How to read the table. We present findings from our assessment using the “What Are the Findings?” form for AS 4.0.2 (formerly 4.0.5) as provided by CSWE. On this form we report percentage of students attaining the outcome measure benchmark for each practice behavior and each competency. All practice behaviors are rated on a 5 point scale (with 5 as the highest rating for achievement of that practice behavior). A rating of 4 out of 5 was set as the benchmark for each practice behavior outcome measure. Attainment of a competency is determined by averaging the percentage of students achieving the benchmark for each practice behavior outcome measure that comprises that competency, with 75% indicating attainment.

As required by AS4.0.1, we report multiple Outcome Measures for each practice behavior. We measure all practice behaviors through a Student Self-Efficacy Survey and a Field Instructor Evaluation. We use a third auxiliary measure, embedded course-specific Signature Assignments, to provide an additional perspective on achievement of competencies. Assessment instruments are found in the Appendix.

- Outcome Measure 1 (M1) is based on the MSW Student Self-Efficacy Survey (SSES) for social work practice behaviors, which was completed in Spring Semester 2016 by all students (i.e., those completing their foundation year or final advanced concentration year). Students are asked to rate their confidence in performing each practice behavior on a scale ranging from 1 (“least confident”) to 5 (“most confident”).
- Outcome Measure 2 (M2) is based on MSW Field Instructor Evaluation (FIE) of student achievement of social work practice behaviors, completed for all students in Spring Semester 2016. Field Instructors rate students’ performance of each practice behavior on a scale ranging from 1 (“consistently fails to demonstrate expected professional performance”) to 5 (“consistently demonstrates expected professional performance”).
- Outcome Measure 3 (M3) is the auxiliary measure and is based on MSW Course Instructor Evaluation (CIE) of student achievement of practice behaviors embedded within course-specific Signature Assignments (SA), ongoing throughout AY2015-16. These evaluations use a scale ranging from 1 (lowest score possible) to 5 (highest score possible) and are rubric-based, with the rubric delineating gradations in demonstration of the practice behavior’s achievement specific to the assignment. The specific course and signature assignment for each practice behavior can be found in the original MSW Self-Study, vol.1, pages 194-199 (April 2012).

The percentage of students achieving the benchmark for each of these three Outcome Measures for each competency is reported. All the Outcome Measures for a competency are then averaged to determine the percentage of students achieving the competency. That percentage is then compared to the 75% benchmark to determine if the competency has been attained.

Tables 2.1.1 through 2.2.10 (“MSW FOUNDATION COMPETENCIES AND PRACTICE BEHAVIORS”) present findings from the evaluation of MSW foundation competencies and practice behaviors. Tables 3.1.1 through 3.2.10 (“MSW DIRECT PRACTICEADVANCED COMPETENCIES AND PRACTICE BEHAVIORS”) present findings from the evaluation of MSW direct practice advanced competencies and practice behaviors. Tables 4.1.1 through 4.2.10 (“MSW SOCIAL WELFARE ADMINISTRATION AND MACRO PRACTICE ADVANCED COMPETENCIES AND PRACTICE BEHAVIORS”) present findings from the evaluation of MSW social welfare and macro practice advanced competencies and practice behaviors.
## MSW FOUNDATION COMPETENCIES AND PRACTICE BEHAVIORS

**Accreditation Standard 4.0.2:** The program provides summary data and outcomes for the assessment of each of its competencies, identifying the percentage of students achieving each benchmark.

<table>
<thead>
<tr>
<th>Competency</th>
<th>Competency Benchmark</th>
<th>Practice Behavior</th>
<th>Outcome Measure Benchmark</th>
<th>% Attaining</th>
<th>% of Students Achieving Competency&lt;sup&gt;d&lt;/sup&gt;</th>
<th>Competency Attained?</th>
</tr>
</thead>
</table>
| 2.1.1. Identify as professional social worker and conduct oneself accordingly. | 75% of students will demonstrate this competency. | A. Advocate for client access to the services of social work. | M1: 4+ on SSES<sup>a</sup> (1)  
M2: 4+ on M-FIE.2<sup>b</sup> (1a)  
M3: 4+ on M-CIE<sup>c</sup> (SA) | 70  
99 | | |
| | | B. Practice personal reflection and self-correction to assure continual professional development. | M1: 4+ on SSES (2)  
M2: 4+ on M-FIE.2 (1b)  
M3: 4+ on M-CIE (SA) | 80  
99  
100 | 87.11% | yes |
| | | C. Attend to professional roles and boundaries. | M1: 4+ on SSES (3)  
M2: 4+ on M-FIE.2 (1c)  
M3: 4+ on M-CIE (SA) | 90  
99  
100 | | |
| | | D. Demonstrate professional demeanor in behavior, appearance, and communication. | M1: 4+ on SSES (4)  
M2: 4+ on M-FIE.2 (1d)  
M3: 4+ on M-CIE (SA) | 80  
99  
100 | | |
| | | E. Engage in career-long learning. | M1: 4+ on SSES (5)  
M2: 4+ on M-FIE.2 (1e)  
M3: 4+ on M-CIE (SA) | 80  
99  
100 | | |
| | | F. Use supervision and consultation. | M1: 4+ on SSES (6)  
M2: 4+ on M-FIE.2 (1f)  
M3: 4+ on M-CIE (SA) | 80  
99  
97 | | |

Notes for tables 2.1.1 through 2.2.10(d) below:  
<sup>a</sup> Student Self-Efficacy Survey with item number indicated in parentheses.  
<sup>b</sup> MSW Field Instructor Evaluation with item number indicated in parentheses. Most items are measured in the second semester Field Instructor Evaluation (M-FIE.2) but a few are measured only in the first semester Field.
Instructor Evaluation (M-FIE.1)  

MSW Course Instructor Evaluation via Signature Assignment (SA); see Appendix for specific assignments.  

