ASSESSMENT RESULTS MATRIX

Department Social Work
Degree BSW
Date 8/29/25

Goals	Objectives	Assessment Method(s)	Assessment Results	Use of Results
	1. Make ethical	80% of students will demonstrate competence	BSW Competency 1	During the 2024-2025
Competency	decisions by	inclusive of 2 measures	Presentation	AY students have
1:	applying the		(CP's)=98% of	consistently achieved
Demonstrate	standards of the	Measure 1:	students scored 80%	outcomes above the
Ethical and	NASW Code of	BSW Competency Presentations	or higher	benchmark for each
Professional	Ethics, relevant			competency.
Behavior	laws and	Method:	Field Supervisor	
	regulations,	The BSW Competency Presentations are	Final Performance	The Program Director
	models for	assessed by the BSW seminar instructor. The	Evaluation (FE's) of	and the BSW Program
	ethical decision-	instructor will evaluate students in 31	Competency	Committee will
	making, ethical	behaviors related to competency using rubric	1=100% of students	continue to oversee
	conduct of	with a scale of 1-3 as follows: 3= Student's	scored 3 or higher	these outcomes.
	research, and	presentation demonstrates a strongly developed		
	additional codes	ability to describe and apply the behavior and	CP's+FE's=x	Throughout the 2025—
	of ethics as	related competency; 2= Student's presentation	x/2= aggregate	26 academic year, the
	appropriate to	demonstrates an emerging ability to describe	98+100=198	BSW Program Director
	context.	and apply the behavior and related	198/2=99%	and Program
	2. Use reflection	competency; and 1= Student's presentation		Committee will
	and self-	demonstrates a need to further grow in ability	Competency 1	conduct a
	regulation to	to describe and apply the behavior and related	aggregate =99%	comprehensive review
	manage personal	competency.		of the curriculum
	values and			guided by the CSWE

	maintain professionalism in practice situations. 3. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication. 4. Use technology ethically and appropriately to facilitate practice outcomes. 5. Use supervision and consultation to guide professional judgment and behavior.	The established benchmark is that 80% of students will receive an aggregate rating score of 2.4 (or 80%) or above for each competency presentation. Measure 2: Field Supervisor Final Performance Evaluation Method: The FSFE is used to provide a measure of students' end-of-semester competency. The FSFE is completed in field practicum setting, as assessed by a community-based field supervisor. The FSFE requires field supervisors to evaluate students in 31 behaviors related to competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competent w/ Sufficient Progress; 3= Emerging Competence; 4= Competent; 5= Exceptional Competence. The established benchmark is that 80% of students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		2022 EPAS. Course content, core assignments, syllabi, and program goals will be evaluated and revised as needed to strengthen program quality and maintain accreditation standards.
Goal #2	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency	1. Apply and communicate	80% of students will demonstrate competence inclusive of 2 measures	BSW Competency 2 Presentations=83%	During the 2024-2025 AY students have

2.	14 1: C		- C -4 14 1	
2:	understanding of	3.6	of students scored	consistently achieved
Engage	the importance	Measure 1:	80% or higher	outcomes above the
Diversity and	of diversity and	BSW Competency Presentations		benchmark for each
Difference in	difference in		Field Supervisor	competency.
Practice	shaping life	Method:	Final Performance	
	experiences in	The BSW Competency Presentations are	Evaluation of	The Program Director
	practice at the	assessed by the BSW seminar instructor. The	Competency	and the BSW Program
	micro, mezzo,	instructor will evaluate students in 31	2=100% of students	Committee will
	and macro	behaviors related to competency using rubric	scored 3 or higher	continue to oversee
	levels.	with a scale of 1-3 as follows: 3= Student's		these outcomes.
	2. Present	presentation demonstrates a strongly developed	CP's+FE's=x	
	themselves as	ability to describe and apply the behavior and	x/2= aggregate	Throughout the 2025–
	learners and	related competency; 2= Student's presentation	83+100=183	26 academic year, the
	engage clients	demonstrates an emerging ability to describe	183/2=92%	BSW Program Director
	and	and apply the behavior and related	103/2 92/0	and Program
	constituencies as	competency; and 1= Student's presentation	Competency 2	Committee will
	experts of their	demonstrates a need to further grow in ability	aggregate =92%	conduct a
	own experiences.	to describe and apply the behavior and related	aggregate 7270	comprehensive review
	3. Apply self-	competency.		of the curriculum
	awareness and	competency.		guided by the CSWE
	self-regulation to	The established benchmark is that 80% of		2022 EPAS. Course
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	manage the influence of	students will receive an aggregate rating score		content, core
		of 2.4 (or 80%) or above for each competency		assignments, syllabi,
	personal biases	presentation.		and program goals will
	and values in	34		be evaluated and
	working with	Measure 2:		revised as needed to
	diverse clients	Field Supervisor Final Performance Evaluation		strengthen program
	and			quality and maintain
	constituencies.	Method:		accreditation standards.
		The FSFE is used to provide a measure of		
		students' end-of-semester competency. The		

