmark for Success was met.**
 4. Identifies key social work and ethical principles and is able to discuss some practice implications. **The Mean Score for this Item is 4.3. The Benchmark for Success was met.**
1. Facilitate transitions and endings

One item from field evaluation instrument measures performance on this competency:

1. Is familiar with agency's protocol for feedback. **Because of a flaw in the instrument, it is not possible to assess this issue.**

m. Social workers critically analyze, monitor and evaluate interventions.

One item from the field evaluation instrument measures performance on this competency:

1. Illustrates use of problem solving process in case reports/records. **The Mean Score for this Item is 3.97. The Benchmark for Success was NOT met.**
2. Develops an array of intervention options based on client assessment. **The Mean Score for this Item is 3.94 The Benchmark for Success was NOT met.**

PROGRAM'S RURAL COMPETENCIES:

Utilize knowledge of rural communities to develop appropriate interventions and services for clients

The Community Services Profile indicates an average level of knowledge related to the knowledge possessed by students related to rural community. The Aggregate Mean score for the Community Service Profile was slightly better than a 3.0. The Benchmark was a 4. The Benchmark was therefore NOT Met for this rural learning outcome.

Four items from the Field Evaluation Instrument were used to measure this student learning outcome. They are as follows:

1. Applies specific knowledge and skills necessary for advanced practice with clients in rural areas. **The Mean Score for this Item is 4.05. The Benchmark for Success was met.**
2. Understands the impact of rural environment on the ability of the social worker to intervene successfully at a generalist level of practice. **The Mean Score for this Item is 4.17. The Benchmark for Success was met.**
3. Understands the impact of rural environment on diverse populations such as the disabled, poor, minority, women, gay/lesbian, religious minorities and elderly. **The Mean Score for this Item is 4.3. The Benchmark for Success was met.**
4. Develops resources to assist in providing advanced interventions to diverse clients in rural areas. **The Mean Score for this Item is 3.97. The Benchmark for Success was NOT met.**

Use Knowledge, values and skills of social work practice to perform generalist practice in rural areas:

Four items from the Field Evaluation Instrument were used to measure this student learning outcome. They are as follows:

1. Applies specific knowledge and skills necessary for advanced practice with clients in rural areas. **The Mean Score for this Item is 4.05. The Benchmark for Success was met.**
2. Understands the impact of rural environment on the ability of the social worker to intervene successfully at a generalist level of practice. **The Mean Score for this Item is 4.17. The Benchmark for Success was met.**
3. Understands the impact of rural environment on diverse populations such as the disabled, poor, minority, women, gay/lesbian, religious minorities and elderly. **The Mean Score for this Item is 4.3. The Benchmark for Success was met.**
4. Develops resources to assist in providing advanced interventions to diverse clients in rural areas. **The Mean Score for this Item is 3.97. The Benchmark for Success was NOT met.**

Results on Social Work Comprehensive Exam

A comprehensive social work examination was administered to seniors during the Fall Semester of 2014. The examination consisted of 150 questions and covered the curricular content mandated by the Educational Policy and Standards published by the Council on Social Work Education. The results of the Comprehensive Examination are as follows:

Number of Correct Answers: 84	56%
Number of Correct Answers: 83	55%
Number of Correct Answers: 78	52%
Number of Correct Answers: 77	51%
Number of Correct Answers: 75	50%
Number of Correct Answers: 72	48%
Number of Correct Answers: 72	48%
Number of Correct Answers: 72	48%
Number of Correct Answers: 71	47%
Number of Correct Answers: 71	47%
Number of Correct Answers: 69	46%
Number of Correct Answers: 64	43%
Number of Correct Answers: 63	42%
Number of Correct Answers: 61	41%
Number of Correct Answers: 58	39%
Number of Correct Answers: 55	37%
Number of Correct Answers: 54	36%
Number of Correct Answers: 53	35%
Number of Correct Answers: 49	33%

N=19

Median	Number of Correct Answers: 69
Mode	Number of Correct Answers: 72
Mean	Number of Correct Answers: 67
Mean Test Score	45
Range (Test Scores)	23

A review of the Comprehensive Examination results show that five or 26% of students who took this test correctly answered half or more than half of the questions. The Benchmark for Success was 70%. Given that even the best scores fell below 60% indicates that benchmarks were not reached using this test as a measure of outcomes.

2.1.1 Identify as a professional social worker and conduct one-self accordingly

- a. Advocate for client access to services of social work. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive**

Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.

- b. Practice personal reflection and self-correction to assure continual professional development. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- c. Attend to professional roles and boundaries. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- d. Demonstrate professional demeanor in behavior, appearance and communication
Four items from the field evaluation instrument are used to measure performance on this competency: **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- e. Engage in career long learning. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- f. Use supervision and consultation. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**

2.1.2 Apply Social Work Ethical Principles to Guide Professional Practice

- a. Recognize and manage personal values in a way that allows professional values to guide practice. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- b. Make ethical decisions by applying standards of the National Association of Social Workers and as applicable of the International Federation of Social Workers/International Association of Schools of Social Work ethics in social work, statement in principles. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70.**

The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.

- c. Tolerate ambiguity in resolving ethical conflicts. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- d. Apply strategies of ethical reasoning to arrive at principled decisions. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**

2.1.3 Apply Critical Thinking to Inform and Communicate Professional Judgment

- a. Distinguish, appraise and integrate multiple sources of knowledge, including research based knowledge, and practice wisdom. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- b. Analyze models of assessment, prevention, intervention and evaluation. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- c. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities and colleagues. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**

2.1.4 Engage Diversity and Difference in Practice

- a. Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate or create or enhance privilege and power. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**

- b. Gain sufficient self-awareness to eliminate the influences of personal biases and values in working with diverse groups. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- c. Recognize and communicate their understanding of the importance of the difference in shaping life experience. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- d. View themselves as learners and engage those with whom they work as informants. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**

2.15 Advance Human Rights and Social and Economic Justice

- a. Understand the forms and mechanisms of oppression and discrimination. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- b. Advocate for human rights and social and economic justice. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- c. Engage in practices that advance social and economic justice. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**

2.16 Engage in Research Informed Practice and Practice Informed Research

- a. Use practice experience to inform scientific inquiry. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- b. Use research evidence to inform practice. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**

2.1.7 Apply Knowledge of Human Behavior and Social Environment

- a. Utilize conceptual frameworks to guide the processes of assessment, intervention and evaluation. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- b. Critique and apply knowledge to understand person and environment. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**

2.1.8 Engage in Policy Practice to Advance Social and Economic well-being and to deliver effective social work services

- a. Analyze formulate and advocate for policies that advance social well-being. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- b. Collaborate with colleagues and clients for effective policy action. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**

2.1.9 Respond to Contexts that Shape Practice

- a. Continuously discover, appraise and attend to changing locales, scientific and technological development, and emerging societal trends to provide relevant services. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- b. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**

2.1.0A Engage, Assess, Intervene with Individuals, Families, Groups, Organizations and Communities

- a. Substantively and affectively prepare for action with individual groups families organizations and communities. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- b. Use empathy and other interpersonal skills. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- c. Develop a mutually agreed on focus of work and desired outcomes. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- d. Collect, organize and interpret data. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- e. Assess client strengths and limitations. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which**

would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.

- f. Develop mutually agreed on goals and objectives. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- g. Select appropriate intervention strategies. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- h. Initiate actions to achieve organizational goals. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- i. Implement prevention interventions that enhance client capabilities. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- j. Help clients resolve problems. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- k. Negotiate, mediate and advocate for clients. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- l. Facilitate transitions and endings. **The Benchmark for Success was a minimum mean number of 105 correct answers on the Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.**
- m. Social workers critically analyze, monitor and evaluate interventions. **The Benchmark for Success was a minimum mean number of 105 correct answers on the**

Comprehensive Examination which would be equivalent to a test score of 70. The mean test score was 45 and the conclusion is that the Benchmark for Success was not met.

Discussion of Comprehensive Exam

The results of the comprehensive examination indicate a need for the program to require more competency based exercises related to curricular areas in social work. Granted, the comprehensive examination was weighted in the direction of a higher level of difficulty than typical in-class examinations present in order to help students sharpen their experiences in further expanding their individual knowledge bases. As CSWE has moved from a learning objective assessment model to one based upon competencies, the comprehensive examination cannot be considered a holistic approach. Students have indicated an ability to perform social work generalist tasks in field settings to the satisfaction of their supervisors. The problem here is to help students strengthen their abilities to articulate practice/policy/value issues in a cognitive sense and to concurrently demonstrate their competencies in agency settings.

A further review of the results on the comprehensive examination shows a correlation between those who scored 50 or higher on the test. Those scores correlated with higher cumulative grade point averages. These students also were rated highly by their field instructors. The comprehensive examination does demonstrate some value as one tool in a holistic model of assessment.

Assessment Results for 2015-2016 Academic Year

The first section of the 2015-2016 Academic Year Assessment measures performance of students on competencies and attendant practice behaviors using ratings by Agency Field Instructors of students in field internships. The Mean Scores are as follows for each separate practice behavior.

B. Field Evaluation Forms Spring of 2016:

Those items on the field evaluation form that best correspond with individual EPAS competencies are listed below each competency. Their means scores are also recorded there.

2.1.1 Identify as a professional social worker and conduct one-self accordingly

- a. Advocate for client access to services of social work.

Three items from the field evaluation instrument are used to measure performance on this competency:

- b. Understands relationships of social policies to social work practice in field agency. **The Mean Score for this Item is 4.3. The Benchmark for Success has been Met.**
- c. Critically analyze the impact of agency and social policies on clients, agency workers, the community and other organizations. **The Mean Score for this Item is 4.31. The Benchmark for Success has been Met.**
- d. Works within agency policies, guidelines, and operational realities to recognize gaps in services or other needs for community and/or organizational change to meet client needs. **The Mean Score for this Item is 4.42. The Benchmark for Success has been Met.**
- g. Practice personal reflection and self-correction to assure continual professional development

Three items from the field evaluation instrument are used to measure performance on this competency:

- 4. Demonstrates knowledge of professional self. **The Mean Score for this Item is 4.31. The Benchmark for Success has been Met.**
- 5. Integrates new knowledge and/or suggestions given by field supervisor into practice. **The Mean Score for this Item is 4.63. The Benchmark for Success has been Met.**
- 6. Participates in professional development activities. **The Mean Score for this Item is 4.73. The Benchmark for Success has been Met.**
- h. Attend to professional roles and boundaries

Six items from the field evaluation instrument are used to measure performance on this competency:

7. Recognizes the role of the agency as it relates to social work. **The Mean Score for this Item is 4.73. The Benchmark for Success has been Met.**
 8. Meets agency/professional standards for attendance, appointments and meetings. **The Mean Score for this Item is 4.68. The Benchmark for Success has been Met.**
 9. Interacts with clients, colleagues, agency personnel and others in an ethical and professional manner. **The Mean Score for this Item is 4.63. The Benchmark for Success has been Met.**
 10. Integrates into agency's organizational structure. **The Mean Score for this Item is 4.73. The Benchmark for Success has been Met.**
 11. Understands and operates within agency service delivery structure. **The Mean Score for this Item is 4.63. The Benchmark for Success has been Met.**
 12. Establishes and maintains appropriate boundaries. **The Mean Score for this Item is 4.42. The Benchmark for Success has been Met.**
- i. Demonstrate professional demeanor in behavior, appearance and communication

Four items from the field evaluation instrument are used to measure performance on this competency:

5. Establishes rapport with client. **The Mean Score for this Item is 4.73. The Benchmark for Success has been Met.**
 6. Demonstrates professional use of oral communication skills when working with diverse client systems. **The Mean Score for this Item is 4.63. The Benchmark for Success has been Met.**
 7. Demonstrates a professional level of written communication (e.g. organize and express basic ideas and summarize relevant data in case recordings, reports, letters, etc.). **The Mean Score for this Item is 4.47. The Benchmark for Success has been Met.**
 8. Interacts with clients, colleagues, agency personnel and others in an ethical and professional manner. **The Mean Score for this Item is 4.63. The Benchmark for Success has been Met.**
- j. Engage in career long learning

Two items from the field evaluation instrument are used to measure performance on this competency:

- 1 Integrates new knowledge and/or suggestions given by field supervisor in practice. **The Mean Score for this Item is 4.63. The Benchmark for Success has been Met.**
- 2 Participates in professional development activities. **The Mean Score for this Item is 4.73. The Benchmark for Success has been Met.**

k. Use supervision and consultation

Three items from the field evaluation instrument are used to measure performance on this competency:

- 1 Prepares for supervisory conference with planned agenda. **The Mean Score for this Item is 4.5. The Benchmark for Success has been Met.**
- 2 Reports promptly to supervisory conferences, meetings, etc. **The Mean Score for this Item is 4.8. The Benchmark for Success has been Met.**
- 3 Uses supervision and consultation to facilitate constructive problem solving. **The Mean Score for this Item is 4.6. The Benchmark for Success has been Met.**

2.1.2 Apply Social Work Ethical Principles to Guide Professional Practice

- a. Recognize and manage personal values in a way that allows professional values to guide practice.

Five items from the field evaluation instrument are used to measure performance on this competency:

6. Demonstrates knowledge of values, principles and theories that guide effective interventions. **The Mean Score for this Item is 4.5. The Benchmark for Success has been Met.**
7. Recognizes and discusses personal values and any conflicts that may arise in the practice setting. **The Mean Score for this Item is 4.5. The Benchmark for Success has been Met.**
8. Establishes and maintains appropriate boundaries. **The Mean Score for this Item is 4.42. The Benchmark for Success has been Met.**

9. Exhibits professional social work values when working with diverse populations.
The Mean Score for this Item is 4.57. The Benchmark for Success has been Met.

10. Identifies key social work and ethical principles and is able to discuss some practice implications. **The Mean Score for this Item is 4.52. The Benchmark for Success has been Met.**

- e. Make ethical decisions by applying standards of the National Association of Social Workers and as applicable of the International Federation of Social Workers/International Association of Schools of Social Work ethics in social work, statement in principles

One item from the field evaluation form measures this performance:

1. Identifies key social work and ethical principles and is able to discuss some practice implications. **The Mean Score for this Item is 4.52. The Benchmark for Success has been Met.**

- f. Tolerate ambiguity in resolving ethical conflicts

One item from the field evaluation form measures this performance:

2. Tolerates ambiguity in resolving ethical conflicts. **The Mean Score for this Item is 4.7. The Benchmark for Success has been Met.**

- g. Apply strategies of ethical reasoning to arrive at principled decisions

One item from the field evaluation form measures this performance:

1. Recognizes and manages personal values in a way that allows professional values to guide practices. **The Mean Score for this Item is 4.42. The Benchmark for Success has been Met.**

2.1.5 Apply Critical Thinking to Inform and Communicate Professional Judgment

- a. distinguish, appraise and integrate multiple sources of knowledge, including research based knowledge, and practice wisdom

Four items from the field evaluation instrument measures this performance:

5. Demonstrates ability to make assessments and identify appropriate interventions when working with clients. **The Mean Score for this Item is 4.36. The Benchmark for Success has been Met.**

6. Identifies theoretical underpinnings for interventions. **The Mean Score for this Item is 4.4. The Benchmark for Success has been Met.**
7. Defines, understands and applies biological, emotional, cognitive, and behavioral dimensions in assessment of the client and presenting problems. **The Mean Score for this Item is 4.0. The Benchmark for Success has been Met.**
8. Evaluates the implications of research for client population and/or service delivery. **The Mean Score for this Item is 4.1. The Benchmark for Success has been Met.**

b. Analyze models of assessment, prevention , intervention and evaluation

Four items from the field evaluation instrument measures performance on this competency:

5. Demonstrates ability to make assessments and identify appropriate interventions when working with clients. **The Mean Score for this Item is 4.36. The Benchmark for Success has been Met.**
6. Illustrates use of problem solving process in case reports/records. **The Mean Score for this Item is 4.26. The Benchmark for Success has been Met.**
7. Appropriately incorporates theories of human behavior and development into agency. **The Mean Score for this Item is 4.5. The Benchmark for Success has been Met.**
8. Differentiates between roles of person and environment when assessing causes of problems. **The Mean Score for this Item is 4.42. The Benchmark for Success has been Met.**

c. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities and colleagues

Three items from the field evaluation instrument measures performance on this competency:

1. Demonstrates professional use of oral communication skills when working with diverse client systems. **The Mean Score for this Item is 4.63. The Benchmark for Success has been Met.**
2. Establishes appropriate and satisfactory relationships with clients/consumers, supervisors, colleagues, and community members including those of diverse

backgrounds. **The Mean Score for this Item is 4.57. The Benchmark for Success has been Met.**

3. Demonstrates a professional level of written communication (e.g. organize and express basic ideas and summarize relevant data in case recordings, reports, letters, etc.). **The Mean Score for this Item is 4.47. The Benchmark for Success has been Met.**

2.1.6 Engage Diversity and Difference in Practice

- e. Recognize the extent to which a culture's structures and values may oppress , marginalize, alienate or create or enhance privilege and power

Four items from the field evaluation instrument measures performance on this competency:

5. Understands issues of inequality and power related to race, gender, age, income and sexual orientation. **The Mean Score for this Item is 4.42. The Benchmark for Success has been Met.**
 6. Understands forms and mechanisms of oppression and discrimination as they relate to specific client systems. **The Mean Score for this Item is 4.0. The Benchmark for Success has been Met.**
 7. Understands strategies and skills needed for change (advancement of social and economic justice). **The Mean Score for this Item is 4.36. The Benchmark for Success has been Met.**
 8. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this Item is 4.4. The Benchmark for Success has been Met.**
- f. Gain sufficient self-awareness to eliminate the influences of personal biases and values in working with diverse groups

Two items from the field evaluation instrument measure performance on this competency:

3. Gain sufficient self awareness to eliminate the influence of personal biases and values in working with diverse groups. **The Mean Score for this Item is 4.42. The Benchmark for Success has been Met.**
4. Exhibits professional social work values when working with diverse populations. **The Mean Score for this Item is 4.6. The Benchmark for Success has been Met.**

- g. Recognize and communicate their understanding of the importance of the difference in shaping life experiences

Three items from the field evaluation instrument measure performance on this competency:

- 4. Understands the impact of rural environment on diverse populations such as disabled, poor, minority, women, gays/lesbians, religious minorities and the elderly. **The Mean Score for this Item is 4.36. The Benchmark for Success has been Met.**
- 5. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this Item is 4.4. The Benchmark for Success has been Met.**
- 6. Understands forms and mechanisms of oppression and discrimination as they relate to specific client systems. **The Mean Score for this Item is 4.0. The Benchmark for Success has been Met.**

- h. View themselves as learners and engage those with whom they work as informants