Unweighted calculation based on the assumption that approximately the same number of students are represented within each practice behavior and outcome measure.

<table>
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<tr>
<th>Competency</th>
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<th>Outcome Measure Benchmark</th>
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<th>% of Students Achieving Competency</th>
<th>Competency Attained?</th>
</tr>
</thead>
</table>
| 2.1.2. Apply social work ethical principles to guide professional practice. | 75% of students will demonstrate this competency. | A. Apply social work ethical principles to guide professional practice. | M1: 4+ on SSES (7)  
M2: 4+ on M-FIE.2 (2a)  
M3: 4+ on M-CIE (SA) | 80  
99  
100 | 91.83% | Yes |
| | | B. Make ethical decisions by applying standards of the NASW Code of Ethics and, as applicable, of the IFSW/IASSWESS Statement of Principles. | M1: 4+ on SSES (8)  
M2: 4+ on M-FIE.2 (2b)  
M3: 4+ on M-CIE (SA) | 80  
99  
100 | 91.83% | Yes |
| | | C. Tolerate ambiguity in resolving ethical conflicts. | M1: 4+ on SSES (9)  
M2: 4+ on M-FIE.2 (2c)  
M3: 4+ on M-CIE (SA) | 70  
99  
97 | 78.2% | No |
| | | D. Apply strategies of ethical reasoning to arrive at principled decisions. | M1: 4+ on SSES (10)  
M2: 4+ on M-FIE.2 (2d)  
M3: 4+ on M-CIE (SA) | 90  
99  
89 | 91.83% | Yes |

<table>
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</tr>
</thead>
</table>
| 2.1.3 Apply critical thinking to inform and communicate professional judgments. | 75% of students will demonstrate this competency. | A. Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom. | M1: 4+ on SSES (11)  
M2: 4+ on M-FIE.2 (3a)  
M3: 4+ on M-CIE (SA) | 60  
97  
100 | 87.3% | Yes |
| | | B. Analyze models of assessment, prevention, intervention, and evaluation. | M1: 4+ on SSES (12)  
M2: 4+ on M-FIE.2 (3b)  
M3: 4+ on M-CIE (SA) | 60  
97  
99 | 87.3% | Yes |
C. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.

