

NIAGARA UNIVERSITY'S PROGRAM ASSESSMENT PLAN

Accreditation Standard 4.0.1: The program presents its plan to assess the attainment of each of its competencies. The plan specifies procedures, multiple measures of each practice behavior, and benchmarks employed to assess the attainment of each of the program's competencies (AS B2.03; AS M2.0.4).

Cohort 2015 (n = 27)

Competency	Competency Benchmark	Practice Behavior	Measures	Assessment procedures practice behaviors	Outcome Measure Benchmark	Assessment Procedures Competency
EP 2.1.1 Identify as a professional social worker demonstrated in the listed assignments	100% of students will demonstrate this competency	Social workers advocate for client access to services of social work	Measure 1 Field Practicum Evaluation Form, Item 2.1.1.a	For measure 1: Aggregate student grade scores on final Field Practicum Evaluation Form, Item 2.1.1.a	For measure 1 Students must score a minimum of 80 out of 100 points	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the competency benchmark.
			Measure 2 Self-Reflection Paper, Rubric, Item 1	For measure 2: Aggregate student grade scores on Self-Reflection Paper Rubric, item 1	For measure 2: Students must score a minimum of 80 out of 100 points	
		Social workers practice professional reflection and self-correction to assure continual professional development	Measure 1 Field Practicum Evaluation Form, Item 2.1.1.b	For measure 1: Aggregate student grade scores on final Field Practicum Evaluation Form Item 2.1.1.b	For measure 1 Students must score a minimum of 80 out of 100 points	
			Measure 2 Self-Reflection Paper Rubric, Item 2	For measure 2: Aggregate student scores on Self-Reflection Paper Rubric, item 2	For measure 2: Students must score a minimum of 80 out of 100 points	

		<p>Social workers attend to professional roles & boundaries</p>	<p>Measure 1 Field Practicum Evaluation Form, Item 2.1.1.c</p> <p>Measure 2 Seminar Participation Form, Item 1</p>	<p>For measure 1: Aggregate student grade scores on final Field Practicum Evaluation Form 2.1.1.c</p> <p>For measure 2: Aggregate student grade scores on Seminar Participation Form, Item 1 using 5 point Likert Scale ratings</p>	<p>For measure 1 Students must score a minimum of 80 out of 100 points</p> <p>For measure 2: Students must score a 5 = "high degree" or a 4 = "above average degree"</p>
		<p>Social workers demonstrate professional demeanor in behavior, appearance, and communications</p>	<p>Measure 1 Field Practicum Evaluation Form, Item 2.1.1.d</p> <p>Measure 2 Seminar Participation Form, Item 2</p>	<p>For measure 1: Aggregate student scores on Field Practicum Form Item 2.1.1. d</p> <p>For measure 2: Aggregate student scores on Seminar Participation Form, Item 2 using 5 point Likert Scale ratings</p>	<p>For measure 1 Students must score a minimum grade of 80 out of 100 points</p> <p>For measure 2: Students must score a 5 = "high degree" or a 4 = "above average degree"</p>
		<p>Social workers engage in career-long learning</p>	<p>Measure 1 Self Report on Attendance of Professional Events</p> <p>Measure 2 Self-Reflection Paper Rubric, Item 3</p>	<p>For measure 1: Aggregate number of attended Professional Events</p> <p>For measure 2: Aggregate student grade scores part 2 Self-Reflection Paper Rubric, Item 3</p>	<p>For measure 1 Students must attend a minimum of 4 events</p> <p>For measure 2: Students must score a minimum grade of 80 out of 100 points</p>

		<p>Social workers use supervision & consultation</p>	<p>Measure 1 Field Practicum Evaluation Form, Item 2.1.1.f</p> <p>Measure 2 Seminar Participation Form, Item 3</p>	<p>For measure 1: Aggregate student scores on Field Practicum Form, Item 2.1.1.f</p> <p>For measure 2: Aggregate student grade scores on Seminar Participation Form using 5 point Likert Scale ratings</p>	<p>For measure 1 Students must score a minimum grade of 80 out of 100 points</p> <p>For measure 2: Students must score a 5 = "high degree" or a 4 = "above average degree"</p>	
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Accreditation Standard 4.02: The program provides summary data and outcomes for the assessment of each of its competencies, identifying the percentage of students achieving each benchmark.

THE FINDINGS FOR STANDARD 2.1.1 FOR COHORT 2015 (n = 27)

Competency	Competency Benchmark	Practice Behavior	Outcome Measure Benchmark	Percent Attaining	Percentage of Students Achieving Competency	Competency Attained?
EP 2.1.1 Identify as a professional social worker demonstrated in the listed assignments	100% of students will demonstrate this competency	Social workers advocate for client access to services of social work	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 80-95. Mean = 90. 100% ≥ 80 Measure 2: grade range 82-98. Mean = 92. 100% ≥ 80	100%	Yes
		Social workers practice professional reflection and self-correction to assure continual professional development	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 80-97. Mean = 90. 100% ≥ 80 Measure 2: grade range 80-98. Mean = 91. 100% ≥ 80		
		Social workers attend to professional roles & boundaries	Measure 1: 80 out of 100 points Measure 2: 5 (high degree) or 4 (above average degree)	Measure 1: grade range 80-95. Mean = 90. 100% ≥ 80 Measure 2: range 4-6. Mean = 4.5 100% ≥ 4		
		Social workers demonstrate professional demeanor in behavior, appearance, and communications	Measure 1: 80 out of 100 points Measure 2: 5 (high degree) or 4 (above average degree)	Measure 1: grade range 81-95. Mean = 90. 100% ≥ 80 Measure 2: range 4-5. Mean = 4.45. 100% ≥ 4		

		Social workers engage in career-long learning	<p>Measure 1: minimum of 4 events</p> <p>Measure 2: 80 out of 100 points</p>	<p>Measure 1: range 4-6 Mean = 4.50 100% \geq 4</p> <p>Measure 2: grade range 85-90. Mean = 90. 100% \geq 80</p>		
		Social workers use supervision & consultation	<p>Measure 1: 80 out of 100 points</p> <p>Measure 2: 5 (high degree) or 4 (above average degree)</p>	<p>Measure 1: grade range 81-95. Mean = 90. 100% \geq 80</p> <p>Measure 2: range 4-5. Mean = 4.8. 100% \geq 4</p>		

EXPLANATION HOW THE DATA WAS OBTAINED:

Field Practicum Evaluation Form

NU's Field Practicum Coordinator and the Field Practicum Instructor of the Agency assess the students' level of proficiency demonstrated for the practice behaviors for Core Competency EP 2.1.1 twice (Midpoint and Final) during the semester. The attained percent reported for each practice behavior is reflective of the students' final (4th) practicum evaluation in May. The Field Practicum Coordinator assigns the grade in both semesters based on feedback from field instructors during agency visits. During regular meetings with the Department Chair and the instructors of Practicum Seminar course the students progress towards mastering the behaviors for the Competency EP 2.1.1. At the end of the Fall and Spring semesters the Field Practicum Coordinator submits the data to the Chair of the Social Work Department who compiles the data for further review with the faculty and members of the Field Advisory Board. The group formulates recommendations when the benchmarks are not met. The Field Practicum Coordinator is responsible for implementing the changes. The Field Practicum Coordinator, the Practicum Seminar instructor and members of the Field Practicum Advisory Board used the 2008 EPAS standards to develop the Field Practicum Evaluation Form.

Self-Reflection Paper Rubric

The instructor of Practicum Seminar II developed the Self-Reflection Assignment. The assignments ask students to reflect on their progress towards becoming a competent and effective beginning level practitioner. They are required to address areas of strengths and areas for improvement. Furthermore they need to discuss a plan of action how they are addressing areas that need strengthening. A rubric is used for to evaluate students' level of proficiency demonstrated in the completing of this Self-Reflection assignment. The course instructor submits the data to the Chair of the Department who compiles the data for further review with the faculty. The faculty reviews the results and they make recommendations when the benchmark is not met. The instructor of the course is responsible for implementing the changes.

Self Report on Attendance of Professional Events

The instructor of Practicum Seminar II developed the Self-Reflection Assignment. The assignments ask students to reflect on their progress towards being involved in career-long learning activities. They are required to address areas of strengths and areas for improvement. Furthermore they need to discuss a plan of action how they are addressing areas that need strengthening such as attending graduate school, participating in training and workshops opportunities. A rubric is used for to evaluate students' level of proficiency demonstrated in the completing of this Self-Reflection assignment. The course instructor submits the data to the Chair of the Department who compiles the data for further review with the faculty. The faculty reviews the results and they make recommendations when the benchmark is not met. The instructor of the course is responsible for implementing the changes.

