|  | **Competency Benchmark** (%)  | **Measure**  | **Behavior(s)**  | **Dimension(s)**  | **Outcome Measure Benchmark***(minimum score or higher)*  | **Assessment Procedures:**Outcome Measure  | **Assessment Procedures:** Competency  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Competency 1: Demonstrate Ethical and Professional Behavior  | 80% of students will demonstrate competence inclusive of 2 or more measures.   | Measure 1: Final Field Education Evaluation on Competency 1   | 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
 | * Values
* Skills
* Cognitive

& Affective Processes | 4 out of 5 | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency  | Data from final field evaluations is used to determine if students have met the competency with an average of 4 or better on each of the competencies    |
| 1. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations
 |   | 4 out of 5 |
| 1. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication
 | * Values
* Skills
* Cognitive

& Affective Processes | 4 out of 5  |
| 1. Use technology ethically and appropriately to facilitate practice outcomes
 | * Values
* Skills
* Cognitive

& Affective Processes | 4 out of 5 |
| 1. Use supervision and consultation to guide professional judgment and behavior
 | * Cognitive
* & Affective Processes
* Skills
 | 4 out of 5 |
| Measure 2: Grade on Ethics Quiz of 80% or better  | *[behaviors not required for measures not based on real or simulated practice]*  | * Knowledge
* Skills
* Cognitive & Affective Processes
 | 80% out of 100%  | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency  | Data from students’ actual scores on this assignment is used to determine if students have met the competency of 80% for each of the competencies  |
| Competency 2: Engage Diversity and Difference in Practice  | 80% of students will demonstrate competence inclusive of 2 or more measures     | Measure 1: Final Field Education Evaluation on Competency 2 | 1. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels
 | * Values
* Skills
 | 4 out of 5 | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency  | Data from final field evaluations is used to determine if students have met the competency with an average of 4 or better on each of the competencies |
|  |  |  | 1. Present themselves as learners and engage clients and constituencies as experts of their own experiences
 | * Values
* Skills
 |   4 out of 5    |  |  |
|  |  |  | 1. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies
 | * Values
* Skills
* Cognitive & Affective Processes
 | 4 out of 5   |  |  |
|  |  | Measure 2: Grade on Critical Consciousness paper of 80% or better  | *[behaviors not required for measures not based on real or simulated practice]*  | * Knowledge
* Values
* Cognitive & Affective Processes
 | 80% out of 100%  | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency  | Data from students’ actual scores on this assignment is used to determine if students have met the competency of 80% each of the competencies  |
| Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice  | 80% of students will demonstrate competence inclusive of 2 or more measures     | Measure 1: Final Field Education Evaluation n on Competency 3   | 1. Apply an understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels
 | * Skills
* Cognitive & Affective Processes
 | 4 out of 5  | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency   | Data from final field evaluations is used to determine if students have met the competency with an average of 4 or better on each of the competencies  |
| 1. Engage in practices that advance social, economic, and environmental justice
 | * Skills
* Cognitive & Affective Processes
 | 4 out of 5 |
|  |  | Measure 2: Grade on Policy Analysis paper of 80% or better   | *[behaviors not required for measures not based on real or simulated practice]*  | * Knowledge
* Values
 | 80% out of 100% | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency  | Data from students’ actual scores on this assignment is used to determine if students have met the competency of 80% each of the competencies  |
| Competency 4: Engage In Practice-informed Research and Research-informed Practice  | 80% of students will demonstrate competence inclusive of 2 or more measures    | Measure 1: Final Field Education Evaluation on Competency 4   | 1. Use practice experience and theory to inform scientific inquiry and research
 | * Knowledge
* Values
 | 4 out of 5  | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency    | Data from final field evaluations is used to determine if students have met the competency with an average of 4 or better on each of the competencies   |
| 1. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings
 | * Knowledge
* Skills
* Cognitive & Affective Processes
 | 4 out of 5 |
| 1. Use and translate research evidence to inform and improve practice, policy, and service delivery
 | * Knowledge
* Skills
 | 4 out of 5 |
|  |  | Measure 2: Grade on Why Does Research Matter paper of 80% or better   | *[behaviors not required for measures not based on real or simulated practice]*  | * Knowledge
* Values
* Skills
* Cognitive & Affective Processes
 | 80% out of 100%  | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency | Data from students’ actual scores on this assignment is used to determine if students have met the competency of 80% each of the competencies  |
| Competency 5: Engage in Policy Practice  | 80% of students will demonstrate competence inclusive of 2 or more measures    | Measure 1: Final Field Education Evaluation on Competency 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
 | * Knowledge
* Skills

 * Knowledge
* Skills
* Knowledge
* Skills
* Cognitive & Affective Processes
 | 4 out of 5 4 out of 5 4 out of 5      | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency    | Data from final field evaluations is used to determine if students have met the competency with an average of 4 or better on each of the competencies    |
|  |  | Measure 2: Grade on Policy Advocacy Assignment paper of 80% or better   | *[behaviors not required for measures not based on real or simulated practice]*  | * Knowledge
* Values
* Skills
 | 80% out of 100% | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency  | Data from students’ actual scores on this assignment is used to determine if students have met the competency of 80% each of the competencies |
| Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities  | 80% of students will demonstrate competence inclusive of 2 or more measures    | Measure 1: Final Field Education Evaluation on Competency 6    | 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, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.
 | * Skills
* Cognitive & Affective Processes