<table>
<thead>
<tr>
<th>Competency</th>
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<th>Outcome Measure</th>
<th>% Attaining</th>
<th>% of Students Achieving Competency</th>
<th>Competency Attained?</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1.4 Engage diversity and difference in practice.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.</td>
<td>M1: 4+ on SSES (14) M2: 4+ on M-FIE.2 (4a) M3: 4+ on M-CIE (SA)</td>
<td>80 99</td>
<td></td>
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<td></td>
<td></td>
<td>B. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.</td>
<td>M1: 4+ on SSES (15) M2: 4+ on M-FIE.2 (4b) M3: 4+ on M-CIE (SA)</td>
<td>90 99 100</td>
<td>95.9% Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>C. Recognize and communicate their understanding of the importance of difference in shaping life experiences.</td>
<td>M1: 4+ on SSES (16) M2: 4+ on M-FIE.2 (4c) M3: 4+ on M-CIE (SA)</td>
<td>90 99 99</td>
<td></td>
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<td>D. View themselves as learners and engage those with whom they work as informants.</td>
<td>M1: 4+ on SSES (17) M2: 4+ on M-FIE.2 (4d) M3: 4+ on M-CIE (SA)</td>
<td>100 99 100</td>
<td></td>
</tr>
<tr>
<td>Competency</td>
<td>Competency Benchmark</td>
<td>Practice Behavior</td>
<td>Outcome Measure Benchmark</td>
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<td>% of Students Achieving Competency</td>
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<tr>
<td>2.1.5 Advance human rights and social and economic justice.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Understand the forms and mechanisms of oppression.</td>
<td>M1: 4+ on SSES (18) M2: 4+ on M-FIE.2 (5a) M3: 4+ on M-CIE (SA)</td>
<td>90 99</td>
<td></td>
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<td>B. Advocate for human rights and social and economic justice.</td>
<td>M1: 4+ on SSES (19) M2: 4+ on M-FIE.2 (5b) M3: 4+ on M-CIE (SA)</td>
<td>90 99</td>
<td>92.83%</td>
</tr>
<tr>
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<td>C. Engage in practices that advance social and economic justice.</td>
<td>M1: 4+ on SSES (20) M2: 4+ on M-FIE.2 (5c) M3: 4+ on M-CIE (SA)</td>
<td>80 99</td>
<td></td>
</tr>
<tr>
<td>2.1.6 Engage in research-informed practice and practice-informed research.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Use practice experience to inform scientific inquiry.</td>
<td>M1: 4+ on SSES (21) M2: 4+ on M-FIE.2 (6a) M3: 4+ on M-CIE (SA)</td>
<td>50 97 100</td>
<td>86.3%</td>
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<td>B. Use research evidence to inform practice.</td>
<td>M1: 4+ on SSES (22) M2: 4+ on M-FIE.2 (6b) M3: 4+ on M-CIE (SA)</td>
<td>78 97 96</td>
<td></td>
</tr>
<tr>
<td>2.1.7 Apply knowledge of human behavior and the social environment.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation.</td>
<td>M1: 4+ on SSES (23) M2: 4+ on M-FIE.2 (7a) M3: 4+ on M-CIE (SA)</td>
<td>70 99 100</td>
<td>92%</td>
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<td>B. Critique and apply knowledge to understand person and environment.</td>
<td>M1: 4+ on SSES (24) M2: 4+ on M-FIE.2 (7b) M3: 4+ on M-CIE (SA)</td>
<td>90 99 94</td>
<td></td>
</tr>
<tr>
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<td>% of Students Achieving Competency</td>
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<td>2.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work services.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Analyze, formulate, and advocate for policies that advance social well-being.</td>
<td>M1: 4+ on SSES (25) M2: 4+ on M-FIE.1 (8a) M3: 4+ on M-CIE (SA)</td>
<td>40 100</td>
<td>77.5%</td>
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<td>B. Collaborate with colleagues and clients for effective policy action.</td>
<td>M1: 4+ on SSES (26) M2: 4+ on M-FIE.2 (8a) M3: 4+ on M-CIE (SA)</td>
<td>70 100</td>
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<tbody>
<tr>
<td>2.1.9 Respond to contexts that shape practice.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services.</td>
<td>M1: 4+ on SSES (27) M2: 4+ on M-FIE.1 (9a) M3: 4+ on M-CIE (SA)</td>
<td>40 99 100</td>
<td>84.66%</td>
<td>Yes</td>
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<td></td>
<td></td>
<td>B. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.</td>
<td>M1: 4+ on SSES (28) M2: 4+ on M-FIE.2 (9a) M3: 4+ on M-CIE (SA)</td>
<td>70 99 100</td>
<td></td>
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<tr>
<td>2.1.10(a) Engagement.</td>
<td>75% of students will demonstrate this competency.</td>
<td><strong>A. Substantively and effectively prepare for action with individuals, families, groups, organizations, and communities.</strong></td>
<td>M1: 4+ on SSES (29) M2: 4+ on M-FIE.2 (10a) M3: 4+ on M–CIE (SA)</td>
<td>70 99 100</td>
<td>70 99 100</td>
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<td><strong>B. Use empathy and other interpersonal skills.</strong></td>
<td>M1: 4+ on SSES (30) M2: 4+ on M–FIE.2 (10b) M3: 4+ on M–CIE (SA)</td>
<td>90 99 89</td>
<td>90.99% 92.88%</td>
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<td><strong>C. Develop a mutually agreed-on focus of work and desired outcomes.</strong></td>
<td>M1: 4+ on SSES (31) M2: 4+ on M–FIE.2 (10c) M3: 4+ on M–CIE (SA)</td>
<td>90 99 100</td>
<td>90.99%</td>
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<tr>
<td>2.1.10(b) Assessment.</td>
<td>75% of students will demonstrate this competency.</td>
<td><strong>D. Collect, organize, and interpret client data.</strong></td>
<td>M1: 4+ on SSES (32) M2: 4+ on M–FIE.2 (10d) M3: 4+ on M–CIE (SA)</td>
<td>60 99 100</td>
<td>60 99 100</td>
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<td><strong>E. Assess client strengths and limitations.</strong></td>
<td>M1: 4+ on SSES (33) M2: 4+ on M–FIE.2 (10e) M3: 4+ on M–CIE (SA)</td>
<td>90 99 100</td>
<td>90.99% 90.66%</td>
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<td><strong>F. Develop mutually agreed-on goals and objectives.</strong></td>
<td>M1: 4+ on SSES (34) M2: 4+ on M–FIE.2 (10f) M3: 4+ on M–CIE (SA)</td>
<td>80 99 89</td>
<td>80 99 89</td>
<td></td>
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</tbody>
</table>

