

Baylor University Assessment Report: Student Learning Outcomes & Program Effectiveness (SLOPE)

Date Submitted: 6-30-2023

College/School: Diana R. Garland School of Social Work

Department: Social Work

Program: Master of Social Work

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Part 1: Introductory Content

Notable Achievement: Briefly describe one of the most notable student achievements of your program this year.

We were pleased to honor three MSW students this year for their exceptional achievements in our program. Excerpts of their recognition are included below.

Mercy Babo was recognized as our MSW Clinical Intern of the Year. She interned the highly ranked Menninger Clinic in Houston and was described as a grounding, calming presence as she helped clients feel heard and understood. Kyla Wilson was the MSW Community Intern of the Year, recognized for her innovation and excellence at the Advocacy Center for Crime Victims and Children this year. Karleigh Conway was recognized as our MSW Alicia Martinez Spirit of Social Work award recipient. Her compassion, advocacy, and holistic embodiment of social work stood out among her peers. Our Outstanding MSW Student award was given to Gabby White. Ms. White was noted to create a cohort of care among her fellow students, demonstrate great skill in her clinical studies, and possess a strong passion for addressing maternal health disparities.

Part 2: Student Learning Outcome Summary Table: Methods, Results, Interpretation, Alignment, and Improvements Planned or Implemented in Response to Results Please include at least one direct measure of learning for each outcome and at least two methods for assessing each learning outcome

1. Outcome Name: Ethical Integration of Faith and Practice **General Education Outcome? Christian Perspective**

Statement: Students will demonstrate an ethical integration of faith and practice in social work settings at the generalist and advanced levels.

Assessment Methods	Assessment Results	Interpretation and Improvements
1A. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/> Assessment Method: SWEAP FCAI Instrument and Book Review Comp#1: Ethical & Professional Behavior Comp#10: Integration of Faith & Practice Performance Target/Criteria for Success: At least 80% of students should reach the benchmark of 50% correct responses	Target/Criteria Status: Met <input checked="" type="checkbox"/> Partially Met <input type="checkbox"/> Not Met <input type="checkbox"/> Brief Summary of Results (use Appendix for details/charts): Comp#1: Ethical & Professional Behavior (92% Waco, 82% Online) Comp#10: Integration of Faith & Practice (88.2% Waco, 92.5% Online)	Interpretation of Results: This remains a strong area of competency for students in the MSW Program. Recommended Decisions/Actions for Improvement: N/A
1B. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/> Assessment Method: Field Rubric Skill Ratings Comp#1: Ethical & Professional Behavior Comp#10: Integration of Faith & Practice Performance Target/Criteria for Success: At least 80% of students should reach the rating of 4-proficient or 5-excellent on each competency	Target/Criteria Status: Met <input checked="" type="checkbox"/> Partially Met <input type="checkbox"/> Not Met <input type="checkbox"/> Brief Summary of Results (use Appendix for details/charts): Comp#1: Ethical & Professional Behavior (88.4% Generalist, 93.98% Clinical, 92.85% Community) Comp#10: Integration of Faith & Practice (81.15% Generalist, 95.36% Clinical, 100% Community)	Interpretation of Results: This remains a strong area of competency for students in the MSW Program. Recommended Decisions/Actions for Improvement: N/A