Two items on field evaluation form measure performance on this competency:

- 3. Locates research materials that apply to the client population and/or service delivery. **The Mean Score for this Item is 4.1. The Benchmark for Success has been Met.**
- 4. Establishes appropriate and satisfactory relationship with clients/consumers, supervisors, colleagues, and community members including those of diverse backgrounds. **The Mean Score for this Item is 4.57. The Benchmark for Success has been Met.**

2.17 Advance Human Rights and Social and Economic Justice

- d. Understand the forms and mechanisms of oppression and discrimination

Three items from the field evaluation instrument measure performance on this competency:

- 4. Understands forms and mechanisms of oppression and discrimination as they relate to specific client systems. **The Mean Score for this Item is 4.42. The Benchmark for Success has been Met.**
- 5. Understands strategies and skills needed for change (advancement of social and economic justice). **The Mean Score for this Item is 4.36. The Benchmark for Success has been Met.**

6. Work cooperatively with peers and other professionals to advocate for client and for more humane and just services. **The Mean Score for this Item is 4.52. The Benchmark for Success has been Met.**

e. Advocate for human rights and social and economic justice

Three items from field evaluation instrument measure performance on this competency:

4. Understands forms and mechanisms of oppression and discrimination as they relate to specific client systems. **The Mean Score for this Item is 4.42. The Benchmark for Success has been Met.**
5. Understands strategies and skills needed for change (advancement of social and economic justice). **The Mean Score for this Item is 4.36. The Benchmark for Success has been Met.**
6. Work cooperatively with peers and other professionals to advocate for client and for more humane and just services. **The Mean Score for this Item is 4.52. The Benchmark for Success has been Met.**

f. Engage in practices that advance social and economic justice

Three items on field evaluation instrument measure performance on this competency:

4. Understands strategies and skills needed for change (advancement of social and economic justice). **The Mean Score for this Item is 4.36. The Benchmark for Success has been Met.**
5. Works cooperatively with peers and other professionals to advocate for client and for more humane and justice services. **The Mean Score for this Item is 4.52. The Benchmark for Success has been Met.**
6. Engage in practice that advances social and economic justice. **The Mean Score for this Item is 4.31. The Benchmark for Success has been Met.**
7. Advocate for human rights and social and economic justice. **The Mean Score for this Item is 4.47. The Benchmark for Success has been Met.**

2.18 Engage in Research Informed Practice and Practice Informed Research

c. Use practice experience to inform scientific inquiry

Two items from the field evaluation instrument measures performance on this competency:

3. Locates research materials that apply to the client population and/or service delivery. **The Mean Score for this Item is 4.1. The Benchmark for Success has been Met.**
4. Uses Practice experience to inform scientific inquiry. **The Mean Score for this Item is 4.27. The Benchmark for Success has been Met.**

d. Use research evidence to inform practice

Two items from the field evaluation instrument measures performance on this competency:

3. Locates research materials that apply to the client population and/or service delivery. **The Mean Score for this Item is 4.1. The Benchmark for Success has been Met.**
4. Uses research evidence to inform practice. **The Mean Score for this Item is 4.27. The Benchmark for Success has been Met.**

4.1.7 Apply Knowledge of Human Behavior and Social Environment

c. utilize conceptual frameworks to guide the processes of assessment, intervention and evaluation

Two items from field evaluation instrument measure this performance:

3. Identifies theoretical underpinnings for interventions. **The Mean Score for this Item is 4.4. The Benchmark for Success has been Met.**
4. Defines, understands and applies biological, emotional, cognitive, and behavioral dimensions in assessment of the client and presenting problem. **The Mean Score for this Item is 4.0. The Benchmark for Success has been Met.**

d. Critique and apply knowledge to understand person and environment

Three items from field evaluation instrument measure performance on this competency:

4. Differentiates between roles of person and environment when assessing causes of problems. **The Mean Score for this Item is 4.42. The Benchmark for Success has been Met.**
5. Locates sources of strength necessary for problem solving in both person and environment. **The Mean Score for this Item is 4.42. The Benchmark for Success has been Met.**

6. Understands the impact of rural environment on diverse populations, such as disabled, poor, minority, women, gay/lesbians, religious minorities and elderly. **The Mean Score for this Item is 4.63. The Benchmark for Success has been Met.**

4.1.8 Engage in Policy Practice to Advance Social and Economic well-being and to deliver effective social work services

- c. Analyze formulate and advocate for policies that advance social well-being

Three items from field evaluation instrument measure performance on this competency

4. Understands relationships of social policies to social work practice in field agency. **The Mean Score for this Item is 4.3. The Benchmark for Success has been Met.**
5. Critically analyze the impact of agency and social policies on clients, agency workers, the community and other organizations. **The Mean Score for this Item is 4.3. The Benchmark for Success has been Met.**
6. Works within agency policies, guidelines, and operational realities to recognize gaps in services or other needs for community and/or organization change to meet client needs. **The Mean Score for this Item is 4.4. The Benchmark for Success has been Met.**

- d. Collaborate with colleagues and clients for effective policy action

Three items from field evaluation instrument measure performance on this competency:

4. Understands relationships of social policies to social work practice in field agency. **The Mean Score for this Item is 4.3. The Benchmark for Success has been Met.**
5. Critically analyze the impact of agency and social policies on clients, agency workers, the community and other organizations. **The Mean Score for this Item is 4.3. The Benchmark for Success has been Met.**
6. Works within agency policies, guidelines, and operational realities to recognize gaps in services or other needs for community and/or organization change to meet client needs. **The Mean Score for this Item is 4.4. The Benchmark for Success has been Met.**

4.1.9 Respond to Contexts that Shape Practice

- c. Continuously discover, appraise and attend to changing locales, scientific and technological development, and emerging societal trends to provide relevant services

Four items from field evaluation instrument measures performance on this competency:

- 5. Applies specific knowledge and skills necessary for advanced practice with clients in rural areas. **The Mean Score for this Item is 4.38. The Benchmark for Success has been Met.**
- 6. Understands the impact of the rural environment on the ability of the social worker to intervene successfully at an advanced level of practice with clients. **The Mean Score for this Item is 4.36. The Benchmark for Success has been Met.**
- 7. Understands the impact of rural environment on diverse populations such as disabled, poor, minority, women, gays/lesbians, religious minorities and elderly. **The Mean Score for this Item is 4.1. The Benchmark for Success has been Met.**
- 8. Develops resources to assist in providing advanced interventions to diverse clients in rural areas. **The Mean Score for this Item is 4.1. The Benchmark for Success has been Met.**

- d. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services

One item from field evaluation instrument measures performance on this competency:

- 2. Develops resources to assist in providing advanced interventions to diverse clients. **The Mean Score for this Item is 4.1. The Benchmark for Success has been Met.**

2.1.0A Engage, Assess, Intervene with Individuals, Families, Groups, Organizations and Communities

- n. Substantively and affectively prepare for action with individual groups families organizations and communities

One item from Field Evaluation Instrument measures Performance on this Competency:

- 2. Establishes rapport with client. **The Mean Score for this Item is 4.73. The Benchmark for Success has been Met.**

- o. Use empathy and other interpersonal skills

One item from Field Evaluation instrument measures performance on this competency:

2. Establishes appropriate and satisfactory relationship with clients/consumers, supervisors, colleagues, and community members including those of diverse backgrounds. **The Mean Score this Item is 4.57. The Benchmark for Success has been Met.**

p. Develop a mutually agreed on focus of work and desired outcomes

One item from Field Evaluation instrument measures performance on this competency:

2. Establishes appropriate and satisfactory relationship with clients/consumers, supervisors, colleagues, and community members including those of diverse backgrounds. **The Mean Score for this Item is 4.57. The Benchmark for Success has been Met.**

q. Collect, organize and interpret data

Three items on field evaluation instrument measures performance on this competency:

4. Demonstrates the ability to make assessments and identify appropriate interventions when working with clients. **The Mean Score for this Item is 4.5. The Benchmark for Success has been Met.**
5. Defines, understands and applies biological, emotional, cognitive, and behavioral dimensions in assessment of the client and presenting problems. **The Mean Score for this Item is 4.0. The Benchmark for Success has been Met.**
6. Locates research materials that apply to the client population and/or service delivery. **The Mean Score for this Item is 4.1. The Benchmark for Success has been Met.**

r. Assess client strengths and limitations

Two items on field evaluation instrument measures performance on this competency:

3. Demonstrates the ability to make assessments and identify appropriate interventions when working with clients. **The Mean Score for this Item is 4.5. The Benchmark for Success has been Met.**
4. Defines, understands and applies biological, emotional, cognitive, and behavioral dimensions in assessment of the client and presenting problems. **The Mean Score for this Item is 4.0. The Benchmark for Success has been Met.**

- s. Develop mutually agreed on goals and objectives

Two items on field evaluation instrument measures performance on this competency:

- 3. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this Item is 4.4. The Benchmark for Success has been Met.**
- 4. Develops an array of intervention options based on client assessment. **The Mean Score for this Item is 4.3. The Benchmark for Success has been Met.**

- t. Select appropriate intervention strategies

Two items on field evaluation instrument measures performance on this competency:

- 3. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this Item is 4.4. The Benchmark for Success has been Met.**
- 4. Develops and array of intervention options based on client assessment. **The Mean Score for this Item is 4.3. The Benchmark for Success has been Met.**

- u. Initiate actions to achieve organizational goals

Two items on field evaluation instrument measure performance on this competency:

- 3. Identifies current issues facing social work agencies (e.g. privatization, staffing). **The Mean Score for this Item is 4.3. The Benchmark for Success has been Met.**
- 4. Understands and interprets history of social work profession and social work agencies as it applies to the relevant and current structures and issues. **The Mean Score for this Item is 4.1. The Benchmark for Success has been Met.**

- v. Implement prevention interventions that enhance client capabilities

Three items from field evaluation instrument measure performance on this competency:

- 4. Supports the client, family, group, community/organization in advocating for client and for more humane and just services. **The Mean Score for this Item is 4.5. The Benchmark for Success has been Met.**

5. Understands strategies and skills needed for change (advancement of social and economic justice). **The Mean Score for this Item is 4.4. The Benchmark for Success has been Met.**
6. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this Item is 4.4. The Benchmark for Success has been Met.**

w. Help clients resolve problems

Three items from field evaluation instrument measure performance on this competency:

4. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this Item is 4.4. The Benchmark for Success has been Met.**
5. Locates sources of strength necessary for problem solving in both person and environment. **The Mean Score for this Item is 4.42. The Benchmark for Success has been met.**
6. Works cooperatively with peers and other professionals to advocate for client and for more humane and just services. **The Mean Score for this Item is 4.52. The Benchmark for Success has been met.**

x. Negotiate, mediate and advocate for clients

Four items from field evaluation instrument measure performance on this competency:

5. Works cooperatively with peers and other professionals to advocate for client and for more humane and just services. **The Mean Score for this Item is 4.52. The Benchmark for Success has been met.**
6. Formulates intervention plans that are responsive to the client's racial background, gender, sexual orientation and socioeconomic status. **The Mean Score for this Item is 4.4 The Benchmark for Success has been Met.**
7. Illustrates use of problem solving process in case reports, records. **The Mean Score for this Item is 4.26. The Benchmark for Success has been Met.**

8. Identifies key social work and ethical principles and is able to discuss some practice implications. **The Mean Score for this Item is 4.52. The Benchmark for Success has been Met.**

y. Facilitate transitions and endings

Three items from field evaluation instrument measures performance on this competency:

2. Facilitates transitions and endings. **The Mean Score for this Item is 4.2. The Benchmark for Success was Met.**
3. Negotiate, mediate and advocate for clients. **The Mean Score for this Item is 4.0. The Benchmark for Success was Met.**
4. Critically analyzes, monitors and evaluates interventions. **The Mean Score for this Item is 4.0. The Benchmark for Success was Met.**

z. Social workers critically analyze, monitor and evaluate interventions.

Three items from the field evaluation instrument measures performance on this competency:

1. Illustrates use of problem solving process in case reports/records. **The Mean Score for this Item is 4.26. The Benchmark for Success has been Met.**
2. Critically analyzes, monitors and evaluates interventions. **The Mean Score for this Item is 4.0. The Benchmark for Success has been Met.**
3. Develops an array of intervention options based on client assessment. **The Mean Score for this Item is 4.3. The Benchmark for Success has been Met.**

Four items from the Field Evaluation Instrument were used to measure this student learning outcome. They are as follows:

1. Applies specific knowledge and skills necessary for advanced practice with clients in rural areas. **The Mean Score for this Item is 4.05. The Benchmark for Success was met.**
2. Understands the impact of rural environment on the ability of the social worker to intervene successfully at a generalist level of practice. **The Mean Score for this Item is 4.17. The Benchmark for Success was met.**

3. Understands the impact of rural environment on diverse populations such as the disabled, poor, minority, women, gay/lesbian, religious minorities and elderly. **The Mean Score for this Item is 4.3. The Benchmark for Success was met.**
4. Develops resources to assist in providing advanced interventions to diverse clients in rural areas. **The Mean Score for this Item is 3.97. The Benchmark for Success was NOT met.**

RURAL COMPETENCIES:

Utilize knowledge of rural communities to develop appropriate interventions and services for clients

Four items from the Field Evaluation Instrument were used to measure this student learning outcome. They are as follows:

1. Applies specific knowledge and skills necessary for advanced practice with clients in rural areas. **The Mean Score for this Item is 4.38. The Benchmark for Success was met.**
2. Understands the impact of rural environment on the ability of the social worker to intervene successfully at a generalist level of practice. **The Mean Score for this Item is 4.36. The Benchmark for Success was met.**
3. Understands the impact of rural environment on diverse populations such as the disabled, poor, minority, women, gay/lesbian, religious minorities and elderly. **The Mean Score for this Item is 4.1. The Benchmark for Success was met.**
4. Develops resources to assist in providing advanced interventions to diverse clients in rural areas. **The Mean Score for this Item is 4.1. The Benchmark for Success was met.**

Use Knowledge, values and skills of social work practice to perform generalist practice in rural areas:

1. Applies specific knowledge and skills necessary for advanced practice with clients in rural areas. **The Mean Score for this Item is 4.38. The Benchmark for Success was met.**
2. Understands the impact of rural environment on the ability of the social worker to intervene successfully at a generalist level of practice. **The Mean Score for this Item is 4.36. The Benchmark for Success was met.**

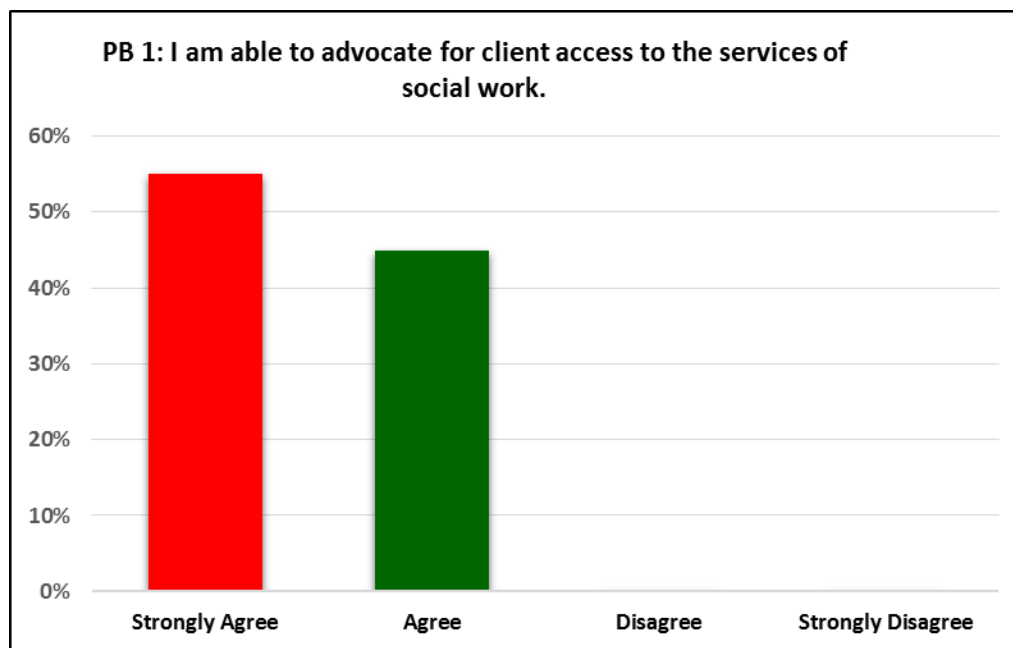
3. Understands the impact of rural environment on diverse populations such as the disabled, poor, minority, women, gay/lesbian, religious minorities and elderly. **The Mean Score for this Item is 4.1. The Benchmark for Success was met.**
4. Develops resources to assist in providing advanced interventions to diverse clients in rural areas. **The Mean Score for this Item is 4.1. The Benchmark for Success was met.**

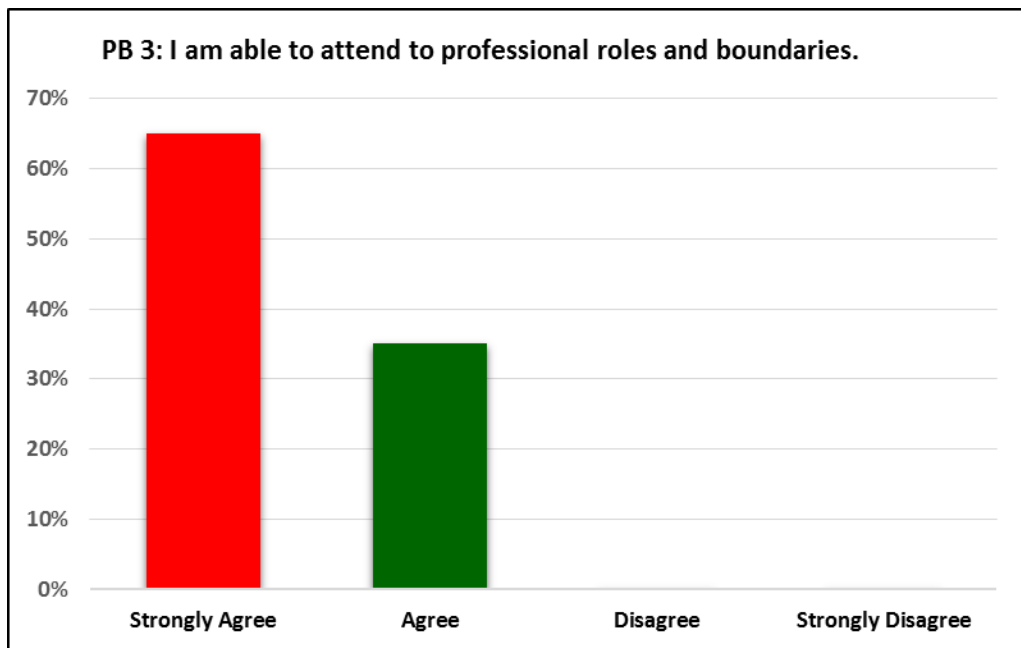
The Second Section of the Assessment of Outcomes for the 2015-2016 Academic Years Measures Student Perceptions of their Accomplishment of EPAS Competencies and Practice Behaviors. The Benchmark for Success on each Item is to have achieved a composite percentile of no less than 80% for the responses SA and A for each of the items. The results are as follows:

