

**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
**New Mexico Highlands University Facundo Valdez School of Social Work**  
**Master of Social Work Program**  
**2018-2019 Academic Year (Fall, Spring, Summer)**

**Form AS4 (M)** Duplicate and expand as needed. Provide table(s) to support self -study narrative addressing the *accreditation standards* below.

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This form is used to assist the COA 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 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.

**New Mexico Highlands University Facundo Valdez School of Social Work Master of Social Work Program**  
**2018-2019 Academic Year (Fall, Spring, Summer)**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**

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

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

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

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

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

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

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

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

## Summary of the Program's Assessment Plan - Generalist & Specialized 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.

<b>Assessment Measure #1: Final Field Evaluation *</b>	
Dimension(s) assessed:	Skills
When/where students are assessed:	Field placement – end of generalist year AND at the end of specialization year
Who assessed student competence:	Field instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4.5 on a 1 to 5 (5 point) scale
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
<b>Assessment Measure #2: Course-Embedded Rating Scale (one scale per competency) *</b>	
Dimension(s) assessed:	Varies by the measure of each competency – all dimensions are assessed on multiple competencies
When/where students are assessed:	Classroom, as part of their first-year generalist coursework AND throughout their specialization coursework.
Who assessed student competence:	Classroom instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3.0 on a 0 to 4 (5 point) scale
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
<b>Aggregated Percentage of Students at the Competency Benchmark</b>	
<b>Calculation:</b> We calculated & reported the average value between the percentages of students achieving the benchmark on the two outcome measures: (% achieving benchmark on measure 1 +% achieving benchmark on measure 2) / 2	
<b>Program Benchmark:</b> The competency benchmark for the program was set at 80%, as per common practice in educational programming, and as per faculty consensus.	

\* Note that the assessment structure and process is the same for both the generalist (first-year) curriculum and for the curricula of each of the second-year specializations (Clinical, Bilingual-Bicultural Clinical, and Leadership & Administration). The Final Field Evaluations and the Rating Scales for each competency do differ, as they are catered to the competency descriptions and behaviors for each. However, since the kinds of measures and the assessment procedure are the same, only one summary chart is presented above, inclusive of both generalist and specialization assessment.

**New Mexico Highlands Facundo Valdez School of Social Work, Master of Social Work Program  
ASSESSMENT OF STUDENT LEARNING OUTCOMES, 2018-2019 Academic Year (Fall, Spring, Summer)**

**Program Option: Albuquerque/Rio Rancho Centers (ABQ Metro)<sup>1</sup>**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZATION)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice (500-level) N = 67 to 85 <sup>3</sup>	Area of Specialized Practice #1 (Clinical) N = 74 to 99	Area of Specialized Practice #2 (Bilingual-Bicultural Clinical) N = 9 to 22	Area of Specialized Practice #3 (Leadership & Administration <sup>2</sup> ) N = 17 to 21
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	79.3% <sup>4</sup>	95.5%	85.0%	94.7%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	90.2%	66.3%	85.0%	97.5%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	80.2%	91.2%	87.3%	84.6%
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	65.7%	71.0%	94.5%	70.4%
<b>Competency 5: Engage in Policy Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	74.1%	85.1%	89.9%	84.6%

<sup>1</sup> The Albuquerque and Rio Rancho Centers' field data are combined on this chart, as they share a single field practicum office, serving the larger metro area, and also as they are referred to by the University as the "Albuquerque Metro" location.

<sup>2</sup> The Leadership & Administration data includes a few students not based in Albuquerque, but joining that center by Zoom for this program.

<sup>3</sup> Because of our sizeable number of part-time students, there is variation in the number of students in field placements and in the different classes where assessment of competency was conducted. Thus, on this and the following tables, we present the range of sample sizes across the different measures.

<sup>4</sup> The Albuquerque and Rio Rancho Centers' field data are combined on this chart, as they share a single field practicum office, serving the larger metro area, and also as they are referred to by the University as the "Albuquerque Metro" location. However, as we offer separate classes at each location, we have separated out the outcomes that are derived from course-embedded measures.

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZATION)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice (500-level) N = 67 to 85	Area of Specialized Practice #1 (Clinical) N = 74 to 99	Area of Specialized Practice #2 (Bilingual-Bicultural Clinical) N = 9 to 22	Area of Specialized Practice #3 (Leadership & Administration) N = 17 to 21
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	92.9%	78.7%	94.5%	84.6%
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	71.1%	84.6%	83.4%	88.9%
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	81.4%	91.3%	75.0%	91.7%
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	85.5%	66.3%	66.7%	80.1%

**New Mexico Highlands Facundo Valdez School of Social Work, Master of Social Work Program**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES, 2018-2019 Academic Year (Fall, Spring, Summer)**  
**Program Option: Las Vegas Campus**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZATION)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice (500-level) N = 11 to 42	Area of Specialized Practice #1 (Clinical) N = 11 to 25
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	97.2%	83.0%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	89.7%	90.9%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	96.5%	95.5%
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	85.7%	80.8%
<b>Competency 5: Engage in Policy Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	86.9%	100%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	91.3%	91.7%
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	81.3%	90.9%
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	70.2%	95.5%
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	67.3%	79.2%

