

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)**  
**Arkansas State University MASTER'S SOCIAL WORK PROGRAM**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**

**Form AS 4(M)** A form required for Reaffirmation, Candidacy, and ongoing compliance per AS 4.0.3.

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**Submitting Form AS 4 for Reaffirmation Self-Study & Candidacy Benchmarks**

This form is used to assist the Commission on Accreditation in the evaluation of the program's compliance with the accreditation standard below:

**4.0.3:** The program uses Form AS 4(B) and/or Form AS 4(M) to report its most recent assessment outcomes for each program option to constituents and the public on its website and routinely up-dates (minimally every 2 years) its findings.

All programs accredited by the Council on Social Work Education's (CSWE) Commission on Accreditation (COA) are required to measure and report student learning outcomes. All students are assessed using a minimum of two measures on their mastery of the nine competencies that comprise the Educational Policy and Accreditation Standards (EPAS) and any additional competencies programs may choose to add. These holistic competencies reflect the dimensions (knowledge, values, skills, and cognitive & affective processes) of social work practice that all social workers are expected to master during their professional training.

Programs determine a percentage-based benchmark for each competency and determine an outcome-measure benchmark (minimum score) for each measure. The competency benchmark (which can differ for each competency) represents the minimum percent of students the program expects to have achieved the outcome measure benchmarks in both/all measures for each of the nine competencies. The program then determines the percentage of students that attained each outcome measure (e.g., minimum score or higher), and aggregates the percentages for both/all measures together to obtain the percentage of students demonstrating competence inclusive of two (2) or more measures. The result of aggregating both/all outcome measure percentages provides the percentage of students achieving the competency benchmark. An aggregated percentage at or above the competency benchmark is considered achievement of that competency. If the program has more than one program option, the program must report data for each program option, and also an aggregate of all program options combined to determine an overall percentage of students across all program options achieving the competency benchmark.

**Posting Form AS 4 for Ongoing Compliance with AS 4.0.3**

Per the requirement of CSWE COA's recognizing body, the Council on Higher Education Accreditation (CHEA), and accreditation standard 4.0.3, programs must post this form publicly on its website and routinely up-date (minimally every 2 years) its findings. Upon request, programs must provide CSWE with the weblink to the published form on the program's website where it is accessible to the public. Data presented on the form must be collected within 2 years of today's date at all times.

### Summary of the Program's Assessment Plan

All students are assessed using a minimum of two measures on their mastery of the nine competencies that comprise the Educational Policy and Accreditation Standards of the Council on Social Work Education and any additional competencies programs may choose to add. Summarize the program's competency-based assessment plan. Programs may add/delete rows to accurately reflect the number measures included in the data presented.

<b>Assessment Measure #1: Cultural Self-Inventory</b>	
Competency 1: Dimension(s) assessed:	Values, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #2: Implicit Bias Assessment &amp; Paper</b>	
Competency 1: Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
<b>Assessment Measure #3: Theory and Treatment Plan</b>	
Competency 1: Dimension(s) assessed:	Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

<b>Assessment Measure #4: Final Exam</b>	
Competency 1: Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #5: Field Behaviors</b>	
Competency 1: Dimension(s) assessed:	Skills
When/where students are assessed:	Field
Who assessed student competence:	Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

<b>Assessment Measure #1: Implicit Bias &amp; Assessment Paper</b>	
Competency 2: Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #2: Cultural Oppressed Research Paper</b>	
Competency 2: Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
<b>Assessment Measure #3: Families Assessment and Intervention Paper Part I</b>	
Competency 2: Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #4: Community Analysis Part I</b>	
Competency 2: Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #5: Field Behaviors</b>	
Competency 2: Dimension(s) assessed:	Skills
When/where students are assessed:	Field
Who assessed student competence:	Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

<b>Assessment Measure #1: Critical Analysis of Social Welfare Legislation</b>	
Competency 3: Dimension(s) assessed:	Knowledge, Skills, Values
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #2: Your Own SW Agency Project</b>	
Competency 3: Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #3: Case Study – “A Visit to Dwight’s Hollow”</b>	
Competency 3: Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #4: Community Analysis (Wisdom) Part II</b>	
Competency 3: Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #5: Field Behaviors</b>	
Competency 3: Dimension(s) assessed:	Skills
When/where students are assessed:	Field
Who assessed student competence:	Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

<b>Assessment Measure #1: Policy Analysis &amp; Advocacy Exercise</b>	
Competency 4: Dimension(s) assessed:	Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #2: Four Theory and Reflection Analysis Paper</b>	
Competency 4: Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #3: Choosing Evidence-Based Interventions for Practice</b>	
Competency 4: Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #4: Final Research Project</b>	

