

Mission

The University of North Dakota's Bachelor of Social Work Program provides accessible, affordable, and high-quality undergraduate education that engages students in scholarly inquiry, preparing them for more advanced studies and for generalist practice with individuals, families, groups, organizations, and communities both locally and globally. Rooted in scientific inquiry, the liberal arts, the person-in-environment framework, and the strengths perspective, UND's BSSW Program prepares students to serve ethically and competently as effective and adaptive leaders in their communities as they strive to enhance the quality of life for all persons; to promote human rights, social, economic and environmental justice; to honor human diversity; to eliminate poverty and the mechanisms of discrimination and oppression; and to uphold the dignity and worth of all persons.

Academic Year 2024-25

Social Work BSSW Learning Outcomes

Competency 1 Ethical and Professional Behavior MET

Demonstrate Ethical and Professional Behavior.

1. make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context.
2. demonstrate professional behavior; appearance; and oral, written, and electronic communication.
3. use technology ethically and appropriately to facilitate practice outcomes.
4. use supervision and consultation to guide professional judgment and behavior.

MEASURES	RESULTS	ACTIONS
Field Evaluation- Online - C1 Competency 1: Demonstrate Ethical and Professional Behavior 1. Make ethical decisions by applying NASW Code of Ethics, relevant laws, regulations, and research ethics. 2. Demonstrate professional behavior in appearance and communication (oral, written, electronic). 3. Use technology ethically and appropriately to facilitate practice outcomes. 4. Use supervision and consultation to guide professional judgment and behavior. Direct - Other Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does).	MET Field Evaluation- Online - C1 ■ Exceeded  0% 100% <i>Values are not shown when too close to each other. Click or use arrow keys to see details.</i> Exceeded: 100% Met Total: 100% Not Met Total:	Maintain Assessment Strategy Field Evaluation results show that 100% of students met or exceeded the 85% benchmark in this competency. The current curriculum, field activities, and assessment strategies are effectively supporting student learning. The program will maintain this approach and continue monitoring outcomes across future cohorts.
SWK255 - Online - Ethical decision-making assignment SWK255- Ethical decision-making assignment Direct - Assignment Target	NOT MET SWK255 - Online - Ethical decision-making assignment ■ Met ■ Not Met  0% 100%	Revise Measurement / Assessment Not Started Results indicate that the current embedded measure is not effectively capturing student learning for this competency. To strengthen alignment and improve assessment accuracy, the program will replace the existing measure with an assignment from another course (SWK360) that better reflects the knowledge,

Social Work BSSW

80 of 100 points (80%) on each rubric line item	Met: 70% Not Met: 30% Met Total: 70% Not Met Total: 30% Analysis Did not meet the competency benchmark at 85%	skills, and behaviors associated with this competency outcome.
SWK 255- Campus - Ethical Decision-Making Assignment SWK255- Ethical decision-making assignment Direct - Assignment <i>Introduction to Social Work: Changing Lives Changing Society: SWK 255</i> Target 80 of 100 points (80%) on each rubric line item	MET SWK 255- Campus - Ethical Decision-Making Assignment ■ Met  0% 100% Values are not shown when too close to each other. Click or use arrow keys to see details. Met: 100% Met Total: 100% Not Met Total:	Revise Measurement / Assessment Not Started Although it reached 100%, the program will replace the existing measure with an assignment from another course that better reflects the knowledge, skills, and behaviors associated with this competency outcome.
Field Evaluation - Campus - C1 Competency 1: Demonstrate Ethical and Professional Behavior • Make ethical decisions by applying NASW Code of Ethics, relevant laws, regulations, and research ethics. • Demonstrate professional behavior in appearance and communication (oral, written, electronic). • Use technology ethically and appropriately to facilitate practice outcomes. • Use supervision and consultation to guide professional judgment and behavior. Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does).	MET Field Evaluation - Campus - C1 ■ Met  0% 100% Values are not shown when too close to each other. Click or use arrow keys to see details. Met: 100% Met Total: 100% Not Met Total:	Maintain Assessment Strategy Field Evaluation results show that 100% of students met or exceeded the 85% benchmark in this competency. The current curriculum, field activities, and assessment strategies are effectively supporting student learning. The program will maintain this approach and continue monitoring outcomes across future cohorts.