1C. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/> Assessment Method: <i>Final exam: 5379 Advanced Clinical Practice with Individuals & Families</i> (questions 6, 9) Performance Target/Criteria for Success: <i>At least 80% of clinical students should correctly answer the 5379 exam questions associated with Competency 1 & 10</i>	Target/Criteria Status: Met <input checked="" type="checkbox"/> Partially Met <input type="checkbox"/> Not Met <input type="checkbox"/> Brief Summary of Results (use Appendix for details/charts): <i>Comp#1: Ethical & Professional Behavior (81.6% Waco, 96.8% Online)</i> <i>Comp#10: Ethically Integrate Faith & Practice (100% Waco, 98.4% Online)</i>	Interpretation of Results: <i>This remains a strong area of competency for students in the MSW Program.</i> Recommended Decisions/Actions for Improvement: N/A
1D. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/> Assessment Method: <i>Integrated Community Practice Rubric</i> Performance Target/Criteria for Success: <i>At least 80% of community students should correctly answer the 5378 exam questions associated with Competency 1 & 10</i>	Target/Criteria Status: Met <input checked="" type="checkbox"/> Partially Met <input type="checkbox"/> Not Met <input type="checkbox"/> Brief Summary of Results (use Appendix for details/charts): <i>Comp#1: Ethical & Professional Behavior (100% Waco, 100% Online)</i> <i>Comp#10: Ethically Integrate Faith & Practice (100% Waco, 100% Online)</i>	Interpretation of Results: <i>This remains a strong area of competency for students in the MSW Program.</i> Recommended Decisions/Actions for Improvement: N/A
2. Outcome Name: Diversity, Human Rights, and Policy Statement: Students will be competent leaders in the field in the promotion of dignity and well-being for all people		
General Education Outcome? Civic Leadership		
Assessment Methods with Performance Target	Achievement Status and Results	Interpretation and Improvements
2A. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/> Assessment Method: <i>SWEAP FCAI Instrument</i> <i>Competency #2, #3, #5</i> Performance Target/Criteria for Success: <i>At least 80% of students should reach the benchmark of 50% correct responses</i>	Target/Criteria Status: Met <input type="checkbox"/> Partially Met <input checked="" type="checkbox"/> Not Met <input type="checkbox"/> Brief Summary of Results (use Appendix for details/charts): <i>Comp#2: Engaging Diversity in Practice (100% Waco, 82% Online)</i> <i>Comp#3: Advancing Human Rights & Justice (100% Waco, 91% Online)</i> <i>Comp#5: Engaging in Policy Practice (69% Waco, 64% Online)</i>	Interpretation of Results: <i>Students met the benchmark in competencies 2 and 3. For competency 5, results are low every year nationally, and the same was true for our students at both campuses this year.</i> Recommended Decisions/Actions for Improvement: <i>Our curriculum team is making updates to the policy course, and we will also review how this competency is assessed to ensure as accurate an assessment as possible.</i>
2B. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/> Assessment Method: <i>Field Rubric Skill Ratings</i> <i>Competency #2, #3, #5</i> Performance Target/Criteria for Success: <i>At least 80% of students should reach the rating of 4-proficient or 5-excellent on each competency</i>	Target/Criteria Status: Met <input checked="" type="checkbox"/> Partially Met <input type="checkbox"/> Not Met <input type="checkbox"/> Brief Summary of Results (use Appendix for extended version): <i>Comp#2: Engaging Diversity in Practice (93.72% Generalist, 92.31% Clinical, 100% Community)</i> <i>Comp#3: Advancing Human Rights & Justice (88.1% Generalist, 94.44% Clinical, 100% Community)</i> <i>Comp#5: Engaging in Policy Practice (82.12% Generalist, 86.11% Clinical, 100% Community)</i>	Interpretation of Results: <i>MSW students at all levels showed solid competency in this area of their internship responsibilities.</i> Recommended Decisions/Actions for Improvement: N/A
2C. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/> Assessment Method: <i>Final exam: 5379 Advanced Clinical Practice with Individuals & Families</i>	Target/Criteria Status: Met <input type="checkbox"/> Partially Met <input checked="" type="checkbox"/> Not Met <input type="checkbox"/> Brief Summary of Results (use Appendix for extended version)	Interpretation of Results:

