



COUNCIL ON SOCIAL WORK EDUCATION

**Board of Accreditation (BOA)**  
**Department of Social Work Accreditation (DOSWA)**  
*Baccalaureate and Master's Social Work Program Accreditation*

**2022 EPAS**  
**Accreditation Standard AS M5.0.1(d) | Sample**  
**Form AS M5.0.1(d) | Public Reporting of Assessment Outcomes**

**University of North Carolina at Pembroke**  
**Master of Social Work Programs**

**Generalist Practice | Summary of Plan**

Competency	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for Competency
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	Instrument 1: Personal Practice Model	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Diversity Immersion Experience	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 3: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 4: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 2:</b> Advance Human Rights	Instrument 1: Diversity Immersion Experience	85% of students will achieve a B (80%) or	87.5%

<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
and Social, Racial, Economic, and Environmental Justice		better on the assignment.	
	Instrument 2: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 3: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 3:</b> Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	Instrument 1: Current Policy Bill Analysis and Advocacy Paper	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Theory- Informed Social Problem Analysis and Intervention	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 3: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 4: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 4:</b> Engage in Practice-informed Research and Research- informed Practice	Instrument 1: Research Project (Multiple Step Assignment)	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	

<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
	Instrument 3: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 5:</b> Engage in Policy Practice	Instrument 1: Current Policy Bill Analysis and Advocacy Paper	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 3: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Skill Integration Project (Multi-step project)	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 3: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Skill Integration Project (Multi-step project)	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Theory Informed Social Problem Analysis and Intervention Paper	85% of students will achieve a B (80%) or better on the assignment.	

<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
	Instrument 3: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 4: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Theory Informed Social Problem Analysis and Intervention Paper	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 3: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Research Project (Multiple Step Assignment)	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 3: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	

## Generalist Practice | Summary of Outcomes

**Timeframe of Student Competency Assessment: 05/2024-05/2025**

**Date Publicly Posted on Program's Website: 12/2025**

<b>Competency</b>	<b>Competency: Expected Level of Achievement Inclusive of All Instruments</b>	<b>Aggregate Actual Outcomes: All Program Options  n = (71)</b>	<b>Program Option 1 Outcomes: Hybrid  n = (12)</b>	<b>Program Option 2 Outcomes: Online  n = (59)</b>
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	87.5%	93%	100%	91%
<b>Competency 2:</b> Advance Human Rights and Social, Racial, Economic, and Environmental Justice	87.5%	96%	100%	95%
<b>Competency 3:</b> Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	87.5%	96%	99%	95%
<b>Competency 4:</b> Engage in Practice-informed Research and Research-informed Practice	87.5%	95%	98%	95%
<b>Competency 5:</b> Engage in Policy Practice	87.5%	98%	100%	97%
<b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations, and Communities	87.5%	100%	100%	100%
<b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and Communities	87.5%	97%	100%	95%

<b>Competency</b>	<b>Competency:</b> Expected Level of Achievement Inclusive of All Instruments	<b>Aggregate Actual Outcomes:</b> All Program Options  <b>n = (71)</b>	<b>Program Option 1 Outcomes:</b> Hybrid  <b>n = (12)</b>	<b>Program Option 2 Outcomes:</b> Online  <b>n = (59)</b>
<b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and Communities	87.5%	96%	100%	95%
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	87.5%	94%	99%	93%

## Specialized Practice | Summary of Plan

### Area of Specialized Practice: Advanced Generalist Practice

<b>Competency</b>	<b>Instrument</b>	<b>Instrument:</b> Expected Level of Achievement	<b>Competency:</b> Expected Level of Achievement for Competency
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	Instrument 1: Organizational Assessment Report Presentation	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Paper and Electronic Poster Presentation on Practice in Rural Areas	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 3: Group Facilitation and Process Recordings	85% of students will achieve a B (80%) or better on the assignment.	

<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
	Instrument 4: Capstone Presentation	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 5: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 6: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 2:</b> Advance Human Rights and Social, Racial, Economic, and Environmental Justice	Instrument 1: Personal/ Professional Theory Analysis	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Assessing, Evaluating, and Recommendations Part 1 and Applying Social Work Practice to Indigenous/ Native American Populations Part 2	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 3: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 4: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 3:</b> Engage Anti-Racism, Diversity, Equity, and	Instrument 1: Differential Diagnosis Assessment or Diagnosis Impact Paper	85% of students will achieve a B (80%) or better on the assignment.	87.5%

<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
Inclusion (ADEI) in Practice	Instrument 2: Capstone Project Presentation	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 3: Paper and Electronic Poster Presentations on Practice in Rural Areas	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 4: Assessing, Evaluating, and Recommendations Part 1 and Applying Social Work Practice to Indigenous/ Native American Populations Part 2	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 5: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 6: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 4:</b> Engage in Practice-informed Research and Research-informed Practice	Instrument 1: Capstone Project (Multi-step Assignment)	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Personal and Professional Theory Analysis Paper	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 3: Case Conceptualization Project (Multi-step assignment)	85% of students will achieve a B (80%) or better on the assignment.	