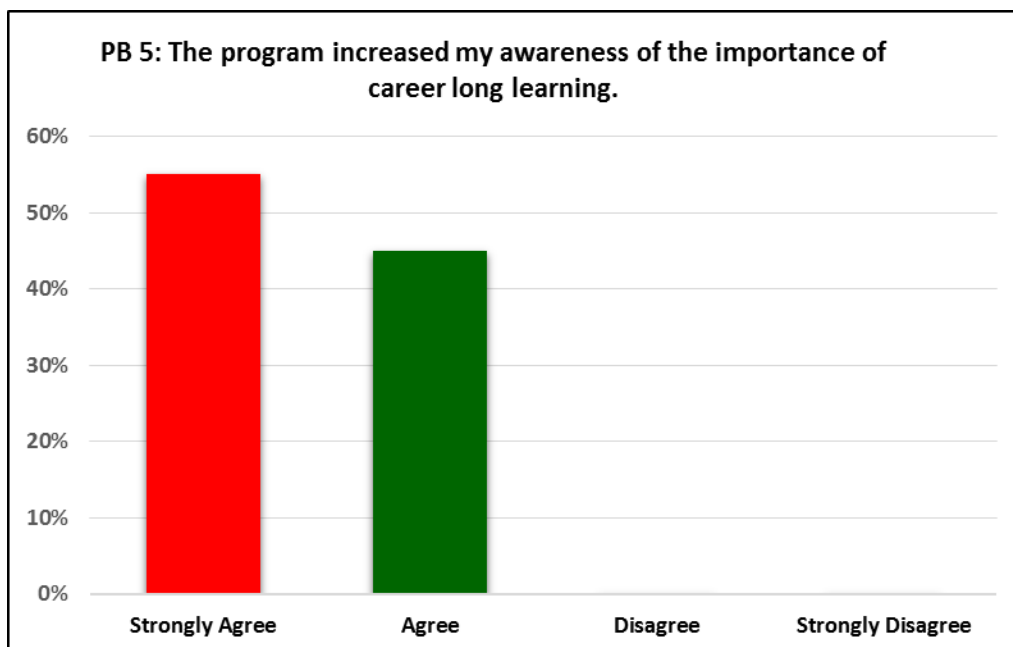
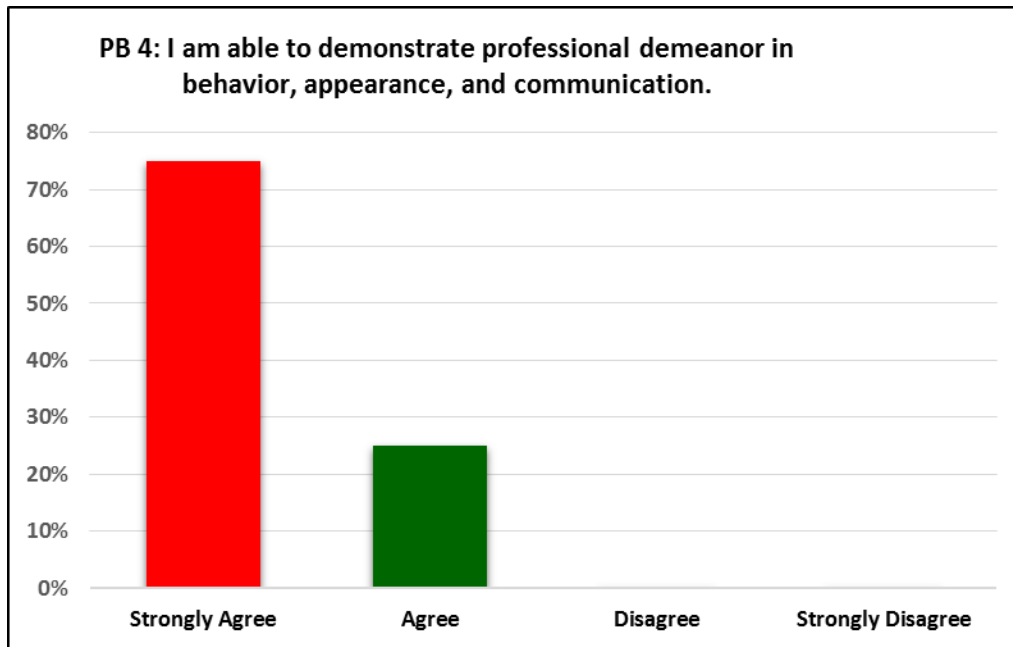
**FOCUS GROUP
SPRING SEMESTER 2016 BSW GRADUATES**

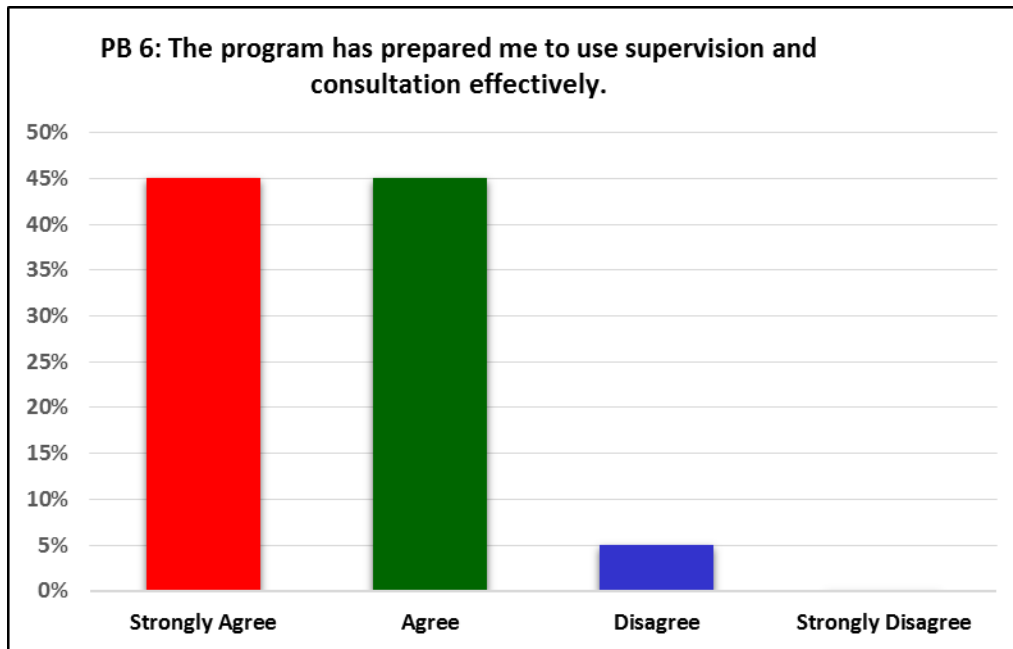
Educational Policy 2.1.1

Identify as a professional social worker and conduct oneself accordingly.

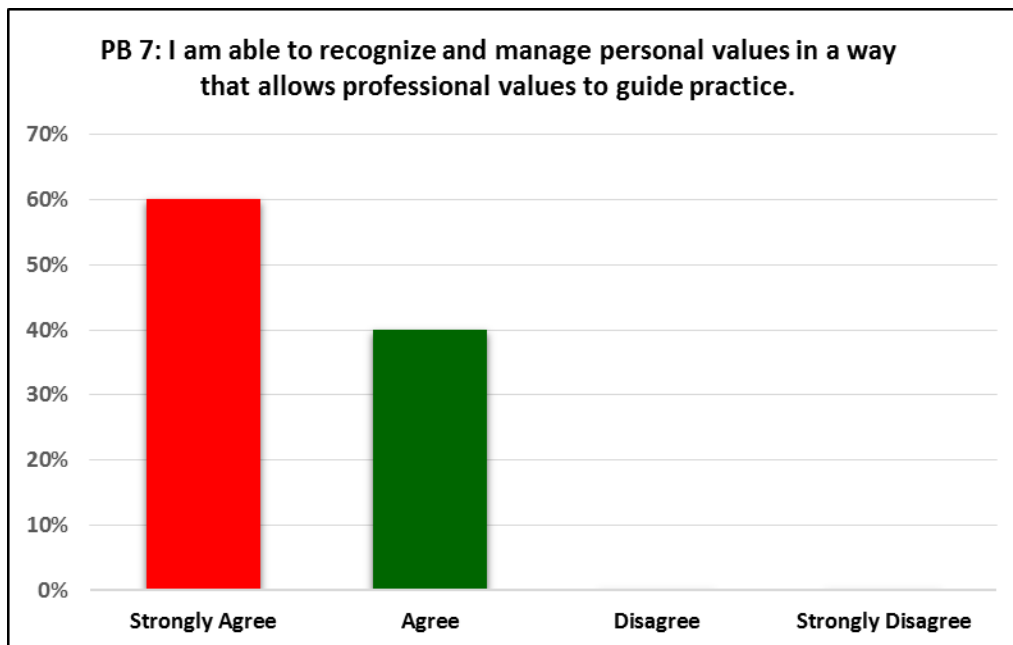


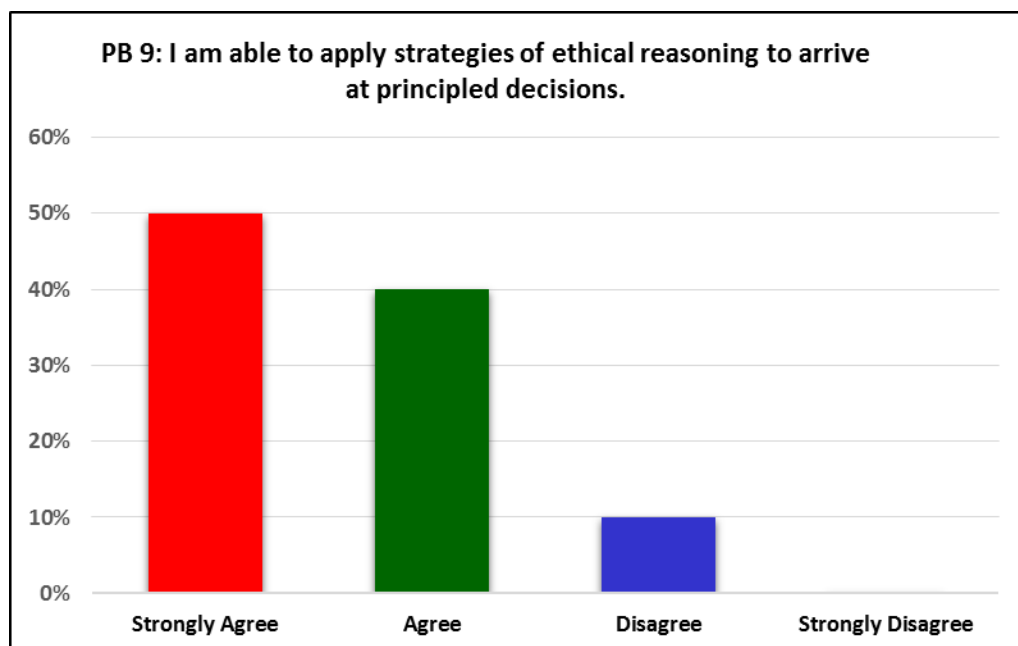
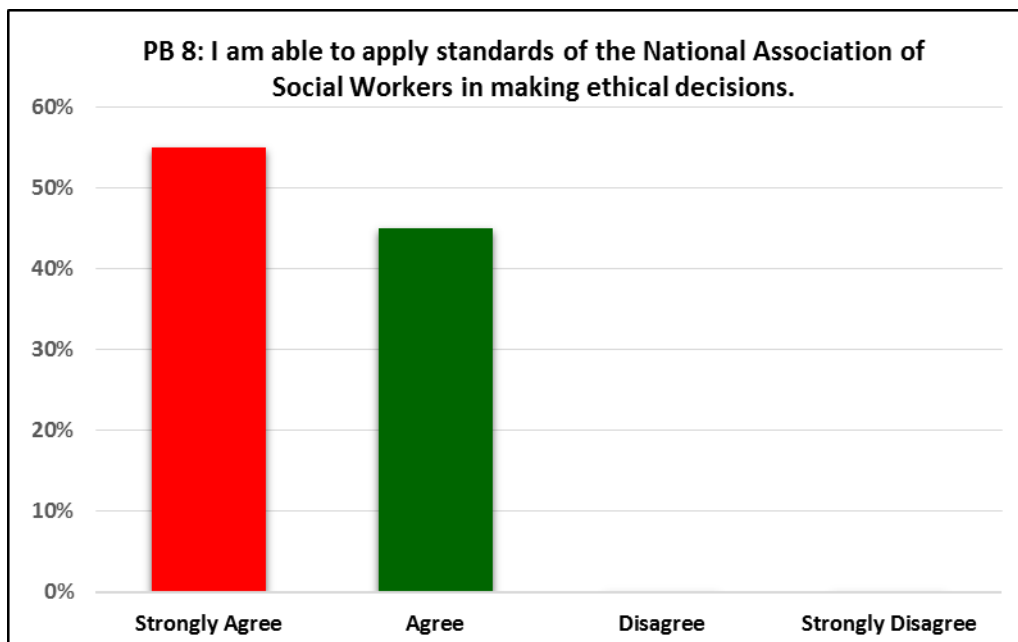


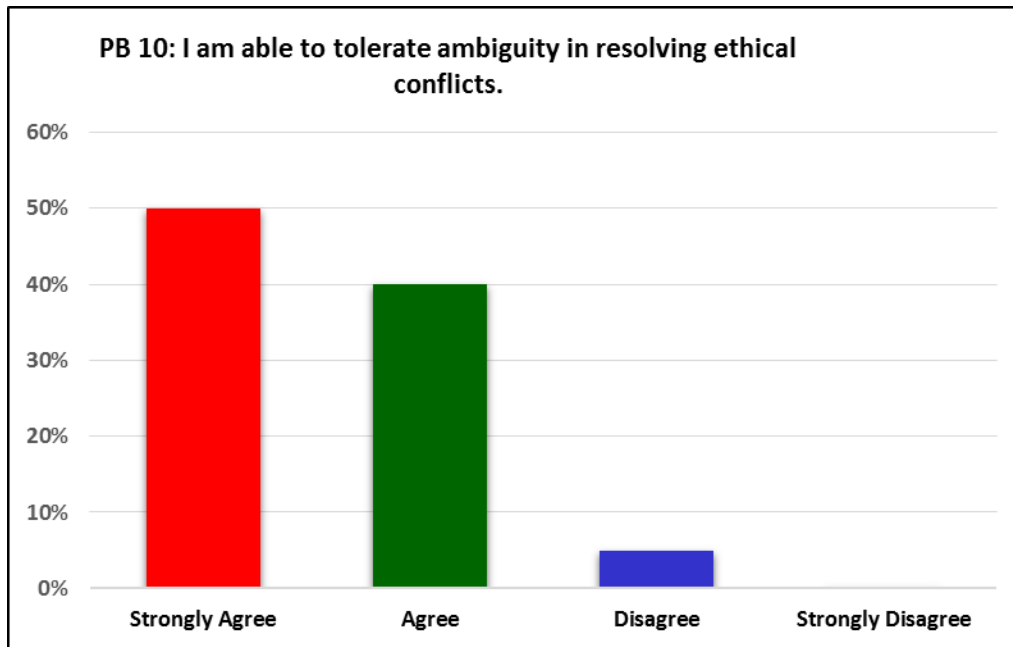




Educational Policy 2.1.2
Apply social work ethical principles to guide professional practice.