Competency 4: Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #5: Field Behaviors</b>	
Competency 4: Dimension(s) assessed:	Skills
When/where students are assessed:	Field
Who assessed student competence:	Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

<b>Assessment Measure #1: Critical Analysis of Social Welfare Legislation</b>	
Competency 5: Dimension(s) assessed:	Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #2: Research Paper</b>	
Competency 5: Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	Classroom



Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #3: Advocacy Position Talking Points &amp; Persuasive Presentation</b>	
Competency 5: Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #4: Bias Group Assignment</b>	
Competency 5: Dimension(s) assessed:	Knowledge, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #5: Field Behaviors</b>	
Competency 5: Dimension(s) assessed:	Skills
When/where students are assessed:	Field
Who assessed student competence:	Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
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<b>Assessment Measure #1: Reflection and Theoretical Analysis Paper – “The Murder of Emmitt Till”</b>	
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Competency 6: Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

<b>Assessment Measure #2: Reflection and Theoretical Analysis Paper – “Laura &amp; Danny &amp; Kid” Part 2a</b>	
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Competency 6: Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

<b>Assessment Measure #3: Mock Groups (Group Level)</b>	
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Competency 6: Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #4: Theory &amp; Treatment Intervention Plan with Role Play (Individual Level)</b>	
Competency 6: Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #5: Field Behaviors</b>	
Competency 6: Dimension(s) assessed:	Skills
When/where students are assessed:	Field
Who assessed student competence:	Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

<b>Assessment Measure #1: SW Roles in Generalist Practice Paper</b>	
Competency 7: Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #2: Bio-Psycho-Social-Spiritual Assessment</b>	
Competency 7: Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #3: Mid-Semester Paper – “Tuskagee Syphilis Experiment” (Groups &amp; Communities)</b>	
Competency 7: Dimension(s) assessed:	Knowledge, Skills, Values, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #4: Family Assessment &amp; Intervention (Families)</b>	
Competency 7: Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #5: Field Behaviors</b>	
Competency 7: Dimension(s) assessed:	Skills
When/where students are assessed:	Field
Who assessed student competence:	Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

<b>Assessment Measure #1: Skill-Building Teaching Session &amp; Role Play</b>	
Competency 8: Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #2: Grant Proposal Paper</b>	
Competency 8: Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #3: Trauma-Infused Cognitive Therapy Paper (Individuals)</b>	
Competency 8:	Skills, Values,

Dimension(s) assessed:	Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #4: Case Analysis Paper (Individuals &amp; Families)</b>	
Competency 8: Dimension(s) assessed:	Skills, Values, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #5: Field Behaviors</b>	
Competency 8: Dimension(s) assessed:	Skills
When/where students are assessed:	Field
Who assessed student competence:	Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

<b>Assessment Measure #1: Reflection &amp; Theoretical Analysis Paper: “The Story of Minnie Riperton and Her Family”</b>
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Competency 9: Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #2: Reflection &amp; Theoretical Analysis Paper: “Laura, Danny, and Kid” Part 3b</b>	
Competency 9: Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #3:</b>	
Competency 9: Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #4:</b>	
Competency 9: Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Reactions
When/where students are assessed:	Classroom
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #5: Field Behaviors</b>	
Competency 9: Dimension(s) assessed:	Skills
When/where students are assessed:	Field
Who assessed student competence:	Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

**Directions for completing Form AS 4**

Indicate the benchmark percentage for each competency. The competency benchmark is the percent of students the program expects to have achieved both/all outcome measure benchmarks. Programs calculate the percentage of students achieving each outcome measure benchmark, then calculate the percentage of students achieving each competency inclusive of two or more measures for each program



option. Programs with multiple program options must present data for each program option, and in aggregate inclusive of all program options per competency. Programs may add/delete columns and to accurately reflect the number of program options offered. This is a required form. The assessment data table may be altered to accurately reflect the number of program options offered and additional program-developed competencies. However, beyond these formatting alternations, the program may not alter the content of this form.