		FSFE is completed in field practicum setting, as assessed by a community-based field supervisor. The FSFE requires field supervisors to evaluate students in 31 behaviors related to competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competent w/ Sufficient Progress; 3= Emerging Competence; 4= Competent; 5= Exceptional Competence. The established benchmark is that 80% of students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		
Goal #3	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	1. Apply understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels. 2. Engage in practices that	80% of students will demonstrate competence inclusive of 2 measures Measure 1: BSW Competency Presentations Method: The BSW Competency Presentations are assessed by the BSW seminar instructor. The instructor will evaluate students in 31 behaviors related to competency using rubric with a scale of 1-3 as follows: 3= Student's presentation demonstrates a strongly developed	BSW Competency 3 Presentations=96% of students scored 80% or higher Field Supervisor Final Performance Evaluation of competency 3=100% of students scored 3 or higher CP's+FE's=x	During the 2024-2025 AY students have consistently achieved outcomes above the benchmark for each competency. The Program Director and the BSW Program Committee will continue to oversee these outcomes.

advance social, economic, and	ability to describe and apply the behavior and related competency; 2= Student's presentation	x/2= aggregate	Throughout the 2025–26 academic year, the
environmental	demonstrates an emerging ability to describe	96+100=196	BSW Program Director
justice.	and apply the behavior and related	196/2=98%	and Program
justice.	competency; and 1= Student's presentation	190/2-96/0	Committee will
	demonstrates a need to further grow in ability	Competency 3	conduct a
	to describe and apply the behavior and related	aggregate =98%	comprehensive review
	competency.	aggregate -70 /0	of the curriculum
	competency.		guided by the CSWE
	The established benchmark is that 80% of		2022 EPAS. Course
	students will receive an aggregate rating score		content, core
	of 2.4 (or 80%) or above for each competency		assignments, syllabi,
	presentation.		and program goals will
	presentation.		be evaluated and
	Measure 2:		revised as needed to
	Field Supervisor Final Performance Evaluation		strengthen program
	Treta supervisor i mari erretmance Evaranten		quality and maintain
	Method:		accreditation standards.
	The FSFE is used to provide a measure of		
	students' end-of-semester competency. The		
	FSFE is completed in field practicum setting,		
	as assessed by a community-based field		
	supervisor. The FSFE requires field supervisors		
	to evaluate students in 31 behaviors related to		
	competency using a Likert style rating scale of		
	1 to 5 as follows: 1= Not Competent w/		
	Insufficient Progress; 2= Not Competent w/		
	Sufficient Progress; 3= Emerging Competence;		
	4= Competent; 5= Exceptional Competence.		
	The established benchmark is that 80% of		

		students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		
Goal #4	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 4: Engage In Practice- informed Research and Research- informed Practice	1. Use practice experience and theory to inform scientific inquiry and research. 2. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. 3. Use and translate research evidence to inform and improve practice, policy, and service delivery.	80% of students will demonstrate competence inclusive of 2 measures Measure 1: BSW Competency Presentations Method: The BSW Competency Presentations are assessed by the BSW seminar instructor. The instructor will evaluate students in 31 behaviors related to competency using rubric with a scale of 1-3 as follows: 3= Student's presentation demonstrates a strongly developed ability to describe and apply the behavior and related competency; 2= Student's presentation demonstrates an emerging ability to describe and apply the behavior and related competency; and 1= Student's presentation demonstrates a need to further grow in ability to describe and apply the behavior and related competency. The established benchmark is that 80% of students will receive an aggregate rating score	BSW Competency 4 Presentations=91% of students scored 80% or higher Field Supervisor Final Performance Evaluation of Competency 4=93% of students scored 3 or higher CP's+FE's=x x/2= aggregate 91+93=184 184/2=92% Competency 4 aggregate =92%	During the 2024-2025 AY students have consistently achieved outcomes above the benchmark for each competency. The Program Director and the BSW Program Committee will continue to oversee these outcomes. Throughout the 2025–26 academic year, the BSW Program Director and Program Committee will conduct a comprehensive review of the curriculum guided by the CSWE 2022 EPAS. Course content, core

