

**Centenary University BSW Program  
Assessment of Student Learning Outcomes**

Last Completed in May 2019

COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK (All reported outcomes reference the on-ground program at our Hackettstown campus, which is the only BSW program option offered at Centenary University)	
		Class of 2018	Class of 2019
	<i>Scores reported here are the aggregated means of multiple measures</i>		
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	90% achievement of 3 or better on a scale of 1-5	✓99% (mean = 4.39)	✓100% (mean = 4.60)
<b>Competency 2:</b> Engage Diversity and Difference in Practice	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 4.51)	✓100% (mean = 4.58)
<b>Competency 3:</b> Advance Human Rights and Social, Economic, and Environmental Justice	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 4.39)	✓100% (mean = 4.40)
<b>Competency 4:</b> Engage in Practice-Informed Research and Research-Informed Practice	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 3.90)	✓100% (mean = 3.92)
<b>Competency 5:</b> Engage in Policy Practice	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 4.23)	✓100% (mean = 4.15)
<b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations and Communities	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 4.43)	✓100% (mean = 4.49)
<b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations and Communities	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 4.31)	✓100% (mean = 4.42)
<b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations and Communities	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 4.20)	✓100% (mean = 4.32)
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations and Communities	90% achievement of 3 or better on a scale of 1-5	✓100% (mean = 3.92)	✓100% (mean = 4.11)

More detailed assessment data is available for review in the pages that follow

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. At least two measures assess each competency, with one of the assessment measures based on demonstration of the competency in real or simulated practice situations. 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. Competence is perceived as holistic, involving both performance and the knowledge, values, critical thinking, affective reactions, and exercise of judgment that inform performance.

The benchmark set by Centenary's BSW Program to establish demonstrated competence is 90% achievement of a minimal rating of 3 on a scale of 1-5 for each of identified practice behaviors determined by the Council on Social Work Education (2015). The scores reported below represent the aggregated means of two independent measures:

- The first measure is an end-of-year evaluation form completed by the agency-based MSW-level Field Instructor who has supervised the student throughout a structured two-semester field placement (internship) during the student's senior year. These competency ratings -- determined by the Field Instructors' direct observations of the students' work in the field, review of students' written process recordings, and discussion during weekly supervision meetings -- are based on "standards that one would reasonably expect an entry-level generalist social worker to meet" on a scale of 1 ("does not meet expectations") to 5 ("exceeds expectations"), with 3 indicating "satisfactory" and \* indicating "unable to assess".
- The second measure is the Capstone Presentation, a culminating assignment embedded in the Senior Seminar course. All senior BSW students are required to give a Capstone Presentation, approximately 45 minutes in length, utilizing their Fieldwork experience as a means to demonstrate their ability to integrate and apply each of the identified practice behaviors that comprise the core competencies of generalist social work practice. Capstone Presentations may be attended by BSW Program faculty, Field Instructors and junior level BSW students, in addition to senior cohort classmates. The presentations are graded by the Senior Seminar professor, a full-time BSW Program faculty member, who uses a standardized rubric to rate each practice behavior on a scale of 1 ("does not meet expectations") to 5 ("exceeds expectations"), with 3 indicating "satisfactorily meets expectations".

CLASS OF 2019 (n=17)

<b>CORE COMPETENCY 1: Demonstrate Ethical and Professional Behavior.</b>							Mean Score	% at 3 or above
<p>Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession's history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.</p>							4.60	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Makes ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context				7	10		4.58	100%
				3	14		4.82	100%
Uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations			1	5	11		4.58	100%
				4	13		4.76	100%
Demonstrates professional demeanor in behavior; appearance; and oral, written, and electronic communication				4	13		4.76	100%
				3	14		4.82	100%
Uses technology ethically and appropriately to facilitate practice outcomes			1	5	11		4.58	100%
			8	2	7		3.94	100%
Uses supervision and consultation to guide professional judgment and behavior				5	12		4.70	100%
				8	9		4.52	100%