**New Mexico Highlands Facundo Valdez School of Social Work, Master of Social Work Program**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES, 2018-2019 Academic Year (Fall, Spring, Summer)**  
**Program Option: Santa Fe Campus**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZATION)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice (500-level) N = 10 to 16	Area of Specialized Practice #1 (Clinical) N = 7 to 15
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	93.1%	96.7%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	95.0%	57.7%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	89.2%	96.7%
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	82.2%	73.3%
<b>Competency 5: Engage in Policy Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	81.5%	84.6%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	88.5%	89.5%
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	75.0%	65.2%
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	97.1%	89.8%
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	82.4%	80.0%

**New Mexico Highlands Facundo Valdez School of Social Work, Master of Social Work Program**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES, 2018-2019 Academic Year (Fall, Spring, Summer)**  
**Program Option: Farmington Campus**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZATION)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice (500-level) N = 9 to 18	Area of Specialized Practice #1 (Clinical) N = 10 to 25
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	100%	90% <sup>5</sup>
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	91.2%	85.6%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	82.5%	95.0%
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	71.1%	80.0%
<b>Competency 5: Engage in Policy Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	49.3%	70.0%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	77.2%	95.0%
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	77.2%	90.0%
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	82.9%	100%

<sup>5</sup> This represents one outcome measure only, the practice measure. Unfortunately, due to an oversight, course-embedded data was not collected by the instructor of the Farmington class where it was to be measured, highlighting the need for continual improvement in communication between the program options.



COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZATION)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice (500-level) N = 9 to 18	Area of Specialized Practice #1 (Clinical) N = 10 to 25
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	86.7%	91.0%

**New Mexico Highlands Facundo Valdez School of Social Work, Master of Social Work Program**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
**2018-2019 Academic Year (Fall, Spring, Summer)**  
**Program Option: Roswell Campus <sup>6 7</sup>**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZATION)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice (500-level) N = 4 to 15	Area of Specialized Practice #1 (Clinical) N = 11 to 19
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	100%	100% *
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	100% *	88.0%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	100 *	91.7% *
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	75.0% *	90.9% *
<b>Competency 5: Engage in Policy Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	100% *	100% *
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	100% *	92.0%

<sup>6</sup> Because of the small numbers of students in Roswell, and in order to maintain opportunities for our students and the community there, many courses were offered to Roswell-based students via technology (primarily via Zoom, or synchronous video conferencing, but also, in some cases, online asynchronously). In the case of Zoom courses, Roswell students' course-embedded outcomes are included amongst those at the locations from which the instructor zoomed. Conversely, some of the above samples include students joining Roswell-based instructors from other locations via Zoom. We'd therefore like to acknowledge that the flexibility we offer to students in choosing a classroom or program location can result in blending of data from students who are not solely aligned with a single program option.

<sup>7</sup> Where asterisked, this represents one outcome measure only, the practice measure, not an average. This is because, as just noted, Roswell students attended class by Zoom or online asynchronously, and thus we have only the Field Evaluation (practice measure) data for Roswell based-students.

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZATION)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	COMPETENCY
			Generalist Practice (500-level) N = 4 to 15	Area of Specialized Practice #1 (Clinical) N = 11 to 19
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	83.4%	90.9%
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	100% *	100%
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	100% *	75.0% *

**ASSESSMENT OF STUDENT LEARNING OUTCOMES, 2018-2019 Academic Year (Fall, Spring, Summer)**  
**New Mexico Highlands Facundo Valdez School of Social Work, Master of Social Work Program**  
**Aggregate Findings for All Program Options <sup>8</sup>**  
**Albuquerque/Rio Rancho, Santa Fe, Las Vegas, Roswell & Farmington, Combined**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZATION)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice (500-level)  N = 121 to 151	Area of Specialized Practice #1 (Clinical)  N = 113 to 157	Area of Specialized Practice #2 (Bilingual-Bicultural Clinical)  N = 9 to 22	Area of Specialized Practice #3 (Leadership & Administration)  N = 16 to 21
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	88.3%	94.6%	85.0%	94.7%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	91.4%	72.3%	85.0%	97.5%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	85.2%	92.5%	87.3%	84.6%
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	72.3%	74.4%	94.5%	70.4%
<b>Competency 5: Engage in Policy Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	76.7%	86.0%	89.9%	84.6%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	90.9%	83.5%	94.5%	84.6%

<sup>8</sup> It should be noted that this summary outcome data includes course-embedded measures (rating scales) from 4 classes that were offered online asynchronously. This was the first year that we piloted fully online classes. As we do not have a fully online program, this does not constitute a “program option,” and thus there is no “online asynchronous” table on the following pages. Thus, these data are included on this chart only, under Generalist Practice (500-level) competencies 2, 3, 5, and 7, and competency 3 and 5 under the Clinical specialization.

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZATION)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice (500-level) N = 121 to 151	Area of Specialized Practice #1 (Clinical) N = 113 to 157	Area of Specialized Practice #2 (Bilingual-Bicultural Clinical) N = 9 to 22	Area of Specialized Practice #3 (Leadership & Administration) N = 16 to 21
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	78.7%	84.0%	83.4%	88.9%
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	81.8%	90.3%	75.0%	91.7%
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	82.6%	72.3%	66.7%	80.1%