General Outcome Actions

ACTIONS
Revise Measurement / Assessment Not Started

the program will replace the existing measure with an assignment from another course (SWK360) that better reflects the knowledge, skills, and behaviors associated with this competency outcome.

Conclusion

The average of field evaluations and embedded course measures (92.5 %) meets the 85% benchmark for this competency, demonstrating that students are achieving the expected outcomes. While this result confirms effectiveness of current strategies, the program will continue to explore opportunities for refinement in curriculum, field integration, and assessment methods to further strengthen student learning and sustain high performance across cohorts.

Competency 2 Advance Human Rights and Social Justice **MET**

Advance Human Rights and Social, Racial, Economic, and Environmental Justice.

1. advocate for human rights at the individual, family, group, organizational, and community system levels.
2. engage in practices that advance human rights to promote social, racial, economic, and environmental justice.

MEASURES	RESULTS	ACTIONS								
Field Evaluation- Online - C2 Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice • Advocate for human rights at multiple system levels (individual, family, group, organizational, community). • Engage in practices that advance human rights and promote social, racial, economic, and environmental justice. Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does).	MET Field Evaluation- Online - C2 ■ Met ■ Not Met <table><tr><td>Met:</td><td>92%</td></tr><tr><td>Not Met:</td><td>8%</td></tr><tr><td>Met Total:</td><td>92%</td></tr><tr><td>Not Met Total:</td><td>8%</td></tr></table>	Met:	92%	Not Met:	8%	Met Total:	92%	Not Met Total:	8%	Restructure Outcome Statement Not Started With results below the 85% benchmark, the outcome statement for this competency will be reviewed and restructured to ensure clarity, alignment with CSWE standards, and accurate reflection of expected student performance
Met:	92%									
Not Met:	8%									
Met Total:	92%									
Not Met Total:	8%									
SWK357- Online- Midterm Group Presentation Assignment Midterm Group Project- Cultural Diversity and Social Justice Direct - Assignment Target 80 of 100 points (80%) on each rubric line item	NOT MET SWK357- Online- Midterm Group Presentation Assignment ■ Met ■ Not Met <table><tr><td>Met:</td><td>81%</td></tr><tr><td>Not Met:</td><td>19%</td></tr><tr><td>Met Total:</td><td>81%</td></tr><tr><td>Not Met Total:</td><td>19%</td></tr></table>	Met:	81%	Not Met:	19%	Met Total:	81%	Not Met Total:	19%	Revise Measurement / Assessment Not Started As results did not meet the 85% benchmark, the assignment or rubric will be revised to improve clarity, alignment with intended outcomes, and accuracy in capturing student learning.
Met:	81%									
Not Met:	19%									
Met Total:	81%									
Not Met Total:	19%									

Social Work BSSW

SWK 357 - Campus - Midterm Group Presentation Midterm Group Project- Cultural Diversity and Social Justice Direct - Presentation <i>Human Behavior and the Social Environment II: SWK 357</i> Target 80 of 100 points (80%) on each rubric line item	MET SWK 357 - Campus - Midterm Group Presentation ■ Met  0% 100% <i>Values are not shown when too close to each other. Click or use arrow keys to see details.</i> Met: 100% Met Total: 100% Not Met Total:	Revise Measurement / Assessment Not Started With results exceeding the benchmark, the current embedded measure may not fully capture higher levels of student achievement. The assignment or rubric will be revised to provide a more rigorous and comprehensive assessment of competency development.
Field Evaluation- Campus- C2 Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice - Advocate for human rights at multiple system levels (individual, family, group, organizational, community). - Engage in practices that advance human rights and promote social, racial, economic, and environmental justice. Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does).	MET Field Evaluation- Campus- C2 ■ Met ■ Not Met  0% 100% Met: 88% Not Met: 12% Met Total: 88% Not Met Total: 12%	Restructure Outcome Statement Not Started The outcome statement for this competency in the Field Evaluation will be restructured for clarity and alignment with CSWE expectations. A more precise statement will improve consistency in assessing whether students meet the 85% benchmark.