Seminar Participation Form

The Seminar participation Form was specifically developed by the two instructors of the course to assess students' level of participation and involvement in the Seminar II Course. The Form uses a five-point Likert Scale. When a student receive a five the person shows a high degree of contributing to class discussions, and they present constructive feedback to other students about agency and/or case issues. They also demonstrate a high degree of professional demeanor in behavior, appearance and communications with all members of the course. They also seek in a timely fashion consultation and supervision when this is appropriate and they arrive for the meeting highly prepared. When a student receives a four they show an above average rating,

a three is indicative of an average rating, a two shows a below average rating and lastly a one demonstrates a poor rating on all items of the scale. The Wednesday class meetings are devoted to the students' professional development, consultation for client cases, deeper discussion of practice interventions and so on.

The Monday class meetings assist students with their Capstone project ranging from data collection, data analyses to writing the paper and preparing for the presentation of the Capstone at the Niagara University Undergraduate Conference. Both instructors evaluate each student in their class using the Participation Form. The data reported is the average of the two separate ratings. The instructors submit the collected data to the Chair of the Social Work Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The instructor of the course is responsible for implementing the changes.

The Chair of the Department assisted by faculty calculated the percentage of students that attained the benchmark for each outcome measure by adding the reported percentages ($100 + 100 + 100 + 100 + 100 + 100 + 100 + 100 + 100 + 100 + 100 + 100 = 1200$) and dividing this total number by the number of practice behaviors rated (12) to obtain the percentage of students demonstrating competence. The obtained percentage of 100 percent which meets the competency benchmark of 100% set by the Program.

Competency	Competency Benchmark	Practice Behavior	Measures	Assessment procedures practice behaviors	Outcome Measure Benchmark	Assessment Procedures: Competency
EP 2.1.2 Apply Social Work ethical principles to guide practice demonstrated in the listed assignments	100% of students will demonstrate this competency.	Social Workers make ethical decisions by applying standards of NASW Code of Ethics & International Code of Ethics	Measure 1: Field Practicum Evaluation Form, Item 2.1.2.a Measure 2: Capstone Paper Rubric, Item 1 and 2	For measure 1: Aggregate student grade scores on Field Practicum Evaluation Form Item 2.1.2.a For measure 2: Aggregate student grade scores on Capstone Paper Rubric , items 1 and 2	For measure 1: Students must score a minimum of 80 out of 100 points For measure 2: Students must score 80 out of 100 points	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the competency benchmark.
		Social workers recognize, manage personal values	Measure 1: Field Practicum Evaluation Form, Item 2.1.2.b Measure 2: Field Practicum Log 3	For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.2.b For measure 2: Aggregate student grade scores on Field Practicum Log 3	For measure 1: Students must score a minimum of 80 out of 100 points For measure 2: Students must score 80 out of 100 points	
		Social workers tolerate ambiguity in resolving conflicts using NASW or CASW Code of Ethics	Measure 1: Field Practicum Evaluation Form, Item 2.1.2.c Measure 2: Field Practicum Log 3	For measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.2.c For measure 2: Aggregate grade scores of Field Practicum log 3	For measure 1: Students must score a minimum of 80 out of 100 points For measure 2: Students must score 80 out of 100 points	

		Social workers apply strategies of ethical reasoning to arrive at principled decisions using the NASW or CASW Code of Ethics	Measure 1: Field Practicum Evaluation Form, Item 2.1.2.d Measure 2: Field Practicum Log 3	For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.2.d For measure 2: Aggregate student grade scores on Field Practicum Log 3	For measure 1: Students must score a minimum of 80 out of 100 points For measure 2: Students must score 80 out of 100 points
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THE FINDINGS FOR STANDARD EP 2.1.2 COHORT 2015

Competency	Competency Benchmark	Practice Behavior	Outcome Measure Benchmark	Percent Attaining	Percentage of Students Achieving Competency	Competency Attained?
EP 2.1.2 Identify as a professional social worker demonstrated in the listed assignments	100% of students will demonstrate this competency	Social Workers make ethical decisions by applying standards of NASW Code of Ethics & International Code of Ethics	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 80-95. Mean = 89. 100% ≥ 80 Measure 2: grade range 82-92. Mean = 89. 100% ≥ 80	97%	No
		Social Workers Recognize, manage personal values	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 80-97. Mean = 88. 100% ≥ 80 Measure 2: grade range 74-98. Mean = 88. 93% ≥ 80		

<p>Social Workers Tolerate ambiguity in resolving conflicts using NASW or CASW Code of Ethics</p>	<p>Measure 1: 80 out of 100 points</p> <p>Measure 2: 80 out of 100 points</p>	<p>Measure 1: grade range 80-97. Mean = 88. 100% ≥ 80</p> <p>Measure 2: grade range 74-98. Mean = 88. 93% ≥ 80</p>
<p>Social Workers Apply strategies of ethical reasoning to arrive at principled decisions using the NASW or CASW Code of Ethics</p>	<p>Measure 1: 80 out of 100 points</p> <p>Measure 2: 80 out of 100 points</p>	<p>Measure 1: grade range 80-97. Mean = 88. 100% ≥ 80</p> <p>Measure 2: grade range 74-98. Mean = 88 93% ≥ 80</p>

EXPLANATION HOW THE DATA WAS OBTAINED:

Field Practicum Evaluation.

NU's Field Practicum Coordinator and the Field Practicum Instructor of the Agency assess the students' level of proficiency demonstrated for the practice behaviors for Core Competency EP 2.1.2 twice (Midpoint and Final) during the semester. The attained percent reported for each practice behavior is reflective of the students' final (4th) practicum evaluation in May. The Field Practicum Coordinator assigns the grade in both semesters based on feedback from field instructors during agency visits. During regular meetings with the Department Chair and the instructors of Practicum Seminar course the students progress towards mastering the behaviors for the Competency EP 2.1.2. At the end of the Fall and Spring semesters the Field Practicum Coordinator submits the data to the Chair of the Social Work Department who further reviews the results of the data with all the faculty and members of the Field Advisory Board. The group formulates recommendations when the benchmarks are not met. The Field Coordinator is responsible for implementing the changes. Field Practicum Coordinator, Practicum Seminar Coordinator and members of the Field Practicum Advisory Board used the 2008 EPAS standards developed the Field Practicum Evaluation Form.

Capstone Paper Rubric

The instructor uses a rubric to assess their ability to chose ethical research procedures (Item 2 on Rubric Form) and how well they are able to apply ethical decision making during data collection, data analysis and data interpretation (Item 2 on Rubric Form). The instructor submits the collected data to the Chair of the Social Work Department who complies the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The instructor of the course is responsible for implementing the changes.

Evaluation Field Practicum Log 3: Ethical Decision Making Rubric

The instructor of the Field Practicum uses a rubric to grade the ethics assignment that students submit in the form of a log. A student is asked to reflect on an ethical issue they encountered while working with a client. Was there ambiguity in resolving the conflict? What ethical strategies were used to resolve the conflict? Which specific ethical principles from the NASW or the CASW Code of Ethics do apply to the ethical dilemma you observed? The instructor submits the collected data to the Chair of the Social Work Department who complies the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The course instructor is responsible for implementing the recommended changes.

The Chair of the Department assisted by faculty calculated the percentage of students that attained the benchmark for each outcome measure by adding the reported percentages (100 + 100 + 100 + 93 + 100 + 93 + 100 + 93 = 779) and dividing this total number by the number of practice behaviors rated (8) to obtain the percentage of students demonstrating competence. The obtained percentage of 97 percent indicates that the competency benchmark of 100% set by the Program is not met.

PLAN OF ACTION TO STRENGTHEN THE THREE PRACTICE BEHAVIORS

The data from the Practice Form indicates that all students exhibits the knowledge and skills associated with the practice behavior making ethical decisions, recognizing, managing personal values, tolerating ambiguity in resolving conflicts and applying strategies of ethical reasoning to arriving at principled decisions using the NASW or CASW Code of Ethics when they are in their field practicum working with clients. However when asked to reflect on an ethical issue they encountered while working with a client in a log assignment two students rushed through the log assignment and did not demonstrate the same level of knowledge as they do in their practicum. Instructors stress the art of writing solid reflection papers. Students who struggle with this type of assignments will be referred to the Writing Center for further support.