Field Instructor rating mean: 4.64  
 Capstone Presentation rating mean: 4.57

CLASS OF 2019 (n=17)

<b>CORE COMPETENCY 2: Engage Diversity and Difference in Practice</b>							Mean Score	% at 3 or above
<p>Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.</p>							4.58	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels			2	6	9		4.41	100%
				4	13		4.76	100%
Presents themselves as learners and engage clients and constituencies as experts of their own experiences			2	6	9		4.41	100%
				3	14		4.82	100%
Applies self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.			3	3	11		4.47	100%
			1	4	12		4.64	100%

Field Instructor rating mean: 4.43  
 Capstone Presentation rating mean: 4.74

CLASS OF 2019 (n=17)

<b>CORE COMPETENCY 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>								Mean Score	% at 3 or above
Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected.								4.40	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above	
Applies their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels			2	8	7		4.29	100%	
			3	3	11		4.47	100%	
Engages in practices that advance social, economic, and environmental justice			3	7	6	1	4.18	100%	
				5	12		4.70	100%	

Field Instructor rating mean: 4.23

Capstone Presentation rating mean: 4.58

CLASS OF 2019 (n=17)

<b>CORE COMPETENCY 4: Engage in Practice-Informed Research and Research-Informed Practice</b>							Mean Score	% at 3 or above
Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice.							3.92	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Uses practice experience and theory to inform scientific inquiry and research			3	4	7	3	4.28	100%
			8	3	6		3.88	100%
Applies critical thinking to engage in analysis of quantitative and qualitative research methods and research findings			4	4	5	4	4.07	100%
			13	3	1		3.29	100%
Uses and translates research evidence to inform and improve practice, policy, and service delivery			3	7	6	1	4.18	100%
			4	11	2		3.88	100%

Field Instructor rating mean: 4.17  
 Capstone Presentation rating mean: 3.68

CLASS OF 2019 (n=17)

<b>CORE COMPETENCY 5: Engage in Policy Practice</b>							Mean Score	% at 3 or above
<p>Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.</p>							4.15	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services			2	9	6		4.23	100%
			3	11	3		4.0	100%
Assesses how social welfare and economic policies impact the delivery of and access to social services			2	9	6		4.23	100%
			4	7	6		4.11	100%
Applies critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice			4	7	6		4.11	100%
			3	7	7		4.23	100%

Field Instructor rating mean: 4.19  
 Capstone Presentation rating mean: 4.11

CLASS OF 2019 (n=17)

<b>CORE COMPETENCY 6: Engage with Individuals, Families, Groups, Organizations and Communities</b>							Mean Score	% at 3 or above
Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate							4.49	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies				9	8		4.47	100%
			6	2	9		4.17	100%
Uses empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies				6	11		4.64	100%
				5	12		4.70	100%

Field Instructor rating mean: 4.55

Capstone Presentation rating mean: 4.43



CLASS OF 2019 (n=17)

<b>CORE COMPETENCY 7: Assess Individuals, Families, Groups, Organizations and Communities</b>							Mean Score	% at 3 or above
Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.							4.42	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Collects and organizes data, and applies critical thinking to interpret information from clients and constituencies			3	8	6		4.17	100%
				2	15		4.88	100%
Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies			3	7	7		4.23	100%
				3	14		4.82	100%
Develops mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies			3	7	7		4.23	100%
				6	11		4.64	100%
Selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies			3	8	6		4.17	100%
			2	9	6		4.23	100%

Field Instructor rating mean: 4.20  
 Capstone Presentation rating mean: 4.64

CLASS OF 2019 (n=17)