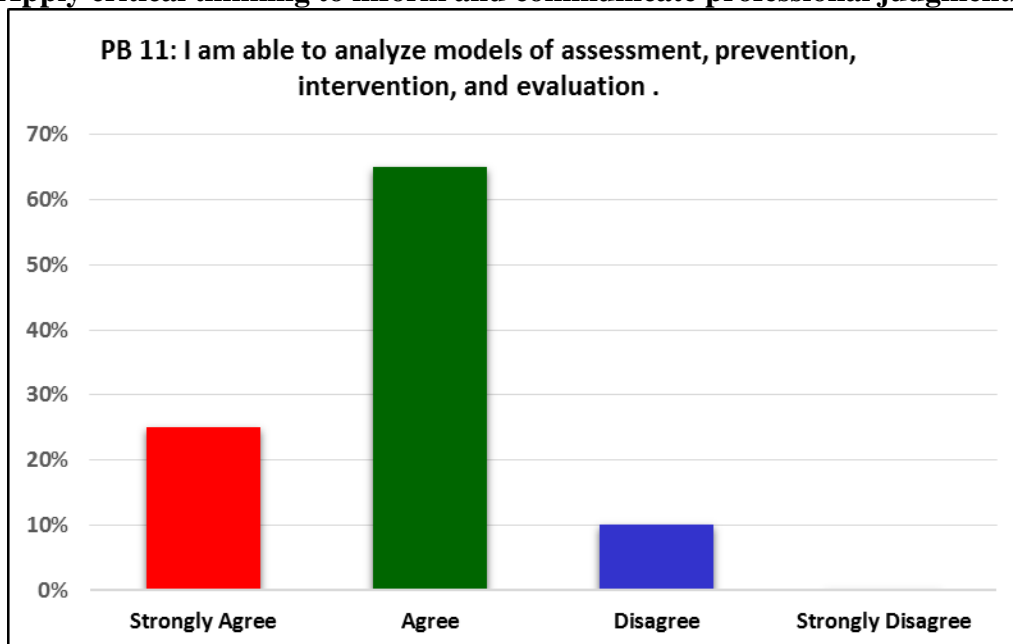


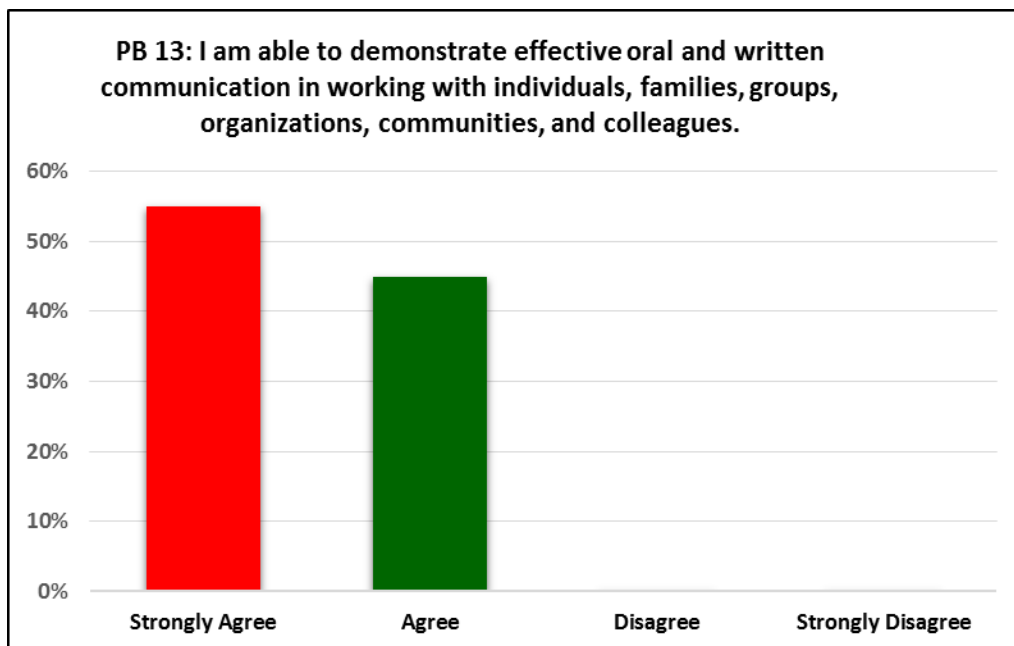
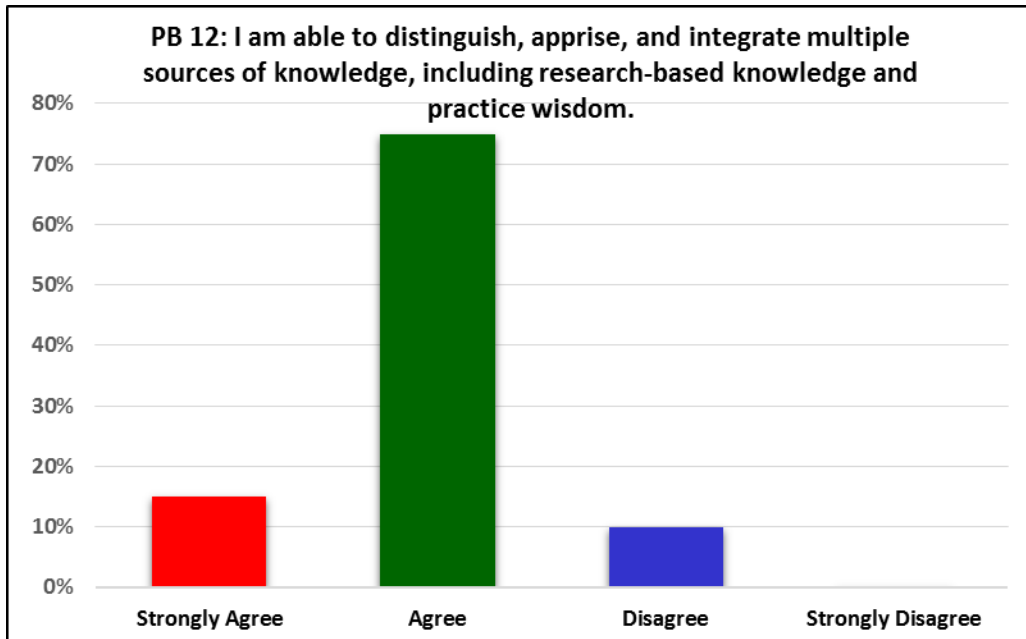




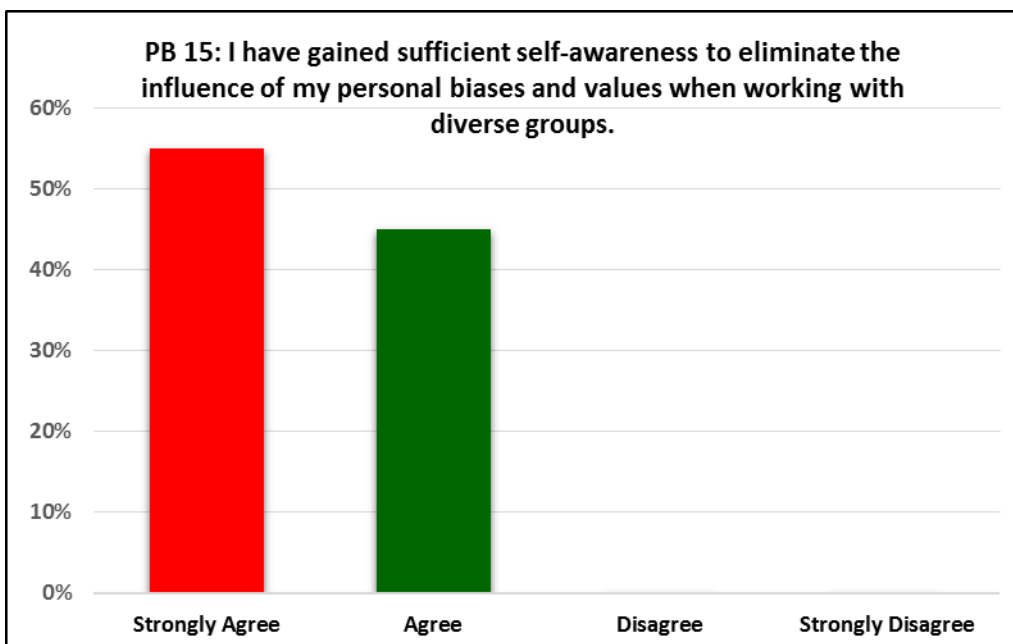
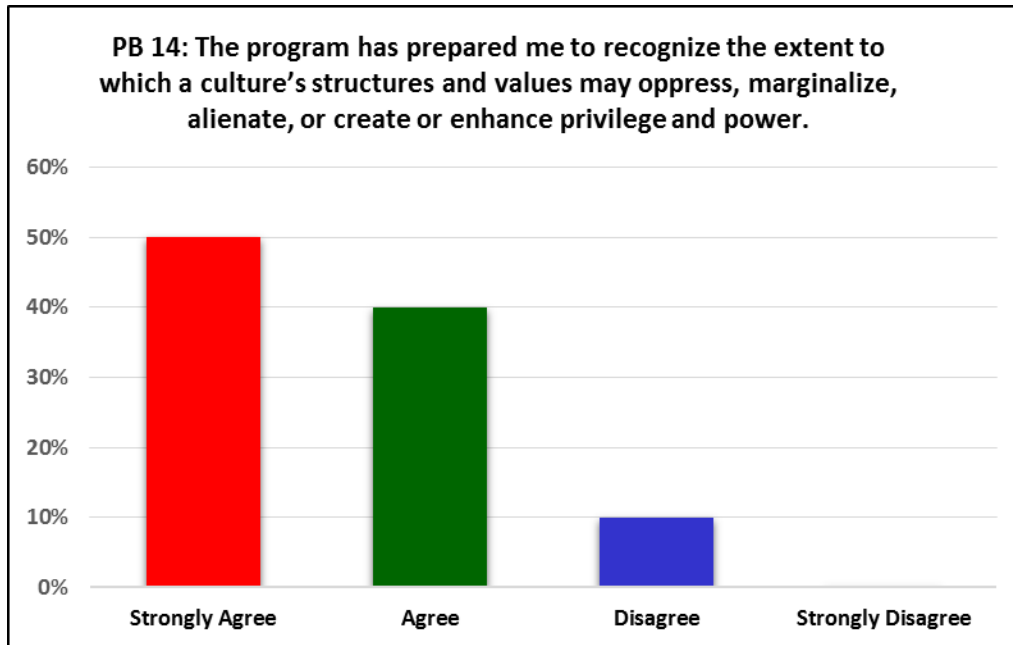
Educational Policy 2.1.3

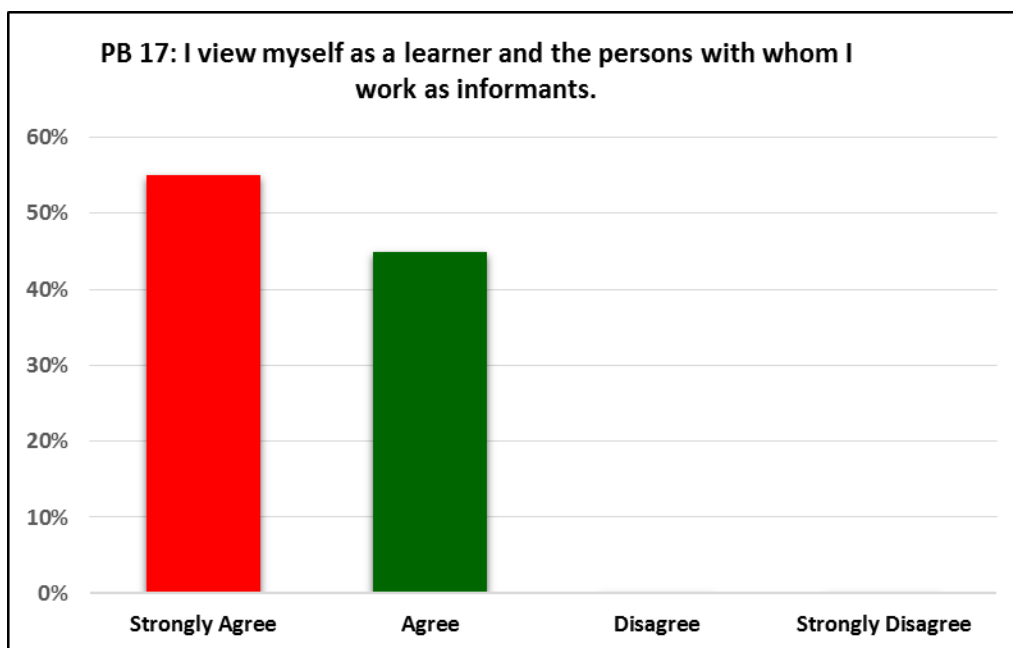
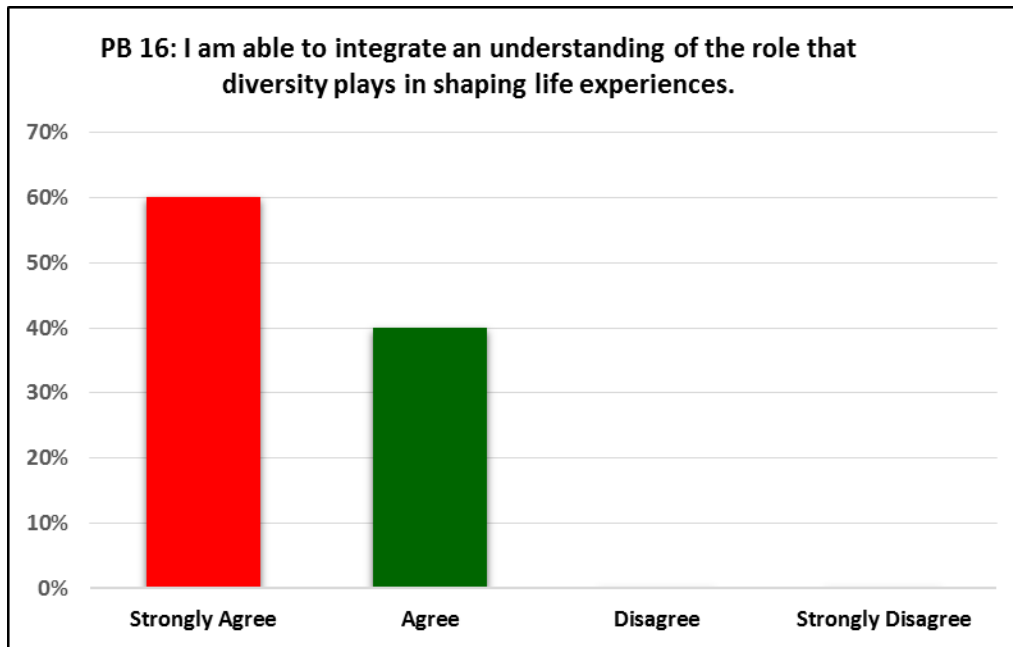
Apply critical thinking to inform and communicate professional judgments.



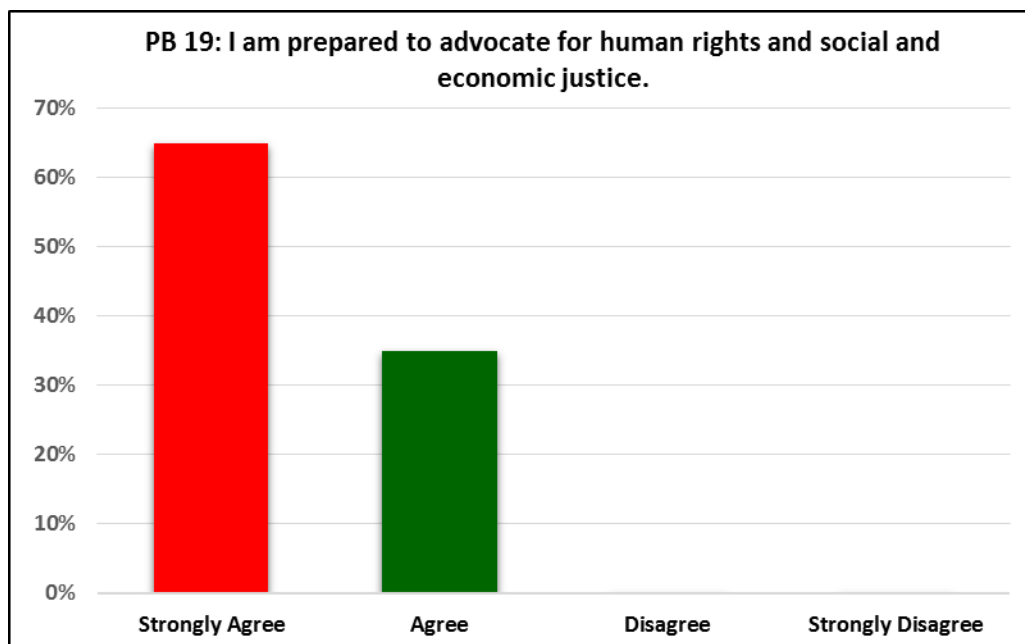
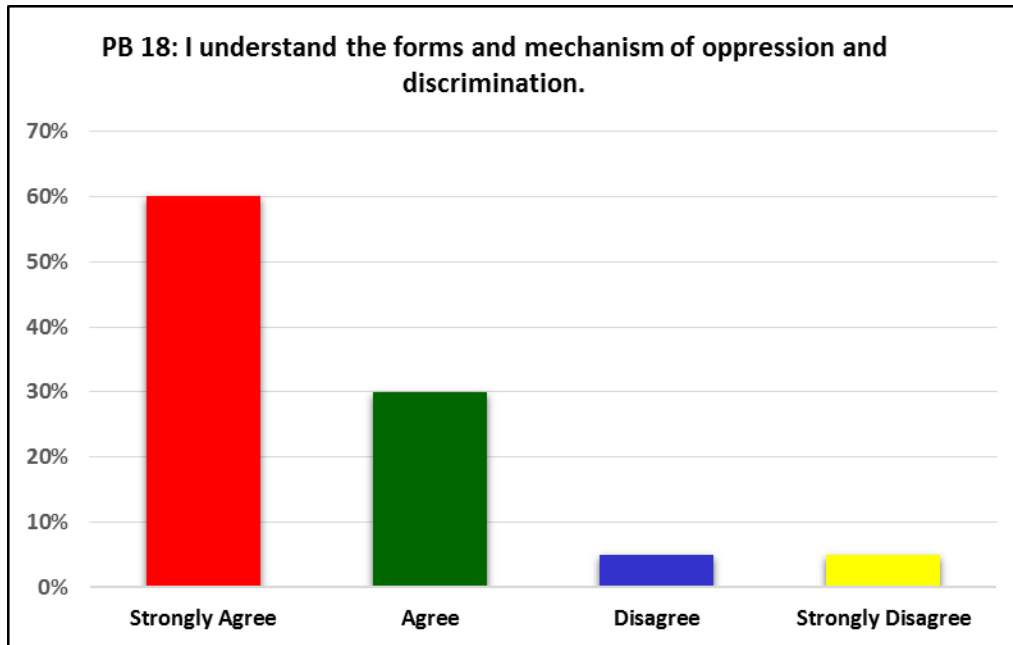


Educational Policy 2.1.4
Engage diversity and difference in practice.

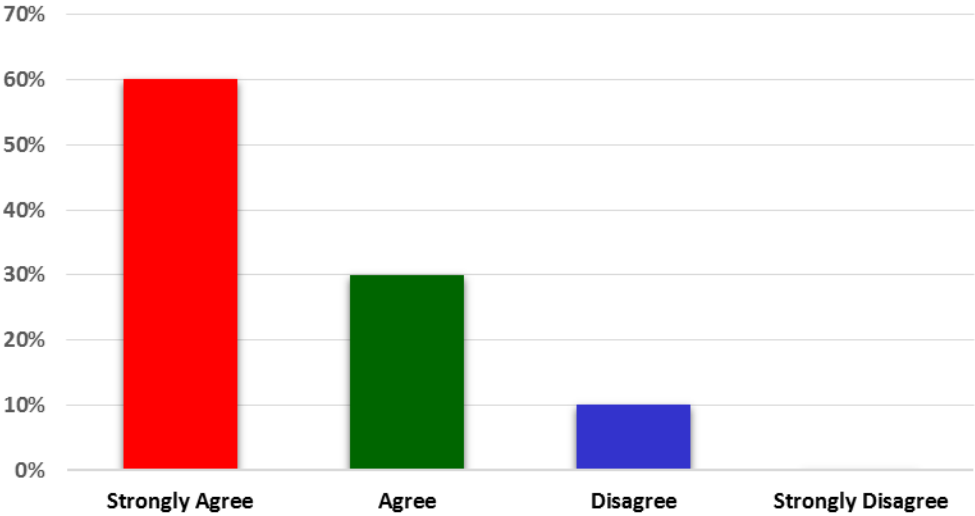




Educational Policy 2.1.5
Advance human rights and social and economic justice.