General Outcome Actions

ACTIONS
Revise Measurement / Assessment Not Started The average of field evaluations and embedded course measures (90.25 %) meets the 85% benchmark for this competency, demonstrating that students are achieving the expected outcomes. While this result confirms effectiveness of current strategies, the program will continue to explore opportunities for refinement in curriculum, field integration, and assessment methods to further strengthen student learning and sustain high performance across cohorts

Conclusion

The average of field evaluations and embedded course measures (90.25 %) meets the 85% benchmark for this competency, demonstrating that students are achieving the expected outcomes.

Competency 3 Engage ADEI in Practice **MET**

Social Work BSSW

Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice.

1. demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels.
2. demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.

MEASURES	RESULTS	ACTIONS
Field Evaluation - Online - C3 Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice • Demonstrate anti-racist and anti-oppressive social work practice across all levels (individual, group, organizational, community, research, policy). • Demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage bias, power, and privilege, while recognizing clients as experts of their lived experiences. Direct - Other Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does).	MET Field Evaluation - Online - C3 ■ Met ■ Not Met  0% 100% Met: 92% Not Met: 8% Met Total: 92% Not Met Total: 8%	Restructure Outcome Statement Not Started The outcome statement for this competency in the Field Evaluation will be restructured for clarity and alignment with CSWE expectations. A more precise statement will improve consistency in assessing whether students meet the 85% benchmark
SWK257- Online - Group PSA and Presentation assignment A portion of the group PSA and PowerPoint Presentation assignment Direct - Assignment Target 80 of 100 points (80%) on each rubric line item	MET SWK257- Online - Group PSA and Presentation assignment ■ Met ■ Not Met  0% 100% Met: 98% Not Met: 2% Met Total: 98% Not Met Total: 2%	Revise Measurement / Assessment Not Started To strengthen alignment and improve assessment accuracy, the program will replace the existing measure with an assignment from another course (SWK 364) that better reflects the knowledge, skills, and behaviors associated with this competency outcome.
SWK 257 - Campus - Group PSA and Presentation assignment A portion of the group PSA and PowerPoint Presentation assignment Direct - Presentation <i>Human Behavior and the Social Environment I: SWK 257</i> Target	MET SWK 257 - Campus - Group PSA and Presentation assignment ■ Met ■ Not Met  0% 100% Met: 96%	Revise Measurement / Assessment Not Started To strengthen alignment and improve assessment accuracy, the program will replace the existing measure with an assignment from another course (SWK 364) that better reflects the knowledge, skills, and behaviors associated with this competency outcome.

80 of 100 points (80%) on each rubric line item	Not Met: 4% Met Total: 96% Not Met Total: 4%	
Field Evaluation - Campus- C3 Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice - Demonstrate anti-racist and anti-oppressive social work practice across all levels (individual, group, organizational, community, research, policy). - Demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage bias, power, and privilege, while recognizing clients as experts of their lived experiences. Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does).	MET Field Evaluation - Campus- C3 ■ Met ■ Not Met 0% 100% Met: 90% Not Met: 10% Met Total: 90% Not Met Total: 10%	Restructure Outcome Statement Not Started The outcome statement for this competency in the Field Evaluation will be restructured for clarity and alignment with CSWE expectations. A more precise statement will improve consistency in assessing whether students meet the 85% benchmark

General Outcome Actions

ACTIONS
Revise Measurement / Assessment Not Started While this result confirms effectiveness of current strategies, the program will continue to explore opportunities for refinement in curriculum, field integration, and assessment methods to further strengthen student learning and sustain high performance across cohorts.

Conclusion

The average of field evaluations and embedded course measures (94 %) meets the 85% benchmark for this competency, demonstrating that students are achieving the expected outcomes.

Competency 4 Practice-Informed Research **MET**

Engage In Practice-informed Research and Research-informed Practice.

1. apply research findings to inform and improve practice, policy, and programs.
2. identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work.