		of 2.4 (or 80%) or above for each competency presentation. Measure 2: Field Supervisor Final Performance Evaluation Method: The FSFE is used to provide a measure of students' end-of-semester competency. The FSFE is completed in field practicum setting, as assessed by a community-based field supervisor. The FSFE requires field supervisors to evaluate students in 31 behaviors related to competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competent w/ Sufficient Progress; 3= Emerging Competence; 4= Competent; 5= Exceptional Competence. The established benchmark is that 80% of students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		assignments, syllabi, and program goals will be evaluated and revised as needed to strengthen program quality and maintain accreditation standards.
Goal #5	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 5: Engage in Policy Practice	1. Identify social policy at the local, state, and federal level that	80% of students will demonstrate competence inclusive of 2 measures Measure 1:	BSW Competency 5 Presentations=82% of students scored 80% or higher	During the 2024-2025 AY students have consistently achieved outcomes above the

GB 5.1:	impacts well-	BSW Competency Presentations		benchmark for each
Identify social	being, service		Field Supervisor	competency.
policy at the	delivery, and	Method:	Final Performance	
local, state,	access to social	The BSW Competency Presentations are	Evaluation of	The Program Director
and federal	services.	assessed by the BSW seminar instructor. The	Competency	and the BSW Program
level that	2. Assess how	instructor will evaluate students in 31	5=100% of students	Committee will
	social welfare	behaviors related to competency using rubric	scored 3 or higher	continue to oversee
	and economic	with a scale of 1-3 as follows: 3= Student's		these outcomes.
	policies impact	presentation demonstrates a strongly developed	CP's+FE's=x	
	the delivery of	ability to describe and apply the behavior and	x/2= aggregate	Throughout the 2025–
	and access to	related competency; 2= Student's presentation		26 academic year, the
	social services.	demonstrates an emerging ability to describe	82+100=182	BSW Program Director
	3. Apply critical	and apply the behavior and related	182/2=91	and Program
	thinking to	competency; and 1= Student's presentation		Committee will
	analyze,	demonstrates a need to further grow in ability	Competency 5	conduct a
	formulate, and	to describe and apply the behavior and related	aggregate =97%	comprehensive review
	advocate for	competency.		of the curriculum
	policies that			guided by the CSWE
	advance human	The established benchmark is that 80% of		2022 EPAS. Course
	rights and social,	students will receive an aggregate rating score		content, core
	economic, and	of 2.4 (or 80%) or above for each competency		assignments, syllabi,
	environmental	presentation.		and program goals will
	justice.			be evaluated and
		Measure 2:		revised as needed to
		Field Supervisor Final Performance Evaluation		strengthen program
				quality and maintain
		Method:		accreditation standards.
		The FSFE is used to provide a measure of		
		students' end-of-semester competency. The		
		FSFE is completed in field practicum setting,		
		as assessed by a community-based field		

		supervisor. The FSFE requires field supervisors to evaluate students in 31 behaviors related to competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competent w/ Sufficient Progress; 3= Emerging Competence; 4= Competent; 5= Exceptional Competence. The established benchmark is that 80% of students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		
Goal #6	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	1. Apply knowledge of human behavior and the social environment, person-inenvironment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. 2. Use empathy,	80% of students will demonstrate competence inclusive of 2 measures Measure 1: BSW Competency Presentations Method: The BSW Competency Presentations are assessed by the BSW seminar instructor. The instructor will evaluate students in 31 behaviors related to competency using rubric with a scale of 1-3 as follows: 3= Student's presentation demonstrates a strongly developed ability to describe and apply the behavior and related competency; 2= Student's presentation	BSW Competency 6 Presentations=100% of students scored 80% or higher Field Supervisor Final Performance Evaluation of Competency 6=93% of students scored 3 or higher CP's+FE's=x x/2= aggregate	During the 2024-2025 AY students have consistently achieved outcomes above the benchmark for each competency. The Program Director and the BSW Program Committee will continue to oversee these outcomes. Throughout the 2025–26 academic year, the