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</tr>
</thead>
<tbody>
<tr>
<td>2.2.10(c) Intervention.</td>
<td>75% of students will demonstrate intervention strategies.</td>
<td><strong>G. Select appropriate intervention strategies.</strong></td>
<td>M1: 4+ on SSES (35) M2: 4+ on M–FIE.2 (10g) M3: 4+ on M–CIE (SA)</td>
<td>60 99 100</td>
<td>60 99 100</td>
<td></td>
</tr>
<tr>
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<td>Practice Behavior</td>
<td>Outcome Measure Benchmark</td>
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<tr>
<td>H. Initiate actions to achieve organizational goals.</td>
<td>M1: 4+ on SSES (36)  M2: 4+ on M-FIE.2 (10h)  M3: 4+ on M-CIE (SA)</td>
<td></td>
<td></td>
<td>70</td>
<td>99</td>
<td>100</td>
</tr>
<tr>
<td>I. Implement prevention interventions that enhance client capacities.</td>
<td>M1: 4+ on SSES (37)  M2: 4+ on M-FIE.2 (10i)  M3: 4+ on M-CIE (SA)</td>
<td></td>
<td></td>
<td>60</td>
<td>99</td>
<td>92</td>
</tr>
<tr>
<td>J. Help clients resolve problems.</td>
<td>M1: 4+ on SSES (38)  M2: 4+ on M-FIE.2 (10j)  M3: 4+ on M-CIE (SA)</td>
<td></td>
<td></td>
<td>80</td>
<td>99</td>
<td>100</td>
</tr>
<tr>
<td>L. Facilitate transitions and endings.</td>
<td>M1: 4+ on SSES (40)  M2: 4+ on M-FIE.2 (10l)  M3: 4+ on M-CIE (SA)</td>
<td></td>
<td></td>
<td>70</td>
<td>99</td>
<td>89</td>
</tr>
<tr>
<td>M. Analyze, monitor, evaluate interventions.</td>
<td>M1: 4+ on SSES (41)  M2: 4+ on M-FIE.2 (10m)  M3: 4+ on M-CIE (SA)</td>
<td></td>
<td></td>
<td>90</td>
<td>99</td>
<td>100</td>
</tr>
<tr>
<td>2.2.10(d) Evaluation.</td>
<td>75% of students will demonstrate this competency.</td>
<td>M. Analyze, monitor, evaluate interventions.</td>
<td>M1: 4+ on SSES (41)  M2: 4+ on M-FIE.2 (10m)  M3: 4+ on M-CIE (SA)</td>
<td>90</td>
<td>99</td>
<td>100</td>
</tr>
<tr>
<td>2.1.10(a)–(d)—Engage, assess, intervene, and evaluate with individuals, families, groups,</td>
<td>75% of students will demonstrate</td>
<td>Please see above tables 2.1.10(a) through 2.1.10(d)</td>
<td>Please see above tables 2.1.10(a) through 2.1.10(d)</td>
<td></td>
<td>90.02%</td>
<td>Yes</td>
</tr>
<tr>
<td>organizations, and communities.</td>
<td>this competency.</td>
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</table>
**MSW DIRECT PRACTICE ADVANCED COMPETENCIES AND PRACTICE BEHAVIORS**

**Accreditation Standard 4.0.2:** The program provides summary data and outcomes for the assessment of each of its competencies, identifying the percentage of students achieving each benchmark.

<table>
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<th>Practice Behavior</th>
<th>Outcome Measure Benchmark</th>
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</tr>
</thead>
</table>
| 3.1.1. Identify as professional social worker and conduct oneself accordingly. | 75% of students will demonstrate this competency. | A. Use self-reflection and supervision in order to manage personal feelings that challenge effective practice within a specific field of service. | M1: 4+ on SSES (1)  
M2: 4+ on MDP-FIE (1a)  
M3: 4+ on MDP-CIE (SA) | 99  
98  
100 | | |
| | | B. Collaborate effectively as a member of a team in practice, differentially using communication, relationship, and problem solving skills. | M1: 4+ on SSES (2)  
M2: 4+ on MDP-FIE (1b)  
M3: 4+ on MDP-CIE (SA) | 97  
98  
88 | | |
| | | C. Demonstrate autonomy in a range of complex practice situations. | M1: 4+ on SSES (3)  
M2: 4+ on MDP-FIE (1c)  
M3: 4+ on B-CIE (SA) | 97  
98  
91 | | |
| | | D. Evaluate his/her own knowledge and skills and develop a plan for ongoing learning and development. | M1: 4+ on SSES (4)  
M2: 4+ on MDP-FIE (1d)  
M3: 4+ on MDP-CIE (SA) | 99  
98  
99 | | |
| | | E. Integrate a professional view of practice that includes a commitment to social and economic justice. | M1: 4+ on SSES (5)  
M2: 4+ on MDP-FIE (1e)  
M3: 4+ on MDP-CIE (SA) | 100  
98  
100 | | |

Notes for tables 3.1.1 through 3.2.10(d) below:  
\(^a\) Student Self-Efficacy Survey with item number indicated in parentheses.  
\(^b\) Second semester MSW Direct Practice Field Instructor Evaluation with item number indicated in parentheses.  
\(^c\) MSW Direct Practice Course Instructor Evaluation via Signature Assignment (SA).  
\(^d\) Unweighted calculation based on the assumption that approximately the same number of students are represented within each practice behavior and outcome measure.
<table>
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<tr>
<td>3.1.2 Apply social work ethical principles to guide professional practice.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Identify ethical principles, risk management, and legal obligations in social work practice within a specific field of service.</td>
<td>M1: 4+ on SSES (6)</td>
<td>100</td>
<td>100</td>
<td>96.16%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>B. Utilize systematic processes and consultation as needed to determine an appropriate response to ethical dilemmas within a specific field of service.</td>
<td>M1: 4+ on SSES (7)</td>
<td>100</td>
<td>100</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>M2: 4+ on MDP-FIE (2a)</td>
<td>87</td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>M3: 4+ on MDP–CIE (SA)</td>
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<td></td>
<td>100</td>
<td></td>
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<td></td>
<td></td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>3.1.3 Apply critical thinking to inform and communicate professional judgments.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Analyze and critique evidence based practice and controversies within specific fields of service and formulate positions consistent with social work values and ethics.</td>
<td>M1: 4+ on SSES (8)</td>
<td>100</td>
<td>100</td>
<td>98.5%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>B. Produce written and verbal communications for professional purposes that are consistent with professional standards.</td>
<td>M1: 4+ on SSES (9)</td>
<td>97</td>
<td>99</td>
<td></td>
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<td></td>
<td></td>
<td>M2: 4+ on MDP-FIE (3a)</td>
<td>99</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>M3: 4+ on MDP–CIE (SA)</td>
<td>96</td>
<td></td>
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</tr>
</tbody>
</table>
### 3.1.4 Engage diversity and difference in practice.