 * Skills
* Cognitive & Affective Processes
 | 4 out of 5  4 out of 5   | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency   | Data from final field evaluations is used to determine if students have met the competency with an average of 4 or better on each of the competencies   |
|  |  | Measure 2: Grade on Psychosocial Assessment Assignment of 80% or better   | *[behaviors not required for measures not based on real or simulated practice]*  | * Knowledge
* Skills
* Values
* Cognitive & Affective Processes
 | 80% out of 100% | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency  | Data from students’ actual scores on this assignment is used to determine if students have met the competency of 80% each of the competencies  |
| Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities  | 80% of students will demonstrate competence inclusive of 2 or more measures    | Measure 1: Final Field Education Evaluation on Competency 7    | 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 the analysis of assessment data from clients and constituencies;
3. Develop mutually agreed-on intervention goals and 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
 | * Knowledge
* Skills
* Cognitive & Affective Processes

 * Knowledge
* Skills
* Cognitive & Affective Processes
* Knowledge
* Skills
* Cognitive & Affective Processes
* Knowledge
* Skills
* Cognitive & Affective Processes
 | 4 out of 5    4 out of 5 4 out of 5 4 out of 5 | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency    | Data from final field evaluations is used to determine if students have met the competency with an average of 4 or better on each of the competencies   |
|  |  | Measure 2: Grade on Critique and Reflection on Group Process Assignment of 80% or better   | *[behaviors not required for measures not based on real or simulated practice]*  | * Knowledge
* Cognitive & Affective Processes
 | 80% outof 100%    | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency  | Data from students’ actual scores on this assignment is used to determine if students have met the competency of 80% each of the competencies |
| Competency 8: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities  | 80% of students will demonstrate competence inclusive of 2 or more measures     | Measure 1: Final Field Education Evaluation on Competency 8Measure 2: Grade on Treatment Plan Assignment of 80% or better   | 1. Critically choose and implement interventions to achieve practice goals and 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 and constituencies;
5. Facilitate effective transitions and endings that advance mutually agreed-on goals

*[behaviors not required for measures not based on real or simulated practice]*  | * Knowledge
* Skills
* Values
* Cognitive & Affective Processes

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* Skills
* Values
* Cognitive & Affective Processes
 | 4 out of 54 out of 54 out of 54 out of 54 out of 580% out of 100%  | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency   | Data from students’ actual scores on this assignment is used to determine if students have met the competency of 80% each of the competencies  |
| Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities  | 80% of students will demonstrate competence inclusive of 2 or more measures     | Measure 1: Final Field Education Evaluation on Competency 9    | 1. Select and use appropriate methods for evaluation of outcomes
 | * Knowledge
* Values
* Skills
 | 4 out of 5  | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency    | Data from final field evaluations is used to determine if students have met the competency with an average of 4 or better on each of the competencies   |
| 1. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;
 | * Knowledge
* Values
* Skills
 | 4 out of 5   |
| 1. Critically analyze, monitor, and evaluate intervention and program processes and outcomes;
 | * Knowledge
* Values
* Skills
* Cognitive & Affective Processes
 | 4 out of 5 |
| 1. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.
 | * Knowledge
* Values
* Skills
* Cognitive & Affective Processes
 | 4 out of 5   |
| Measure 2: Grade on Documentation and Termination paper of 80% or better   | *[behaviors not required for measures not based on real or simulated practice]*  | * Knowledge
* Skills
 | 80% out of 100%    | Students’ attainment of the measures’ benchmarks informs whether they’ve attained the overall competency     | Data from students’ actual scores on this assignment is used to determine if students have met the competency of 80% each of the competencies  |

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| --- | --- | --- |
| **COMPETENCY**  | **COMPETENCY BENCHMARK (%)** | **PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK** |
|   |    | **Aggregate** **of Students from All Program Options** **There is only program option**  **10 = (Number of students)**  |
| **Competency 1:** Demonstrate Ethical and Professional Behavior  | **80%** of students will demonstrate competence on 2 or more measures  | Measure 1: 100% + Measure 2:100%   / 2 = 100%  |
| **Competency 2:** Engage Diversity and Difference in Practice  | **80%** of students will demonstrate competence on 2 or more measures  | Measure 1: 90% + Measure 2:100 % / 2 = 95%   |
| **Competency 3:** Advance Human Rights and Social, Economic, and Environmental Justice  | **80%** of students will demonstrate competence on 2 or more measures  | Measure 1: 80% + Measure 2: 80% / 2 = 80% |
| **Competency 4:** Engage in Practice-informed Research and Research-informed Practice  | **80%** of students will demonstrate competence on 2 or more measures  |  Measure 1: 80% + Measure 2: 100%  / 2 = 90% |
| **Competency 5:** Engage in Policy Practice  | **80%** of students will demonstrate competence on 2 or more measures  | Measure 1: 100% + Measure 2:100%  / 2 = 100% |
| **Competency 6:** Engage with Individuals, Families, Groups, Organizations, and Communities  | **80%** of students will demonstrate competence on 2 or more measures  | Measure 1: 100% + Measure 2:100 %  / 2 = 100%  |
| **Competency 7:** Assess Individuals, Families, Groups, Organizations, and Communities  | **80%** of students will demonstrate competence on 2 or more measures  | Measure 1: 70% + Measure 2: 100% / 2 = 85%  |
| **Competency 8:** Intervene with Individuals, Families, Groups, Organizations, and Communities  | **80%** of students will demonstrate competence on 2 or more measures  | Measure 1: 90% + Measure 2: 100% / 2 = 95%  |
| **Competency 9:** Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities  | **80%** of students will demonstrate competence on 2 or more measures  |  Measure 1: 80% + Measure 2: 100%  / 2 = 90%  |