<p>(questions 12, 23, 28, 30)</p> <p>Performance Target/Criteria for Success: At least 80% of clinical students should correctly answer the 5379 exam questions associated with Competencies 2, 3, and 5</p>	<p>Comp#2: Engaging Diversity in Practice (49.4% Waco, 70% Online)</p> <p>Comp#3: Advancing Human Rights & Justice (81% Waco, 63.7% Online)</p> <p>Comp#5: Engaging in Policy Practice (77.2% Waco, 51.4% Online)</p>	<p>This area deserves attention as both campuses fell under all three competencies, except for Waco students and competency 3.</p> <p>Recommended Decisions/Actions for Improvement: Garland School curriculum teams have made revisions this year to the MSW clinical practice curriculum. They will be provided these results so they can pay special attention to competencies 2,3, and 5 in content delivery and competency attainment.</p>
<p>2D. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/></p> <p>Assessment Method: <i>Integrated Community Practice Rubric</i></p> <p>Performance Target/Criteria for Success: At least 80% of community students should correctly answer the 5335 & 5378 exam questions associated with Competencies 2, 3, and 5</p>	<p>Target/Criteria Status: Met <input checked="" type="checkbox"/> Partially Met <input type="checkbox"/> Not Met <input type="checkbox"/></p> <p>Brief Summary of Results (use Appendix for extended version):</p> <p>Comp#2: Engaging Diversity in Practice (100% Waco, 100% Online)</p> <p>Comp#3: Advancing Human Rights & Justice (100% Waco, 100% Online)</p> <p>Comp#5: Engaging in Policy Practice (100% Waco, 100% Online)</p>	<p>Interpretation of Results: MSW community specialization students showed solid competency in this area of their internship responsibilities.</p> <p>Recommended Decisions/Actions for Improvement: N/A</p>
<p>3. Outcome Name: Research, Assessment, and Evaluation General Education Outcome? Critical Thinking</p> <p>Statement: Students will understand and apply evidence-informed practice with clients of all system sizes and contexts of practice</p>		
Assessment Methods with Performance Target	Achievement Status and Results	Interpretation and Improvements
<p>3A. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/></p> <p>Assessment Method: <i>SWEAP FCAI Instrument</i> Competency #4, #7, #9</p> <p>Performance Target/Criteria for Success: At least 80% of students should reach the benchmark of 50% correct responses</p>	<p>Target/Criteria Status: Met <input checked="" type="checkbox"/> Partially Met <input type="checkbox"/> Not Met <input type="checkbox"/></p> <p>Brief Summary of Results (use Appendix for details/charts):</p> <p>Comp#4: Research and Practice (69% Waco, 73% Online)</p> <p>Comp#7: Assessment in Practice (92% Waco, 91% Online)</p> <p>Comp#9: Evaluation of Practice (77% Waco, 73% Online)</p>	<p>Interpretation of Results: Competency 7 met the benchmark on both campuses, while 4 and 9 fell under on both. This emphasizes the research and evaluation elements needing more attention at both levels.</p> <p>Recommended Decisions/Actions for Improvement: Garland School curriculum teams have made revisions this year to the MSW generalist practice curriculum. They will be provided these results so they can pay special attention to competencies 4 and 9 as they monitor content delivery and competency attainment.</p>
<p>3B. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/></p> <p>Assessment Method: <i>Field Rubric Skill Ratings</i> Competency #4, #7, #9</p> <p>Performance Target/Criteria for Success: At least 80% of students should reach the rating of 4-proficient or 5-excellent on each competency.</p>	<p>Target/Criteria Status: Met <input type="checkbox"/> Partially Met <input checked="" type="checkbox"/> Not Met <input type="checkbox"/></p> <p>Brief Summary of Results (use Appendix for details/charts):</p> <p>Comp#4: Research and Practice (73.91% Generalist, 79.63% Clinical, 100% Community)</p> <p>Comp#7: Assessment in Practice (88.04% Generalist, 93.52% Clinical, 97.61% Community)</p>	<p>Interpretation of Results: Competencies 7 and 9 did meet the benchmark, while competency 4 fell under the benchmark for generalist and clinical students.</p> <p>Recommended Decisions/Actions for Improvement:</p>