Competency	Competency Benchmark	Practice Behavior	Measures	Assessment procedures practice behaviors	Outcome Measure Benchmark	Assessment Procedures Competency
EP 2.1.3 Critical Thinking demonstrated in the listed assignments	100% of students will demonstrate this competency	Social workers distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom	Measure 1: Field Practicum Evaluation Form, Item 2.1.3.a Measure 2: Capstone Paper Rubric, Item 4	For measure 1: Aggregate student grade scores on Field Practicum Evaluation Form Item 2.1.3.a For measure 2: Aggregate student scores Capstone Rubric, item 4	For measure 1: Students must score a minimum of 80 out of 100 points For measure 2: Students must score 80 out of 100 points	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the competency benchmark
		Social workers analyze models of assessment, prevention, intervention and evaluation	Measure 1: Field Practicum Evaluation, Item 2.1.3.b Measure 2: Capstone Paper Rubric, Item 5	For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.3.b For measure 2: Aggregate student grade scores on Capstone Rubric, Item 5	For measure 1: Students must score a minimum of 80 out of 100 points For measure 2: Students must score 80 out of 100 points	
		Social workers demonstrate effective oral communication skills in working with individuals, families, groups, organizations, communities and colleagues	Measure 1: Field Practicum Evaluation Form, Item 2.1.3.c Measure 2: Capstone Presentation Rubric, Item 1	For measure 1: Aggregate student grade scores on Field Practicum Evaluation Form Item 2.1.3.c For measure 2: Aggregate scores of Capstone Presentation Rubric, Item 1	For measure 1: Students must score a minimum of 80 out of 100 points For measure 2: Students must score 80 out of 100 points	

		<p>Social workers demonstrates effective written communication skills in working with individuals, families, groups, organizations, communities, and colleagues</p>	<p>For Measure 1: Field Practicum Evaluation Form, Item 2.1.2.d</p> <p>Measure 2: Capstone Paper Rubric, Item 6, 7</p>	<p>For measure 1: Aggregate student grade scores on Field Practicum Evaluation Form Item 2.1.2.d</p> <p>For measure 2: Aggregate scores of Capstone Paper Rubric, Item 6, 7</p>	<p>For measure 1: Students must score a minimum of 80 out of 100 points</p> <p>For measure 2: Students must score 80 out of 100 points</p>	
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THE FINDINGS FOR STANDARD EP 2.1.3 COHORT 2015

Competency	Competency Benchmark	Practice Behavior	Outcome Measure Benchmark	Percent Attaining	Percentage of Students Achieving Competency	Competency Attained?
EP 2.1.3 Critical Thinking demonstrated in the listed assignments	100% of students will demonstrate this competency	Social workers distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 80-96. Mean = 89. 100% ≥ 80 Measure 2: grade range 80-96. Mean = 91. 100% ≥ 80	100%	Yes
		Social workers analyze models of assessment, prevention, intervention and evaluation	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 80-99. Mean = 89. 100% ≥ 80 Measure 2: grade range 80-95. Mean = 91. 100% ≥ 80		
		Social workers demonstrate effective oral communication skills in working with individuals, families, groups, organizations, communities and colleagues	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 80-97. Mean = 89. 100% ≥ 80 Measure 2: grade range 85-97. Mean = 96. 100% ≥ 80		
		Social workers demonstrates effective written communication skills in working with individuals, families, groups, organizations, communities, and colleagues	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 80-97. Mean = 89. 100% ≥ 80 Measure 2: grade range 90-95. Mean = 90. 100% ≥ 80		

EXPLANATION HOW THE DATA WAS OBTAINED:

Field Practicum Evaluation Form.

NU's Field Practicum Coordinator and the Field Practicum Instructor of the Agency assess the students' level of proficiency demonstrated for the practice behaviors for Core Competency EP 2.1.3 in December (Fall Semester) and in May (Spring Semester). The attained percent reported for each practice behavior is reflective of the students' final (4th) practicum evaluation in May. The Field Practicum Coordinator assigns the grade in both semesters. Students' oral communication scores (EP 2.1.3.b) are assessed by students ability to present client cases and their ability to communicate with clients; written communication skills (EP 2.1.3 d) are evaluated using entries of summary notes in client files, writing a report and/or a social history. During regular meetings with the Department Chair and the instructors of Practicum Seminar course the students progress towards mastering the behaviors for the Competency EP 2.1.3. At the end of the Fall and Spring semesters the Field Practicum Coordinator submits the data to the Chair of the Social Work Department who further reviews the results with the faculty and members of the Field Advisory Board. The group formulates recommendations when the benchmarks are not met. The Field Practicum Coordinator is responsible for implementing the recommendations. The Field Practicum Coordinator, Practicum Seminar Coordinator and members of the Field Practicum Advisory Board used the 2008 EPAS standards developed the Field Practicum Evaluation Form.

Capstone Presentation Rubric

a. Oral Communication

The instructors of the seminar course use a rubric to evaluate the students' verbal and non-verbal presentation skills at the Annual Undergraduate Research Conference. All seniors are required to present their research at this conference. There are many seniors from across all academic programs that present at this conference. In the audience are students, faculty and administrators. Some field supervisors attend the conference. The instructor submits the collected data to the Chair of the Social Work Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The instructor of the course is responsible for implementing the changes.

b. Capstone Paper Rubric

The instructor uses a rubric to assess the students written skills, items 5 & 6 on the rubric form which evaluate the students ability to use APA formatting and effective writing skills (word selection, sentence structure, spelling). The instructor submits the collected data to the Chair of the Social Work Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The instructor of the course is responsible for implementing the changes.

The Chair of the Department assisted by faculty calculated the percentage of students that attained the benchmark for each outcome measure by adding the reported percentages (100 +100 +100+ 100 + 100 + 100 + 100 + 100 = 800) and dividing this total number by the number of practice behaviors rated (8) to obtain the percentage of students demonstrating competence. The obtained percentage of 100 percent exceeds the competency benchmark of 100% set by the Program. No further action required.

Competency	Competency Benchmark	Practice Behavior	Measures	Assessment Procedures practice behaviors	Outcome Measure Benchmark	Assessment Procedures Competency
EP 2.1.4 Engage diversity and difference in practice demonstrated in the listed assignments	100% of students will demonstrated competency	Social workers recognize the extent to which a culture's structures and values may oppress, marginalized, alienate, or enhance privilege and power	Measure 1: Field Practicum Evaluation Practicum Form, Item 2.1.4.a Measure 2: Field Practicum Rubric Log 1, Item 1	For measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.4.a For measure 2: Aggregate student grade scores on Field Practicum Rubric Log 1, Item 1	For measure 1: Students must score a minimum of 80 out of 100 points For measure 2: Students must score 80 out of 100 points	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the Competency Benchmark.
		Social workers gain sufficient Self-Awareness to eliminate the influence of personal biases and values in working with diverse groups	For Measure 1: Field Practicum Evaluation Form, Item 2.1.4.b Measure 2: Field Practicum Rubric Log 1, Item 2	For measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.4.b For measure 2: Aggregate student grade scores on Field Practicum Rubric Log 1, Item 2	For measure 1: Students must score a minimum of 80 out of 100 points For measure 2: Students must score 80 out of 100 points	
		Social workers recognize and communicate their understanding of the importance of difference in shaping life experience	For Measure 1: Field Practicum Evaluation Practicum Form, Item 2.1.4.c Measure 2: Field Practicum Rubric Log 1, Item 3	For measure 1: Aggregate student grade scores on Client Case Rubric, Item 1 For measure 2: Aggregate student grade scores on Field Practicum Rubric Log 1, Item 3	For measure 1: Students must score a minimum of 80 out of 100 points For measure 2: Students must score 80 out of 100 points	

		<p>Social workers view themselves as learners and engage those whom they work as informants</p>	<p>For Measure 1: Field Practicum Evaluation Form, Item 2.1.4.d</p> <p>Measure 2: Field Practicum Rubric Log 1, Item 4</p>	<p>Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.4.d</p> <p>For measure 2: Aggregate student grade scores on Field Practicum Rubric Log 1, Item 4</p>	<p>For measure 1: Students must score a minimum of 80 out of 100 points</p> <p>For measure 2: Students must score 80 out of 100 points</p>	
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FINDINGS FOR STANDARD EP 2.1.4 COHORT 2015

Competency	Competency Benchmark	Practice Behavior	Outcome Measure Benchmark	Percent Attaining	Percentage of Students Achieving Competency	Competency Attained?
EP 2.1.4 Engage diversity & difference in practice demonstrated in the listed assignments	100% of students will demonstrate this competency	Social workers recognize the extent to which a culture's structures and values may oppress, marginalized, alienate, or enhance privilege and power	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 81-97. Mean = 86. 100% ≥ 80 Measure 2: grade range 85-97. Mean 89 100% ≥ 80	100%	Yes
		Social workers gain sufficient Self-Awareness to eliminate the influence of personal biases and values in working with diverse groups	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 85-95. Mean = 91. 100% ≥ 80 Measure 2: grade range 85-97. Mean 89 100% ≥ 80		
		Social workers recognize and communicate their understanding of the importance of difference in shaping life experience	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 85-97. Mean = 92. 100% ≥ 80 Measure 2: range 80-98 Mean = 91. 100% ≥ 80		
		Social workers view themselves as learners and engage those whom they work as informants	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 85-97. Mean = 90. 100% ≥ 80 Measure 2: grade range 80-99 Mean = 89. 100% ≥ 80		

EXPLANATION HOW THE DATA WAS OBTAINED:

Field Practicum Evaluation.