MEASURES	RESULTS	ACTIONS
Field Evaluation- Online - C4	NOT MET Field Evaluation- Online - C4	Revise Curriculum Not Started

Competency 4: Engage in Practice-Informed Research and Research-Informed Practice - Apply research findings to inform and improve practice, policy, and programs. - Identify ethical, culturally informed, anti-racist, and anti-oppressive strategies to address bias in research methods. Direct - Other Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how, 4=does).	Met Not Met  0% 100% Met: 82% Not Met: 18% Met Total: 82% Not Met Total: 18%	Field Evaluation results show 82% of students met the benchmark, below the 85% target. The curriculum and field activities will be revised to strengthen student preparation and improve outcomes in this competency.
SWK317- Online - Major assignments and essay in the final exam Five major assignments and essay part of the final exam Direct - Assignment Target 80 of 100 points (80%) on each rubric line item	MET SWK317- Online - Major assignments and essay in the final exam Met Not Met  0% 100% Met: 97% Not Met: 3% Met Total: 97% Not Met Total: 3%	Maintain Assessment Strategy Results show that 97% of students exceeded the 85% benchmark, demonstrating strong alignment between curriculum, field, and assessment. The program will maintain current strategies and continue to monitor outcomes across cohorts.
SWK 317- Campus- Major assignments and essay in the final exam Five major assignments and essay part of the final exam Direct - Assignment <i>Social Work Research: SWK 317</i> Target 80 of 100 points (80%) on each rubric line item	MET SWK 317- Campus- Major assignments and essay in the final exam Met Not Met  0% 100% Met: 90% Not Met: 10% Met Total: 90% Not Met Total: 10%	Revise Measurement / Assessment Not Started With results exceeding the benchmark, the current embedded measure may not fully capture higher levels of student achievement. The assignment or rubric will be revised to provide a more rigorous and comprehensive assessment of competency development
Field Evaluation- Campus- C4 Competency 4: Engage in Practice-Informed Research and Research-Informed Practice - Apply research findings to inform and improve practice, policy, and programs. - Identify ethical, culturally informed, anti-racist, and anti-oppressive strategies to address bias in research methods.	NOT MET Field Evaluation- Campus- C4 Met Not Met  0% 100% Met: 83% Not Met: 17%	Revise Curriculum Not Started Field Evaluation results show only 83% of students met the benchmark, below the 85% target. The curriculum and field activities will be revised to strengthen student preparation and improve outcomes in this competency.

Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does).	Met Total: 83% Not Met Total: 17% Analysis Field Evaluation results show 83% of students met the benchmark, below the 85% target	
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General Outcome Actions

ACTIONS
Revise Measurement / Assessment Not Started The average of field evaluations and embedded course measures (92.5 %) meets the 85% benchmark for this competency, demonstrating that students are achieving the expected outcomes. While this result confirms effectiveness of current strategies, the program will continue to explore opportunities for refinement in curriculum, field integration, and assessment methods to further strengthen student learning and sustain high performance across cohorts

Conclusion

The average of field evaluations and embedded course measures (88 %) meets the 85% benchmark for this competency, demonstrating that students are achieving the expected outcomes.

Competency 5 Policy Practice MET

Engage in Policy Practice.

1. use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services.
2. apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.

MEASURES	RESULTS	ACTIONS
Field Evaluation - Online - C5 Competency 5: Engage in Policy Practice • Use social justice, anti-racist, and anti-oppressive lenses to assess how policies affect access to services. • Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and justice. Direct - Other Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does).	MET Field Evaluation - Online - C5 ■ Met ■ Not Met  0% 100% Met: 89% Not Met: 11% Met Total: 89% Not Met Total: 11%	Revise Measurement / Assessment Not Started Current Field Evaluation measures may not fully capture the intended knowledge, skills, and behaviors. The assessment items will be revised to better reflect competency expectations and provide more accurate measurement of student performance relative to the 85% benchmark