	Comp#9: Evaluation of Practice (82.24% Generalist, 88.89% Clinical, 100% Community)	Assessment data will be shown to the field and curriculum teams with specific attention to how competency 4 fell below benchmark for generalist students and slightly under for clinical students. Updates to new standards and curriculum will provide an opportunity to reassess next year.
3C. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/> Assessment Method: <i>Final exam: 5379 Advanced Clinical Practice with Individuals & Families</i> (question 1-5, 7, 8, 13-16, 19, 20, 24, 25, 27, 29, 31, 35, 36) Performance Target/Criteria for Success: At least 80% of clinical students should correctly answer the 5379 exam questions associated with Competencies 4, 7, 9	Target/Criteria Status: Met <input type="checkbox"/> Partially Met <input checked="" type="checkbox"/> Not Met <input type="checkbox"/> Brief Summary of Results (use Appendix for details/charts): Comp#4: Research and Practice (69.8% Waco, 64.2% Online) Comp#7: Assessment in Practice (88.5% Waco, 79.7% Online) Comp#9: Evaluation of Practice (88 % Waco, 75% Online)	Interpretation of Results: Competency 4 fell below the benchmark in both campuses, while competencies 7 and 9 fell below only in the online campus, and only by 5% or less. Recommended Decisions/Actions for Improvement: Garland School curriculum teams have made revisions this year to the MSW clinical practice curriculum. They will be provided these results so they can pay special attention to competency 4 and to consistency between the online and Waco campuses across all competencies, though specifically 7 and 9.
3D. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/> Assessment Method: <i>Integrated Community Practice Rubric</i> Performance Target/Criteria for Success: At least 80% of community students should correctly answer the research project grade & 5378 exam questions associated with Competencies 4 and 7	Target/Criteria Status: Met <input checked="" type="checkbox"/> Partially Met <input type="checkbox"/> Not Met <input type="checkbox"/> Brief Summary of Results (use Appendix for details/charts): Comp#4: Research and Practice (100% Waco, 100% Online) Comp#7: Assessment in Practice (100% Waco, 100% Online) Comp#9: Evaluation of Practice (100% Waco, 100% Online)	Interpretation of Results: MSW community specialization students showed solid competency in this area of their knowledge assessment. Recommended Decisions/Actions for Improvement: N/A
4. Outcome Name: Human Interaction and Intervention General Education Outcome? Communication Statement: Students will demonstrate skillful and empathic communication in their work with clients and constituents.		
Assessment Methods with Performance Target	Achievement Status and Results	Interpretation and Improvements
4A. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/> Assessment Method: <i>SWEAP FCAI Instrument</i> Competency #6, #8 Performance Target/Criteria for Success: At least 80% of students should reach the benchmark of 50% correct responses	Target/Criteria Status: Met <input type="checkbox"/> Partially Met <input checked="" type="checkbox"/> Not Met <input type="checkbox"/> Brief Summary of Results (use Appendix for details/charts): Comp#6: Engagement with Individuals & Groups (77% Waco, 64% Online) Comp#8: Intervention with Individuals & Groups (100% Waco, 91% Online)	Interpretation of Results: While competency 8 did meet benchmark for both campuses, competency 6 fell under the benchmark on both campuses and thus merits attention. Recommended Decisions/Actions for Improvement: Garland School curriculum teams have made revisions this year to the MSW generalist practice curriculum. They will be provided these results so they can pay

		<i>special attention to competency 6 as they monitor content delivery and competency attainment.</i>
4B. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/> Assessment Method: <i>Field Rubric Skill Ratings</i> <i>Competency #6, #8</i> Performance Target/Criteria for Success: <i>At least 80% of students should reach the rating of 4-proficient or 5-excellent on each competency.</i>	Target/Criteria Status: Met <input checked="" type="checkbox"/> Partially Met <input type="checkbox"/> Not Met <input type="checkbox"/> Brief Summary of Results (use Appendix for details/charts): <i>Comp#6: Engagement with Individuals & Groups (92.03% Generalist, 95.37% Clinical, 97.62% Community)</i> <i>Comp#8: Intervention with Individuals & Groups (83.76% Generalist, 91.36% Clinical, 96.43% Community)</i>	Interpretation of Results: <i>MSW students at all levels showed solid competency in this area of their internship responsibilities.</i> Recommended Decisions/Actions for Improvement: <i>N/A</i>
4C. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/> Assessment Method: <i>Final exam: 5379 Advanced Clinical Practice with Individuals & Families</i> <i>(question 1, 6, 8, 10, 11, 13, 17, 18, 20-22, 26)</i> Performance Target/Criteria for Success: <i>At least 80% of clinical students should correctly answer the 5379 exam questions associated with Competencies 6, 8</i>	Target/Criteria Status: Met <input type="checkbox"/> Partially Met <input checked="" type="checkbox"/> Not Met <input type="checkbox"/> Brief Summary of Results (use Appendix for details/charts): <i>Comp#6: Engagement with Individuals & Groups (87.29% Waco, 71.3% Online)</i> <i>Comp#8: Intervention with Individuals & Groups (87.77% Waco, 79.51% Online)</i>	Interpretation of Results: <i>Waco campus students met the benchmark for this competency area while online students did not. For competency 8, online students were only 0.5% below the benchmark.</i> Recommended Decisions/Actions for Improvement: <i>Garland School curriculum teams have made revisions this year to the MSW clinical practice curriculum. They will be provided these results so they can pay special attention to competencies 6 and 8 and consistency between the online and Waco campuses.</i>
4D. Assessment Type: Direct <input checked="" type="checkbox"/> Indirect <input type="checkbox"/> Assessment Method: <i>Integrated Community Practice Rubric</i> Performance Target/Criteria for Success: <i>At least 80% of community students should correctly answer the asset map grade & 5378 exam questions associated with Competencies 6 and 8</i>	Target/Criteria Status: Met <input checked="" type="checkbox"/> Partially Met <input type="checkbox"/> Not Met <input type="checkbox"/> Brief Summary of Results (use Appendix for details/charts): <i>Comp#6: Engagement with Individuals & Groups (100% Waco, 100% Online)</i> <i>Comp#8: Intervention with Individuals & Groups (100% Waco, 100% Online)</i>	Interpretation of Results: <i>MSW community specialization students showed solid competency in this area of their knowledge assessment.</i> Recommended Decisions/Actions for Improvement: <i>N/A</i>