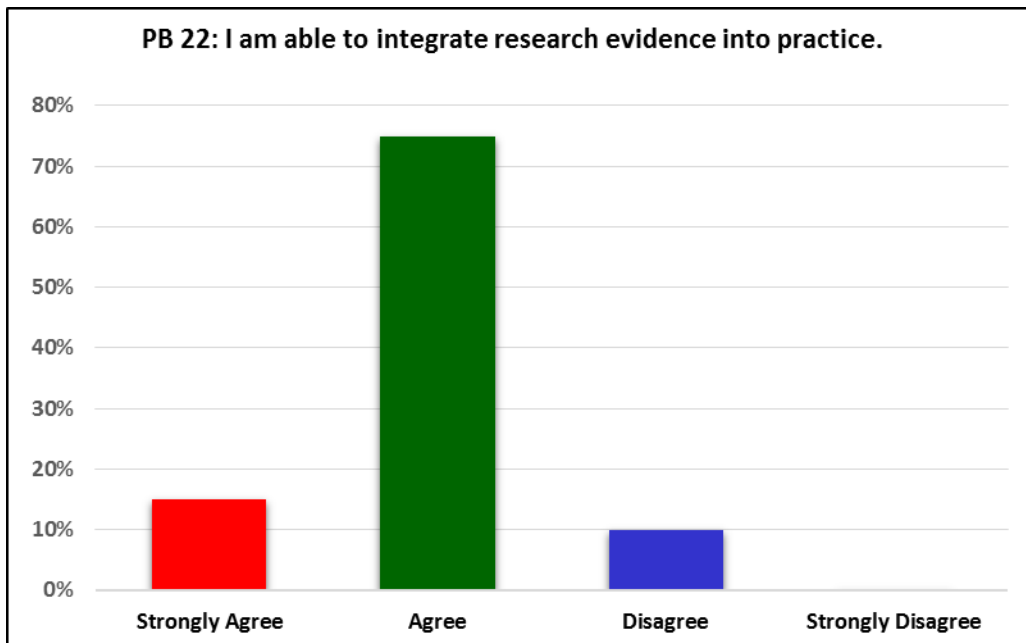
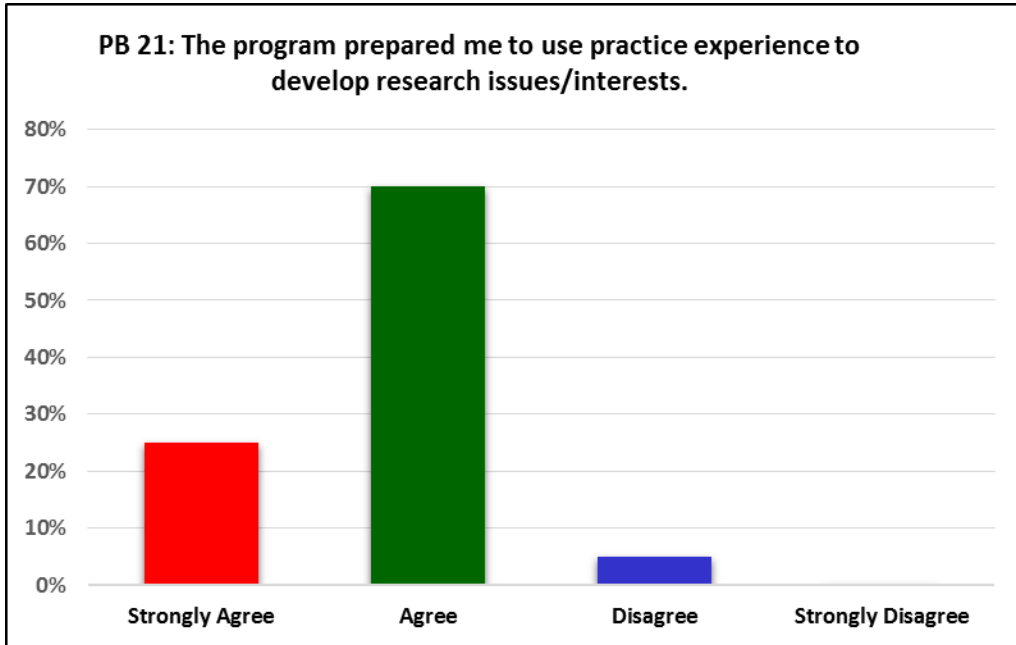


PB 20: I am prepared to use my practice to advance social and economic justice.



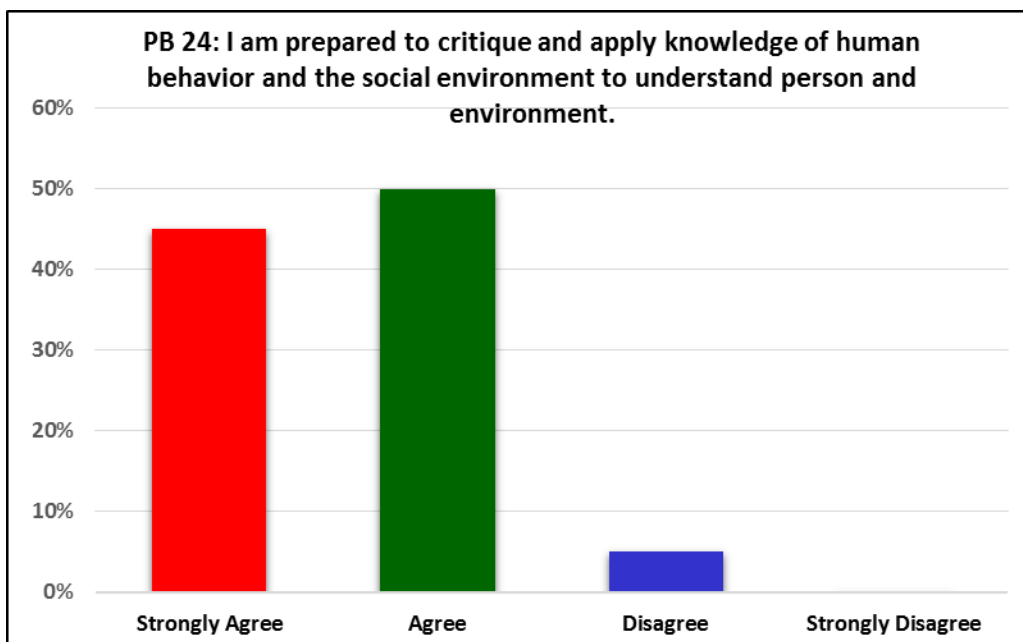
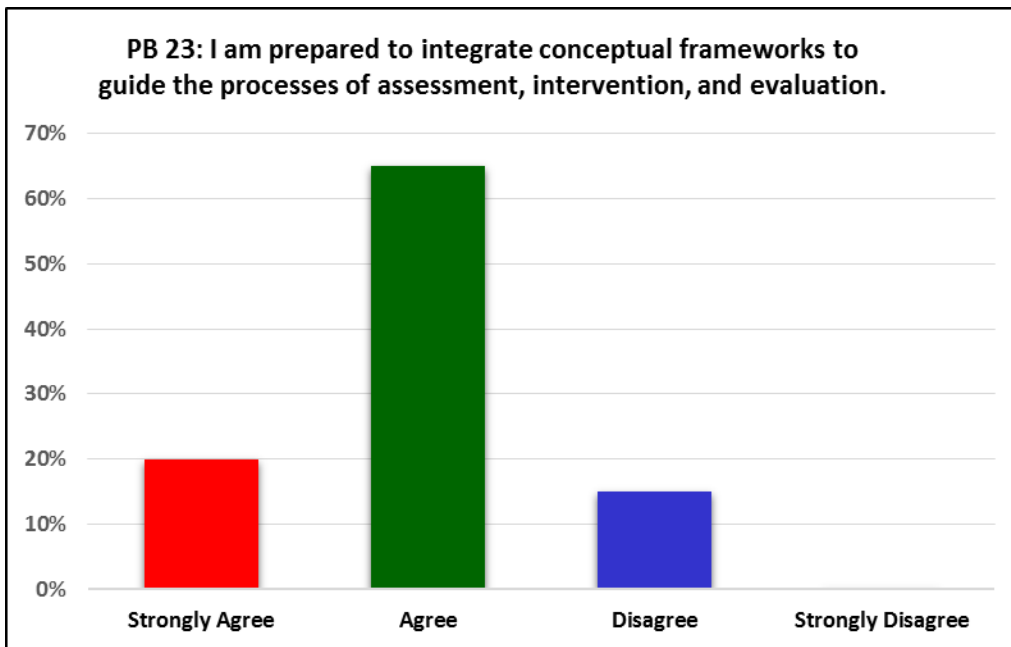
Educational Policy 2.1.6

Engage in research-informed practice and practice-informed research.



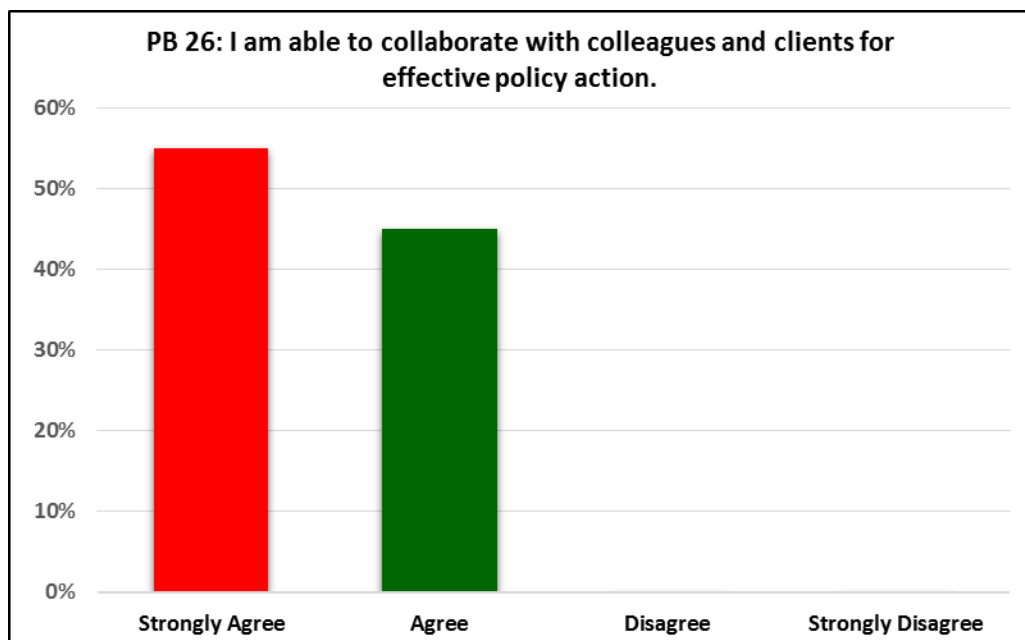
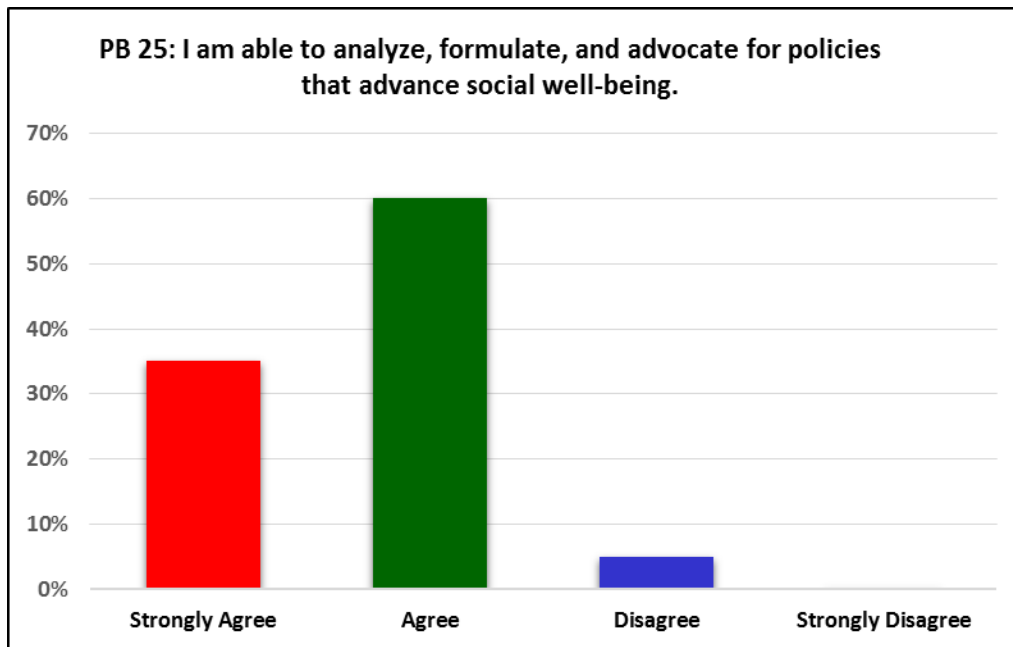
Educational Policy 2.1.7

Apply knowledge of human behavior and the social environment.

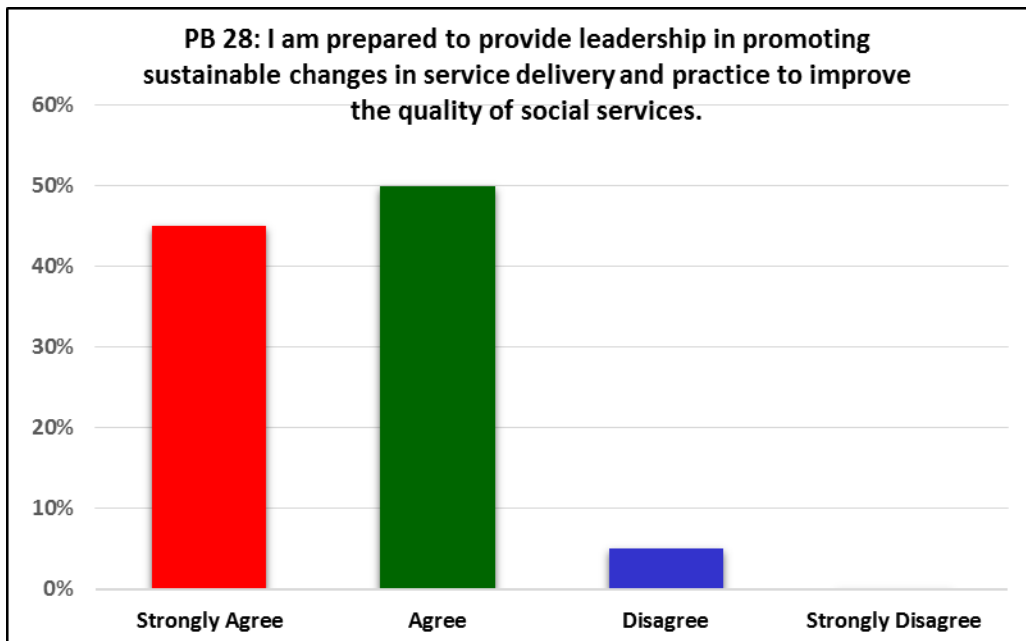
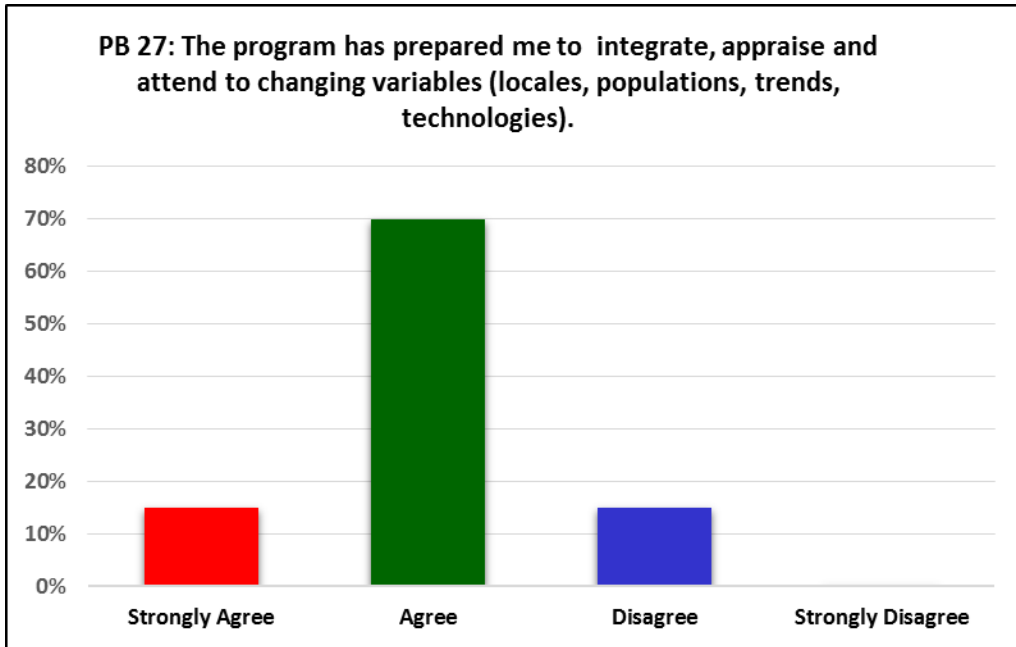


Educational Policy 2.1.8

Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

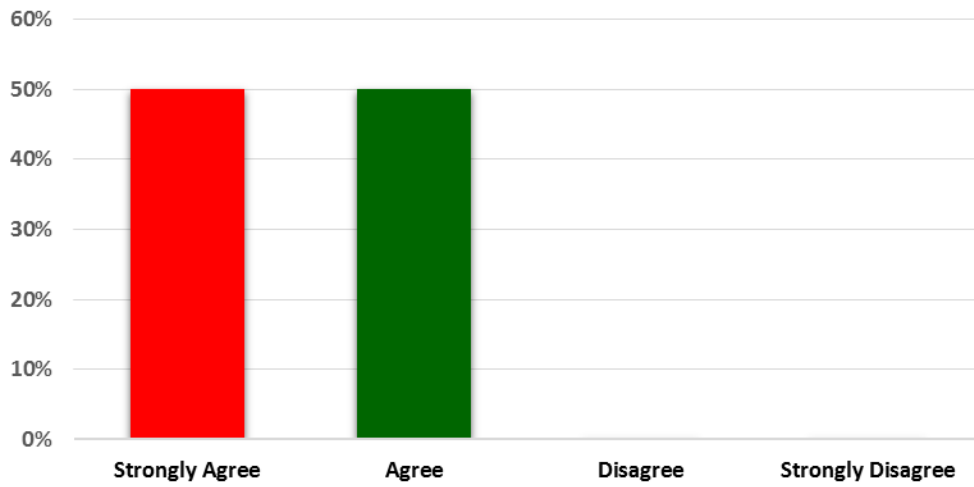


Educational Policy 2.1.9
Respond to contexts that shape practice.