SWK442- Online- A comprehensive multiple-choice exam A comprehensive multiple-choice exam Direct - Exam (Course-based) Target 80 of 100 points (80%) on each rubric line item	MET SWK442- Online- A comprehensive multiple-choice exam ■ Met  0% 100% <i>Values are not shown when too close to each other. Click or use arrow keys to see details.</i> Met: 100% Met Total: 100% Not Met Total:	Maintain Assessment Strategy Results show that 100% of students exceeded the 85% benchmark, demonstrating strong alignment between curriculum, field, and assessment. The program will maintain current strategies and continue to monitor outcomes across cohorts.
SWK 442- Campus- A comprehensive multiple-choice exam A comprehensive multiple-choice exam Direct - Exam (Course-based) <i>Social Policy: SWK 442</i> Target 80 of 100 points (80%) on each rubric line item	MET SWK 442- Campus- A comprehensive multiple-choice exam ■ Met  0% 100% <i>Values are not shown when too close to each other. Click or use arrow keys to see details.</i> Met: 100% Met Total: 100% Not Met Total:	Maintain Assessment Strategy Results show that 100% of students exceeded the 85% benchmark, demonstrating strong alignment between curriculum, field, and assessment. The program will maintain current strategies and continue to monitor outcomes across cohorts.
Field Evaluation - Campus- C5 Field evaluation item #14-16 Target 3 of 4 points (0-4 rating scale) on each criterion	NOT MET Field Evaluation - Campus- C5 ■ Met ■ Not Met  0% 100% Met: 83% Not Met: 17% Met Total: 83% Not Met Total: 17% Analysis As 83% of students met the benchmark, the current Field Evaluation items may not fully capture student learning.	Revise Measurement / Assessment Not Started As 83% of students met the benchmark, the current Field Evaluation items may not fully capture student learning. The assessment will be revised to better measure competency development and guide improvement efforts

General Outcome Actions

ACTIONS

Maintain Assessment Strategy

The combined results of field evaluations and embedded course measures (93%) demonstrate that students met the 85% benchmark for this competency. The alignment of classroom assignments with field practice confirms that students are achieving the expected outcomes, and the current assessment strategy will be maintained while continuing to monitor future results for consistency.

Conclusion

The combined results of field evaluations and embedded course measures (93%) demonstrate that students met the 85% benchmark for this competency.

Competency 6 Engage with Others **MET**

Engage with Individuals, Families, Groups, Organizations, and Communities.

1. apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies.
2. use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies.

MEASURES	RESULTS	ACTIONS
Field Evaluation- Online - C6 Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities • Apply human behavior theories, person-in-environment, and interprofessional frameworks to engage with clients and constituencies. • Use empathy, reflection, and interpersonal skills to engage in culturally responsive practice. Direct - Other Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does)	MET Field Evaluation- Online - C6 ■ Met ■ Not Met  0% 100% Met: 97% Not Met: 3% Met Total: 97% Not Met Total: 3%	Maintain Assessment Strategy Field Evaluation results show that 97% of students met or exceeded the 85% benchmark in this competency. The current curriculum, field activities, and assessment strategies are effectively supporting student learning. The program will maintain this approach and continue monitoring outcomes across future cohorts.
SWK424- Online - Final Project Final Project- Evaluate and Engage a "hypothetical client" Direct - Assignment Target 80 of 100 points (80%) on each rubric line item	MET SWK424- Online - Final Project ■ Met  0% 100% Met: 100% Values are not shown when too close to each other. Click or use arrow keys to see details.	Maintain Assessment Strategy Results show that 100% of students exceeded the 85% benchmark, demonstrating strong alignment between curriculum, field, and assessment. The program will maintain current strategies and continue to monitor outcomes across cohorts.

	Met Total: 100% Not Met Total:	
SWK 424- Campus- Final Project Final Project- Evaluate and Engage a "hypothetical client" Direct - Project <i>Generalist Social Work Practice with Individuals and Families: SWK 424</i> Target 80 of 100 points (80%) on each rubric line item	MET SWK 424- Campus- Final Project ■ Met  0% 100% Values are not shown when too close to each other. Click or use arrow keys to see details. Met: 100% Met Total: 100% Not Met Total:	Maintain Assessment Strategy Results show that 100% of students exceeded the 85% benchmark, demonstrating strong alignment between curriculum, field, and assessment. The program will maintain current strategies and continue to monitor outcomes across cohorts
Field Evaluation- Campus- C6 Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities - Apply human behavior theories, person-in-environment, and interprofessional frameworks to engage with clients and constituencies. - Use empathy, reflection, and interpersonal skills to engage in culturally responsive practice. Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does).	MET Field Evaluation- Campus- C6 ■ Met ■ Not Met  0% 100% Met: 98% Not Met: 2% Met Total: 98% Not Met Total: 2%	Maintain Assessment Strategy Field Evaluation results show that 98% of students met or exceeded the 85% benchmark in this competency. The current curriculum, field activities, and assessment strategies are effectively supporting student learning. The program will maintain this approach and continue monitoring outcomes across future cohorts

General Outcome Actions

ACTIONS
Maintain Assessment Strategy The combined results of field evaluations and embedded course measures (98.75%) demonstrate that students met the 85% benchmark for this competency. The alignment of classroom assignments with field practice confirms that students are achieving the expected outcomes, and the current assessment strategy will be maintained while continuing to monitor future results for consistency.