Part 3: Follow-Ups on Prior Year Student Learning Outcomes Improvement Plans (IMPORTANT)

Describe the status of any decisions or actions for improvement reported in prior years. Were changes/improvements initiated or completed? Do you have any evidence to date that they have been effective?

The Practicum Education Office who oversees the field/internship experience focused energy on diversity trainings and other content connections for students and internship supervisors. These trainings show to be effective when reviewing this year's data. Last year's report showed a need for attention in the Field Education experience for competencies 10 and 5. This year, competency was met in the field internship experience for all areas except for the generalist and clinical students regarding competency 4 (research and practice).

Scores for the generalist and clinical knowledge assessment fluctuated with some scores higher, lower, or similar to last year. This year we have had significant curriculum conversations and are currently undergoing a curriculum update. This update was voted in in the 22-23 academic year and is being implemented in 23-24. With this update to

the curriculum and transition to the 2022 Council on Social Work Education standards, we will update our program assessment processes. This will allow us to ensure we are measuring student competence as accurately and thoroughly as possible.

Part 4: Program Effectiveness Summary Table: Methods, Findings, Strategic Alignment and Actions/Budget Planned or Implemented in Response to Results (Optional)

1. Outcome Name/Statement: Overall Post-Graduation Success

Alignment with which Institutional Goals: Students will find success in their next professional or academic pursuits following graduation from the MSW program.

Performance Measure and Achievement Target	Achievement Status and Results	Interpretation and Improvements
<p>Performance Measure: Baylor University Career Center Success Dashboard: Success Rate</p> <p>Performance Target/Criteria for Success: At least 90% of our students should find success in their post-graduation plans of full or part-time employment, graduate school enrollment, voluntary service, or U.S. military service.</p>	<p>Target/Criteria Status: Met <input type="checkbox"/> Partially Met <input checked="" type="checkbox"/> Not Met <input type="checkbox"/></p> <p>Brief Summary of Results (use Appendix for details/charts):</p> <p>For responding MSW students from the 2021-2022 academic year, the following percentage reported post-graduation success within 180 days.</p> <p>Waco/Houston: 92% Online: 87% (Overall: 89%)</p> <p>(See Appendix D)</p>	<p>Interpretation of Results: At least 89% of our students reported finding successful next steps after graduation. This is our first year tracking this data in this report. Our residential campuses met the benchmark while our online campus fell 3% short. This could be due the online students' widely spread locations and the less-developed connection to the Career Center, impacting their reporting.</p> <p>Recommended Decisions/Actions for Improvement: We will continue our increased connection with the Career Center as we add job placement events and encourage reporting their job status after graduation. We expect to see this percentage increase after another year of these efforts.</p>

2. Outcome Name/Statement: Job Placement Success

Alignment with which Institutional Goals: Students will be successful finding employment following graduation from the MSW program.

Performance Measure and Achievement Target	Achievement Status and Results	Interpretation and Improvements
<p>Performance Measure: Baylor University Career Center Success Dashboard: Placement Rate</p> <p>Performance Target/Criteria for Success: At least 90% of our graduating MSW students seeking employment should find success within 180 days.</p>	<p>Target/Criteria Status: Met <input type="checkbox"/> Partially Met <input checked="" type="checkbox"/> Not Met <input type="checkbox"/></p> <p>Brief Summary of Results (use Appendix for details/charts):</p> <p>For responding MSW students from the 2021-2022 academic year, the following percentage reported accepting part-time or full-time employment within 180 days.</p> <p>Waco/Houston: 91% Online: 87% (Overall: 89%)</p>	<p>Interpretation of Results: At least 89% of our students reported finding employment after graduation. This is our first year tracking this data in this report. Our residential campuses met the benchmark while our online campus fell 3% short. This could be due the online students' widely spread locations and the less-developed connection to the Career Center, impacting their reporting.</p> <p>Recommended Decisions/Actions for Improvement: We will continue our increased connection with the Career Center as we add job placement events and encourage reporting their job status after graduation. We expect to see this percentage increase after another year of these efforts.</p>

Part 5: Assessment Team and Review Process Description

Please provide a description of how this report was compiled.