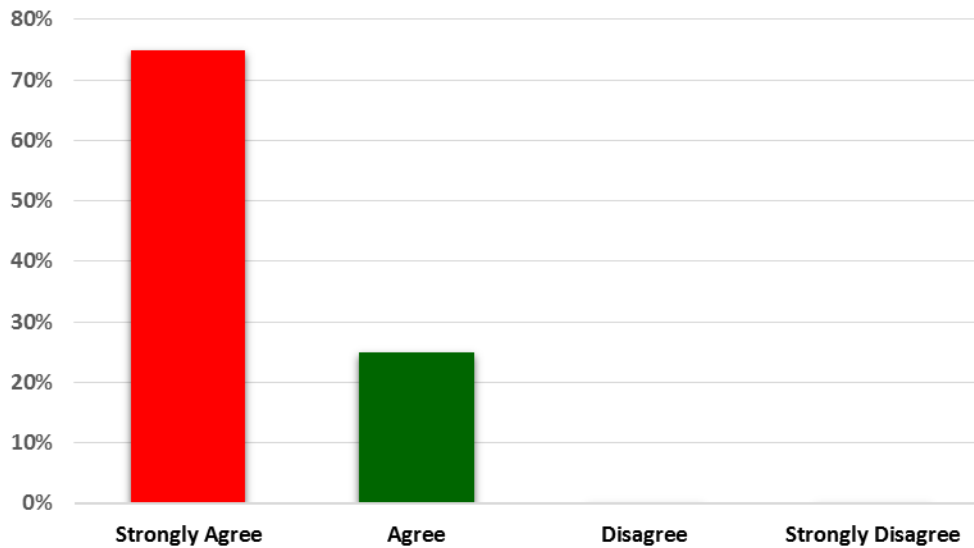


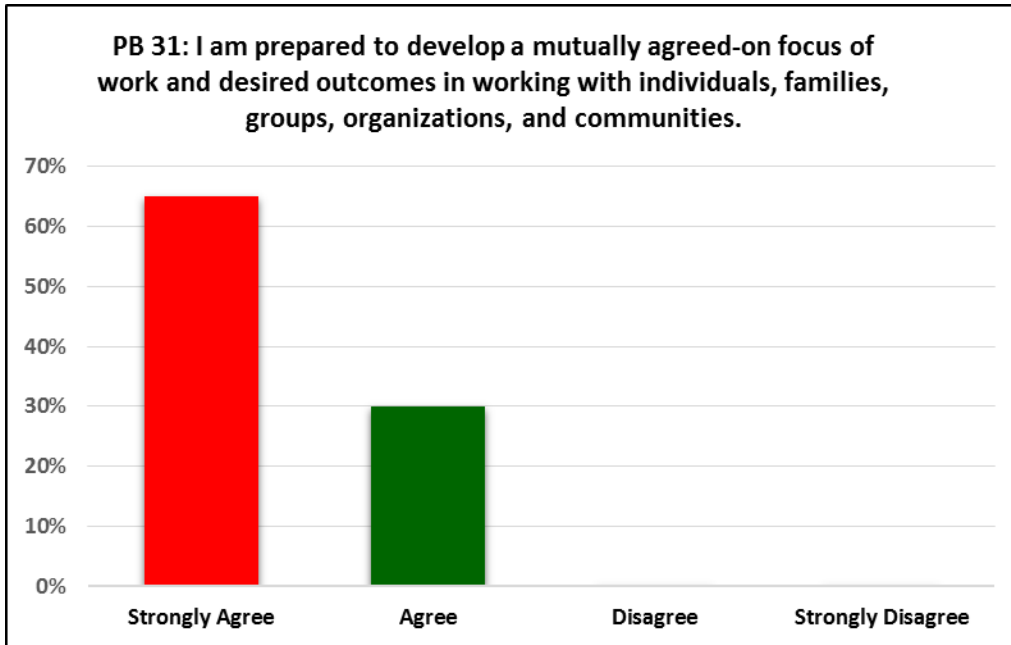
Educational Policy 2.1.10(a)
Engage with individuals, families, groups, organizations, and communities.

PB 29: I am prepared to substantively and affectively prepare for action with individuals, families, groups, organizations and communities .

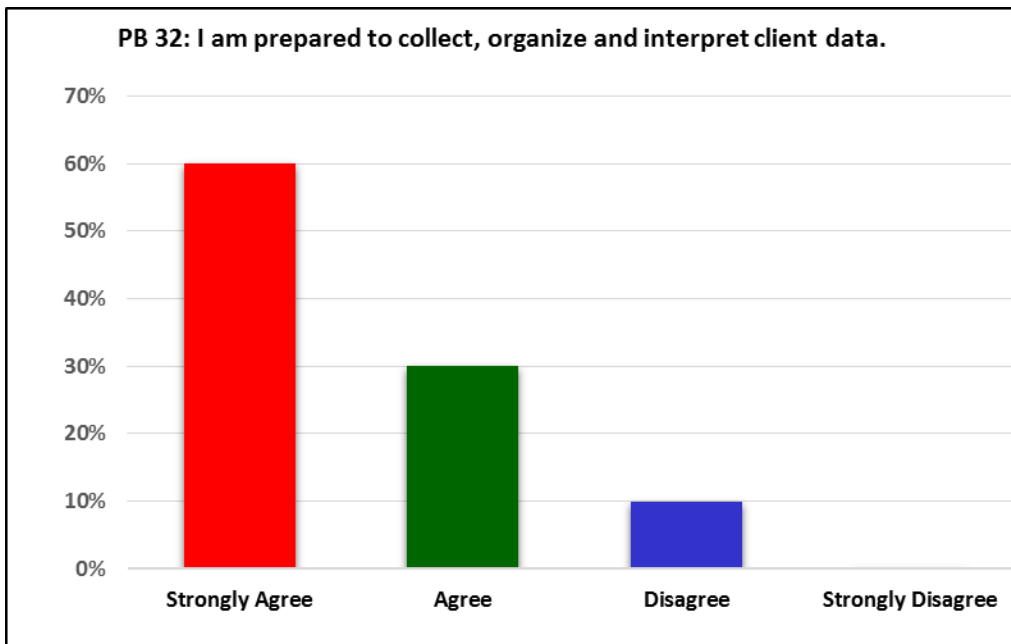


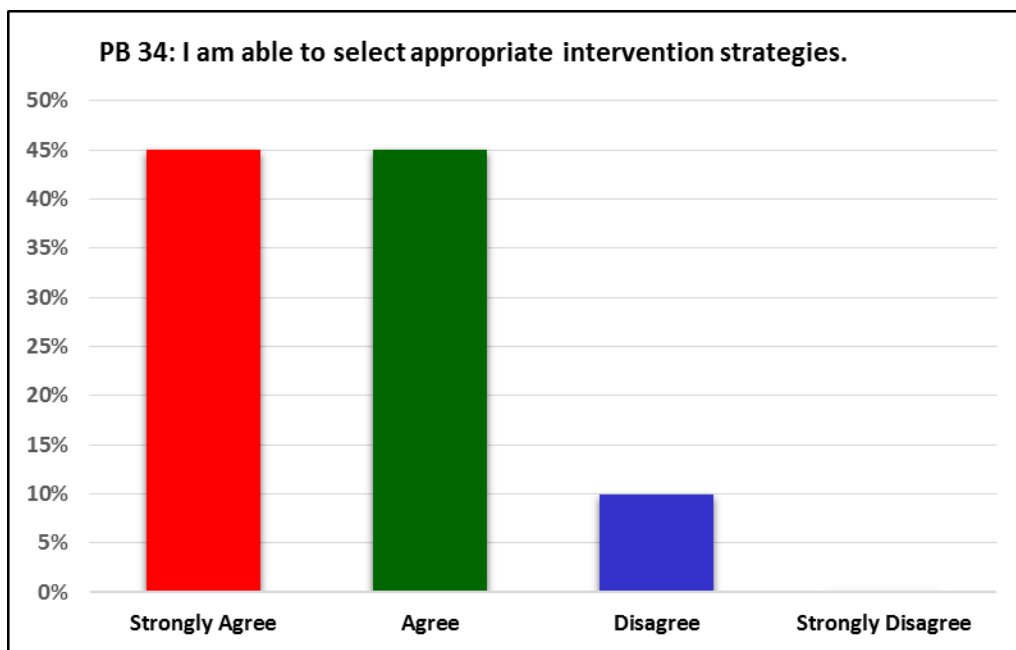
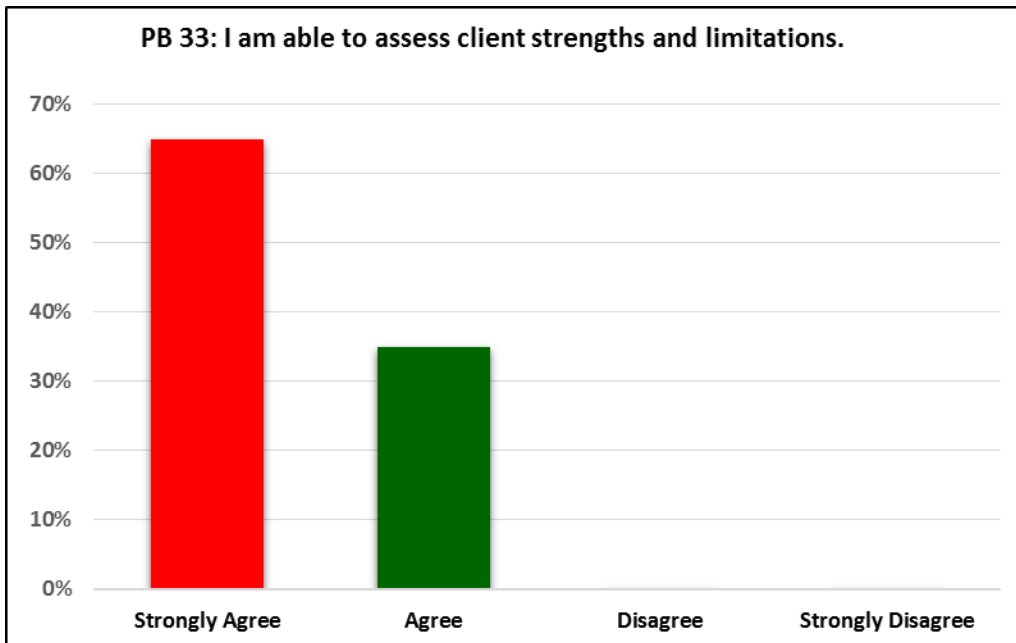
PB 30: I am prepared to integrate empathy into practice.

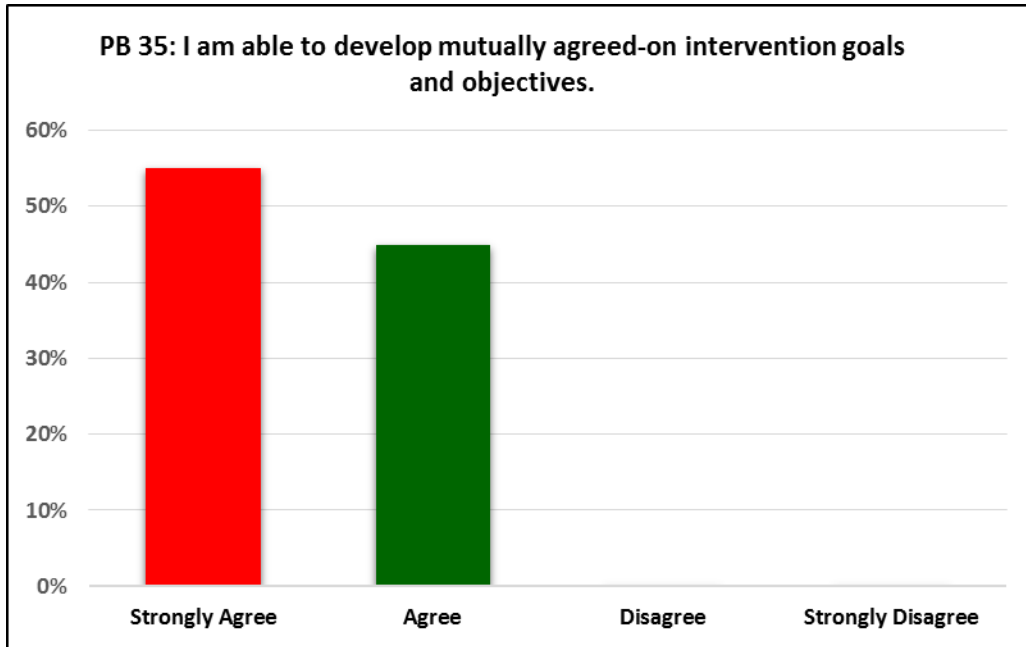




Educational Policy 2.1.10(b)
Assess individuals, families, groups, organizations, and communities.

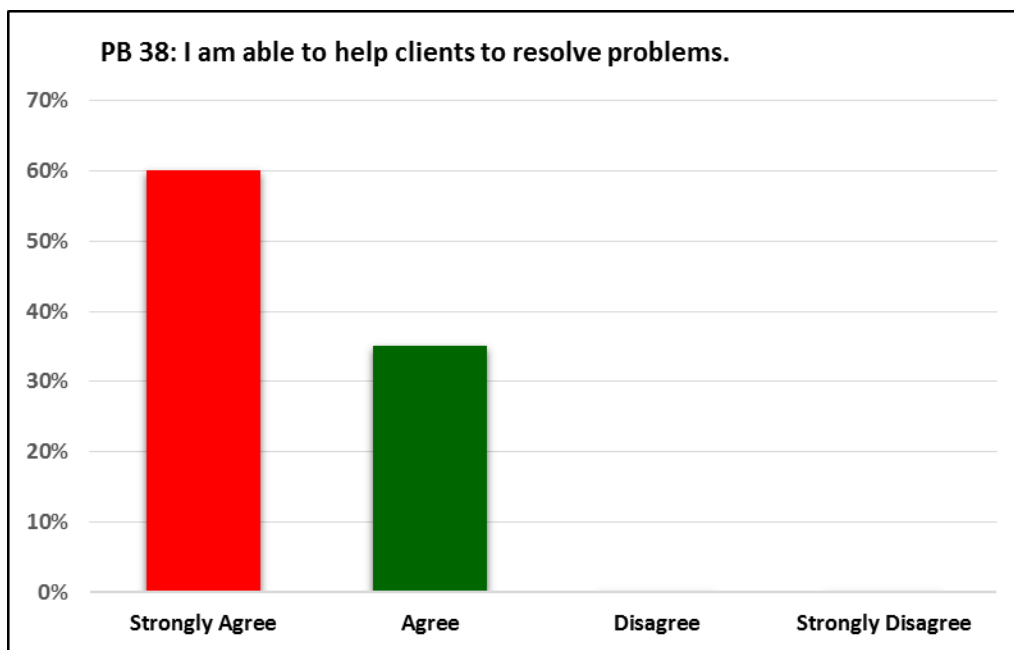
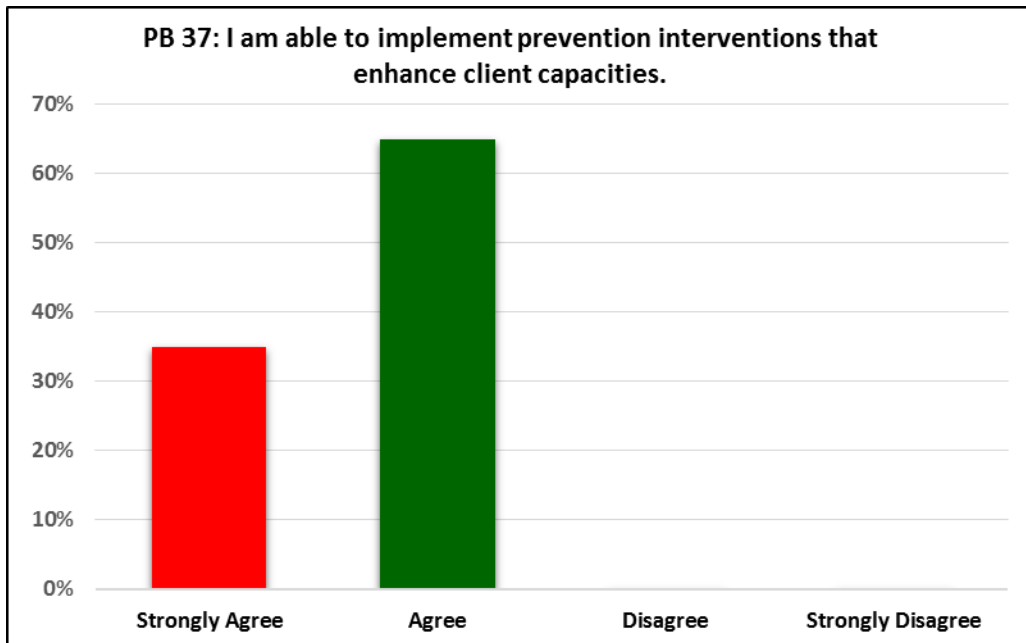


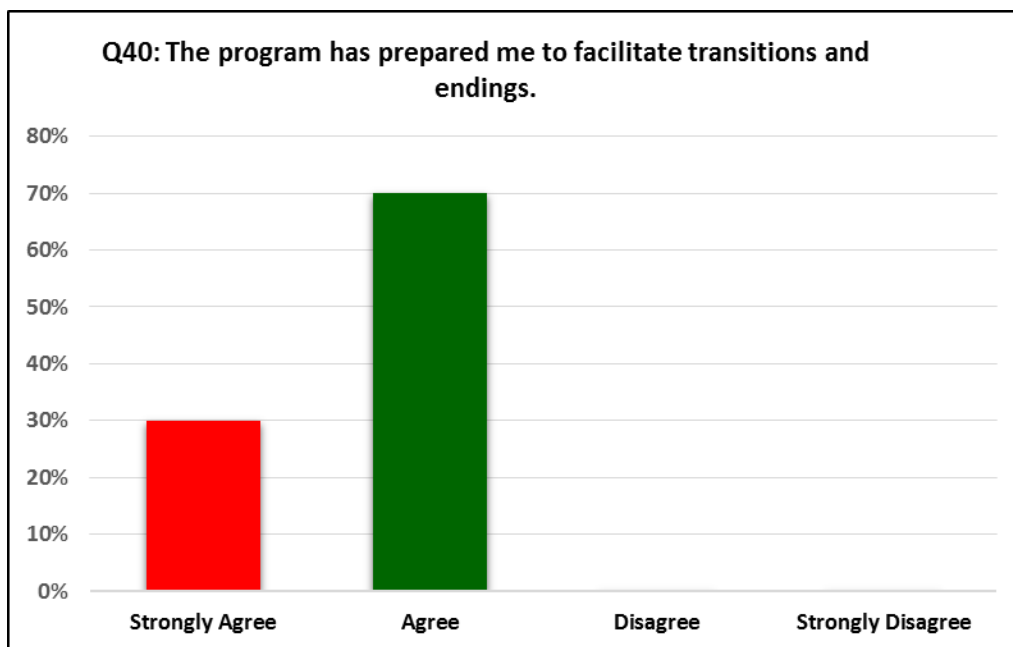
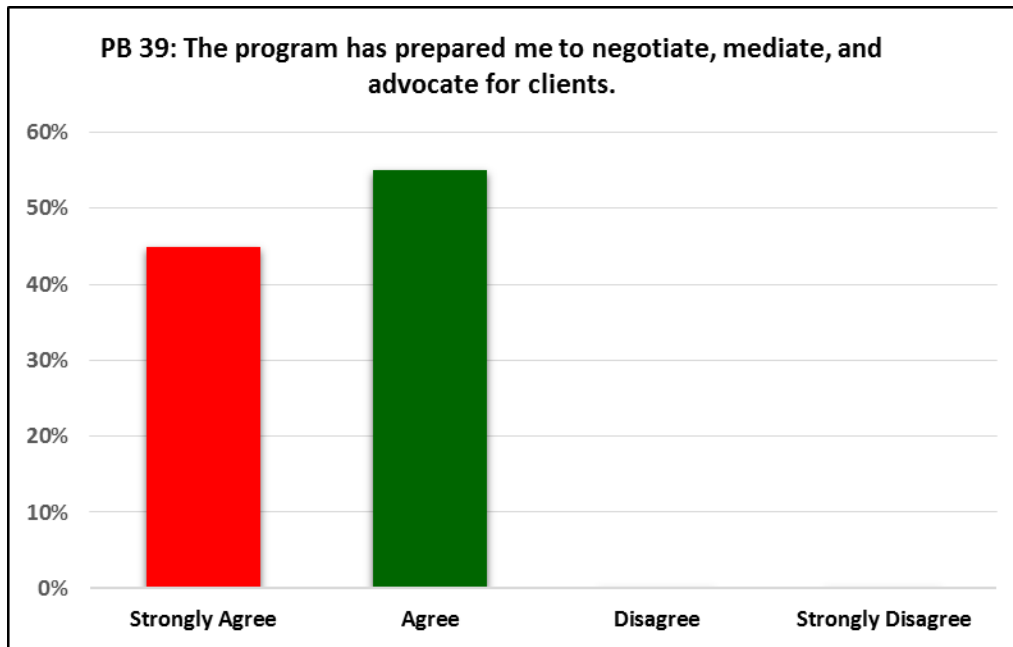




Educational Policy 2.1.10(c)
Intervene with individuals, families, groups, organizations, and communities.