<b>CORE COMPETENCY 8:</b>								Mean Score	% at 3 or above
<b>Intervene with Individuals, Families, Groups, Organizations and Communities</b>									
Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.								4.32	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above	
Critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies			3	8	6		4.17	100%	
			2	7	8		4.35	100%	
Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies			2	7	8		4.35	100%	
				9	8		4.47	100%	
Uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes			3	6	8		4.29	100%	
				6	11		4.64	100%	
Negotiates, mediates, and advocates with and on behalf of diverse clients and constituencies			4	6	7		4.17	100%	
			1	5	11		4.58	100%	
Facilitates effective transitions and endings that advance mutually agreed-on goals			3	9	4	1	4.06	100%	
			3	8	6		4.17	100%	

Field Instructor rating mean: 4.20  
 Capstone Presentation rating mean: 4.44

CLASS OF 2019 (n=17)

<b>CORE COMPETENCY 9:</b>							Mean Score	% at 3 or above
<b>Evaluate Practice with Individuals, Families, Groups, Organizations and Communities</b>								
Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.							4.11	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Selects and uses appropriate methods for evaluation of outcomes			5	7	5		4.0	100%
			5	3	9		4.23	100%
Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes			3	8	6		4.17	100%
			4	6	7		4.17	100%
Critically analyzes, monitors, and evaluates intervention and program processes and outcomes			4	6	6	1	4.12	100%
			5	4	8		4.17	100%
Applies evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels			6	4	6	1	4.0	100%
			7	2	8		4.05	100%

Field Instructor rating mean: 4.07  
 Capstone Presentation rating mean: 4.15

CLASS OF 2018 (n=23)

<b>CORE COMPETENCY 1: Demonstrate Ethical and Professional Behavior.</b>							Mean Score	% at 3 or above
<p>Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession's history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.</p>							4.39	99%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Makes ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context			1	7	15		4.60	100%
			3	11	9		4.26	100%
Uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations			2	8	13		4.47	100%
			1	12	10		4.39	100%
Demonstrates professional demeanor in behavior; appearance; and oral, written, and electronic communication			1	7	15		4.60	100%
			2	6	15		4.56	100%
Uses technology ethically and appropriately to facilitate practice outcomes			1	7	15		4.60	100%
		1	15	6	1		3.30	95%
Uses supervision and consultation to guide professional judgment and behavior			2	3	18		4.69	100%
		1	1	7	13	1	4.45	95%

Field Instructor rating mean: 4.59  
 Capstone Presentation rating mean: 4.19

CLASS OF 2018 (n=23)

<b>CORE COMPETENCY 2: Engage Diversity and Difference in Practice</b>							Mean Score	% at 3 or above
Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.							4.51	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels			1	9	13		4.52	100%
			3	7	13		4.43	100%
Presents themselves as learners and engage clients and constituencies as experts of their own experiences			1	6	16		4.65	100%
			1	7	15		4.6	100%
Applies self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.			2	5	16		4.60	100%
			4	9	10		4.26	100%

Field Instructor rating mean: 4.59  
 Capstone Presentation rating mean: 4.43

CLASS OF 2018 (n=23)

<p align="center"><b>CORE COMPETENCY 3:</b>  <b>Advance Human Rights and Social, Economic, and Environmental Justice</b></p>							Mean Score	% at 3 or above
<p>Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected.</p>							4.39	100%
Practice Behaviors:	1	2	3	4	5	*	Mean score	% at 3 or above
Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)								
Applies their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels				12	11		4.47	100%
			3	9	11		4.34	100%
Engages in practices that advance social, economic, and environmental justice			1	12	10		4.39	100%
			1	12	10		4.30	100%

Field Instructor rating mean: 4.43

Capstone Presentation rating mean: 4.36

CLASS OF 2018 (n=23)

<b>CORE COMPETENCY 4: Engage in Practice-Informed Research and Research-Informed Practice</b>							Mean Score	% at 3 or above
Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice.							3.9	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Uses practice experience and theory to inform scientific inquiry and research			3	9	10	1	4.31	100%
			12	7	4		3.65	100%
Applies critical thinking to engage in analysis of quantitative and qualitative research methods and research findings			3	9	11		4.34	100%
			17	5	1		3.30	100%
Uses and translates research evidence to inform and improve practice, policy, and service delivery			3	11	8	1	4.22	100%
			13	6	4		3.60	100%