**75% of students will demonstrate this competency.**

**Practice Behavior:**

*A. Integrate the client’s unique viewpoint into the helping process, including experiences of oppression and discrimination.*

**Outcome Measure Benchmark:**

- M1: 4+ on SSES (10)
- M2: 4+ on MDP-FIE (4a)
- M3: 4+ on MDP –CIE (SA)

**% of Students Achieving Competency:**

- 100
- 94

**Competency Attained?**

- Yes

**Practice Behavior:**

*B. Recognize and manage issues of privilege and power in the helping relationship.*

**Outcome Measure Benchmark:**

- M1: 4+ on SSES (11)
- M2: 4+ on MDP-FIE (4b)
- M3: 4+ on MDP –CIE (SA)

**% of Students Achieving Competency:**

- 100
- 88

---

### 3.1.5 Advance human rights and social and economic justice.

**75% of students will demonstrate this competency.**

**Practice Behavior:**

*A. Identify the impact of current policies and programs on vulnerable and oppressed populations within a specific field of service and formulate advocacy strategies that promote social and economic justice.*

**Outcome Measure Benchmark:**

- M1: 4+ on SSES (12)
- M2: 4+ on MDP-FIE (5a)
- M3: 4+ on MDP-CIE (SA)

**% of Students Achieving Competency:**

- 100
- 96

**Competency Attained?**

- Yes

---

### 3.1.6 Engage in research-informed practice and practice-informed research.

**75% of students will demonstrate this competency.**

**Practice Behavior:**

*A. Identify gaps in research knowledge based on practice experience.*

**Outcome Measure Benchmark:**

- M1: 4+ on SSES (13)
- M2: 4+ on MDP-FIE (6a)
- M3: 4+ on MDP-CIE (SA)

**% of Students Achieving Competency:**

- 100
- 82

**Competency Attained?**

- Yes

**Practice Behavior:**

*B. Identify relevant research and incorporate current evidence based practice approaches in assessments, interventions, and case planning.*

**Outcome Measure Benchmark:**

- M1: 4+ on SSES (14)
- M2: 4+ on MDP-FIE (6b)
- M3: 4+ on MDP-CIE (SA)

**% of Students Achieving Competency:**

- 100
- 92

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<table>
<thead>
<tr>
<th>Competency</th>
<th>Competency Benchmark</th>
<th>Practice Behavior</th>
<th>Outcome Measure Benchmark</th>
<th>% Attaining</th>
<th>% of Students Achieving Competency</th>
<th>Competency Attained?</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1.7 Apply knowledge of human behavior and the social environment.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Select and utilize appropriate practice theory in work with clients within a specific field of service.</td>
<td>M1: 4+ on SSES (15) M2: 4+ on MDP-FIE (7a) M3: 4+ on MDP-CIE (SA)</td>
<td>100 100 95</td>
<td>97.33%</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>B. Integrate knowledge of biopsychosocial and environmental factors into practice approaches.</td>
<td>M1: 4+ on SSES (16) M2: 4+ on MDP-FIE (7b) M3: 4+ on MDP-CIE (SA)</td>
<td>100 100 89</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work services.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Utilize leadership skills in the implementation of strategies for improved services.</td>
<td>M1: 4+ on SSES (17) M2: 4+ on MDP-FIE (8a) M3: 4+ on MDP-CIE (SA)</td>
<td>99 99 100</td>
<td>99.33%</td>
<td>Yes</td>
</tr>
<tr>
<td>3.1.9 Respond to contexts that shape practice.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Identify trends in local demographics, migration patterns, standards of care, and funding that affect service delivery within a specific field of service.</td>
<td>M1: 4+ on SSES (18) M2: 4+ on MDP-FIE (8a) M3: 4+ on MDP-CIE (SA)</td>
<td>99 100 79</td>
<td>95.33%</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>B. Evaluate the effectiveness of the American health and social</td>
<td>M1: 4+ on SSES (19) M2: 4+ on MDP-FIE (8b)</td>
<td>100 100</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
welfare systems in promoting health and well-being across the life span.

