

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
[PROGRAM NAME] 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.

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 | Generalist Practice

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.

Assessment Measure #1: FINAL FIELD SUPERVISOR EVALUATION	
Competency(ies) assessed:	1–9
Dimension(s) assessed:	Skills
When/where students are assessed:	At the completion of the student's Generalist Field Placement
Who assessed student competence:	Student's Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-10:	4 = Competent
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-10:	80%
Assessment Measure #2: GENERALIST COMPREHENSIVE ASSESSMENT	
Competency(ies) assessed:	1–9
Dimension(s) assessed:	All dimensions assessed for each competency except Skills not assessed for Comp. 3.
When/where students are assessed:	During the student's final semester of

	Generalist coursework
Who assessed student competence:	Lawanna Pierce
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 2, 6, 7, 8:	60%
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 3, 4, 5, 9:	55%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1, 2, 6, 7, 8:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 3, 4, 5, 9:	70%

Summary of the Program's Assessment Plan | Specialized Practice

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, that reflect the area of specialized practice. Summarize the program's competency-based assessment plan. Programs may add/delete rows to accurately reflect the number of areas of specialized practice and each measure included in the data presented.

Area of Specialized Practice #1: Community Mental Health & Addictions (CMHA)

Assessment Measure #1: FINAL FIELD SUPERVISOR EVALUATION	
Competency(ies) assessed:	1-10
Dimension(s) assessed:	Skills
When/where students are assessed:	At the completion of the student's Specialized Field Placement
Who assessed student competence:	Student's Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4 = Competent
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

Assessment Measure #2: SPECIALIZED COMPREHENSIVE ASSESSMENT	
Competency(ies) assessed:	1–10
Dimension(s) assessed:	Comp 1: Knowledge, Values, Skills, Cognitive/Affective Processes Comp 2: Knowledge, Values, Skills, Cognitive/Affective Processes Comp 3: Knowledge, Skills, Cognitive/Affective Processes Comp 4: Knowledge, Skills, Cognitive/Affective Processes Comp 5: Knowledge, Values, Skills Comp 6: Knowledge, Skills, Cognitive/Affective Processes Comp 7: Knowledge, Cognitive/Affective Processes Comp 8: Knowledge, Skills Comp 9: Knowledge, Values, Skills, Cognitive/Affective Processes Comp 10: Knowledge, Values, Cognitive/Affective Processes
When/where students are assessed:	During the student’s final semester of Specialized coursework
Who assessed student competence:	All full-time faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 2, & 4:	50%
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 3, 5, & 10:	80%
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6–9:	65%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1–5:	65%

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6–10:	80%
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Area of Specialized Practice #2: Integrated Clinical & Community Practice (ICCP)

Assessment Measure #1: FINAL FIELD SUPERVISOR EVALUATION	
Competency(ies) assessed:	1–10
Dimension(s) assessed:	Skills
When/where students are assessed:	At the completion of the student's Specialized Field Placement
Who assessed student competence:	Student's Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4 = Competent
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
Assessment Measure #2: SPECIALIZED COMPREHENSIVE ASSESSMENT	
Competency(ies) assessed:	1–10
Dimension(s) assessed:	Comp 1: Knowledge, Values, Skills, Cognitive/Affective Processes Comp 2: Knowledge, Values, Skills, Cognitive/Affective Processes Comp 3: Knowledge, Skills, Cognitive/Affective Processes Comp 4: Knowledge, Skills, Cognitive/Affective Processes Comp 5: Knowledge, Values, Skills

	<p>Comp 6: Knowledge, Values, Cognitive/ Affective Processes</p> <p>Comp 7: Knowledge, Skills, Cognitive/Affective Processes</p> <p>Comp 8: Knowledge, Values, Cognitive/ Affective Processes</p> <p>Comp 9: Knowledge, Values, Skills, Cognitive/ Affective Processes</p> <p>Comp 10: Knowledge, Values, Cognitive/ Affective Processes</p>
When/where students are assessed:	During the student's final semester of Specialized coursework
Who assessed student competence:	All full-time faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 2, & 4:	50%
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 3, 5, & 10:	80%
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6–9:	65%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1–5:	65%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6–10:	80%

