

**UNIVERSITY OF TENNESSEE
 MASTER'S SOCIAL WORK PROGRAM
 ASSESSMENT OF STUDENT LEARNING OUTCOMES
 LAST COMPLETED ON: JUNE 2023**

Summary of the Program's Assessment Plan | Generalist Practice

Assessment Measure #1 for Generalist: Social Work Education Project (SWEAP) - Foundation Curriculum Assessment Instrument (FCAI)	
Dimension(s) assessed:	Values; Cognitive & Affective Processes
When/where students are assessed:	End of semester students have completed all foundation coursework and Generalist field placement requirements/online administration
Who assessed student competence:	SWEAP administrative team (service purchased by UT College of Social Work for students)
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Individual multiple-choice items clustered around 9 curricular areas with each cluster representing one of the nine 2015EPAS core competencies; each competency cluster consists of 5-7 individual items. "Exceed competency" is defined as answering more than 50% of the total number of a cluster's questions correctly.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80% of students will "exceed competency"
Assessment Measure #2 for Generalist: Foundation/Generalist Field Evaluation	
Dimension(s) assessed:	Values; Cognitive & Affective Processes; Skills
When/where students are assessed:	End of Generalist/Foundation Field Placement/Field Agencies ¹
Who assessed student competence:	Field Instructor (in consultation with student)
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Aggregate student score indicating "competence" or "advanced competence" for each program competence (assigned ratings for individual practice behaviors associated with each of the nine 2015EPAS core competencies using 4-point scale; competency-level scores determined by calculating a mean score for each competency based on field instructors' ratings for the corresponding set of practice behaviors. All practice behaviors associated with a competency are weighed equally in calculation of the mean.)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80% of students will receive a rating of "competence" or "advanced competence"

¹ Competency #3 and Competency #6 scores are from junior fall placement; scores for all other competencies are from junior spring placement. An additional change introduced with revisions to the MSSW program curriculum was with respect to the language of Competency #2 and its corresponding set of practice behaviors. The new language on the program's Generalist Field form reads: Engage in cultural humility and anti-racist and anti-oppressive practice and practice behaviors include: 1) Critically examine, elevate, and apply anti-racist and anti-oppressive theory and practice at the micro, mezzo, and macro levels, including on interprofessional teams; 2) Present themselves as learners of others' experiences and engage clients and constituencies as experts of their own experiences; and 3) Demonstrate self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

**UNIVERSITY OF TENNESSEE
 MASTER'S SOCIAL WORK PROGRAM
 ASSESSMENT OF STUDENT LEARNING OUTCOMES
 PROGRAM OPTION: KNOXVILLE
 LAST COMPLETED ON: JUNE 2023**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK N=27 ²
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	91.3% [82.6% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(82.6+100.0)/2=91.3\%$]
Competency 2: Engage Diversity and Difference in Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	97.9% [95.7% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(95.7+100.0)/2=97.9\%$]
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	95.7% [91.3% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(91.3+100.0)/2=95.7\%$]
Competency 4: Engage In Practice-informed Research and Research-informed Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	69.6% [39.1% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(39.1+100.0)/2=69.6\%$]
Competency 5: Engage in Policy Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	91.3% [82.6% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(82.6+100.0)/2=91.3\%$]
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	89.2% [78.3% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(78.3+100.0)/2=89.2\%$]
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	97.9% [95.7% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(95.7+100.0)/2=97.9\%$]
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	95.7% [91.3% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(91.3+100.0)/2=95.7\%$]
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	84.8% [69.6% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(69.6+100.0)/2=84.8\%$]

² SWEAP scores were available for 23 students and generalist program field evaluation scores were available for all 27 students.

**UNIVERSITY OF TENNESSEE
 MASTER'S SOCIAL WORK PROGRAM
 ASSESSMENT OF STUDENT LEARNING OUTCOMES
 PROGRAM OPTION: NASHVILLE
 LAST COMPLETED ON: JUNE 2023**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK N=24³
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	83.4% [66.7% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(66.7+100.0)/2=83.4\%$]
Competency 2: Engage Diversity and Difference in Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	96.7% [93.3% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(93.3+100.0)/2=96.7\%$]
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	100% [100% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(100.0+100.0)/2=100\%$]
Competency 4: Engage In Practice-informed Research and Research-informed Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	83.4% [66.7% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(66.7+100.0)/2=83.4\%$]
Competency 5: Engage in Policy Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	80.0% [60.0% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(60.0+100.0)/2=80.0\%$]
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	71.3% [46.7% of students earned “exceed competency” as measured by SWEAP items and 95.9% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(46.7+95.9)/2=71.3\%$]
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	96.7% [93.3% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(93.3+100.0)/2=96.7\%$]
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	96.7% [93.3% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(93.3+100.0)/2=96.7\%$]
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	96.7% [93.3% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(93.3+100.0)/2=96.7\%$]

³ SWEAP scores were available for 15 students and generalist program field evaluation scores were available for all 24 students.