<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
	Instrument 4: Capstone Project Presentation	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 5: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 6: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 5: Engage in Policy Practice</b>	Instrument 1: Organizational Assessment Report Presentation	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Capstone Project (Multi-step Assignment)	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 3: Assessing, Evaluating, and Recommendations Part 1 and Applying Social Work Practice to Indigenous/ Native American Populations Part 2	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 4: Capstone Project Presentation	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 5: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	

<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
	Instrument 6: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Group Facilitation and Process Recordings	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Organizational Assessment Report Presentation	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 3: Personal and Professional Theory Analysis Paper	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 4: Case Conceptualization Project (Multi-Step assignment)	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 5: Capstone Project Presentation	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 6: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 7: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Differential Diagnosis Assessment or Diagnosis Impact Paper	85% of students will achieve a B (80%) or better on the assignment.	87.5%

<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
	Instrument 2: Case Conceptualization Project (Multi-step Assignment)	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 3: Organizational Assessment Report Presentation	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 4: Capstone Project Presentation	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 5: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 6: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Group Facilitation and Process Recordings	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Case Conceptualization Project (Multi-Step Assignment)	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 3: Personal/ Professional Theory Analysis	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 4: Capstone Project Presentation	85% of students will achieve a B (80%) or better on the assignment.	

<b>Competency</b>	<b>Instrument</b>	<b>Instrument: Expected Level of Achievement</b>	<b>Competency: Expected Level of Achievement for Competency</b>
	Instrument 5: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 6: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Electronic Poster Presentation on Practice in Rural Areas	85% of students will achieve a B (80%) or better on the assignment.	87.5%
	Instrument 2: Organizational Assessment Report Presentation	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 3: Capstone Project (Multi-Step Assignment)	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 4: Capstone Project Presentation	85% of students will achieve a B (80%) or better on the assignment.	
	Instrument 5: Final Field Evaluations 1	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	
	Instrument 2: Final Field Evaluations 2	90% of students will receive an aggregate rating score of 3 or above for all behaviors within this competency.	

## Specialized Practice | Summary of Outcomes

**Area of Specialized Practice:** Advanced Generalist Practice

**Timeframe of Student Competency Assessment: 05/2024-05/2025****Date Publicly Posted on Program's Website: MM/YY**

<b>Competency</b>	<b>Competency:</b> Expected Level of Achievement Inclusive of All Instruments	<b>Aggregate Actual Outcomes:</b> All Program Options  <b>n = (104)</b>	<b>Program Option 1 Outcomes:</b> Hybrid  <b>n = (43)</b>	<b>Program Option 2 Outcomes:</b> Online  <b>n = (61)</b>
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	87.5%	98%	98%	97%
<b>Competency 2:</b> Advance Human Rights and Social, Racial, Economic, and Environmental Justice	87.5%	97%	99%	96%
<b>Competency 3:</b> Engage Anti- Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	87.5%	97%	97%	97%
<b>Competency 4:</b> Engage in Practice- informed Research and Research- informed Practice	87.5%	98%	98%	98%
<b>Competency 5:</b> Engage in Policy Practice	87.5%	98%	99%	98%
<b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations, and/or Communities (relevant system levels are selected by the program to reflect the area of specialized practice)	87.5%	97%	98%	96%

<b>Competency</b>	<b>Competency:</b> Expected Level of Achievement Inclusive of All Instruments	<b>Aggregate Actual Outcomes:</b> All Program Options  <b>n = (104)</b>	<b>Program Option 1 Outcomes:</b> Hybrid  <b>n = (43)</b>	<b>Program Option 2 Outcomes:</b> Online  <b>n = (61)</b>
<b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and/or Communities (relevant system levels are selected by the program to reflect the area of specialized practice)	87.5%	97%	98%	97%
<b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and/or Communities (relevant system levels are selected by the program to reflect the area of specialized practice)	87.5%	96%	98%	95%
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations, and/or Communities (relevant system levels are selected by the program to reflect the area of specialized practice)	87.5%	96%	96%	95%