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 (2022-2023) Program Option #1: (NAMPA FACE-TO-FACE, Fall Start)

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (CMHA & ICCP)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice n = 13 Measure #1; 16 Measure #2)	Area of Specialized Practice #1: Clinical Mental Health and Addictions n = 9 Measure #1; 10 Measure #2	Area of Specialized Practice #2: Integrated Clinical and Community Practice n = 5 Measure #1; 14 Measure #2
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will achieve competence across both measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 93.75\%)/2 = 96.875\%$	$(100\% + 70\%)/2 = 85\%$	$(100\% + 71.4\%)/2 = 85.7\%$
Competency 2: Engage Diversity and Difference in Practice	80% of students will achieve competence across both measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 81.25\%)/2 = 90.625\%$	$(100\% + 70\%)/2 = 85\%$	$(100\% + 64.3\%)/2 = 82.15\%$

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 75\%)/2 = 87.5\%$	$(100\% + 70\%)/2 = 85\%$	$(100\% + 78.57\%)/2 = 89.29\%$
Competency 4: Engage in Practice-informed Research and Research-informed Practice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 87.5\%)/2 = 93.75$	$(100\% + 60\%)/2 = 80\%$	$(100\% + 64.3\%)/2 = 82.15\%$
Competency 5: Engage in Policy Practice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 68.75\%)/2 = 84.375\%$	$(100\% + 80\%)/2 = 90\%$	$(100\% + 71.4\%)/2 = 85.7\%$
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 18.75\%)/2 = 59.375\%$	$(100\% + 80\%)/2 = 90\%$	$(100\% + 85.7\%)/2 = 92.85\%$
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	$(100\% + 90\%)/2 = 95\%$	$(100\% + 71.4\%)/2 = 85.7\%$
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 93.75\%)/2 = 96.875\%$	$(100\% + 100\%)/2 = 100\%$	$(100\% + 64.3\%)/2 = 82.15\%$
Competency 9: Evaluate Practice	An average of 75% of students will meet	An average of 82.5% of students	$(100\% + 87.5\%)/2 = 93.75\%$	$(88.89\% + 100\%)/2 = 94.45\%$	$(100\% + 78.6\%)/2 = 89.3\%$

with Individuals, Families, Groups, Organizations, and Communities	the benchmark of competence on two measures	will meet the benchmark of competence on two measures			
Competency 10: Rural Practice		An average of 82.5% of students will meet the benchmark of competence on two measures	NA	$(100\% + 80\%)/2 = 90\%$	$(100\% + 57.14\%)/2 = 78.57\%$

**Assessment Data Collected during the Academic Year (2022-2023)
Program Option #2: (IDAHO FALLS FACE-TO-FACE, Fall Start)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (CMHA & ICCP)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice n = 4 Measure #1; 1 Measure #2	Area of Specialized Practice #1: Clinical Mental Health and Addictions n = 5 Measure #1; 6 Measure #2	Area of Specialized Practice #2: Integrated Clinical and Community Practice n = NA
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will achieve competence across both measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	$(100\% + 66.67\%)/2 = 83.335\%$	NA
Competency 2: Engage Diversity and Difference in Practice	80% of students will achieve competence across both measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	$(100\% + 83.33\%)/2 = 91.67\%$	NA

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	$(100\% + 83.33\%)/2 = 91.67\%$	NA
Competency 4: Engage in Practice-informed Research and Research-informed Practice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	$(100\% + 83.33\%)/2 = 91.67\%$	NA
Competency 5: Engage in Policy Practice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	$(100\% + 50\%)/2 = 75\%$	NA
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 0\%)/2 = 50\%$	$(100\% + 100\%)/2 = 100\%$	NA
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	$(100\% + 100\%)/2 = 100\%$	NA
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	$(100\% + 83.33\%)/2 = 91.67\%$	NA
Competency 9: Evaluate Practice	An average of 75% of students will meet	An average of 82.5% of students	$(100\% + 100\%)/2 = 100\%$	$(100\% + 100\%)/2 = 100\%$	NA

with Individuals, Families, Groups, Organizations, and Communities	the benchmark of competence on two measures	will meet the benchmark of competence on two measures			
Competency 10: Rural Practice		An average of 82.5% of students will meet the benchmark of competence on two measures		$(100\% + 100\%)/2 = 100\%$	NA