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reflection, and	demonstrates an emerging ability to describe	100+93=190.5	BSW Program Director
interpersonal	and apply the behavior and related	190.5/2=96.5	and Program
skills to	competency; and 1= Student's presentation		Committee will
effectively	demonstrates a need to further grow in ability	Competency 6	conduct a
engage diverse	to describe and apply the behavior and related	aggregate =97%	comprehensive review
clients and	competency.		of the curriculum
constituencies.			guided by the CSWE
	The established benchmark is that 80% of		2022 EPAS. Course
	students will receive an aggregate rating score		content, core
	of 2.4 (or 80%) or above for each competency		assignments, syllabi,
	presentation.		and program goals will
			be evaluated and
	Measure 2:		revised as needed to
	Field Supervisor Final Performance Evaluation		strengthen program
	The soft of the state of the st		quality and maintain
	Method:		accreditation standards.
	The FSFE is used to provide a measure of		decreation standards.
	students' end-of-semester competency. The		
	FSFE is completed in field practicum setting,		
	as assessed by a community-based field		
	supervisor. The FSFE requires field supervisors		
	to evaluate students in 31 behaviors related to		
	competency using a Likert style rating scale of		
	1 to 5 as follows: 1= Not Competent w/		
	Insufficient Progress; 2= Not Competent w/		
	Sufficient Progress; 3= Emerging Competence;		
	4= Competent; 5= Exceptional Competence.		
	The established benchmark is that 80% of		
	students will receive an aggregate rating score		
	of 3 or above for all behaviors within that		

		competency.		
Goal #7	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	1. Collect and organize data and apply critical thinking to interpret information from clients and constituencies. 2. Apply knowledge of human behavior and the social environment, person-inenvironment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. 3. Develop mutually agreed on intervention goals and	80% of students will demonstrate competence inclusive of 2 measures Measure 1: BSW Competency Presentations Method: The BSW Competency Presentations are assessed by the BSW seminar instructor. The instructor will evaluate students in 31 behaviors related to competency using rubric with a scale of 1-3 as follows: 3= Student's presentation demonstrates a strongly developed ability to describe and apply the behavior and related competency; 2= Student's presentation demonstrates an emerging ability to describe and apply the behavior and related competency; and 1= Student's presentation demonstrates a need to further grow in ability to describe and apply the behavior and related competency. The established benchmark is that 80% of students will receive an aggregate rating score of 2.4 (or 80%) or above for each competency presentation.	BSW Competency 7 Presentations=89% of students scored 80% or higher Field Supervisor Final Performance Evaluation of Competency 7 =93% of students scored 3 or higher CP's+FE's=x x/2= aggregate 89+93=182 182/2=91 Competency 7 aggregate =91%	During the 2024-2025 AY students have consistently achieved outcomes above the benchmark for each competency. The Program Director and the BSW Program Committee will continue to oversee these outcomes. Throughout the 2025–26 academic year, the BSW Program Director and Program Committee will conduct a comprehensive review of the curriculum guided by the CSWE 2022 EPAS. Course content, core assignments, syllabi, and program goals will

	objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; 4. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.	Method: The FSFE is used to provide a measure of students' end-of-semester competency. The FSFE is completed in field practicum setting, as assessed by a community-based field supervisor. The FSFE requires field supervisors to evaluate students in 31 behaviors related to competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competent w/ Sufficient Progress; 3= Emerging Competence; 4= Competent; 5= Exceptional Competence. The established benchmark is that 80% of students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		be evaluated and revised as needed to strengthen program quality and maintain accreditation standards.
Goal #8	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 8: Intervene with Individuals, Families,	1. Critically choose and implement interventions to achieve practice goals and	80% of students will demonstrate competence inclusive of 2 measures Measure 1: BSW Competency Presentations	BSW Competency 8 Presentations=96% of students scored 80% or higher Field Supervisor	During the 2024-2025 AY students have consistently achieved outcomes above the benchmark for each competency.