NU's Field Practicum Coordinator and the Field Practicum Instructor of the Agency assess the students' level of proficiency demonstrated for the practice behaviors for Core Competency EP 2.1.4 in December (Fall Semester) and in May (Spring Semester). The attained percent reported for each practice behavior is reflective of the students' final (4th) practicum evaluation in May. The Field Practicum Coordinator assigns the grade in both semesters. During regular meetings with the Department Chair and the instructors of Practicum Seminar course the students progress towards mastering the behaviors for the Competency EP 2.1.4. At the end of the Fall and Spring semesters the Field Practicum Coordinator submits the data to the Chair of the Social Work Department who compiles the data for further review with the faculty and members of the Field Advisory Board. The group formulates recommendations when the benchmarks are not met. The Field Practicum Coordinator, Practicum Seminar Coordinator and members of the Field Practicum Advisory Board used the 2008 EPAS standards developed the Field Practicum Evaluation Form.

Field Practicum Log 1 Part 1: Diversity and Social Justice Rubric

The course instructor of the Field Practicum developed the assignment as well as the rubric used to assess the students' ability to demonstrate the four identified practice behaviors associated with EP 2.1.4. The students are asked to answer questions related diversity and social justice that the client population they are working with at the agency may encounter. They need to identify a specific form of oppression that the clients face on a daily basis. How does this form of oppression alienate and or marginalize the client population? They need to discuss their level of awareness regarding their own biases towards the client population and what is their plan of action to eliminate the influence of their own biases when they work with this client population? Are they able to recognize and communicate the importance of different experiences that shapes the clients' life? What do they learn from working with this client population? The course instructor submits the data to the Chair of the Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The instructor of the course is responsible for implementing the recommendations.

The Chair of the Department assisted by faculty calculated the percentage of students that attained the benchmark for each outcome measure by adding the reported percentages (100 +100 +100+ 100 + 100 + 100 + 100 + 100 = 800) and dividing this total number by the number of practice behaviors rated (8) to obtain the percentage of students demonstrating competence. The obtained percentage of 100 percent exceeds the competency benchmark of 100% set by the Program. No further action required.

Competency	Competency Benchmark	Practice Behavior	Measures	Assessment procedures practice behaviors	Outcome Measure Benchmark	Assessment Procedures: Competency
EP 2.1.5 Advance Human Rights and Social and Economic Justice demonstrated in the listed assignments	100% of students will demonstrate this competency.	Social workers understand forms and mechanism of oppression and discrimination	Measure 1: Macro Practice Rubric Assignment 1, item 5 Measure 2: Field Practicum Rubric Log 1, Item 1	Aggregate student grade scores on Macro Practice Rubric Assignment 1, Item 5 For measure 2: Aggregate student grade scores on Field Practicum Rubric Log 1, Item 1	For measure 1: Students must score a minimum of 80 out of 100 points For measure 2: Students must score 80 out of 100 points	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the Competency Benchmark.
		Social workers advocate for human rights and social economic justice	For Measure 1: Macro Practice Rubric Assignment 1, Item 6 Measure 2: Field Practicum Rubric Log 1, Item 5	For measure 1: Aggregate student grade scores Macro Practice Rubric Assignment 1, Item 6 For measure 2: Aggregate student grade scores on Field Practicum Rubric Log 1, Item 5	For measure 1: Students must score a minimum of 80 out of 100 points For measure 2: Students must score 80 out of 100 points	
		Social Workers engage in practices that advance social and economic justice	Measure 1: Macro Practice Rubric Assignment 1, Item 6 Measure 2: Field Practicum Rubric Log 1, Item 6	Aggregate student grade scores on Macro Practice Rubric Assignment 1, Item 6 For measure 2: Aggregate student grade scores on Field Practicum Rubric Log 1, Item 6	For measure 1: Students must score a minimum of 80 out of 100 points For measure 2: Students must score 80 out of 100 points	

THE FINDINGS FOR STANDARD EP 2.1.5 COHORT 2015

Competency	Competency Benchmark	Practice Behavior	Outcome Measure Benchmark	Percent Attaining	Percentage of Students Achieving Competency	Competency Attained?
EP 2.1.5 Advance Human Rights and Social and Economic Justice demonstrated in the listed assignments	100% of students will demonstrate this competency.	Social workers understand forms and mechanism of oppression and discrimination	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 78-97. Mean = 90. 97% ≥ 80 Measure 2: grade range 84-95. Mean = 90. 100% ≥ 80	99%	No
		Social workers advocate for human rights and social economic justice	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 78-96. Mean = 89. 97% ≥ 80 Measure 2: grade range 81-98. Mean = 88. 100% ≥ 80		
		Social workers engage in practices that advance social and economic justice	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 78-97 Mean = 90. 97% ≥ 80 Measure 2: grade range 81-90. Mean = 88. 100% ≥ 80		

EXPLANATION HOW THE DATA WAS OBTAINED:

Macro Assignment 1 Rubric

The instructor of the Practice Methods II course asked students to complete a community assessment involving a disadvantaged community in the area they live or work. They need to write a report in which they reflect on their understanding of forms and mechanisms of oppression that are affecting the various groups in their community and how the agencies can be involved in addressing local issues of oppression and/or social justice. How would they address issues of social and economic justice as they appear in the community and in their analysis? A Rubric was developed by the instructor of the course to assess the students' ability to demonstrate competency in the three practice behaviors. The macro agency analysis should show that the students understand the roles of the agencies in addressing the issues of oppression and social justice. The students are asked to discuss what program, policy, and other actions at the agency levels are present to address these issues as they appear in the local community. Also, how might these efforts be improved to foster better advocacy and amelioration of oppression and a lack of social justice? The course instructor submits the data to the Chair of the Department who compiles the data for further review with the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The instructor is responsible for implementing the recommendations.

Field Practicum Log 1 Part 2: Advance Human Rights and Social Economic Justice Rubric

The course instructor of the Field Practicum developed the assignment as well as the rubric that assess the students' ability to demonstrate the three identified practice behaviors associated with EP 2.1.5. Using the same client population described in Log 1, Part 1, students are asked to identify five strategies to become an ally for this client population. They are also asked to describe how they engaged in practices that advocate for human rights and social economic justice. A rubric is used for to evaluate students' level of proficiency demonstrated in the completing of this assignment. The course instructor submits the data to the Chair of the Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The instructor of the course is responsible for implementing the recommendations.

The Chair of the Department assisted by faculty calculated the percentage of students that attained the benchmark for each outcome measure by adding the reported percentages ($97+100 +97 + 100 + 97 + 100 = 591$) and dividing this total number by the number of practice behaviors rated (6) to obtain the percentage of students demonstrating competence. The obtained percentage of 99 percent does not meet the competency benchmark of 100% set by the Program. No further action required.

PLAN OF ACTION TO STRENGTHEN TWO PRACTICE BEHAVIORS

The data reveals that the faculty needs to strengthen the behavior that pertains to understanding forms and mechanism of oppression and discrimination and advocating for human rights and social economic justice. The plan is that the faculty will reemphasize the importance of these two macro level practice behaviors by redesigning the major course assignment. Students will be required to engage in practices that advance social and economic justice at the agency level using community projects across courses and use the community project as a capstone option.