<table>
<thead>
<tr>
<th>Competency</th>
<th>Competency Benchmark</th>
<th>Practice Behavior</th>
<th>Outcome Measure Benchmark</th>
<th>% Attaining</th>
<th>% of Students Achieving Competency</th>
<th>Competency Attained?</th>
</tr>
</thead>
</table>
| 3.1.10(a) Engagement. | 75% of students will demonstrate this competency. | A. Establish effective helping relationships. | M1: 4+ on SSES (20)  
M2: 4+ on MDP-FIE (10a)  
M3: 4+ on MDP-CIE (SA) | 100  
100  
81 | 96.33% | Yes |
| | | B. Attend to interpersonal dynamics and contexts that may strengthen or threaten the helping relationship | M1: 4+ on SSES (21)  
M2: 4+ on MDP-FIE (10b)  
M3: 4+ on MDP-CIE (SA) | 100  
100  
97 | | |
| 3.1.10(b) Assessment. | 75% of students will demonstrate this competency. | C. Select and use specialized assessment instruments and risk assessment strategies that are appropriate within a specific field of service. | M1: 4+ on SSES (22)  
M2: 4+ on MDP-FIE (10c)  
M3: 4+ on MDP-CIE (SA) | 99  
100  
85 | 96.33% | Yes |
| | | D. Formulate explicit assessment statements, taking into account strengths and limitations on the individual, interpersonal, and environmental levels. | M1: 4+ on SSES (23)  
M2: 4+ on MDP-FIE (10d)  
M3: 4+ on MDP-CIE (SA) | 100  
100  
94 | | |
### Competency: 3.2.10(c) Intervention

75% of students will demonstrate this competency.

**E. Utilize knowledge of social programs and policies to intervene on behalf of clients within a specific field of service.**

<table>
<thead>
<tr>
<th>M1: 4+ on SSES (24)</th>
<th>M2: 4+ on MDP-FIE (10e)</th>
<th>M3: 4+ on MDP-CIE (SA)</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Attaining</td>
<td>% of Students Achieving Competency</td>
<td>Competency Attained?</td>
</tr>
<tr>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

**F. Collaborate with clients to achieve cognitive, affective, and/or behavioral changes within a specific field of service.**

<table>
<thead>
<tr>
<th>M1: 4+ on SSES (25)</th>
<th>M2: 4+ on MDP-FIE (10f)</th>
<th>M3: 4+ on MDP–CIE (SA)</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Attaining</td>
<td>% of Students Achieving Competency</td>
<td>Competency Attained?</td>
</tr>
<tr>
<td>100</td>
<td>100</td>
<td>96</td>
</tr>
</tbody>
</table>

**G. Effectively use the relationship to support the process of change.**

<table>
<thead>
<tr>
<th>M1: 4+ on SSES (26)</th>
<th>M2: 4+ on MDP-FIE (10g)</th>
<th>M3: 4+ on MDP–CIE (SA)</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Attaining</td>
<td>% of Students Achieving Competency</td>
<td>Competency Attained?</td>
</tr>
<tr>
<td>100</td>
<td>100</td>
<td>99</td>
</tr>
</tbody>
</table>

**H. Manage planned and unplanned endings with clients within a specific field of service, including appropriately referring clients to other resources, when necessary.**

<table>
<thead>
<tr>
<th>M1: 4+ on SSES (27)</th>
<th>M2: 4+ on MDP-FIE (10h)</th>
<th>M3: 4+ on MDP–CIE (SA)</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Attaining</td>
<td>% of Students Achieving Competency</td>
<td>Competency Attained?</td>
</tr>
<tr>
<td>100</td>
<td>100</td>
<td>99</td>
</tr>
</tbody>
</table>

### Competency: 3.2.10(d) Evaluation

75% of students will demonstrate this competency.

**I. Utilize systematic methods to evaluate practice and programs.**

<table>
<thead>
<tr>
<th>M1: 4+ on SSES (28)</th>
<th>M2: 4+ on MDP-FIE (10i)</th>
<th>M3: 4+ on MDP-CIE (SA)</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Attaining</td>
<td>% of Students Achieving Competency</td>
<td>Competency Attained?</td>
</tr>
<tr>
<td>100</td>
<td>100</td>
<td>100%</td>
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</tbody>
</table>

### Competency: 3.2.10(a)–(d)—Engage, assess, intervene, and evaluate with individuals

75% of students will demonstrate

<table>
<thead>
<tr>
<th>Please see above tables 3.1.10(a) through 3.1.10(d)</th>
<th>Please see above tables 3.1.10(a) through 3.1.10(d)</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Attaining</td>
<td>% of Students Achieving Competency</td>
</tr>
<tr>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Yes
| families, groups, organizations, and communities. | this competency. |  |  |  |
### MSW SOCIAL WELFARE ADMINISTRATION AND MACRO PRACTICE ADVANCED COMPETENCIES AND PRACTICE BEHAVIORS

**Accreditation Standard 4.0.2:** The program provides summary data and outcomes for the assessment of each of its competencies, identifying the percentage of students achieving each benchmark.