**Assessment Data Collected during the Academic Year (2022-2023)
Program Option #3: (REMOTE FACE-TO-FACE, All Starts)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (CMHA & ICCP)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice n = 2 Measure #1; 2 Measure #2	Area of Specialized Practice #1: Clinical Mental Health and Addictions n = NA	Area of Specialized Practice #2: Integrated Clinical and Community Practice n = NA
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will achieve competence across both measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 0\%)/2 = 50\%$	NA	NA
Competency 2: Engage Diversity and Difference in Practice	80% of students will achieve competence across both measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	NA	NA

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	NA	NA
Competency 4: Engage in Practice-informed Research and Research-informed Practice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 0\%)/2 = 50\%$	NA	NA
Competency 5: Engage in Policy Practice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 50\%)/2 = 75\%$	NA	NA
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 0\%)/2 = 50\%$	NA	NA
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	NA	NA
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(50\% + 50\%)/2 = 50\%$	NA	NA
Competency 9: Evaluate Practice	An average of 75% of students will meet	An average of 82.5% of students	$(100\% + 100\%)/2 = 100\%$	NA	NA

with Individuals, Families, Groups, Organizations, and Communities	the benchmark of competence on two measures	will meet the benchmark of competence on two measures			
Competency 10: Rural Practice		An average of 82.5% of students will meet the benchmark of competence on two measures		NA	NA

**Assessment Data Collected during the Academic Year (2022-2023)
Program Option #4: (NAMPA FACE-TO-FACE, Spring Start)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (CMHA & ICCP)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice n = 6 Measure #1; 9 Measure #2	Area of Specialized Practice #1: Clinical Mental Health and Addictions n = 3 Measure #1; 1 Measure #2	Area of Specialized Practice #2: Integrated Clinical and Community Practice n = 1 Measure #1; 1 Measure #2
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will achieve competence across both measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 88.89\%)/2 = 94.45\%$	$(100\% + 100\%)/2 = 100\%$	$(100\% + 0\%)/2 = 50\%$
Competency 2: Engage Diversity and Difference in Practice	80% of students will achieve competence across both measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 88.89\%)/2 = 94.45\%$	$(100\% + 100\%)/2 = 100\%$	$(100\% + 0\%)/2 = 50\%$

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 77.78\%)/2 = 88.89\%$	$(100\% + 100\%)/2 = 100\%$	$(100\% + 0\%)/2 = 50\%$
Competency 4: Engage in Practice-informed Research and Research-informed Practice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 55.56\%)/2 = 77.78\%$	$(100\% + 0\%)/2 = 50\%$	$(100\% + 0\%)/2 = 50\%$
Competency 5: Engage in Policy Practice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 77.78\%)/2 = 88.89\%$	$(100\% + 100\%)/2 = 100\%$	$(100\% + 100\%)/2 = 100\%$
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 11.11\%)/2 = 55.56\%$	$(100\% + 100\%)/2 = 100\%$	$(100\% + 0\%)/2 = 50\%$
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	$(100\% + 100\%)/2 = 100\%$	$(100\% + 100\%)/2 = 100\%$
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	$(100\% + 100\%)/2 = 100\%$	$(100\% + 0\%)/2 = 50\%$
Competency 9: Evaluate Practice	An average of 75% of students will meet	An average of 82.5% of students	$(100\% + 88.89\%)/2 = 94.45\%$	$(100\% + 100\%)/2 = 100\%$	$(100\% + 0\%)/2 = 50\%$

with Individuals, Families, Groups, Organizations, and Communities	the benchmark of competence on two measures	will meet the benchmark of competence on two measures			
Competency 10: Rural Practice		An average of 82.5% of students will meet the benchmark of competence on two measures		$(100\% + 100\%)/2 = 100\%$	$(100\% + 100\%)/2 = 100\%$