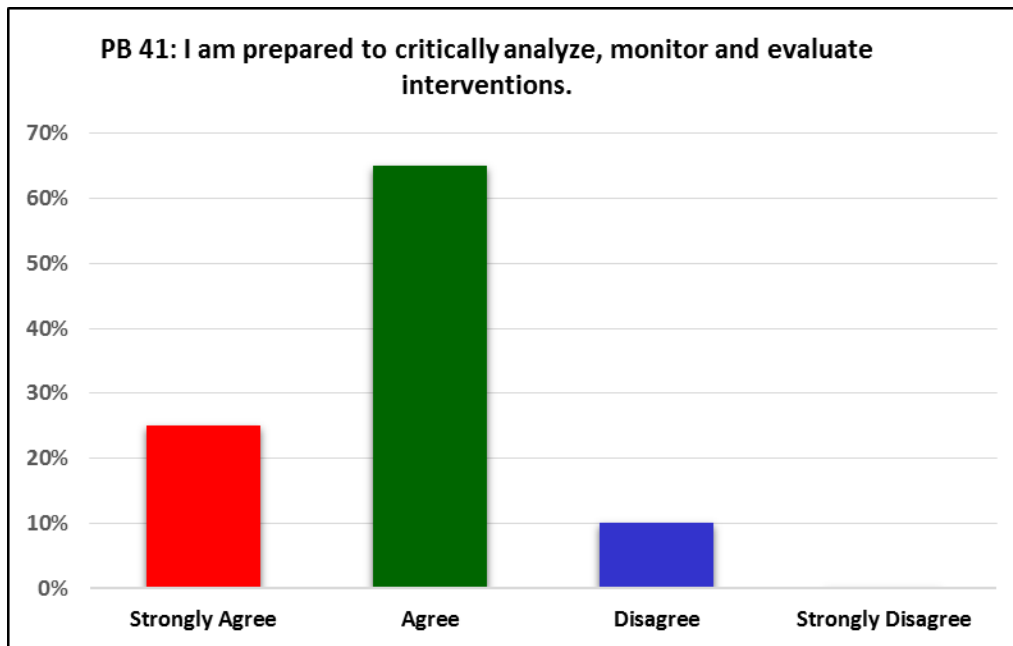






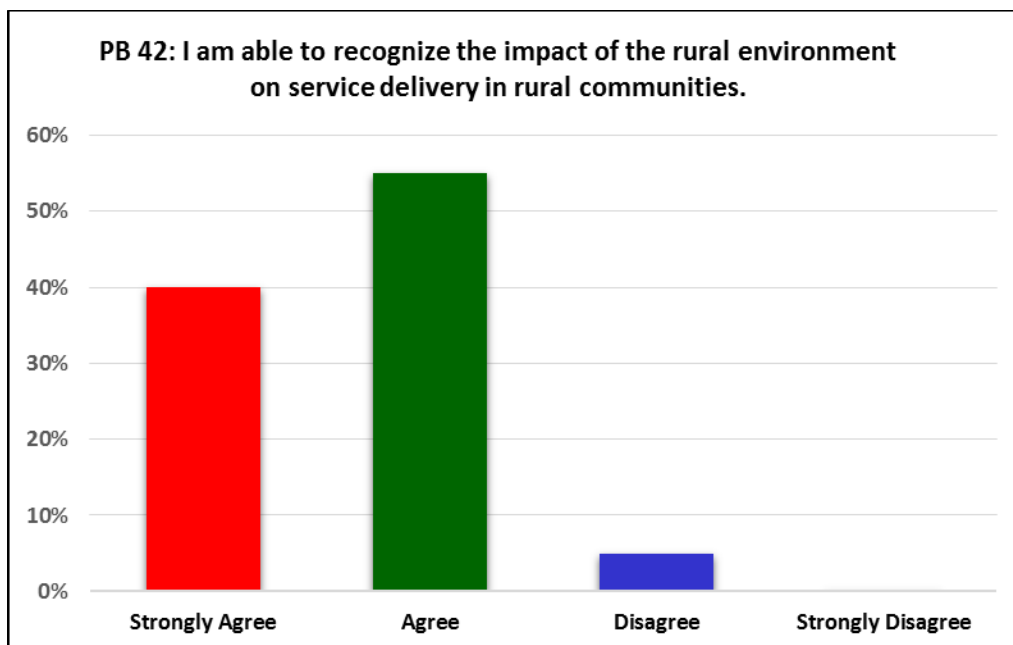
Educational Policy 2.1.10(d)

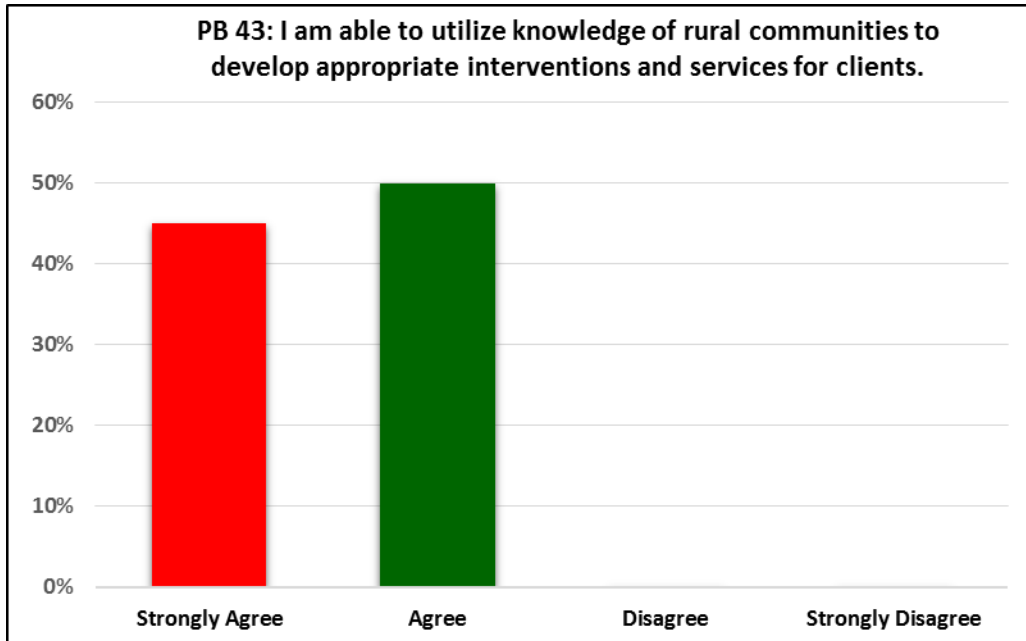
Evaluate individuals, families, groups, organizations, and communities.



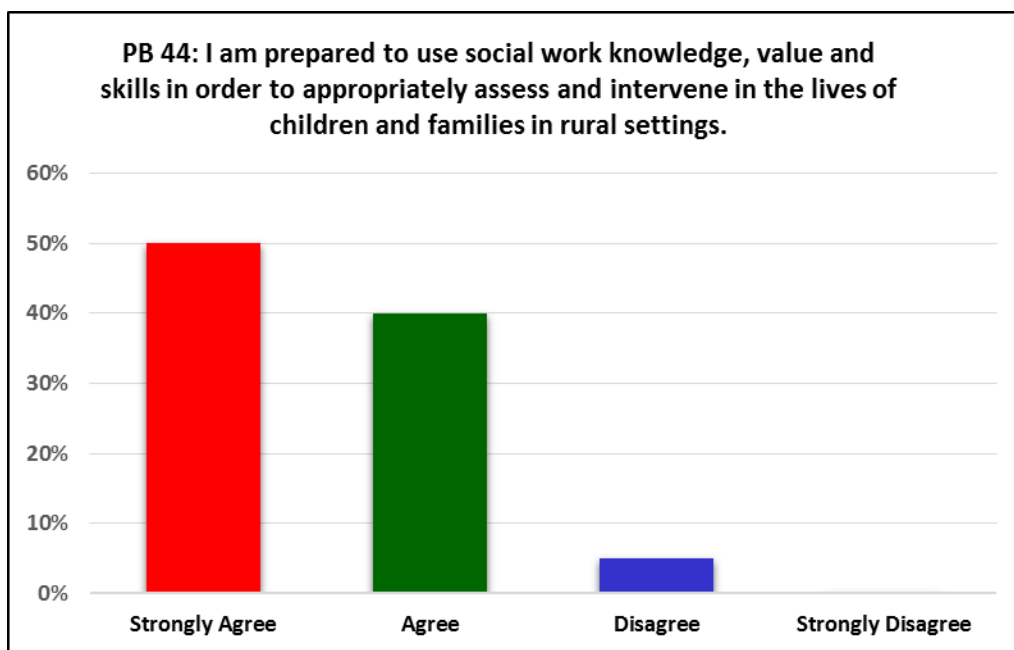
Core Competency 11

Utilize appropriate practice intervention within a rural setting.





Core Competency 12
Demonstrate knowledge and skills in applying a bio-psychosocial-cultural-spiritual perspective in advanced social work practice with children and families.



A review of the Focus Group responses shows that the benchmark was reached for each individual practice behavior.

BELOW IS AN ADDITIONAL PRESENTATION FOR THE 2016 ASSESSMENT FINDINGS

Department of Social Work
Baccalaureate Social Work Program Assessment Findings
2015-2016 Academic Year

	Benchmark	Practice Behaviors	Measures	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures Competency
2.1.1 – Identify as a professional social worker and conduct oneself accordingly	80% of students will demonstrate this competency on measure 1 and 70% on measure 2	Advocate for client access to services of social work	<p>Measure 1: Final Field Evaluations</p> <p>Three items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point scale on field rating measure</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.</p>	<p>The Mean scores were 4.3, 4.31 and 4.42.</p> <p>More than 80% of students agreed that they had accomplished this practice behavior</p>	The benchmark was met for this practice behavior on both measures
		Practice personal reflection and self-correction to assure continual professional development	<p>Measure 1: Final Field Evaluations</p> <p>Three items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students</p>	<p>The mean scores on the three field items were 4.31, 4.63 and 4.73.</p> <p>More than 80% of</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The</p>

				must score a rating of at least Agree on a four point Likert Scale.	students agreed that they had accomplished this practice behavior	benchmark was met for this measure
		Attend to professional roles and boundaries	<p>Measure 1: Final Field Evaluations</p> <p>Six items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.</p>	<p>The mean scores on the six items were 4.73, 4.68, 4.63, 4.73, 4.63 and 4.42.</p> <p>More than 80% of students agreed that they had accomplished this practice behavior</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for this measure</p>
		Demonstrates professional demeanor in behavior, appearance and communication.	<p>Measure 1: Final Field Evaluations</p> <p>Four Items from field evaluation form were used</p> <p>Measure 2: The Senior</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students</p>	<p>The mean scores on the four items were 4.73, 4.63, 4.47 and 4.63.</p> <p>More than 80% of</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p>

			Comprehensive Examination	must score a rating of at least Agree on a four point Likert Scale.	students agreed that they had accomplished this practice behavior	The benchmark was met for this measure
		Engage in Career Long Learning	Measure 1: Final Field Evaluations Two- Items from field evaluation form were used	Student must score a minimum of 4 out of a 5 point field rating scale	The mean scored on the two field items were 4.63 and 4.73.	The benchmark was met for this practice behavior based upon the field evaluations.
		Use supervision and consultation	Measure 2: The Senior Focus Group Sessions	A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.	More than 80% of students agreed that they had accomplished this practice behavior	The benchmark was met for this measure
			Measure 1: Final Field Evaluations Three Items from field evaluation form were used	Student must score a minimum of 4 out of a 5 point field rating scale	The mean scores on the three field items were 4.5, 4.8 and 4.6.	The benchmark was met for this practice behavior based upon the field evaluations.
			Measure 2: The Senior Focus Group Sessions	A minimum		

				of 80% of students must score a rating of at least Agree on a four point Likert Scale.	More than 80% of students agreed that they had accomplished this practice behavior	The benchmark was met for this measure
2.1.2 Apply Social Work Ethical Principles to Guide Professional Practice	80% of students will demonstrate this competency on measure 1 and 70% on measure 2	Recognizes and manages personal values in a way that allows professional values to guide practice	<p>Measure 1: Final Field Evaluations</p> <p>Five Items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.</p>	<p>The mean scores for the five field items were 4.5, 4.5, 4.42, 4.57 and 4.52.</p> <p>More than 80% of students agreed that they had accomplished this practice behavior</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for this measure</p>
		Makes ethical decisions by applying standards of the National Association of Social Workers and as applicable of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work statement in	<p>Measure 1: Final Field Evaluations</p> <p>One items from field evaluation form was used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students</p>	<p>The Mean score was 4.52. The benchmark was met for this measure</p> <p>More than 80% of</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The</p>

		Principle		must score a rating of at least Agree on a four point Likert Scale.	students agreed that they had accomplished this practice behavior	benchmark was met for this measure
		Tolerates ambiguity in resolving ethical conflicts	<p>Measure 1: Final Field Evaluations</p> <p>One items from field evaluation form was used</p> <p>Measure 2: The Senior Focus Group</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.</p>	<p>The Mean score was 4.7. The benchmark was met for this measure</p> <p>More than 80% of students agreed that they had accomplished this practice behavior</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for this measure</p>
		Applies strategies of ethical reasoning to arrive at principled decisions	<p>Measure 1: Final Field Evaluations</p> <p>One items from field evaluation form was used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of</p>	<p>The Mean score was 4.42. The benchmark was met for this measure</p> <p>More than 80% of students agreed that</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for</p>

				at least Agree on a four point Likert Scale.	they had accomplished this practice behavior	this measure
2.1.3 Apply Critical Thinking to Inform and Communicate Professional Judgment	80% of students will demonstrate this competency on measure 1 and 70% on measure 2	Distinguish, appraise and integrate multiple sources of knowledge, including research based knowledge and practice wisdom	<p>Measure 1: Final Field Evaluations</p> <p>Four items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.</p>	<p>The mean score for the four items were 4.36, 4.4, 4.0 and 4.1.</p> <p>More than 80% of students agreed that they had accomplished this practice behavior</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for this measure</p>
		Analyze models of assessment, prevention, intervention and evaluation	<p>Measure 1: Final Field Evaluations</p> <p>Four items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of at least Agree on a</p>	<p>The mean scores were 4.36, 4.26, 4.5 and 4.42.</p> <p>More than 80% of students agreed that they had accomplished this practice</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for this measure</p>

				four point Likert Scale.	behavior	
		Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities and colleagues	<p>Measure 1: Final Field Evaluations</p> <p>Three items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.</p>	<p>The mean scores were 4.63, 4.57 and 4.47.</p> <p>More than 80% of students agreed that they had accomplished this practice behavior</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for this measure</p>
2.1.4 Engage Diversity and Difference in Practice	80% of students will demonstrate this competency on measure 1 and 70% on measure 2	Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate or create or enhance privilege and power	<p>Measure 1: Final Field Evaluations</p> <p>Four items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of</p>	<p>The mean scores on the designated field items were 4.2 4.0, 4.36, and 4.4</p> <p>More than 80% of students agreed that they had</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for</p>

				at least Agree on a four point Likert Scale.	accomplished this practice behavior	this measure
		Gain sufficient self-awareness to eliminate the influences of personal biases and values in working with diverse groups	<p>Measure 1: Final Field Evaluations</p> <p>Two items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.</p>	<p>The mean scores on the designated field items were 4.42, and 4.6</p> <p>More than 80% of students agreed that they had accomplished this practice behavior</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for this measure</p>
		Recognize and communicate their understanding of the importance of the difference in shaping life experiences	<p>Measure 1: Final Field Evaluations</p> <p>Three items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of at least Agree on a</p>	<p>The mean scores on the designated field items were 4.36, 4.4 and 4.0</p> <p>More than 80% of students agreed that they had accomplished</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for this measure</p>

				four point Likert Scale.	this practice behavior	
		View themselves as learners and engage those with whom they work as informants	<p>Measure 1: Final Field Evaluations</p> <p>Two items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.</p>	<p>The mean scores on the designated field items were 4.1, and 4.57</p> <p>More than 80% of students agreed that they had accomplished this practice behavior</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for this measure</p>
2.1.5 Advance Human Rights and Social and Economic Justice	80% of students will demonstrate this competency on measure 1 and 70% on measure 2	Understand the forms and mechanisms of oppression and discrimination	<p>Measure 1: Final Field Evaluations</p> <p>Three items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.</p>	<p>The mean scores on the designated field items were 4.42, 4.36 and 4.52</p> <p>More than 80% of students agreed that they had accomplished this practice behavior</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for this measure</p>