<table>
<thead>
<tr>
<th>Competency</th>
<th>Competency Benchmark</th>
<th>Practice Behavior</th>
<th>Outcome Measure Benchmark</th>
<th>% Attaining</th>
<th>% of Students Achieving Competency</th>
<th>Competency Attained?</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1.1. Identify as professional social worker and conduct oneself accordingly.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Assume leadership roles and manage professional boundaries in macro practice.</td>
<td>M1: 4+ on SSES(^5) (1) M2: 4+ on MA dm-FIE(^5) (1a) M3: 4+ on MA dm -CIE(^5) (SA)</td>
<td>72 97 70</td>
<td>89.55%</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>B. Evaluate personal knowledge and skills and develop a plan for ongoing learning and development.</td>
<td>M1: 4+ on SSES (2) M2: 4+ on MA dm -FIE (1b) M3: 4+ on MA dm –CIE (SA)</td>
<td>82 97 100</td>
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<tr>
<td></td>
<td></td>
<td>C. Integrate a professional view of practice that includes a commitment to social and economic justice.</td>
<td>M1: 4+ on SSES (3) M2: 4+ on MA dm -FIE (1c) M3: 4+ on MA dm –CIE (SA)</td>
<td>91 97 100</td>
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</tbody>
</table>

Notes for tables 4.1.1 through 4.2.10(c) below:  
\(^{a}\) Student Self-Efficacy Survey for MSW Administration and Macro Practice Concentration with item indicated in parentheses.  
\(^{b}\) Second semester MSW Administration and Macro Practice Field Instructor Evaluation with item indicated in parentheses.  
\(^{c}\) MSW Administration and Macro Practice Course Instructor Evaluation via Signature Assignment (SA).  
\(^{d}\) Unweighted calculation based on the assumption that approximately the same number of students are represented within each practice behavior and outcome measure.

<table>
<thead>
<tr>
<th>Competency</th>
<th>Competency Benchmark</th>
<th>Practice Behavior</th>
<th>Outcome Measure Benchmark</th>
<th>% Attaining</th>
<th>% of Students Achieving Competency</th>
<th>Competency Attained?</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1.2 Apply social work ethical principles to guide professional practice.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Apply ethical principles to macro practice in organizational and policy contexts.</td>
<td>M1: 4+ on SSES (4) M2: 4+ on MA dm –FIE (2a) M3: 4+ on MA dm –CIE (SA)</td>
<td>46 100</td>
<td>73%</td>
<td>No</td>
</tr>
<tr>
<td>Competency</td>
<td>Competency Benchmark</td>
<td>Practice Behavior</td>
<td>Outcome Measure Benchmark</td>
<td>% Attaining</td>
<td>% of Students Achieving Competency</td>
<td>Competency Attained?</td>
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<tr>
<td>4.1.3 Apply critical thinking to inform and communicate professional judgments.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Analyze evidence-based models of macro practice, utilizing practice wisdom to effectively serve client systems.</td>
<td>M1: 4+ on SSES (5) M2: 4+ on MAdm –FIE (3a) M3: 4+ on MAdm –CIE (SA)</td>
<td>64</td>
<td>100 91</td>
<td>89.5%  Yes</td>
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<td>B. Produce written and verbal communications for professional purposes that are consistent with professional standards.</td>
<td>M1: 4+ on SSES (6) M2: 4+ on MAdm -FIE (3b) M3: 4+ on MAdm –CIE (SA)</td>
<td>82</td>
<td>100 100</td>
<td></td>
</tr>
<tr>
<td>4.1.4 Engage diversity and difference in practice.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Analyze institutionalized discrimination and inequality in the United States and how these inequities shape social policy and impact social service delivery.</td>
<td>M1: 4+ on SSES (7) M2: 4+ on MAdm –FIE (4a) M3: 4+ on MAdm –CIE (SA)</td>
<td>82</td>
<td>85 100</td>
<td>90.4% Yes</td>
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<td></td>
<td>B. Recognize and manage issues of privilege and power in stakeholder relationships.</td>
<td>M1: 4+ on SSES (8) M2: 4+ on MAdm -FIE (4b) M3: 4+ on MAdm –CIE (SA)</td>
<td>100</td>
<td>85</td>
<td></td>
</tr>
<tr>
<td>4.1.5 Advance human rights and social and economic justice.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Use organizational and community resources and empirical evidence to promote social and economic justice.</td>
<td>M1: 4+ on SSES (9) M2: 4+ on MAdm –FIE (5a) M3: 4+ on MAdm –CIE (SA)</td>
<td>91</td>
<td>80 100</td>
<td>87.77% Yes</td>
</tr>
<tr>
<td>Competency</td>
<td>Practice Behavior</td>
<td>Outcome Measure Benchmark</td>
<td>% Attaining</td>
<td>% of Students Achieving Competency</td>
<td>Competency Attained?</td>
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<tr>
<td>4.1.6 Engage in research-informed practice and practice-informed research.</td>
<td>75% of students will demonstrate this competency.</td>
<td>M1: 4+ on SSES (10)</td>
<td>46</td>
<td>100</td>
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<td>M2: 4+ on MAmd –FIE (6a)</td>
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<td></td>
<td>M3: 4+ on MAmd –CIE (SA)</td>
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</tr>
<tr>
<td></td>
<td>A. <em>Use empirical evidence to create strategies for system change.</em></td>
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<tr>
<td></td>
<td>B. <em>Systematically collect, analyze, and report information that informs relevant policy and practice decisions.</em></td>
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</tr>
<tr>
<td>4.1.7 Apply knowledge of human behavior and the social environment.</td>
<td>75% of students will demonstrate this competency.</td>
<td>M1: 4+ on SSES (12)</td>
<td>55</td>
<td>95</td>
<td>82.2%</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>M2: 4+ on MAmd –FIE (7a)</td>
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<tr>
<td></td>
<td></td>
<td>M3: 4+ on MAmd –CIE (SA)</td>
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</tr>
<tr>
<td></td>
<td>A. <em>Select and synthesize theories of human behavior and the social environment to develop effective macro interventions.</em></td>
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<tr>
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<td>B. <em>Utilize multiple conceptual frameworks to assess, intervene in, and evaluate macro systems.</em></td>
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<td></td>
</tr>
<tr>
<td>4.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work services.</td>
<td>75% of students will demonstrate this competency.</td>
<td>M1: 4+ on SSES (14)</td>
<td>73</td>
<td>100</td>
<td>91%</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>M2: 4+ on MAmd –FIE (8a)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>M3: 4+ on MAmd –CIE (SA)</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>A. <em>Master skills in utilizing data and evaluation methods to document the need for policy and/or program effectiveness.</em></td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>B. <em>Provide leadership in the promotion and implementation</em></td>
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</tbody>
</table>
of programs that address societal needs.