Conclusion

The combined results of field evaluations and embedded course measures (98.75%) demonstrate that students met the 85% benchmark for this competency.

Competency 7 Assessment **MET**

Social Work BSSW

Assess Individuals, Families, Groups, Organizations, and Communities.

1. apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies.

2. demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.

MEASURES	RESULTS	ACTIONS								
Field Evaluation- Online - C7 Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities • Apply behavioral and environmental theories, along with culturally responsive and interprofessional frameworks, when assessing clients. • Respect client self-determination by collaborating on mutually agreed-upon plans Direct - Other Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does).	MET Field Evaluation- Online - C7 ■ Met ■ Not Met <table><tr><td>Met:</td><td>89%</td></tr><tr><td>Not Met:</td><td>11%</td></tr><tr><td>Met Total:</td><td>89%</td></tr><tr><td>Not Met Total:</td><td>11%</td></tr></table>	Met:	89%	Not Met:	11%	Met Total:	89%	Not Met Total:	11%	Restructure Outcome Statement Not Started The outcome statement for this competency in the Field Evaluation will be restructured for clarity and alignment with CSWE expectations. A more precise statement will improve consistency in assessing whether students meet the 85% benchmark
Met:	89%									
Not Met:	11%									
Met Total:	89%									
Not Met Total:	11%									
SWK424- Online - Assessment assignment written assessment assignment Direct - Assignment Target 80 of 100 points (80%) on each rubric line item	NOT MET SWK424- Online - Assessment assignment ■ Met ■ Not Met <table><tr><td>Met:</td><td>83%</td></tr><tr><td>Not Met:</td><td>17%</td></tr><tr><td>Met Total:</td><td>83%</td></tr><tr><td>Not Met Total:</td><td>17%</td></tr></table>	Met:	83%	Not Met:	17%	Met Total:	83%	Not Met Total:	17%	Revise Measurement / Assessment Not Started Results indicate that the current embedded measure is not effectively capturing student learning for this competency. To strengthen alignment and improve assessment accuracy, the program will replace the existing measure with an assignment from another course (SWK454) that better reflects the knowledge, skills, and behaviors associated with this competency outcome
Met:	83%									
Not Met:	17%									
Met Total:	83%									
Not Met Total:	17%									

Social Work BSSW

SWK 424- Campus- Assessment assignment written assessment assignment Direct - Assignment <i>Generalist Social Work Practice with Individuals and Families: SWK 424</i> Target 80 of 100 points (80%) on each rubric line item	MET SWK 424- Campus- Assessment assignment ■ Met ■ Not Met  0% 100% Met: 95% Not Met: 5% Met Total: 95% Not Met Total: 5%	Revise Measurement / Assessment Not Started With results exceeding the benchmark, the current embedded measure may not fully capture higher levels of student achievement. The assignment or rubric will be revised to provide a more rigorous and comprehensive assessment of competency development. To strengthen alignment and improve assessment accuracy, the program will replace the existing measure with an assignment from another course (SWK454) that better reflects the knowledge, skills, and behaviors associated with this competency outcome.
Field Evaluation- Campus - C7 Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities • Apply behavioral and environmental theories, along with culturally responsive and interprofessional frameworks, when assessing clients. • Respect client self-determination by collaborating on mutually agreed-upon plans. Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does)	MET Field Evaluation- Campus - C7 ■ Met ■ Not Met  0% 100% Met: 90% Not Met: 10% Met Total: 90% Not Met Total: 10%	Restructure Outcome Statement Not Started The outcome statement for this competency in the Field Evaluation will be restructured for clarity and alignment with CSWE expectations. A more precise statement will improve consistency in assessing whether students meet the 85% benchmark

General Outcome Actions

ACTIONS
Revise Measurement / Assessment Not Started The average of field evaluations and embedded course measures (89.25 %) meets the 85% benchmark for this competency, demonstrating that students are achieving the expected outcomes. While this result confirms effectiveness of current strategies, the program will continue to explore opportunities for refinement in curriculum, field integration, and assessment methods to further strengthen student learning and sustain high performance across cohorts.