**Assessment Data Collected during the Academic Year (2022-2023)
Program Option #5: (IDAHO FALLS FACE-TO-FACE, Spring Start)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (CMHA & ICCP)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice n = 6 Measure #1; 4 Measure #2	Area of Specialized Practice #1: Clinical Mental Health and Addictions n = 2 Measure #1; 2 Measure #2	Area of Specialized Practice #2: Integrated Clinical and Community Practice n = NA
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will achieve competence across both measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 75\%)/2 = 87.5\%$	$(100\% + 50\%)/2 = 75\%$	NA
Competency 2: Engage Diversity and Difference in Practice	80% of students will achieve competence across both measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 50\%)/2 = 75\%$	$(100\% + 0\%)/2 = 50\%$	NA

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	$(100\% + 0\%)/2 = 50\%$	NA
Competency 4: Engage in Practice-informed Research and Research-informed Practice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	$(100\% + 0\%)/2 = 50\%$	NA
Competency 5: Engage in Policy Practice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	$(100\% + 50\%)/2 = 75\%$	$(100\% + 0\%)/2 = 50\%$	NA
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 0\%)/2 = 50\%$	$(100\% + 0\%)/2 = 50\%$	NA
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 100\%)/2 = 100\%$	$(100\% + 0\%)/2 = 50\%$	NA
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	$(100\% + 75\%)/2 = 87.5\%$	$(100\% + 0\%)/2 = 50\%$	NA
Competency 9: Evaluate Practice	An average of 75% of students will meet	An average of 82.5% of students	$(100\% + 100\%)/2 = 100\%$	$(100\% + 50\%)/2 = 75\%$	NA

with Individuals, Families, Groups, Organizations, and Communities	the benchmark of competence on two measures	will meet the benchmark of competence on two measures			
Competency 10: Rural Practice		An average of 82.5% of students will meet the benchmark of competence on two measures		$(100\% + 50\%)/2 = 75\%$	NA

OVERALL ASSESSMENT OF STUDENT LEARNING OUTCOMES
(Aggregate Findings for All Students from All Program Options Combined)

Assessment Data Collected during the Academic Year (2022-2023)

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (CMHA & ICCP)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice	Area of Specialized Practice #1 (Clinical Mental Health & Addictions)	Area of Specialized Practice #2 (Integrated Clinical and Community Practice)
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will achieve competence across both measures	An average of 75% of students will meet the benchmark of competence on two measures	92.19%	84.2%	84.375%
Competency 2: Engage Diversity and Difference in Practice	80% of students will achieve competence across both measures	An average of 75% of students will meet the benchmark of competence on two measures	90.625%	84.2%	81.25%
Competency 3: Advance Human Rights and	An average of 75% of students will meet the benchmark of	An average of 75% of students will meet the benchmark of	90.625%	84.2%	87.5%

Social, Economic, and Environmental Justice	competence on two measures	competence on two measures			
Competency 4: Engage In Practice-informed Research and Research-informed Practice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	87.5%	81.58%	81.25%
Competency 5: Engage in Policy Practice	An average of 75% of students will meet the benchmark of competence on two measures	An average of 75% of students will meet the benchmark of competence on two measures	84.375%	84.2%	87.5%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	56.25%	89.47%	90.625%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	100%	92.11%	87.5%
Competency 8: Intervene with Individuals, Families, Groups,	80% of students will achieve competence across both measures	An average of 82.5% of students will meet the benchmark of competence on two measures	93.7%	92.11%	81.25%

Organizations, and Communities					
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	An average of 75% of students will meet the benchmark of competence on two measures	An average of 82.5% of students will meet the benchmark of competence on two measures	95.32%	97.39%	87.5%
Competency 10: Rural Practice		An average of 82.5% of students will meet the benchmark of competence on two measures	NA	92.11%	81.25%