<table>
<thead>
<tr>
<th>Competency</th>
<th>Competency Benchmark</th>
<th>Practice Behavior</th>
<th>Outcome Measure Benchmark</th>
<th>% Attaining</th>
<th>% of Students Achieving Competency</th>
<th>Competency Attained?</th>
</tr>
</thead>
</table>
| 4.1.9 Respond to contexts that shape practice. | 75% of students will demonstrate this competency. | **A. Engage in continuous scanning and forecasting and adapt macro practice based on the knowledge acquired.** | M1: 4+ on SSES (16)  
M2: 4+ on MA dm –FIE (9a)  
M3: 4+ on MA dm –CIE (SA) | 64  
95  
93 | **89.66%** | Yes |
| **B. Recognize the use of technology in shaping service delivery.** | | M1: 4+ on SSES (17)  
M2: 4+ on MA dm -FIE (9b)  
M3: 4+ on MA dm –CIE (SA) | 91  
95  
100 | | |

<table>
<thead>
<tr>
<th>Competency</th>
<th>Competency Benchmark</th>
<th>Practice Behavior</th>
<th>Outcome Measure Benchmark</th>
<th>% Attaining</th>
<th>% of Students Achieving Competency</th>
<th>Competency Attained?</th>
</tr>
</thead>
</table>
| 4.1.10 (a) Engagement. | 75% of students will demonstrate this competency. | **A. Engage key stakeholders through active listening and constructive dialogue.** | M1: 4+ on SSES (18)  
M2: 4+ on MA dm –FIE (10a)  
M3: 4+ on MA dm –CIE (SA) | 100  
100  
100 | **95.16%** | Yes |
| **B. Apply collaborative skills for inter-organizational planning, coordination, and development.** | | M1: 4+ on SSES (19)  
M2: 4+ on MA dm -FIE (10b)  
M3: 4+ on MA dm –CIE (AS) | 73  
100  
98 | | |

<table>
<thead>
<tr>
<th>Competency</th>
<th>Competency Benchmark</th>
<th>Practice Behavior</th>
<th>Outcome Measure Benchmark</th>
<th>% Attaining</th>
<th>% of Students Achieving Competency</th>
<th>Competency Attained?</th>
</tr>
</thead>
</table>
| 4.1.10(b) Assessment. | 75% of students will demonstrate | **C. Design and conduct community, organizational, and technological assessments.** | M1: 4+ on SSES (20)  
M2: 4+ on MA dm –FIE (10c)  
M3: 4+ on MA dm –CIE (SA) | 55  
100  
93 | | |
<table>
<thead>
<tr>
<th>Competency</th>
<th>Competency Benchmark</th>
<th>Practice Behavior</th>
<th>Outcome Measure Benchmark</th>
<th>% Attaining</th>
<th>% of Students Achieving Competency</th>
<th>Competency Attained?</th>
</tr>
</thead>
<tbody>
<tr>
<td>D. Apply basic principles of information management to the analysis of existing and emerging information systems in service delivery.</td>
<td>M1: 4+ on SSES (21) M2: 4+ on MAdm -FIE (10d) M3: 4+ on MAdm –CIE (SA)</td>
<td></td>
<td>55 100</td>
<td>80.6%</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>E. Assume strategic roles in macro practice to accomplish organizational mission, goals, and objectives.</td>
<td>M1: 4+ on SSES (22) M2: 4+ on MAdm –FIE (10e) M3: 4+ on MAdm –CIE (SA)</td>
<td></td>
<td>73 100 100</td>
<td>87.4%</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>F. Apply management strategies to engage in decision-making, strategic planning processes, and community level collaborative practice.</td>
<td>M1: 4+ on SSES (23) M2: 4+ on MAdm -FIE (10f) M3: 4+ on MAdm –CIE (SA)</td>
<td></td>
<td>64 100</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>G. Develop and recommend program and/or policy changes based on evaluation.</td>
<td>M1: 4+ on SSES (24) M2: 4+ on MAdm -FIE (10g) M3: 4+ on MAdm –CIE (SA)</td>
<td></td>
<td>100 90 100</td>
<td>96.66%</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>4.2.10(a)–(d)—Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.</td>
<td>75% of students will demonstrate this competency.</td>
<td>Please see above tables 4.1.10(a) through 4.1.10(d)</td>
<td>Please see above tables 4.1.10(a) through 4.1.10(d)</td>
<td>89.53%</td>
<td>Yes</td>
<td></td>
</tr>
</tbody>
</table>