**UNIVERSITY OF TENNESSEE
 MASTER'S SOCIAL WORK PROGRAM
 ASSESSMENT OF STUDENT LEARNING OUTCOMES
 PROGRAM OPTION: ONLINE
 LAST COMPLETED ON: JUNE 2023**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK N=63⁴
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	87.5% [75.0% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(75.0+100.0)/2=87.5\%$]
Competency 2: Engage Diversity and Difference in Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	95.0% [90.0% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(90.0+100.0)/2=95.0\%$]
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	94.2% [90.0% of students earned “exceed competency” as measured by SWEAP items and 98.4% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(90.0+98.4)/2=94.2\%$]
Competency 4: Engage In Practice-informed Research and Research-informed Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	72.5% [45.0% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(45.0+100.0)/2=72.5\%$]
Competency 5: Engage in Policy Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	75.0% [50.0% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(50.0+100.0)/2=75.0\%$]
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	85.0% [70.0% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(70.0+100.0)/2=85.0\%$]
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	87.5% [75.0% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(75.0+100.0)/2=87.5\%$]
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	95.0 [90.0% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(90.0+100.0)/2=95.0\%$]
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	95.0% [90.0% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(90.0+100.0)/2=95.0\%$]

⁴ SWEAP scores were available for 20 students and generalist program field evaluation scores were available for all 63 students.

**UNIVERSITY OF TENNESSEE
 MASTER'S SOCIAL WORK PROGRAM
 ASSESSMENT OF STUDENT LEARNING OUTCOMES
 PROGRAM OPTION: TRADITIONAL/Face2Face (KNOXVILLE & NASHVILLE COMBINED)
 LAST COMPLETED ON: JUNE 2023**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK N=51⁵
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	88.2% [76.3% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(76.3+100.0)/2=88.2\%$]
Competency 2: Engage Diversity and Difference in Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	97.4% [94.7% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(94.7+100.0)/2=97.4\%$]
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	97.4% [94.7% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(94.7+100.0)/2=97.4\%$]
Competency 4: Engage In Practice-informed Research and Research-informed Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	75.0% [50.0% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(50.0+100.0)/2=75.0\%$]
Competency 5: Engage in Policy Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	86.9% [73.7% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(73.7+100.0)/2=86.9\%$]
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	81.9% [65.8% of students earned “exceed competency” as measured by SWEAP items and 98.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(65.8+98.0)/2=81.9\%$]
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	97.4% [94.7% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(94.7+100.0)/2=97.4\%$]
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	96.1% [92.1% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(92.1+100.0)/2=96.1\%$]
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	89.5% [78.9% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(78.9+100.0)/2=89.5\%$]

⁵ SWEAP scores were available for 38 students and generalist program field evaluation scores were available for all 51 students.

**UNIVERSITY OF TENNESSEE
 MASTER'S SOCIAL WORK PROGRAM
 ASSESSMENT OF STUDENT LEARNING OUTCOMES
 OVERALL ASSESSMENT FINDINGS
 LAST COMPLETED ON: JUNE 2023**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK (Online AND Traditional/Face2Face consisting of Knoxville and Nashville, N=114)⁶
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	88.0% [75.9% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(75.9+100.0)/2=88.0\%$]
Competency 2: Engage Diversity and Difference in Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	96.6% [93.1% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(93.1+100.0)/2=96.6\%$]
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	96.2% [93.1% of students earned “exceed competency” as measured by SWEAP items and 99.2% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(93.1+99.2)/2=96.2\%$]
Competency 4: Engage In Practice-informed Research and Research-informed Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	74.2% [48.3% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(48.3+100.0)/2=74.2\%$]
Competency 5: Engage in Policy Practice	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	82.8% [65.5% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(65.5+100.0)/2=82.8\%$]
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	83.2% [67.2% of students earned “exceed competency” as measured by SWEAP items and 99.1% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(67.2+99.1)/2=83.2\%$]
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	94.0% [87.9% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(87.9+100.0)/2=94.0\%$]
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	95.7% [91.4% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(91.4+100.0)/2=95.7\%$]
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80% of students will “exceed competency” as measured by SWEAP items AND receive a rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation	91.4% [82.8% of students earned “exceed competency” as measured by SWEAP items and 100.0% of students received rating of “competence” or “advanced competence” in end of Foundation/Generalist program field evaluation; $(82.8+100.0)/2=91.4\%$]

⁶ SWEAP scores were available for 58 students and generalist program field evaluation scores were available for all 114 students.