Groups,	enhance	Method:	Final Performance	
Organizations,	capacities of	The BSW Competency Presentations are	Evaluation of	The Program Director
and	clients and	assessed by the BSW seminar instructor. The	Competency 8=93%	and the BSW Program
Communities	constituencies.	instructor will evaluate students in 31	of students scored 3	Committee will
	2. Apply	behaviors related to competency using rubric	or higher	continue to oversee
	knowledge of	with a scale of 1-3 as follows: 3= Student's		these outcomes.
	human behavior	presentation demonstrates a strongly developed	CP's+FE's=x	
	and the social	ability to describe and apply the behavior and	x/2= aggregate	Throughout the 2025–
	environment,	related competency; 2= Student's presentation		26 academic year, the
	person-in-	demonstrates an emerging ability to describe	96+93=189	BSW Program Director
	environment,	and apply the behavior and related	189/2=94.5%	and Program
	and other	competency; and 1= Student's presentation		Committee will
	multidisciplinary	demonstrates a need to further grow in ability	Competency 8	conduct a
	theoretical	to describe and apply the behavior and related	aggregate =95%	comprehensive review
	frameworks in	competency.		of the curriculum
	interventions			guided by the CSWE
	with clients and	The established benchmark is that 80% of		2022 EPAS. Course
	constituencies.	students will receive an aggregate rating score		content, core
	3. Use inter-	of 2.4 (or 80%) or above for each competency		assignments, syllabi,
	professional	presentation.		and program goals will
	collaboration as			be evaluated and
	appropriate to	Measure 2:		revised as needed to
	achieve	Field Supervisor Final Performance Evaluation		strengthen program
	beneficial			quality and maintain
	practice	Method:		accreditation standards.
	outcomes.	The FSFE is used to provide a measure of		
	4. Negotiate,	students' end-of-semester competency. The		
	mediate, and	FSFE is completed in field practicum setting,		
	advocate with	as assessed by a community-based field		
	and on behalf of	supervisor. The FSFE requires field supervisors		
	diverse clients	to evaluate students in 31 behaviors related to		

	and constituencies. 5. Facilitate effective transitions and endings that advance mutually agreed-on goals.	competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competent w/ Sufficient Progress; 3= Emerging Competence; 4= Competent; 5= Exceptional Competence. The established benchmark is that 80% of students will receive an aggregate rating score of 3 or above for all behaviors within that competency.		
Goal #9	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	1. Select and use appropriate methods for evaluation of outcomes. 2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of	80% of students will demonstrate competence inclusive of 2 measures Measure 1: BSW Competency Presentations Method: The BSW Competency Presentations are assessed by the BSW seminar instructor. The instructor will evaluate students in 31 behaviors related to competency using rubric with a scale of 1-3 as follows: 3= Student's presentation demonstrates a strongly developed ability to describe and apply the behavior and related competency; 2= Student's presentation demonstrates an emerging ability to describe and apply the behavior and related	BSW Competency 9 Presentations=100% of students scored 80% or higher Field Supervisor Final Performance Evaluation of Competency 9=93% of students scored 3 or higher CP's+FE's=x x/2= aggregate 100+93=193 193/2=97%	During the 2024-2025 AY students have consistently achieved outcomes above the benchmark for each competency. The Program Director and the BSW Program Committee will continue to oversee these outcomes. Throughout the 2025–26 academic year, the BSW Program Director and Program

outcomes.
3. Critically
analyze,
monitor, and
evaluate
intervention and
program
processes and
outcomes.
4. Apply
evaluation
findings to
improve practice
effectiveness at
the micro,
mezzo, and
macro levels.

competency; and 1= Student's presentation demonstrates a need to further grow in ability to describe and apply the behavior and related competency.

The established benchmark is that 80% of students will receive an aggregate rating score of 2.4 (or 80%) or above for each competency presentation.

Measure 2:

Field Supervisor Final Performance Evaluation

Method:

The FSFE is used to provide a measure of students' end-of-semester competency. The FSFE is completed in field practicum setting, as assessed by a community-based field supervisor. The FSFE requires field supervisors to evaluate students in 31 behaviors related to competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not Competent w/ Sufficient Progress; 3= Emerging Competence; 4= Competent; 5= Exceptional Competence.

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

Competency 9 aggregate = 97%

Committee will conduct a comprehensive review of the curriculum guided by the CSWE 2022 EPAS. Course content, core assignments, syllabi, and program goals will be evaluated and revised as needed to strengthen program quality and maintain accreditation standards.

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INSTRUCTIONS FOR COMPLETING THE ASSESSMENT RESULTS MATRIX

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