Competency	Competency Benchmark	Practice Behavior	Measures	Assessment procedures practice behaviors	Outcome Measure Benchmark	Assessment Procedures Competency
EP 2.1.6 Engage in Research Informed practice and Practice Informed Research demonstrated in the listed assignments	100% of students will demonstrate this competency.	Social workers use practice experience to inform scientific inquiry	Measure 1: Capstone Assignment 1	For measure 1: Aggregate student scores of Capstone Assignment 1	For measure 1: Students must score a minimum of 80 out of 100 points	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the Competency Benchmark.
			Measure 2: Capstone Paper Rubric, Item 7	For measure 2: Aggregate scores of Capstone Paper Rubric, Item 7	For measure 2: Students must score 80 out of 100 points	
		Social Workers use research evidence to inform practice	For Measure 1: Research Assignment 3, Question 1, 2, 3	For measure 1: Aggregate student scores on Assignment 3, Question 1, 2, 3	For measure 1: Students must score a minimum of 80 out of 100 points	
			Measure 2: Capstone Paper Rubric, Item 8	For measure 2: Aggregate scores of Capstone Paper Rubric, Item 8	For measure 2: Students must score 80 out of 100 points	

THE FINDINGS FOR STANDARD EP 2.1.6 COHORT 2015

Competency	Competency Benchmark	Practice Behavior	Outcome Measure Benchmark	Percent Attaining	Percentage of Students Achieving Competency	Competency Attained?
EP 2.1.6 Engage in Research Informed practice and Practice Informed Research demonstrated in the listed assignments	100% of students will demonstrate this competency.	Social Workers use practice experience to inform scientific inquiry	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 80-94. Mean = 91. 100% ≥ 80 Measure 2: grade range 80-95. Mean = 90. 100% ≥ 80	100%	Yes
		Social Workers research evidence to inform practice	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 82-96. Mean = 91. 100% ≥ 80 Measure 2: grade range 83-95. Mean = 90. 100% ≥ 80		

EXPLANATION HOW THE DATA WAS OBTAINED:

Capstone Assignment 1 Rubric

The Capstone Assignment 1 is completed before the students start working the following semester on the actual Capstone Paper. The assignment assist students with the development of a research proposal associated with their field practicum experience. With the assistance of their field practicum instructor and in consultation with the instructor of the research course students are asked to identify the research problem/issues and formulate specific research questions they like to examine. The rubric evaluates their level of proficiency in using their practice experience to formulate their research questions. The instructor of the course evaluates the assignment and assigns the grade. The course instructor submits the data to the Chair who compiles the data for further review with the faculty. The faculty reviews the results and they make recommendations when the benchmarks are not met. The course instructor is responsible for implementing the recommendations.

Research Assignment 3 Rubric

The students are assigned a current research article to complete the assignment. Students need to answer fifteen questions related to the various research concepts that are addressed in the research course. For instance, question 1 asks students to discuss internal and external validity aspects associated with the design and how the design can be used to produce generalized knowledge for social work practice. Question 2 asks students to review the sampling procedures used and the concerns they may have about this procedure and what the possible implications are for generalization of the findings. Question 3 asks students to look at the discussed findings and explain what the implications are for social work practice and policy. The instructor of the course evaluates the students' work and assigns the grade. The course instructor submits the data to the Chair of the Department and the faculty further reviews the result of the data analysis at the end of the academic year and makes recommendations. The course instructor is responsible for implementing the recommendations.

Capstone Paper Rubric

The instructors of the Seminar II Course design the Capstone Paper Rubric to evaluate the students' level of proficiency in developing and conducting a study, collecting and analyzing the data, discussing findings, limitations, implications and recommendations, and writing the report. Item 7 assesses the students' ability to formulate good research questions related to practice and with input from practitioners. Item 8 evaluates the students' ability to demonstrate to use their research evidence to inform practice. The instructor assigns a grade. The course instructor submits the data to the Chair of the Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The course instructor is responsible for implementing the recommendations.

The Chair of the Department assisted by faculty calculated the percentage of students that attained the benchmark for each outcome measure by adding the reported percentages ($100 + 100 + 100 + 100 = 400$) and dividing this total number by the number of practice behaviors rated (4) to obtain the percentage of students demonstrating competence. The obtained percentage of 100 percent does meet the competency benchmark of 100% set by the Program. No further action required for strengthening students' knowledge and research skills. This cohort was given an option to enhance their community project by adding a research component. Four students did use their community project to demonstrate how the results of their data analysis assisted local agencies to develop new programs to assist the client population.

Competency	Competency Benchmark	Practice Behavior	Measures	Assessment procedures practice behaviors	Outcome Measure Benchmark	Assessment Procedures: Competency
EP 2.1.7 Apply Knowledge of Human Behavior and the Social Environment demonstrated in the listed assignments	100% of students will demonstrate this competency.	Social Workers Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation	Measure 1: Field Practicum Evaluation Form, Item 2.1.7.a	For measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, 2.1.7.a	For measure 1: Students must score a minimum of 80 out of 100 points	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the Competency Benchmark.
			Measure 2: Client Case Rubric, Item 2	For measure 2: Aggregate student grade scores on Client Case Rubric, item 2	For measure 2: Students must score 80 out of 100 points	
Social Workers critique and apply knowledge to understand person and environment	Measure 1: Field Practicum Evaluation Form, Item 2.1.7.b	For Measure 1: Aggregate student grade scores Field Practicum Evaluation Form, 2.1.7.b	For measure 1: Students must score a minimum of 80 out of 100 points			
	Measure 2: Client Case Rubric, Item 3	For measure 2: Aggregate student grade scores on Client Case Rubric, Item 3	For measure 2: Students must score 80 out of 100 points			

THE FINDINGS FOR STANDARD EP 2.1.7 COHORT 2015

Competency	Competency Benchmark	Practice Behavior	Outcome Measure Benchmark	Percent Attaining	Percentage of Students Achieving Competency	Competency Attained?
EP 2.1.7 Apply Knowledge of Human Behavior and the Social Environment demonstrated in the listed assignments	100% of students will demonstrate this competency.	Social Workers Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 80-95. Mean = 88. 100% ≥ 80 Measure 2: grade range 80-96. Mean = 89. 100% ≥ 80	100%	Yes.
		Social Workers critique and apply knowledge to understand person and environment	Measure 1: 80 out of 100 points Measure 2: 80 out of 100 points	Measure 1: grade range 80-95 Mean = 89. 100% ≥ 80 Measure 2: grade range 80-96. Mean = 89. 100% ≥ 80		

EXPLANATION HOW THE DATA WAS OBTAINED:

Field Practicum Evaluation.

NU's Field Practicum Coordinator and the Field Practicum Instructor of the Agency assess the students' level of proficiency demonstrated for the practice behaviors for Core Competency EP 2.1.7 in December (Fall Semester) and in May (Spring Semester). The attained percent reported for each practice behavior is reflective of the students' final (4th) practicum evaluation in May. The Field Practicum Coordinator assigns the grade in both semesters. During regular meetings with the Department Chair and the instructors of Practicum Seminar course the students progress towards mastering the behaviors for the Competency EP 2.1.7. At the end of the Fall and Spring semesters the Field Practicum Coordinator submits the data to the Chair of the Social Work Department who compiles the data for further review with the faculty and members of the Field Advisory Board. Field Practicum Coordinator, Practicum Seminar Coordinator and members of the Field Practicum Advisory Board used the 2008 EPAS standards developed the Field Practicum Evaluation Form.

Client Case

Students are required to demonstrate the ability to organize and present critical case information, in the form of a class presentation and without reference to notes or other documents. Tasks include: describing basic client demographics, a brief discussion of presenting problem, a review of the case's status or response to treatment to-date, and concludes with a request of the student for consultation assistance from fellow students and/or instructor. Evaluation is based upon the quality and completeness of the information presented; continued use of proper terminology; and a student's ability articulate and integrate this information into a (hypothetical) follow-up plan of action for this case. The instructor submits the collected data to the Chair of the Social Work Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The course instructor is responsible for implementing the recommended changes.

The Chair of the Department assisted by faculty calculated the percentage of students that attained the benchmark for each outcome measure by adding the reported percentages (100 + 100 + 100 + 100 = 400) and dividing this total number by the number of practice behaviors rated (4) to obtain the percentage of students demonstrating competence. The obtained percentage of 100 percent exceeds the competency benchmark of 100% set by the Program. No further action required.