**UNIVERSITY OF TENNESSEE
 MASTER'S SOCIAL WORK PROGRAM
 ASSESSMENT OF STUDENT LEARNING OUTCOMES
 LAST COMPLETED ON: JUNE 2023**

**Summary of the Program's Assessment Plan | Specialized Practice
 Area of Specialized Practice #1: Clinical Practice (CP)**

Assessment Measure #1 for Specialized Practice: End of Program MSSW Comprehensive Exam	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	End of semester students have completed all concentration coursework and final program field placement requirements/online administration
Who assessed student competence:	Instrument developed by the college's faculty, item analysis to establish "cut off score" for battery of items designed to assess student knowledge related to each competency is completed by designated faculty lead who works with MSSW program directors for the College's Knoxville, Nashville, and Online program options.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	<p>Competency 1: Student must answer correctly 77% or more of the 16 aligned multiple choice items to earn "pass"</p> <p>Competency 2: Student must answer correctly 55% or more of the 15 aligned multiple choice items to earn "pass"</p> <p>Competency 3: Student must answer correctly 68% or more of the 6 aligned multiple choice items to earn "pass"</p> <p>Competency 4: Student must answer correctly 69% or more of the 6 aligned multiple choice items to earn "pass"</p> <p>Competency 5: Student must answer correctly 70% or more of the 5 aligned multiple choice items to earn "pass" (for those who selected 5a) Student must answer correctly 70% or more of the 3 aligned multiple choice items to earn "pass" (for those who selected 5b)</p> <p>Competency 6: Student must answer correctly 65% or more of the 18 aligned multiple choice item to earn "pass"</p> <p>Competency 7: Student must answer correctly 71% or more of the 9 aligned multiple choice items to earn "pass" (for those who selected 7a) Student must answer correctly 71% or more of the 10 aligned multiple choice items (for those who selected 7b)</p> <p>Competency 8: Student must answer correctly 65% or more of the 23 aligned multiple choice items to earn "pass"</p> <p>Competency 9: Student must answer correctly 74% or more of the 6 aligned multiple choice items to earn "pass"</p>
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt

Assessment Measure #2 for Specialized Practice: Specialized Level Field Evaluation (MSSW CP Field Practicum)	
Dimension(s) assessed:	Values; Cognitive & Affective Processes; Skills; Knowledge
When/where students are assessed:	End of Program Final Field Placement/Field Agencies
Who assessed student competence:	Field Instructor (in consultation with student)
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Aggregate student score indicating “competence” or “advanced competence” for each program competence (assigned ratings for individual practice behaviors associated with each of the nine 2015 EPAS augmented competencies using 4-point scale; competency-level scores determined by calculating a mean score for each competency based on field instructors’ ratings for the corresponding set of practice behaviors. All practice behaviors associated with a competency are weighed equally in calculation of the mean.)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85% of students will receive a rating of “competence” or “advanced competence”

**Summary of the Program's Assessment Plan | Specialized Practice
Area of Specialized Practice #1: Organizational Leadership (OL)**

Assessment Measure #1 for Specialized Practice: End of Program MSSW Comprehensive Exam	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	End of semester students have completed all concentration coursework and final program field placement requirements/online administration
Who assessed student competence:	Instrument developed by the college's faculty, item analysis to establish "cut off score" for battery of items designed to assess student knowledge related to each competency is completed by designated faculty lead who works with MSSW program directors for the College's Knoxville, Nashville, and Online program options.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Competency 1: Student must answer correctly 74% or more of the 12 aligned multiple choice items to earn "pass" Competency 2: Student must answer correctly 55% or more of the 13 aligned multiple choice items to earn "pass" Competency 3: Student must answer correctly 58% or more of the 6 aligned multiple choice items to earn "pass" Competency 4: Student must answer correctly 62% or more of the 7 aligned multiple choice items to earn "pass" Competency 5: Student must answer correctly 73% or more of the 11 aligned multiple choice items to earn "pass" Competency 6: Student must answer correctly 62% or more of the 6 aligned multiple choice item to earn "pass" Competency 7: Student must answer correctly 61% or more of the 17 aligned multiple choice items to earn "pass" Competency 8: Student must answer correctly 68% or more of the 19 aligned multiple choice items to earn "pass" Competency 9: Student must answer correctly 69% or more of the 9 aligned multiple choice items to earn "pass"
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt
Assessment Measure #2 for Specialized Practice: Specialized Level Field Evaluation (MSSW OL Field Practicum)	
Dimension(s) assessed:	Values; Cognitive & Affective Processes; Skills; Knowledge
When/where students are assessed:	End of Program Final Field Placement/Field Agencies
Who assessed student competence:	Field Instructor (in consultation with student)
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Aggregate student score indicating "competence" or "advanced competence" for each program competence (assigned ratings for individual practice behaviors associated with each of the nine 2015 EPAS augmented competencies using 4-point scale; competency-level scores determined by calculating a mean score for each competency based on field instructors' ratings for the corresponding set of practice behaviors. All practice behaviors associated with a competency are weighed equally in calculation of the mean.)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85% of students will receive a rating of "competence" or "advanced competence"