		Advocate for human rights and social and economic justice	<p>Measure 1: Final Field Evaluations</p> <p>Three items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.</p>	<p>The mean scores on the designated field items were 4.42, 4.36 and 4.52</p> <p>More than 80% of students agreed that they had accomplished this practice behavior</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for this measure</p>
		Engage in practices that advance social and economic justice	<p>Measure 1: Final Field Evaluations</p> <p>Four items from field evaluation form were used</p> <p>Measure 2: The Senior Focus Group Sessions</p>	<p>Student must score a minimum of 4 out of a 5 point field rating scale</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert</p>	<p>The mean scores on the designated field items were 4.36, 4.52, 4.31 and 4.47.</p> <p>More than 80% of students agreed that they had accomplished this practice behavior</p>	<p>The benchmark was met for this practice behavior based upon the field evaluations.</p> <p>The benchmark was met for this measure</p>

				Scale.		
2.1.6. Engage in Research Informed Practice and Practice Informed Research	80% of students will demonstrate this competency on both measures 1 and 2	Use Practice Experience to Inform Scientific Inquiry	<p>Measure 1: Assignment to complete Research Proposal in SW409, Research for Social Workers;</p> <p>Measure 2: Final Field Evaluation Forms</p> <p>Two items from field evaluation form measure this outcome</p>	<p>Student must make to minimum score of 80% on completion of this measure to meet benchmark</p> <p>Student must score a minimum of 4 out of a 5 point field rating scale</p>	<p>The average student score on the research proposal was 70%.</p> <p>The mean scores on the designated field items were 4.1 and 4.27.</p>	<p>The Benchmark was not met on this measure</p> <p>The benchmark was met for this practice behavior based upon the field evaluations.</p>
		Use Research Evidence to inform Practice	<p>Measure 1: Assignment to complete Research Proposal in SW409, Research for Social Workers;</p> <p>Measure 2: Final Field Evaluation Forms</p> <p>Two items from field evaluation form measure this outcome</p>	<p>Student must make to minimum score of 80% on completion of this measure to meet benchmark</p> <p>Student must score a minimum of 4 out of a 5 point field rating scale</p>	<p>The average student score on the research proposal was 70%.</p> <p>The mean scores on the designated field items were 4.1 and 4.27.</p>	<p>The Benchmark was not met on this measure</p> <p>The benchmark was met for this practice behavior based upon the field evaluations.</p>

2.1.7 Apply Knowledge of Human Behavior and Social Environment	80% of students will demonstrate this competency on both measures 1 and 2	Utilize conceptual frameworks to guide the process of assessment, intervention and evaluation	Measure 1: Final Field Evaluation Forms	Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.	The scores on the designated field items were 4.4 and 4.0	The Benchmark was met on both measures for this practice behavior
			Two Items on Field Evaluation Form were used to measure outcomes on this behavior			
			Measure 2: Focus group interview for Graduating Seniors	A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.	More than 80% of students agreed that they had accomplished this practice behavior	
		Critique and apply knowledge to understand person in the environment	Measure 1: Final Field Evaluation Forms	Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.	The scores on the designated field items were 4.42, 4.42 and 4.60	The Benchmark was met on both measures for this practice behavior
			Three Items on Field Evaluation Form were used to measure outcomes on this behavior			
			Measure 2: Focus group interview for Graduating	A minimum of 80% of students	More than 80% of students agreed that they had accomplished	

			Seniors	must score a rating of at least Agree on a four point Likert Scale.	this practice behavior	
2.1.8 Engage in Policy Practice to Advance Social and Economic Well-Being and to Deliver Effective Social Work Services	80% of students will demonstrate this competency on both measures 1 and 2	Understand relationships of social policies to social work practice in field agency	Measure 1: Final Field Evaluation Forms Three Items on Field Evaluation Form were used to measure outcomes on this behavior	Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.	The mean scores for the field instrument items that measure this practice behavior are: 4.3, 4.3 and 4.4	The Benchmark was met on both measures for this practice behavior
		Collaborate with colleagues and clients for effective policy action	Measure 2: Focus group interview for Graduating Seniors Measure 1: Final Field Evaluation Forms Three Items on Field Evaluation Form were used to measure outcomes on	A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale. Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this	More than 80% of students answered agree on the four point Likert Scale response set The mean scores for the field instrument items that measure this practice behavior are: 4.3, 4.3 and 4.4	The Benchmark was met on both measures for this practice behavior

			this behavior	benchmark.		
			Measure 2: Focus group interview for Graduating Seniors	A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.	More than 80% of students answered at least Agree on the four point Likert Scale response set	
2.1.9 Respond to Contexts that Shape Practice	80% of students will demonstrate this competency on both measures 1 and 2	Continuously discover, appraise and attend to changing locales, scientific and technological development, and emerging societal trends to provide relevant services	Measure 1: Final Field Evaluation Forms Four Items on Field Evaluation Form were used to measure outcomes on this behavior	Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark. A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.	The mean scores for the field instrument items that measure this practice behavior are: 4.38, 4.36, 4.1 and 4.1 More than 80% of students answered at least Agree on the four point Likert Scale response set	The Benchmark was met on both measures for this practice behavior
		Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services	Measure 1: Final Field Evaluation Forms One item on	Student must score a minimum mean score	The Mean Score for the one item used on the field evaluation	The Benchmark was met on both measures for this practice behavior

			Field Evaluation Form was used to measure outcomes on this behavior	of 4 out of 5 possible points to successfully complete this benchmark.	instrument to measure this practice behavior was 4.1	
			Measure 2: Focus group interview for Graduating Seniors	A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.	More than 80% of students answered at least Agree on the four point Likert Scale response set	
2.1.10 Engage, Assess, Intervene with Individuals, Families, Groups, Organizations and Communities	80% of students will demonstrate this competency on both measures 1 and 2 80% of students will	Substantively and affectively prepare for action with individual, groups, families, organizations and communities	Measure 1: Final Field Evaluation Forms One item on Field Evaluation Form was used to measure outcomes on this behavior Measure 2: Focus group interview for Graduating Seniors	Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark. A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.	The Mean Score for the one item used on the field evaluation instrument to measure this practice behavior was 4.73 More than 80% of students answered at least Agree on the four point Likert Scale response set	The Benchmark was met on both measures for this practice behavior

	demonstrate this competency on both measures 1 and 2	Uses empathy and other interpersonal skills	<p>Measure 1: Final Field Evaluation Forms</p> <p>One item on Field Evaluation Form was used to measure outcomes on this behavior</p> <p>Measure 2: Focus group interview for Graduating Seniors</p>	<p>Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.</p>	<p>The Mean Score for the one item used on the field evaluation instrument to measure this practice behavior was 4.57</p> <p>More than 80% of students answered at least Agree on the four point Likert Scale response set</p>	The Benchmark was met on both measures for this practice behavior
		Develop a mutually agreed on focus of work and desired outcomes	<p>Measure 1: Final Field Evaluation Forms</p> <p>One item on Field Evaluation Form was used to measure outcomes on this behavior</p> <p>Measure 2: Focus group interview for Graduating Seniors</p>	<p>Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.</p>	<p>The Mean Score for the one item used on the field evaluation instrument to measure this practice behavior was 4.57</p> <p>More than 80% of</p>	The Benchmark was met on both measures for this practice behavior

		Collect, Organize and Interpret Data	Measure 1: Final Field Evaluation Forms	A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.	students answered at least Agree on the four point Likert Scale response set	The Benchmark was met on both measures for this practice behavior
		Assess client strengths and limitations	Three items on Field Evaluation Form were used to measure outcomes on this behavior	Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.	The Mean Score for the items used on the field evaluation instrument to measure this practice behavior were 4.5 and 4.0	
			Measure 2: Focus group interview for Graduating Seniors			
			Measure 1: Final Field Evaluation Forms	A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.	More than 80% of students answered at least Agree on the four point Likert Scale response set	The Benchmark was met on both measures for this practice behavior
			Two items on Field Evaluation Form were used to measure outcomes on this behavior	Student must score	The Mean Score for the items used on the field evaluation instrument to	

		Develop mutually agreed on goals and objectives	Measure 2: Focus group interview for Graduating Seniors	a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.	measure this practice behavior were 4.5 and 4.0	
			Measure 1: Final Field Evaluation Forms	A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.	More than 80% of students answered at least Agree on the four point Likert Scale response set	The Benchmark was met on both measures for this practice behavior
		Select appropriate intervention strategies	Two items on Field Evaluation Form were used to measure outcomes on this behavior	Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.	The Mean Score for the items used on the field evaluation instrument to measure this practice behavior were 4.4 and 4.3	
			Measure 2: Focus group interview for Graduating Seniors	A minimum of 80% of students must score a rating of	More than 80% of students answered at least Agree on the four point Likert Scale response set	The Benchmark was met on both measures for this practice behavior
			Measure 1: Final Field Evaluation Forms			

		Initiate actions to achieve organizational goals	Two items on Field Evaluation Form were used to measure outcomes on this behavior	at least Agree on a four point Likert Scale.		
			Measure 2: Focus group interview for Graduating Seniors	Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.	The Mean Score for the items used on the field evaluation instrument to measure this practice behavior were 4.4 and 4.3	The Benchmark was met on both measures for this practice behavior
		Implement Prevention Interventions that enhance client capabilities	Measure 1: Final Field Evaluation Forms	A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.	More than 80% of students answered at least Agree on the four point Likert Scale response set	
			Two items on Field Evaluation Form were used to measure outcomes on this behavior			
			Measure 2: Focus group interview for Graduating Seniors	Student must score a minimum mean score of 4 out of 5 possible	The Mean Scores for the items used on the field evaluation instrument to	The Benchmark was met on both

		Help clients resolve problems	Measure 1: Final Field Evaluation Forms	points to successfully complete this benchmark.	measure this practice behavior were 4.3 and 4.1	measures for this practice behavior
			Three items on Field Evaluation Form were used to measure outcomes on this behavior	A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.	More than 80% of students answered at least Agree on the four point Likert Scale response set	
		Negotiate, mediate and advocate for clients	Measure 2: Focus group interview for Graduating Seniors	Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.	The Mean Scores for the items used on the field evaluation instrument to measure this practice behavior were 4.5. 4.4. and 4.4	The Benchmark was met on both measures for this practice behavior
			Measure 1: Final Field Evaluation Forms			
			Three items on Field Evaluation Form were used to measure outcomes on this behavior	A minimum of 80% of students must score a rating of at least Agree on a four point Likert	More than 80% of students answered at least Agree on the four point Likert Scale response set	
					The Mean	

		Facilitate transitions and endings	<p>Measure 2: Focus group interview for Graduating Seniors</p> <p>Measure 1: Final Field Evaluation Forms</p> <p>Four items on Field Evaluation Form were used to measure outcomes on this behavior</p>	<p>Scale.</p> <p>Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.</p>	<p>Scores for the items used on the field evaluation instrument to measure this practice behavior were 4.4, 4.42, and 4.52</p> <p>More than 80% of students answered at least Agree on the four point Likert Scale response set</p> <p>The Mean Scores for the items used on the field evaluation instrument to measure this practice behavior were 4.52, 4.4, 4.26, and 4.52</p> <p>More than 80% of</p>	<p>The Benchmark was met on both measures for this practice behavior</p> <p>The Benchmark was met on both measures for this practice behavior</p>
		Social workers critically analyze, monitor and evaluate interventions	<p>Measure 2: Focus group interview for Graduating Seniors</p> <p>Measure 1: Final Field Evaluation Forms</p> <p>Three items on</p>	<p>Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.</p>		

Program's Rural Competencies		Utilize knowledge of rural communities to develop appropriate interventions and services for clients:	Field Evaluation Form were used to measure outcomes on this behavior	A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.	students answered at least Agree on the four point Likert Scale response set	The Benchmark was met on both measures for this practice behavior
			Measure 2: Focus group interview for Graduating Seniors	Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.	The Mean Scores for the items used on the field evaluation instrument to measure this practice behavior were 4.2, 4.0. and 4.0	
			Measure 1: Final Field Evaluation Forms			
			Three items on Field Evaluation Form were used to measure outcomes on this behavior	A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.	More than 80% of students answered at least Agree on the four point Likert Scale response set	
		Use Knowledge, values and skills of social work practice to perform generalist practice in rural	Measure 2: Focus group interview for Graduating Seniors		The Mean Scores for the items used on the field evaluation instrument to measure this	The benchmark was met for the practice

		areas:	<p>Measure 1: Final Field Evaluation Forms</p> <p>Four items on Field Evaluation Form were used to measure outcomes on this behavior</p> <p>Measure 2: Community Profile</p> <p>Measure 1: Final Field Evaluation Forms</p> <p>Four items on Field Evaluation</p>	<p>Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.</p> <p>A minimum of 80% of students must score a rating of at least Agree on a four point Likert Scale.</p> <p>Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this</p>	<p>practice behavior were 4.2, 4.0. and 4.0</p> <p>More than 80% of students answered at least Agree on the four point Likert Scale response set</p> <p>The mean scores for the four field instrument items are 4.38, 4.36, 4.1 and 4.1.</p> <p>The mean score on the rubric was 3.2.</p>	<p>behavior using the field instrument as a measure but failed to meet the benchmark using the community profile as a measure.</p> <p>The benchmark was met for the practice behavior using the field instrument as a measure but failed to meet the benchmark using the community profile as a measure.</p>
--	--	--------	---	--	---	--

			<p>Form were used to measure outcomes on this behavior</p> <p>Measure 2: Community Profile</p>	<p>benchmark.</p> <p>The overall mean score on the community profile rubric must be at least 4.0.</p> <p>Student must score a minimum mean score of 4 out of 5 possible points to successfully complete this benchmark.</p> <p>The overall mean score on the community profile rubric must be at least 4.0.</p>	<p>The mean scores for the four field instrument items are 4.38, 4.36, 4.1 and 4.1.</p> <p>The mean score on the rubric was slightly below 4.0</p>	
--	--	--	--	---	--	--

OTHER MEASURES:

Additional measures were utilized for individual items deemed suitable for specific performance measures. These extra measures include the Agency and Community Profile completed in SW420, Methods of Social Work Practice III, and the Research Proposal completed in SW409, Methods of Social Work Research. The findings are as follows:

Measure: Performance on Research Proposals:

1. Use Practice to Inform Research

The review of the research proposals assigned in SW409 indicated a very poor understanding of relating practice questions to practice. Using the rubric with the following ratings (5 = Excellent; 4 = Good; 3 = Average; 2 = poor and 1= Unacceptable, the mean score was barely 3 indicating average performance at best. Students continue to indicate poor understandings of how to relate research and practice.

2. Use Research to Inform Practice

The research proposals show a poor level of understanding related to developing research questions, null hypotheses and methods for researching the question. Students continue to have problems identifying independent and dependent variables. This is an area that requires much additional work.

3. Understand the Forms and Mechanisms of Oppression and Discrimination

The Measure used for this item is the Community Profile completed by Students enrolled in the Spring 2016 Semester Class, SW420, Methods of Social Work Practice III. The

instrument completed by students had been strengthened from the one used the previous year. The Rubric used for assessing the instrument is as follows:

- 5 The Profile is very comprehensive, detailed and covers all questions with depth and clarity.
- 4 The Profile is comprehensive and detailed to a high degree. It covers all questions with a high degree of depth and clarity.
- 3 The Profile is comprehensive and detailed at no more than an acceptable level. It covers all questions with an intermediate degree of depth and clarity.
- 2 The Profile demonstrates no more than a poor level related to being comprehensive and detailed. Depth and clarity are judged to be poor.
- 1 The Profile is neither comprehensive nor detailed. There is likewise no discernible depth or clarity.

The desired benchmark for the community profiles is a minimum mean score of 4.0. The actual mean score fell slightly above a 3.0. The benchmark therefore was not met. Students do not seem to comprehensively relate problems in communities to forms and mechanisms of oppression and discrimination. They also do not relate the issue of oppression to various groups, including minorities, poor, sexual orientations/lifestyles, age and mental or physical handicaps.

4. Advocate for Human Rights and Social and Economic Justice.

The Measure used for this Practice Behavior is the Community Profile. The rubric has been presented above. The mean score for this item was below a 3.5 which means that the benchmark was not met. Students do not connect human rights and social and economic justice issues to the problems faced by many marginalized groups in poor and rural communities.

5. I am Prepared to use Practice to Advance Social and Economic Justice

The Measure used for this Practice Behavior is the Community Profile. The rubric has been presented above. The mean score for this item was below a 3.5 which means that the benchmark was not met. Students do not connect human rights and social and economic justice issues to the problems faced by many marginalized groups in poor and rural communities.

6. Integrate, Appraise and Attend the Changing Variables (locales, population, trends, changing technologies)

The Measure used for this Practice Behavior is the Community Profile. The rubric has been presented above. The mean score for this item was below a 3.0 which means that the benchmark was not met. Students do not connect changing population demographics and new technologies to where communities will be in ten years.

7. Utilize knowledge of rural communities to develop appropriate interventions and services for clients:

The Measure used for this Practice Behavior is the Community Profile. The rubric has been presented above. The mean score for this item was slightly above 3.2 which means that the benchmark was not met. While students identified a dearth of certain services available for persons in communities they profiled, they overall did not relate this dearth to the rural location and isolation of such communities.

8. Use Knowledge, values and skills of social work practice to perform generalist practice in rural areas:

The Measure used for this Practice Behavior is the Community Profile. The rubric has been presented above. The mean score for this item was below a 4.0 which means that the benchmark was not met. As stated above, students do not comprehensively connect certain issues that affect rural communities in a global sense to their own rural communities.

DISCUSSION

A review of the student learning outcomes shows that while students and their field instructors have very favorable views of how well students have achieved practice behaviors and competencies, assessment activities that focus upon student assignments shows areas that need improvement. The development of research questions, hypotheses and proposals fall below required benchmarks in actual performance. Faculty members have discussed how to better prepare students to conduct research and this will entail more hands on effort by faculty.

The Community Profile is another measure that requires further development so that it more effectively measures how well students are able to assess the specific needs and challenges affecting rural communities. Rural areas in Mississippi remain mired in poverty and more jobs as well as services are needed. An improved community profile will help illuminate the rural dimension of critical issues. The same can be said for the agency profiles that student's complete while enrolled in field internships.

Assignments such as research proposals and community profiles needs to incorporate more preparatory assignments that help students acquire the knowledge and skills required for writing comprehensive proposals and community assessment. Such assignments should help

students connect competencies and individual practice behaviors related to scientific inquiry, knowledge building, oppressed groups and changing trends to the entire social work curriculum.