Competency	Competency Benchmark	Practice Behavior	Measures	Assessment procedures practice behaviors	Outcome Measure Benchmark	Assessment Procedures: Competency
EP 2.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work services.	100% of students will demonstrate this competency	Social workers analyze, formulate, and advocate for policies that advance social well-being	Measure 1 For measure 1: Field Practicum Evaluation Form, Item 2.1.8.a Measure 2 Macro Practice Rubric Assignment II, Item 5	For measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, 2.1.8.a For Measure 2: Aggregate student grade scores on Macro Practice Rubric Assignment II, Item 5	For Measure 1: Students must score a minimum of 80 out of 100 points. For Measure 2: Students must score A minimum of 80 out of 100 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the Competency Benchmark.
		Social workers collaborate with colleagues and clients for effective policy action	Measure 1: Field Practicum Evaluation Form, Item 2.1.8.b Measure 2: Macro Practice Rubric Assignment II, Item 6	For measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, 2.1.8.b For Measure 2: Aggregate student grade scores on Macro Practice Rubric Assignment II, Item 6	For Measure 1: Students must score a minimum of 80 out of 100 points. For Measure 2: Students must score 80 out of 100 points	

THE FINDINGS OF STANDARD EP 2.1.8 COHORT 2015

Competency	Competency Benchmark	Practice Behavior	Outcome Measure Benchmark	Percent Attaining	Percentage of Students Achieving Competency	Competency Attained?
EP 2.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work services.	100% of students will demonstrate this competency.	Social workers analyze, formulate, and advocate for policies that advance social well-being	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points.	Measure 1: grade range 80-95. Mean = 86. 100% ≥ 80 Measure 2: grade range 80-96. Mean = 89. 100% ≥ 80	100%	Yes
		Social workers collaborate with colleagues and clients for effective policy action	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points.	Measure 1: grade range 80-97. Mean = 90. 100% ≥ 80 Measure 2: grade range 80-96. Mean = 89. 100% ≥ 80		

EXPLANATION HOW THE DATA WAS OBTAINED:

Field Practicum Evaluation Form.

NU's Field Practicum Coordinator and the Field Practicum Instructor of the Agency assess the students' level of proficiency demonstrated for the practice behaviors for Core Competency EP 2.1.8 in December (Fall Semester) and in May (Spring Semester). The attained percent reported for each practice behavior is reflective of the students' final (4th) practicum evaluation in May. The Field Practicum Coordinator assigns the grade in both semesters. During regular meetings with the Department Chair and the instructors of Practicum Seminar course the students progress towards mastering the behaviors for the Competency EP 2.1.8. At the end of the Fall and Spring semesters the Field Practicum Coordinator submits the data to the Chair of the Social Work Department who compiles the data for further review with the faculty and members of the Field Advisory Board. Field Practicum Coordinator, Practicum Seminar Coordinator and members of the Field Practicum Advisory Board used the 2008 EPAS standards developed the Field Practicum Evaluation Form.

Macro Practice Assignment II Rubric

A Rubric was developed by the instructor of the course to assess the students' ability to demonstrate competency in the two practice behaviors for EP2.1.8 while completing a strategic plan for the agencies where the student completes their field placements. This assignment focuses on creation of a strategic plan for the agency. Students must address the development of agency level policies that advance social well being of the client served by the agency. The process of strategic planning requires the students to collaborate with agency colleagues and clients in the creation of effective policy. The course instructor submits the data to the Chair of the Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The instructor is responsible for implementing the recommendations.

The Chair of the Department assisted by faculty calculated the percentage of students that attained the benchmark for each outcome measure by adding the reported percentages ($100 + 100 + 100 + 100 = 400$) and dividing this total number by the number of practice behaviors rated (4) to obtain the percentage of students demonstrating competence. The obtained percentage of 100 percent indicates that the competency benchmark of 100% set by the Program was met.

Competency	Competency Benchmark	Practice Behavior	Measures	Assessment procedures practice behaviors	Outcome Measure Benchmark	Assessment Procedures: Competency
EP 2.1.9 Respond to context that shape practice demonstrated in the listed assignments	100% of students will demonstrate this competency	Social Workers continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services	Measure 1: Field Practicum Evaluation Form, Item 2.1.9.a Measure 2: Macro Practice Rubric Assignment II, Item 5	For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 5 2.1.9.a For Measure 2: Aggregate student grade scores Macro Practice Rubric Assignment II, Item 5	For Measure 1: Students must score a minimum of 80 out of 100 points. For Measure 2: Students must score A minimum of 80 out of 100 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the Competency Benchmark.
		Social Workers provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services	Measure 1: Capstone Paper Rubric Measure 2: Macro Practice Rubric Assignment II, Item 7	For Measure 1: Aggregate student grade scores on For Measure 2: Aggregate student grade scores on Macro Practice Rubric Assignment II, item 6	For Measure 1: Students must score a minimum of 80 out of 100 points. For Measure 2: Students must score A minimum of 80 out of 100 points.	

THE FINDINGS FOR STANDARD EP 2.1.9 COHORT 2015

Competency	Competency Benchmark	Practice Behavior	Outcome Measure Benchmark	Percent Attaining	Percentage of Students Achieving Competency	Competency Attained?
EP 2.1.9 Respond to context that shape practice demonstrated in the listed assignments	100% of students will demonstrate this competency	Social workers continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points.	Measure 1: grade range 80-95. Mean = 88. 100% ≥ 80 Measure 2: grade range 80-96. Mean = 89. 100% ≥ 80	100%	Yes.
		Social workers provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points.	Measure 1: grade range 80-95. Mean = 90. 100% ≥ 80 Measure 2: grade range 80-95. Mean = 89. 100% ≥ 80		

EXPLANATION HOW THE DATA WAS OBTAINED:

Capstone Paper Rubric

The instructors of the Seminar II Course design the Capstone Paper Rubric to evaluate the students' level of proficiency in collecting and analyzing the data, discussing findings, limitations, implications and recommendations, and writing the report. Rubric Items 1 and 2 assesses the students' ability to analyze data associated with the implementation of a new program or the enhancement of an existing agency program. The instructor assigns a grade. The course instructor submits the data to the Chair of the Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The instructor of the course is responsible for implementing the recommendations.

Macro Practice Assignment II Rubric

A Rubric was developed by the instructor of the course to assess the students' ability to demonstrate competency in the two practice behaviors for EP2.1.9 while completing a strategic plan for the agencies where the student completes their field placements. This assignment focuses on creation of a strategic plan for the agency. Students must address the development of agency level policies that advance social well-being of the client served by the agency. The process of strategic planning requires the students to collaborate with agency colleagues and clients in the creation of effective policy. This assignment also provides an opportunity to provide leadership that promotes sustainable changes in service delivery that improves the quality of services received by clients. The course instructor submits the data to the Chair of the Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The instructor is responsible for implementing the recommendations.

The Chair of the Department assisted by faculty calculated the percentage of students that attained the benchmark for each outcome measure by adding the reported percentages ($100 + 100 + 100 + 100 = 400$) and dividing this total number by the number of practice behaviors rated (4) to obtain the percentage of students demonstrating competence. The obtained percentage of 100 percent exceeds the competency benchmark of 100% set by the Program. No further action required.

Competency	Competency Benchmark	Practice Behavior	Measures	Assessment procedures practice behaviors	Outcome Measures Benchmark	Assessment Procedures: Competency
EP 2.1.10 (a) Engage with individuals, families, & groups etc. demonstrated in the listed assignments	100% of Social Work Students will demonstrate this competency	Social Work students substantively and affectively prepare for action with individuals, families, groups, organizations and communities	Measure 1 Field Practicum Evaluation Form, Item 2.1.10.aa Measure 2 Client Case Rubric, Item 1	For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.10.aa For Measure 2: Aggregate student grade scores on Client Case Rubric, Item 1	For Measure 1: Students must score a minimum of 80 out of 100 points. For Measure 2: Students must score A minimum of 80 out of 100 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the Competency Benchmark.
		Social Workers use empathy and other interpersonal skills	Measure 1: Field Practicum Evaluation Form, Item 2.1.10.ab Measure 2 Client Case Rubric, Item 2	For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.10.ab For Measure 2: Aggregate student grade scores on Client Case Rubric, Item 2	For Measure 1: Students must score a minimum of 80 out of 100 points. For Measure 2: Students must score A minimum of 80 out of 100 points.	
		Social Workers develop a mutually agreed-on focus of work and desired outcomes	Measure 1 Field Practicum Evaluation Form, Item 2.1.10.ac Measure 2 Client Case Rubric, Item 3	For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.10.ac For Measure 2: Aggregate student grade scores on Client Case Rubric, Item 3		

THE FINDINGS FOR STANDARD EP 2.1.10 (a) COHORT 2015

Competency	Competency Benchmark	Practice Behavior	Outcome Measure Benchmark	Percent Attaining	Percentage of Students Achieving Competency	Competency Attained?
EP 2.1.10 (a) Engage with individuals, families, & groups etc. demonstrated in the listed assignments	100% of Social Work Students will demonstrate this competency	Social workers substantively and affectively prepare for action with individuals, families, groups, organizations and communities	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points.	Measure 1: grade range 81-98 Mean = 90. 100% ≥ 80 Measure 2: grade range 80-96. Mean = 89. 100% ≥ 80	100%	Yes.
		Social workers use empathy and other interpersonal skills	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points.	Measure 1: grade range 83-98. Mean = 91. 100% ≥ 80 Measure 2: grade range 82-97. Mean = 91. 100% ≥ 80		
		Social workers develop a mutually agreed-on focus of work and desired outcomes	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points.	Measure 1: grade range 83-97. Mean = 89. 100% ≥ 80 Measure 2: grade range 82-96. Mean = 89. 100% ≥ 80		

EXPLANATION HOW THE DATA WAS OBTAINED:

Field Practicum Evaluation.