Conclusion

The average of field evaluations and embedded course measures (89.25 %) meets the 85% benchmark for this competency, demonstrating that students are achieving the expected outcomes.

Competency 8 Intervene **MET**

Intervene with Individuals, Families, Groups, Organizations, and Communities.
1. engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals.
2. incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.

MEASURES	RESULTS	ACTIONS
Field Evaluation- Online - C8 Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities - Engage clients to critically choose and implement culturally responsive, evidence-informed interventions. - Use culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients. Direct - Other Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does).	MET Field Evaluation- Online - C8 ■ Met ■ Not Met  0% 100% Met: 89% Not Met: 11% Met Total: 89% Not Met Total: 11%	Restructure Outcome Statement Not Started The outcome statement for this competency in the Field Evaluation will be restructured for clarity and alignment with CSWE expectations. A more precise statement will improve consistency in assessing whether students meet the 85% benchmark.
SWK434- Online - Group Development assignment Group Development Assignment Direct - Assignment Target 80 of 100 points (80%) on each rubric line item	MET SWK434- Online - Group Development assignment ■ Met ■ Not Met  0% 100% Met: 92% Not Met: 8% Met Total: 92% Not Met Total: 8%	Revise Measurement / Assessment Not Started With results exceeding the benchmark, the current embedded measure may not fully capture higher levels of student achievement. The assignment or rubric will be revised to provide a more rigorous and comprehensive assessment of competency development
SWK434- Campus- Group Development assignment Group Development Assignment <i>Generalist Social Work Practice with Task and Treatment Groups: SWK 434</i> Target 80 of 100 points (80%) on each rubric line item	MET SWK434- Campus- Group Development assignment ■ Met  0% 100% Values are not shown when too close to each other. Click or use arrow keys to see details. Met: 100% Met Total: 100%	Maintain Assessment Strategy Results show that 100% of students exceeded the 85% benchmark, demonstrating strong alignment between curriculum, field, and assessment. The program will maintain current strategies and continue to monitor outcomes across cohorts.

	Not Met Total:	
Field Evaluation- Campus - C8 Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities - Engage clients to critically choose and implement culturally responsive, evidence-informed interventions. - Use culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients. Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does)	MET Field Evaluation- Campus - C8 ■ Met ■ Not Met  0% 100% Met: 88% Not Met: 12% Met Total: 88% Not Met Total: 12%	Restructure Outcome Statement Not Started The outcome statement for this competency in the Field Evaluation will be restructured for clarity and alignment with CSWE expectations. A more precise statement will improve consistency in assessing whether students meet the 85% benchmark.

General Outcome Actions

ACTIONS
Revise Measurement / Assessment Not Started The average of field evaluations and embedded course measures (92.25 %) meets the 85% benchmark for this competency, demonstrating that students are achieving the expected outcomes. While this result confirms effectiveness of current strategies, the program will continue to explore opportunities for refinement in curriculum, field integration, and assessment methods to further strengthen student learning and sustain high performance across cohorts.

Conclusion

The average of field evaluations and embedded course measures (92.25 %) meets the 85% benchmark for this competency, demonstrating that students are achieving the expected outcomes.

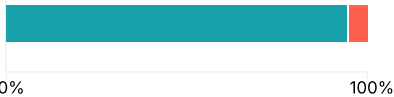
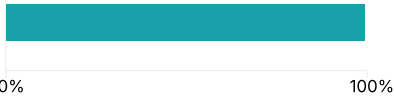
Competency 9 Evaluation **MET**

Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities.

- select and use culturally responsive methods for evaluation of outcomes.
- critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.