Team: The assessment team for these student outcome learning measures consists of the Associate Dean for Academic Affairs, Program Manager for Academic Affairs, Academic Consultant & Instructional Designer, and the Field Education office, with input from the MSW Program Director. Program outcome measures were provided by the university's Career Center.

Process: The Field Rubric is completed by the Field Liaisons who directly observe and assess student competence in applying their knowledge, skills, and cognitive and affective processes in the internship setting. An overall rating of 3-competent or higher is required for students to complete the internship program, but the GSSW has set a benchmark for at least 80% of our students to reach 4-proficient or 5-excellent. The Liaisons rate the competency of the students in their sections, and the data is compiled and analyzed by the Field Education Program manager. The Field Program manager provides the summary data to the Associate Dean for Academic Affairs as well as to the Directors of Field Education for review. The 5379 Clinical Final Exam and Integrated Community Rubric are assessed by faculty and results are compiled by the Academic Consultant & Instructional Designer and reviewed by the Associate Dean for Academic Affairs.

Part 6: APPENDICES-program context, curriculum matrix, data analysis details, assessment rubrics or other supporting documents (OPTIONAL)

Appendix A: Generalist Field Rubric Summary Table:

Competence Area	% 4+ on 5pt scale WACO CAMPUS	ONLINE
1 : Demonstrate Ethical and Professional Behavior	81.18%	90.77%
2 : Engage Diversity and Difference in Practice	94.12%	93.59%
3 : Advance Human Rights and Social, Economic, and Environmental Justice	75.53%	92.31%
4 : Engage in Practice-informed Research and Research-informed Practice	58.82%	78.85%
5 : Engage in Policy Practice	68.62%	86.54%
6 : Engage with Individuals, Families, Groups, Organizations and Communities	85.3%	94.23%
7 : Assess Individuals, Families, Groups, Organizations, and Communities	70.59%	93.75%
8 : Intervene with Individuals, Families, Groups, Organizations, and Communities	63.53%	90.38%
9 : Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	72.06%	85.57%
10: Ethical Integration of Faith and Practice	82.35%	80.77%

Appendix B: Specialized Clinical Field Rubric Summary Table:

Competence Area	% 4+ on 5pt scale WACO CAMPUS	ONLINE
1 : Demonstrate Ethical and Professional Behavior	96.96%	92.67%
2 : Engage Diversity and Difference in Practice	96.97%	90.27%
3 : Advance Human Rights and Social, Economic, and Environmental Justice	93.94%	94.67%
4 : Engage in Practice-informed Research and Research-informed Practice	78.79%	80%
5 : Engage in Policy Practice	93.94%	82.67%
6 : Engage with Individuals, Families, Groups, Organizations and Communities	100%	93.34%
7 : Assess Individuals, Families, Groups, Organizations, and Communities	96.97%	92%
8 : Intervene with Individuals, Families, Groups, Organizations, and Communities	95.96%	89.24%
9 : Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	93.94%	86.67%
10: Ethical Integration of Faith and Practice	100%	93.33%

Appendix C: Specialized Community Field Rubric Summary Table:

Competence Area	% 4+ on 5pt scale WACO CAMPUS	ONLINE
1 : Demonstrate Ethical and Professional Behavior	90%	100%
2 : Engage Diversity and Difference in Practice	100%	100%
3 : Advance Human Rights and Social, Economic, and Environmental Justice	100%	100%
4 : Engage in Practice-informed Research and Research-informed Practice	100%	100%
5 : Engage in Policy Practice	100%	100%
6 : Engage with Individuals, Families, Groups, Organizations and Communities	100%	91.67%
7 : Assess Individuals, Families, Groups, Organizations, and Communities	100%	91.67%
8 : Intervene with Individuals, Families, Groups, Organizations, and Communities	100%	87.5%
9 : Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	100%	100%
10: Ethical Integration of Faith and Practice	100%	100%

Appendix D: Career Center Placement Report

Link to Source: [Career Center Placement Report](#)