**UNIVERSITY OF TENNESSEE
 MASTER'S SOCIAL WORK PROGRAM
 ASSESSMENT OF STUDENT LEARNING OUTCOMES
 PROGRAM OPTION: KNOXVILLE
 LAST COMPLETED ON: JUNE 2023**

COMPETENCY	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK (N=63; CP=50 and OL=13) ⁷	
		Area of Specialized Practice #1 (CP)	Area of Specialized Practice #2 (OL)
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 2: Engage Diversity and Difference in Practice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	98.9% [97.8% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (97.8+100.0)/2=98.9%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 4: Engage In Practice-informed Research and Research-informed Practice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	98.9% [97.8% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (97.8+100.0)/2=98.9%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 5: Engage in Policy Practice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	81.5% [63.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of

⁷ Comprehensive exam scores were available for 46 CP students and all 13 OL students; end of study/end of program field evaluation scores were available for 49 CP students and all 13 OL students.

		program field evaluation; (63.0+100.0)/2=81.5%]	in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100+100.0)/2=100.0%]
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	96.8% [93.5% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (93.5+100.0)/2=96.8%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Any Additional Competency(ies) Developed by the Program	N/A	N/A	N/A

**UNIVERSITY OF TENNESSEE
 MASTER'S SOCIAL WORK PROGRAM
 ASSESSMENT OF STUDENT LEARNING OUTCOMES
 PROGRAM OPTION: NASHVILLE
 LAST COMPLETED ON: JUNE 2023**

COMPETENCY	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK (N=52; CP=44 and OL=8) ⁸	
		Area of Specialized Practice #1 (CP)	Area of Specialized Practice #2 (OL)
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	98.9% [97.7% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (97.7+100.0)/2=98.9%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 2: Engage Diversity and Difference in Practice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	97.7% [95.3% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (95.3+100.0)/2=97.7%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 4: Engage In Practice-informed Research and Research-informed Practice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]

⁸ Comprehensive exam scores were available for 43 CP students and all 8 OL students; end of study/end of program field evaluation scores were available for all 44 CP students and all 8 OL students.

Competency 5: Engage in Policy Practice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	81.4% [62.8% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (62.8+100.0)/2=81.4%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	98.9% [97.7% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (97.7+100.0)/2=98.9%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	98.9% [97.7% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (97.7+100.0)/2=98.9%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Any Additional Competency(ies) Developed by the Program	N/A	N/A	N/A

**UNIVERSITY OF TENNESSEE
 MASTER'S SOCIAL WORK PROGRAM
 ASSESSMENT OF STUDENT LEARNING OUTCOMES
 PROGRAM OPTION: ONLINE
 LAST COMPLETED ON: JUNE 2023**

COMPETENCY	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK (N=135; CP=115 and OL=20) ⁹	
		Area of Specialized Practice #1 (CP)	Area of Specialized Practice #2 (OL)
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	99.5% [99.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (99.0+100.0)/2=99.5%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 2: Engage Diversity and Difference in Practice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	99.1% [98.1% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (98.1+100.0)/2=99.1%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 4: Engage In Practice-informed Research and Research-informed Practice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	98.6% [97.1% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (97.1+100.0)/2=98.6%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]

⁹ Comprehensive exam scores were available for 103 CP students and all 20 OL students; end of study/end of program field evaluation scores were available for 113 CP students and all 20 OL students.

