

ASSESSMENT RESULTS MATRIX

Department Social Work

Degree BSW

Date 8/29/25

Goals	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 1: Demonstrate Ethical and Professional Behavior	1. Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context. 2. Use reflection and self-regulation to manage personal values 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.	BSW Competency 1 Presentation (CP's) =98% of students scored 80% or higher Field Supervisor Final Performance Evaluation (FE's) of Competency 1 =100% of students scored 3 or higher CP's+FE's=x x/2= aggregate 98+100=198 198/2=99% Competency 1 aggregate =99%	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

	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: Engage Diversity and Difference in Practice	understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels. 2. Present themselves as learners and engage clients and constituencies as experts of their own experiences. 3. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.	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. Measure 2: Field Supervisor Final Performance Evaluation Method: The FSFE is used to provide a measure of students' end-of-semester competency. The	of students scored 80% or higher Field Supervisor Final Performance Evaluation of Competency 2=100% of students scored 3 or higher CP's+FE's=x x/2= aggregate 83+100=183 183/2=92% Competency 2 aggregate =92%	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 be evaluated and revised as needed to strengthen program quality and maintain accreditation standards.
---	--	---	---	--

		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 environmental justice.	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. 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	x/2= aggregate 96+100=196 196/2=98% Competency 3 aggregate =98%	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 be evaluated and revised as needed to strengthen program quality and maintain accreditation standards.
--	---	---	---	--

		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: Identify social policy at the local, state, and federal level that	impacts well-being, service delivery, and access to social services. 2. Assess how social welfare and economic policies impact the delivery of and access to social services. 3. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	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. 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	Field Supervisor Final Performance Evaluation of Competency 5=100% of students scored 3 or higher CP's+FE's=x x/2= aggregate 82+100=182 182/2=91 Competency 5 aggregate =97%	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 be evaluated and revised as needed to strengthen program quality and maintain accreditation standards.
---	---	--	---	---

		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-in-environment, 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

	reflection, and interpersonal skills to effectively engage diverse clients and constituencies.	demonstrates an emerging ability to describe and apply the behavior and related competency; and 1= Student's presentation demonstrates a need to further grow in ability to describe and apply the behavior and related competency. The established benchmark is that 80% of students will receive an aggregate rating score of 2.4 (or 80%) or above for each competency presentation. Measure 2: Field Supervisor Final Performance Evaluation Method: The FSFE is used to provide a measure of students' end-of-semester competency. The FSFE is completed in field practicum setting, as assessed by a community-based field supervisor. The FSFE requires field supervisors to evaluate students in 31 behaviors related to competency using a Likert style rating scale of 1 to 5 as follows: 1= Not Competent w/ Insufficient Progress; 2= Not 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	100+93=190.5 190.5/2=96.5 Competency 6 aggregate =97%	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 be evaluated and revised as needed to strengthen program quality and maintain accreditation standards.
--	---	--	--	--

		competency.		
Goal #7	Objectives	Assessment Method(s)	Assessment Results	Use of Results
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	1. Collect and organize data and apply critical thinking to interpret information from clients and constituencies. 2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. 3. Develop mutually agreed-on intervention goals and	80% of students will demonstrate competence inclusive of 2 measures Measure 1: BSW Competency Presentations Method: The BSW Competency Presentations are assessed by the BSW seminar instructor. The instructor will evaluate students in 31 behaviors related to competency using rubric with a scale of 1-3 as follows: 3= Student's presentation demonstrates a strongly developed ability to describe and apply the behavior and related competency; 2= Student's presentation demonstrates an emerging ability to describe and apply the behavior and related competency; and 1= Student's presentation demonstrates a need to further grow in ability to describe and apply the behavior and related competency. The established benchmark is that 80% of students will receive an aggregate rating score of 2.4 (or 80%) or above for each competency presentation.	BSW Competency 7 Presentations=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.	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.		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, Organizations, and Communities	enhance capacities of clients and constituencies. 2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. 3. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes. 4. Negotiate, mediate, and advocate with and on behalf of diverse clients	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. 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	Final Performance Evaluation of Competency 8=93% of students scored 3 or higher $CP's + FE's = x$ $x/2 = \text{aggregate}$ $96 + 93 = 189$ $189/2 = 94.5\%$ Competency 8 aggregate =95%	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 be evaluated and revised as needed to strengthen program quality and maintain accreditation standards.
---	---	--	---	---

	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.
--	--	--	--	---

--	--	--	--	--

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.**