NU's Field Practicum Coordinator and the Field Practicum Instructor of the Agency assess the students' level of proficiency demonstrated for the practice behaviors for Core Competency EP 2.1.10 (a) in December (Fall Semester) and in May (Spring Semester). The attained percent reported for each practice behavior is reflective of the students' final (4th) practicum evaluation in May. The Field Practicum Coordinator assigns the grade in both semesters. During regular meetings with the Department Chair and the instructors of Practicum Seminar course the students progress towards mastering the behaviors for the Competency EP 2.1.10 (a). At the end of the Fall and Spring semesters the Field Practicum Coordinator submits the data to the Chair of the Social Work Department who compiles the data for further review with the faculty and members of the Field Advisory Board. Field Practicum Coordinator, Practicum Seminar Coordinator and members of the Field Practicum Advisory Board used the 2008 EPAS standards developed the Field Practicum Evaluation Form.

Client Case Rubric

Students are required to demonstrate the ability to organize and present critical case information, in the form of a class presentation and without reference to notes or other documents. Tasks include: describing basic client demographics, a brief discussion of presenting problem, a review of the case's status or response to treatment to-date, and concludes with a request of the student for consultation assistance from fellow students and/or instructor. Evaluation is based upon the quality and completeness of the information presented; continued use of proper terminology; and a student's ability articulate and integrate this information into a (hypothetical) follow-up plan of action for this case. The instructor submits the collected data to the Chair of the Social Work Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The course instructor is responsible for implementing the recommended changes.

The Chair of the Department assisted by faculty calculated the percentage of students that attained the benchmark for each outcome measure by adding the reported percentages (100 +100 +100 + 100 + 100 + 100 = 600) and dividing this total number by the number of practice behaviors rated (6) to obtain the percentage of students demonstrating competence. The obtained percentage of 100 percent exceeds the competency benchmark of 100% set by the Program. No further action required.

Competency	Competency Benchmark	Practice Behavior	Measures	Assessment procedures practice behaviors	Outcome Measure Benchmark	Assessment Procedures: Competency
EP 2.1.10 (b) Social Workers access with individuals, families, groups, etc. demonstrated in the listed assignments	100% of Social Workers will demonstrate with this competency	Social workers collect, organize, and interpret client data	Measure 1 Field Practicum Evaluation Form, Item 2.1.10.ba Measure 2 Client Case Rubric, Item 4	For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.10.ba For Measure 2: Client Case 1 Rubric, Item 4	For Measure 1: Students must score a minimum of 80 out of 100 points. For Measure 2: Students must score A minimum of 80 out of 100 points	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the Competency Benchmark.
		Social workers assess client strengths and limitations	Measure 1 Field Practicum Evaluation Form, Item 2.1.10.bb Measure 2 Client Case Rubric, Item 5	For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.10.bb For Measure 2: Client Case Rubric, Item 5	For Measure 1: Students must score a minimum of 80 out of 100 points. For Measure 2: Students must score A minimum of 80 out of 100 points	
		Social workers develop mutually agreed-on intervention goals and objective	Measure 1 Field Practicum Evaluation Form, Item 2.1.10.bc Measure 2 Client Case Rubric, Item 6	For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.10.bc For Measure 2: Client Case Rubric, Item 6	For Measure 1: Students must score a minimum of 80 out of 100 points. For Measure 2: Students must score A minimum of 80 out of 100 points	

		<p>Social workers select appropriate intervention strategies</p>	<p>Measure 1 Field Practicum Evaluation Form, Item 2.1.10.bd</p> <p>Measure 2 Client Case Rubric, Item 7</p>	<p>For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.10.bd</p> <p>For Measure 2: Client Case Rubric, Item 7</p>	<p>For Measure 1: Students must score a minimum of 80 out of 100 points.</p> <p>For Measure 2: Students must score A minimum of 80 out of 100 points</p>	
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THE FINDINGS FOR EP 2.1.10 (b) COHORT 2015

Competency	Competency Benchmark	Practice Behavior	Outcome Measure Benchmark	Percent Attaining	Percentage of Students Achieving Competency	Competency Attained?
EP 2.1.10 (b) Social Workers access with individuals, families, groups, etc. demonstrated in the listed assignments	100% of Social Workers will demonstrate with this competency	Social workers collect, organize, and interpret client data	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points.	Measure 1: grade range 84-99. Mean = 90. 100% \geq 80 Measure 2: grade range 82-95. Mean = 89. 100% \geq 80	100%	Yes.
		Social workers assess client strengths and limitations	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points.	Measure 1: grade range 83-98. Mean = 90. 100% \geq 80 Measure 2: grade range 82-96. Mean = 89. 100% \geq 80		
		Social workers develop mutually agreed-on intervention goals and objective	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points.	Measure 1: grade range 83-98. Mean = 89. 100% \geq 80 Measure 2: grade range 83-95. Mean = 89. 100% \geq 80		
		Social workers select appropriate intervention strategies	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points.	Measure 1: grade range 84-97. Mean = 89. 100% \geq 80 Measure 2: grade range 82-94. Mean = 88. 100% \geq 80		

EXPLANATION HOW THE DATA WAS OBTAINED:

Field Practicum Evaluation.

NU's Field Practicum Coordinator and the Field Practicum Instructor of the Agency assess the students' level of proficiency demonstrated for the practice behaviors for Core Competency EP 2.1.10. (b) in December (Fall Semester) and in May (Spring Semester). The attained percent reported for each practice behavior is reflective of the students' final (4th) practicum evaluation in May. The Field Practicum Coordinator assigns the grade in both semesters. During regular meetings with the Department Chair and the instructors of Practicum Seminar course the students progress towards mastering the behaviors for the Competency EP 2.1.10. (b) At the end of the Fall and Spring semesters the Field Practicum Coordinator submits the data to the Chair of the Social Work Department who compiles the data for further review with the faculty and members of the Field Advisory Board. Field Practicum Coordinator, Practicum Seminar Coordinator and members of the Field Practicum Advisory Board used the 2008 EPAS standards developed the Field Practicum Evaluation Form.

Client Case Rubric

Students are required to demonstrate the ability to organize and present critical case information, in the form of a class presentation and without reference to notes or other documents. Tasks include: describing basic client demographics, a brief discussion of presenting problem, a review of the case's status or response to treatment to-date, and concludes with a request of the student for consultation assistance from fellow students and/or instructor. Evaluation is based upon the quality and completeness of the information presented; continued use of proper terminology; and a student's ability articulate and integrate this information into a (hypothetical) follow-up plan of action for this case. The instructor submits the collected data to the Chair of the Social Work Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The course instructor is responsible for implementing the recommended changes.

The Chair of the Department assisted by faculty calculated the percentage of students that attained the benchmark for each outcome measure by adding the reported percentages (100 + 100 + 100 + 100 + 100 + 100 + 100 + 100 = 800) and dividing this total number by the number of practice behaviors rated (8) to obtain the percentage of students demonstrating competence. The obtained percentage of 100 percent exceeds the competency benchmark of 100% set by the Program. No further action required.

Competency	Competency Benchmark	Practice Behavior	Measures	Assessment procedures practice behaviors	Outcome Measure Benchmark	Assessment Procedures: Competency
2.1.10 (c) Social Workers intervene with individuals, families, groups, etc. demonstrated in the listed assignments	100% of Social Work students will demonstrate this competency	Social workers initiate actions to achieve organizational goals.	Measure 1 Field Practicum Evaluation Form, Item 2.1.10.ca Measure 2 Client Case Rubric, Item 8	For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.10.ca For Measure 2: Client Case Rubric, Item 8	For Measure 1: Students must score a minimum of 80 out of 100 points. For Measure 2: Students must score A minimum of 80 out of 100 points	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the Competency Benchmark.
		Social workers implement prevention interventions that enhance client capacities.	Measure 1 Field Practicum Evaluation Form, Item 2.1.10.cb Measure 2 Client Case Rubric, Item 9	For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.10.cb For Measure 2: Client Case Rubric 1, Item 9	For Measure 1: Students must score a minimum of 80 out of 100 points. For Measure 2: Students must score A minimum of 80 out of 100 points	
		Social workers help clients resolve problems	Measure 1 Field Practicum Evaluation Form, Item 2.1.10.cd Measure 2 Client Case Rubric, Item 10	For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.10.cd For Measure 2: Client Case Rubric, Item 10	For Measure 1: Students must score a minimum of 80 out of 100 points. For Measure 2: Students must score A minimum of 80 out of 100 points	