**Assessment Data Collected during the Academic Year (2020-2021)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice  n = (16)	Advanced Practice  n = (43)	Aggregate of Generalist & Advanced  n = 59	
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	<b>85%</b>	93%	(measures 1 & 2) 100 + 93 = 193/2 = 97%  (measure 5) 92 + 75 + 100 + 75 + 83 = 425/5 = 85%  97 + 85 = 182/2 = <b>91%</b>	(measures 3 & 4) 97 + 97 = 184/2 = 92%  (measure 5) 97 + 97 = 194/2 = 97%  92 + 97 = 189/2 = <b>95%</b>	91 + 95 = 186/2 = 93%	
<b>Competency 2: Engage Diversity and Difference in Practice</b>	<b>85%</b>	92%	(measures 1 & 2) 93 + 86 = 179/2 = 90%  (measure 5)	(measures 3 & 4) 90 + 100 = 190/2 = 95%  (measure 5)	88 + 96 = 184/2 = 92%	

			$82 + 92 + 83 = 257/3 = 86\%$  $90 + 86 = 176/2 = 88\%$	$95+97 = 192/2 = 96\%$  $95 + 96 = 191/2 = 96\%$		
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<b>85%</b>	92%	(measures 1 & 2) $100 + 100 = 200/2 = 100\%$  (measure 5) $73 + 83 = 156/2 = 78\%$  $100 + 78 = 178/2 = 89\%$	(measures 3 & 4) $100 + 100 = 200/2 = 100\%$  (measure 5) $90 + 90 = 180/2 = 90\%$  $100 + 90 = 190/2 = 95\%$	$89 + 95 = 184/2 = 92\%$	
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	<b>85%</b>	93%	(measures 1 & 2) $100 + 95 = 195/2 = 98\%$  (measure 5) $83 + 75 + 82 = 240/3 = 80\%$  $98 + 80 = 178/2 = 89\%$	(measures 3 & 4) $100 + 100 = 200/2 = 100\%$  (measure 5) $90 + 95 = 185/2 = 93\%$  $100 + 93 = 193/2 = 97\%$	$89 + 97 = 186/2 = 93\%$	
<b>Competency 5: Engage in Policy Practice</b>	<b>85%</b>	92%	(measures 1 & 2) $100 + 86 = 186/2 = 93\%$  (measure 5) $91 + 91 + 91 = 273/3 = 91\%$	(measures 3 & 4) $100 + 73 = 173/2 = 87\%$  (measure 5) $95 + 92 = 187/2 = 94\%$	$92 + 91 = 183/2 = 92\%$	

			$93 + 91 =$ $184/2 = \mathbf{92\%}$	$87 + 94 =$ $181/2 = \mathbf{91\%}$		
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	<b>85%</b>	95%	(measures 1 & 2) $100 + 93 =$ $193/2 = 97\%$  (measure 5) $92 + 83 =$ $175/2 = 88\%$  $97 + 88 =$ $185/2 = \mathbf{93\%}$	(measures 3 & 4) $100 + 100 =$ $200/2 = 100\%$  (measure 5) $95 + 92 =$ $187/2 = 94\%$  $100 + 97 =$ $197/2 = \mathbf{97\%}$	$93 + 97 =$ $190/2 = 95\%$	
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<b>85%</b>	93%	(measures 1 & 2) $100 + 93 =$ $193/2 = 97\%$  (measure 5) $90 + 91 + 92 + 92$ $= 365/4 = 91\%$  $97 + 91 =$ $188/2 = \mathbf{94\%}$	(measures 3 & 4) $100 + 90 =$ $190/2 = 95\%$  (measure 5) $90 + 85 =$ $175/2 = 88\%$  $95 + 88 =$ $183/2 = \mathbf{92\%}$	$94 + 92 =$ $186/2 = 93\%$	
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<b>85%</b>	91%	(measures 1 & 2) $100 + 93 =$ $193/2 = 97\%$  (measure 5) $82 + 83 + 92 + 90$ $+ 91 =$ $438/5 = 88\%$  $97 + 88 =$	(measures 3 & 4) $97 + 70 =$ $167/2 = 84\%$  (measure 5) $92 + 92 =$ $184/2 = 92\%$  $84 + 92 =$ $176/2 = \mathbf{88\%}$	$93 + 88 =$ $181/2 = 91\%$	

			$185/2 = 93\%$			
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>85%</b>	92%	(measures 1 & 2) $100 + 100 =$ $200/2 = 100\%$  (measure 5) $82 + 82 + 82 + 83$ $= 329/4 = 82\%$  $100 + 82 =$ $182/2 = 91\%$	(measures 3 & 4) $98 + 86 =$ $184/2 = 92\%$  (measure 5) $92 + 95 =$ $187/2 = 94\%$  $92 + 94 =$ $186/2 = 93\%$	$91 + 93 =$ $184/2 = 92\%$	
<b>Any additional Competency(ies) Developed by the Program</b>						