Competency 5: Engage in Policy Practice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	80.6% [61.2% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(61.2+100.0)/2=80.6\%$]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	99.5% [99.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(99.0+100.0)/2=99.5\%$]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	96.6% [93.1% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(93.1+100.0)/2=96.6\%$]	97.5% [95.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(95.0+100.0)/2=97.5\%$]
Any Additional Competency(ies) Developed by the Program	N/A	N/A	N/A

**UNIVERSITY OF TENNESSEE
 MASTER'S SOCIAL WORK PROGRAM
 ASSESSMENT OF STUDENT LEARNING OUTCOMES
 PROGRAM OPTION: TRADITIONAL/Face2Face (KNOXVILLE & NASHVILLE COMBINED)
 LAST COMPLETED ON: JUNE 2023**

COMPETENCY	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK (N=115; CP=94 and OL=21) ¹⁰	
		Area of Specialized Practice #1 (CP)	Area of Specialized Practice #2 (OL)
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will receive “pass” grade in related cluster of comprehensive exam items in first attempt AND receive a rating of “competence” or “advanced competence” in end of study/end of program field evaluation	99.5% [98.9% of students received “pass” grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of “competence” or “advanced competence” in end of study/end of program field evaluation; (98.9+100.0)/2=99.5%]	100.0% [100.0% of students received “pass” grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of “competence” or “advanced competence” in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 2: Engage Diversity and Difference in Practice	85% of students will receive “pass” grade in related cluster of comprehensive exam items in first attempt AND receive a rating of “competence” or “advanced competence” in end of study/end of program field evaluation	100.0% [100.0% of students received “pass” grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of “competence” or “advanced competence” in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]	100.0% [100.0% of students received “pass” grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of “competence” or “advanced competence” in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will receive “pass” grade in related cluster of comprehensive exam items in first attempt AND receive a rating of “competence” or “advanced competence” in end of study/end of program field evaluation	98.3% [96.6% of students received “pass” grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of “competence” or “advanced competence” in end of study/end of program field evaluation; (96.6+100.0)/2=98.3%]	100.0% [100.0% of students received “pass” grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of “competence” or “advanced competence” in end of study/end of program field evaluation; (100+100.0)/2=100.0%]
Competency 4: Engage In Practice-informed Research and Research-informed Practice	85% of students will receive “pass” grade in related cluster of comprehensive exam items in first attempt AND receive a rating of “competence” or “advanced competence” in end of study/end of program field evaluation	99.5% [98.9% of students received “pass” grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of “competence” or “advanced competence” in end of study/end of program field evaluation; (98.9+100.0)/2=99.5%]	100.0% [100.0% of students received “pass” grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of “competence” or “advanced competence” in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]

¹⁰ Comprehensive exam scores were available for 89 CP students and 21 OL students; end of study/end of program field evaluation scores were available for 93 CP students and all 21 OL students.

Competency 5: Engage in Policy Practice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	81.5% [62.9% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(62.9+100.0)/2=81.5\%$]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	99.5% [98.9% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(98.9+100.0)/2=99.5\%$]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	97.8% [95.5% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(95.5+100.0)/2=97.8\%$]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]
Any Additional Competency(ies) Developed by the Program	N/A	N/A	N/A

**UNIVERSITY OF TENNESSEE
 MASTER'S SOCIAL WORK PROGRAM
 ASSESSMENT OF STUDENT LEARNING OUTCOMES
 OVERALL ASSESSMENT FINDINGS
 LAST COMPLETED ON: JUNE 2023**

COMPETENCY	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK (N=250; CP=209 and OL=41) ¹¹	
		Area of Specialized Practice #1 (CP)	Area of Specialized Practice #2 (OL)
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	99.5% [99.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (99.0+100.0)/2=99.5%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 2: Engage Diversity and Difference in Practice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	98.7% [97.4% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (97.4+100.0)/2=98.7%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 4: Engage In Practice-informed Research and Research-informed Practice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	99.0% [97.9% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (97.9+100.0)/2=99.0%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]
Competency 5: Engage in Policy Practice	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	81.0% [62.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (62.0+100.0)/2=81.0%]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; (100.0+100.0)/2=100.0%]

¹¹ Comprehensive exam scores were available for 192 EBIP students and all 41 OL students; end of study/end of program field evaluation scores were available for 206 students and all 41 OL students.

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	99.5% [99.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(99.0+100.0)/2=99.5\%$]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]	100.0% [100.0% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(100.0+100.0)/2=100.0\%$]
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will receive "pass" grade in related cluster of comprehensive exam items in first attempt AND receive a rating of "competence" or "advanced competence" in end of study/end of program field evaluation	97.1% [94.2% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(94.2+100.0)/2=97.1\%$]	98.8% [97.6% of students received "pass" grade in related cluster of comprehensive exam items in first attempt and 100.0% of students received rating of "competence" or "advanced competence" in end of study/end of program field evaluation; $(97.6+100.0)/2=98.8\%$]
Any Additional Competency(ies) Developed by the Program	N/A	N/A	N/A