		<p>Social workers negotiate, mediate, and advocate clients.</p>	<p>Measure 1 Field Practicum Evaluation Form, Item 2.1.10.ce</p> <p>Measure 2 Client Case 1 Rubric, Item 11</p>	<p>For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.10.ce</p> <p>For Measure 2: Client Case 1 Rubric, Item 11</p>	<p>For Measure 1: Students must score a minimum of 80 out of 100 points.</p> <p>For Measure 2: Students must score A minimum of 80 out of 100 points</p>
		<p>Social workers facilitate transitions and endings</p>	<p>Measure 1 Field Practicum Evaluation Form, Item 2.1.10.cf</p> <p>Measure 2 Client Case 1 Rubric, Item 12</p>	<p>For Measure 1: Aggregate student grade scores on Field Practicum Evaluation Form, Item 2.1.10.cf</p> <p>For Measure 2: Client Case 1 Rubric, Item 12</p>	<p>For Measure 1: Students must score a minimum of 80 out of 100 points.</p> <p>For Measure 2: Students must score A minimum of 80 out of 100 points</p>

THE FINDINGS STANDARD 2.1.10 (c) COHORT 2015

Competency	Competency Benchmark	Practice Behavior	Outcome Measure Benchmark	Percent Attaining	Percentage of Students Achieving Competency	Competency Attained?
EP 2.1.10 (c) Social Workers intervene with individuals, families, groups, etc. demonstrated in the listed assignments	100% of Social Work students will demonstrate this competency	Social workers initiate actions to achieve organizational goals.	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points	Measure 1: grade range 80-99. Mean = 90. 100% \geq 80 Measure 2: grade range 80-96. Mean = 90. 100% \geq 80	100%	Yes.
		Social workers implement prevention interventions that enhance client capacities.	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points	Measure 1: grade range 83-98. Mean = 90. 100% \geq 80 Measure 2: grade range 82-96. Mean = 90. 100% \geq 80		
		Social workers help clients resolve problems	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points	Measure 1: grade range 83-97. Mean = 90. 100% \geq 80 Measure 2: grade range 83-96. Mean = 90. 100% \geq 80		
		Social workers negotiate, mediate, and advocate clients.	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points	82-97. Mean = 90. 100% \geq 80 Measure 2: grade range 83-95. Mean = 90. 100% \geq 80		

	Social workers facilitate transitions and endings	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points	Measure 1: grade range 83-97. Mean = 90. 100% \geq 80 Measure 2: grade range 83-96. Mean = 90. 100% \geq 80	
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Explanation how the data was obtained:

Field Practicum Evaluation.

NU's Field Practicum Coordinator and the Field Practicum Instructor of the Agency assess the students' level of proficiency demonstrated for the practice behaviors for Core Competency EP 2.1.10 (c) in December (Fall Semester) and in May (Spring Semester). The attained percent reported for each practice behavior is reflective of the students' final (4th) practicum evaluation in May. The Field Practicum Coordinator assigns the grade in both semesters. During regular meetings with the Department Chair and the instructors of Practicum Seminar course the students progress towards mastering the behaviors for the Competency EP 2.1.10 (c). At the end of the Fall and Spring semesters the Field Practicum Coordinator submits the data to the Chair of the Social Work Department who compiles the data for further review with the faculty and members of the Field Advisory Board. If necessary the group explores recommendations for action when the benchmark is not met. The field Practicum Coordinator is responsible for implementing the changes. The Field Practicum Coordinator, Practicum Seminar instructor and members of the Field Practicum Advisory Board used the 2008 EPAS standards developed the Field Practicum Evaluation Form.

Client Case Rubric

Students are required to demonstrate the ability to organize and present critical case information, in the form of a class presentation and without reference to notes or other documents. Tasks include: describing basic client demographics, a brief discussion of presenting problem, a review of the case's status or response to treatment to-date, and concludes with a request of the student for consultation assistance from fellow students and/or instructor. Evaluation is based upon the quality and completeness of the information presented; continued use of proper terminology; and a student's ability articulate and integrate this information into a (hypothetical) follow-up plan of action for this case. The instructor submits the collected data to the Chair of the Social Work Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The course instructor is responsible for implementing the recommended changes.

The Chair of the Department assisted by faculty calculated the percentage of students that attained the benchmark for each outcome measure by adding the reported percentages (100 + 100 + 100 + 100 + 100 + 100 + 100 + 100 + 100 + 100 = 1000) and dividing this total number by the number of practice behaviors rated (10) to obtain the percentage of students demonstrating competence. The obtained percentage of 100 percent exceeds the competency benchmark of 100% set by the Program. No further action is required.

Competency	Competency Benchmark	Practice Behavior	Measures	Assessment procedures practice behaviors	Outcome Measure Benchmark	Assessment Procedures: Competency
EP 2.1.10 (d) Evaluation Skills demonstrated in the listed assignments	100% Social Works students will demonstrated this competency	Social Workers critically analyze, monitor, and evaluate interventions	Measure 1 IRB Rubric, Item 8 and 9 Measure 2 Capstone Paper Rubric, Item 1, and 2	For Measure 1: Aggregate student grade scores on IRB Rubric, Items 8 and 9 For Measure 2: Aggregate student grade scores on Capstone Paper Rubric, Item 1 and 2	For Measure 1: Students must score a minimum of 80 out of 100 points. For Measure 2: Students must score A minimum of 80 out of 100 points	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the Competency Benchmark.

Findings Standard EP 2.1.10 (d) Cohort 2015

Competency	Competency Benchmark	Practice Behavior	Outcome measure Benchmark	Percent Attaining	Percentage of Students Achieving Competency	Competency Attained?
EP 2.1.10 (d) Evaluation Skills demonstrated in the listed assignments	100% Social Works students will demonstrated this competency	Social workers analyze, monitor, and evaluate interventions	Measure 1: 80 out of 100 points. Measure 2: 80 out of 100 points	Measure 1: grade range 80-95. Mean = 89. 100% Measure 2: grade range 80-95. Mean = 91. 100%	100%	Yes.

EXPLANATION HOW THE DATA WAS OBTAINED:

IRB Assignment Rubric

All students are required to submit a research proposal to the University's Institutional Research Board. Students develop their research proposal in the Fall semester. The IRB Rubric assesses students' ability to design a study that will be used to evaluate the effectiveness of an intervention or a program by selecting an appropriate design. The course instructor developed the IRB Rubric to evaluate all the components of a research proposal. The course instructor assigns a grade. At the end of the semester the course instructor submits the data to the Chair of the Department who compiles the data the faculty for further review by the faculty. If necessary the faculty explores recommendations for action. The instructor of the course is responsible for implementing the recommendations.

Capstone Paper Rubric

The instructors of the Seminar II Course design the Capstone Paper Rubric to evaluate the students' level of proficiency in collecting and analyzing the data, discussing findings, limitations, implications and recommendations, and writing the report. Rubric Items 1 and 2 assesses the students' ability to analyze data associated with the implementation of a new program or the enhancement of an existing agency program. The instructor assigns a grade. The course instructor submits the data to the Chair of the Department who compiles the data for further review by the faculty at the end of the academic year. If necessary the faculty explores recommendations for action. The instructor of the course is responsible for implementing the recommendations.

The Chair of the Department assisted by faculty calculated the percentage of students that attained the benchmark for each outcome measure by adding the reported percentages ($100 + 100 = 200$) and dividing this total number by the number of practice behaviors rated (2) to obtain the percentage of students demonstrating competence. The obtained percentage of 100 percent exceeds the competency benchmark of 100% set by the Program. No further action is required.

Table 2. Summary of Percent of students achieving the Benchmark in 2015 (n = 27)

Competency	Percent of Students Achieving the Benchmark	Competency Attained
2.1.1 Identify as a professional Social worker and conduct oneself accordingly	100%	Yes
2.1.2 Apply social work ethical principles to guide professional practice	97%	No
2.1.3 Apply critical thinking to inform and communicate professional judgments	100%	Yes
2.1.4 Engage diversity and difference in practice	100%	Yes
2.1.5 Advance human rights and social economic justice	99%	No
2.1.6 Engage in research informed practice and practice-informed research	100%	Yes
2.1.7 Apply human behavior and the social environment	100%	Yes
2.1.8 Engage policy practice to advance well-being and deliver services	100%	Yes
2.1.9 Respond to contexts that shape practice	100%	Yes
2.1.10 (a-d) Engage, assess, intervene and evaluate with individuals, families, groups and communities	100%	Yes