Field Instructor rating mean: 4.20

Capstone Presentation rating mean: 3.51

CLASS OF 2018 (n=23)

<b>CORE COMPETENCY 5: Engage in Policy Practice</b>							Mean Score	% at 3 or above
<p>Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.</p>							4.23	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services			1	7	15		4.60	100%
			5	9	9		4.17	100%
Assesses how social welfare and economic policies impact the delivery of and access to social services			2	7	14		4.52	100%
			8	7	8		4.00	100%
Applies critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice			2	10	11		4.39	100%
			10	9	4		3.73	100%

Field Instructor rating mean: 4.50  
 Capstone Presentation rating mean: 3.96



CLASS OF 2018 (n=23)

<b>CORE COMPETENCY 6: Engage with Individuals, Families, Groups, Organizations and Communities</b>							Mean Score	% at 3 or above
Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate							4.43	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies			1	9	13		4.52	100%
			3	11	7		4.08	100%
Uses empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies			2	5	16		4.60	100%
			4	3	16		4.52	100%

Field Instructor rating mean: 4.56

Capstone Presentation rating mean: 4.30

CLASS OF 2018 (n=23)

<b>CORE COMPETENCY 7: Assess Individuals, Families, Groups, Organizations and Communities</b>							Mean Score	% at 3 or above
Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision- making.							4.31	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Collects and organizes data, and applies critical thinking to interpret information from clients and constituencies			3	5	15		4.52	100%
			2	8	13		4.47	100%
Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies			2	6	15		4.56	100%
			3	9	11		4.34	100%
Develops mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies			3	11	9		4.26	100%
			5	11	7		4.08	100%
Selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies			3	11	9		4.26	100%
			5	12	6		4.04	100%

Field Instructor rating mean: 4.40  
 Capstone Presentation rating mean: 4.23

CLASS OF 2018 (n=23)

<b>CORE COMPETENCY 8:</b>							Mean Score	% at 3 or above
<b>Intervene with Individuals, Families, Groups, Organizations and Communities</b>								
Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.							4.20	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies			3	13	7		4.17	100%
			7	10	6		3.95	100%
Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies			2	10	11		4.39	100%
			4	12	7		4.13	100%
Uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes			2	10	11		4.39	100%
				12	11		4.47	100%
Negotiates, mediates, and advocates with and on behalf of diverse clients and constituencies			2	9	12		4.43	100%
			8	9	6		3.91	100%
Facilitates effective transitions and endings that advance mutually agreed-on goals			2	11	10		4.34	100%
			10	5	8		3.91	100%

Field Instructor rating mean: 4.34  
 Capstone Presentation rating mean: 4.07

CLASS OF 2018 (n=23)

<b>CORE COMPETENCY 9:</b>							Mean Score	% at 3 or above
<b>Evaluate Practice with Individuals, Families, Groups, Organizations and Communities</b>								
Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.							3.92	100%
Practice Behaviors: Field Instructor final evaluations (first/green); Capstone Presentations (second/yellow)	1	2	3	4	5	*	Mean score	% at 3 or above
Selects and uses appropriate methods for evaluation of outcomes			2	11	9	1	4.31	100%
			12	7	4		3.65	100%
Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes			2	11	9	1	4.31	100%
			9	10	4		3.78	100%
Critically analyzes, monitors, and evaluates intervention and program processes and outcomes			3	11	8	1	4.22	100%
			12	7	4		3.65	100%
Applies evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels			5	9	8	1	4.13	100%
			16	6	1		3.34	100%

Field Instructor rating mean: 4.24

Capstone Presentation rating mean: 3.60