MEASURES	RESULTS	ACTIONS
Field Evaluation- Online - C9 Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities Select and use culturally responsive methods for evaluation of outcomes.	NOT MET Field Evaluation- Online - C9 ■ Met ■ Not Met  0% 100%	Revise Measurement / Assessment Not Started As 82% of students met the benchmark, the current Field Evaluation items may not fully capture student learning. The assessment will be revised to better measure competency development and guide improvement efforts.

Social Work BSSW

Critically analyze outcomes and apply findings to improve practice effectiveness. Direct - Other Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does).	Met: 82% Not Met: 18% Met Total: 82% Not Met Total: 18%	
SWK454- Online - Final project- a Grant proposal A portion of final project- a grant proposal Direct - Assignment Target 80 of 100 points (80%) on each rubric line item	MET SWK454- Online - Final project- a Grant proposal ■ Met ■ Not Met  0% 100% Met: 95% Not Met: 5% Met Total: 95% Not Met Total: 5%	<i>No actions have been added.</i>
SWK454- Campus - Final project- a Grant proposal A portion of final project- a grant proposal <i>Generalist Social Work Practice with Communities and Organizations: SWK 454</i> Target 80 of 100 points (80%) on each rubric line item	MET SWK454- Campus - Final project- a Grant proposal ■ Met  0% 100% <i>Values are not shown when too close to each other. Click or use arrow keys to see details.</i> Met: 100% Met Total: 100% Not Met Total:	Maintain Assessment Strategy Results show that 100% of students exceeded the 85% benchmark, demonstrating strong alignment between curriculum, field, and assessment. The program will maintain current strategies and continue to monitor outcomes across cohorts.

Field Evaluation- Campus - C9 Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities - Select and use culturally responsive methods for evaluation of outcomes. - Critically analyze outcomes and apply findings to improve practice effectiveness. Target 3 of 4 points (0-4 rating scale) on each criterion. (0=no knowledge, 1=knows, 2=knows how, 3=show how,4=does)	NOT MET Field Evaluation- Campus - C9 ■ Met ■ Not Met  0% 100% Met: 78% Not Met: 22% Met Total: 78% Not Met Total: 22%	Revise Measurement / Assessment Not Started As only 78% of students met the benchmark, the current Field Evaluation items may not fully capture student learning. The assessment will be revised to better measure competency development and guide improvement efforts.
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General Outcome Actions

ACTIONS
Revise Measurement / Assessment Not Started The average of field evaluations and embedded course measures (88.75 %) meets the 85% benchmark for this competency, demonstrating that students are achieving the expected outcomes. While this result confirms effectiveness of current strategies, the program will continue to explore opportunities for refinement in curriculum, field integration, and assessment methods to further strengthen student learning and sustain high performance across cohorts.

Conclusion

The average of field evaluations and embedded course measures (88.75 %) meets the 85% benchmark for this competency, demonstrating that students are achieving the expected outcomes.

Assessment Report Summary

Although some of the embedded measures and field evaluations did not meet the measurement benchmark, the overall aggregated scores for each of the nine competencies, combining field evaluations and embedded measures, met or exceeded the 85% competency benchmark. This confirms that students are well-prepared for generalist social work practice. The BSSW program conducted a comprehensive review of curriculum and embedded measures to ensure alignment with the CSWE 2022 Educational Policy and Accreditation Standards (EPAS). Beginning next year, several updates will be implemented to strengthen assessment and student learning outcomes. These revisions will improve consistency across the curriculum, strengthen the program's assessment system, and provide more robust evidence of competency attainment.

During the past academic year, the program implemented several initiatives to strengthen field education and ensure alignment with CSWE competencies. A training was hosted for field instructors and task supervisors to review the learning plan and evaluation process, supported by a compiled list of suggested activities for students to incorporate into their learning plans to address each competency. The learning plan was integrated into every section of Seminar, and the textbook for BSSW and MSW Generalist students was updated to more closely align with learning plan outcomes. New textbooks for Advanced Generalist MSW students are under review to provide stronger support as they work toward competency mastery. Additionally, all faculty liaisons received training and guidance on the purpose and importance of the learning plan and evaluations, with emphasis on their responsibility to review these with students and field instructors. Collectively, these actions improved consistency, strengthened faculty and field instructor engagement, and enhanced student preparation for competency attainment in field education.