

Foundation Objectives	Year	Indirect Measures									Direct Measures								
		Course Evaluations			Self Efficacy			Mean of Indirect Measures			Practicum Evaluations			Rubrics			Mean of Direct Measures		
		N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD	N	MEAN	SD
F1: Apply critical thinking skills within the context of professional social work practice.	2007	49	4.21	0.88	93	4.28	0.52	71	4.25	0.7	107	4.48	0.49	96	4.00	0.94	101	4.24	0.71
	2008	131	4.16	0.97	111	4.53	0.4	121	4.34	0.69	95	4.27	0.56	181	3.93	0.84	138	4.10	0.70
F2: Communicate the value base of the profession and its ethical standards and principles, and practice accordingly.	2007	52	4.21	0.86	93	4.41	0.58	72	4.31	0.72	107	4.54	0.5	-	-	-	107	4.54	0.50
	2008	87	4.21	1.04	111	4.57	0.43	99	4.39	0.74	95	4.51	0.52	-	-	-	95	4.51	0.52
F3: Practice without discrimination and with respect, knowledge, and skills related to clients' age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.	2007	55	4.26	0.84	91	4.54	0.38	73	4.4	0.61	106	4.61	0.42	28	4.17	0.69	106	4.61	0.42
	2008	108	4.23	0.91	111	4.57	0.43	110	4.40	0.67	95	4.60	0.52	55	4.52	0.64	75	4.56	0.58
F4: Analyze the forms and mechanisms of oppression and discrimination and apply strategies of advocacy and social change that advance social and economic justice.	2007	53	4.21	0.87	93	4.25	0.53	73	4.23	0.70	105	4.33	0.58	28	4.29	0.71	105	4.33	0.58
	2008	145	4.23	0.97	111	4.51	0.45	128	4.37	0.71	94	4.19	0.62	55	4.42	0.70	75	4.31	0.66
F5: Interpret and synthesize the history of the social work profession and its contemporary structures and issues.	2007	53	4.30	0.68	93	4.08	0.68	73	4.19	0.68	-	-	-	-	-	-	-	-	-
	2008	45	3.84	1.03	112	4.36	0.65	79	4.10	0.84	-	-	-	113	3.94	1.06	113	3.94	1.06
F6: Apply knowledge and skills of a generalist social work perspective to practice with systems of all sizes.	2007	64	4.28	0.81	93	4.26	0.70	78	4.27	0.76	106	4.38	0.55	114	4.15	0.83	106	4.27	0.69
	2008	109	4.19	0.89	112	4.49	0.43	110	4.34	0.66	95	4.22	0.64	111	4.24	0.92	103	4.23	0.71
F7: Use theoretical frameworks supported by empirical evidence to draw conclusions on individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities.	2007	58	4.15	0.80	93	4.15	0.81	76	4.15	0.80	-	-	-	76	4.32	0.91	76	4.32	0.91
	2008	116	4.19	0.88	112	4.34	0.61	114	4.27	0.74	93	4.36	0.50	118	4.39	0.86	106	4.38	0.79
F8: Analyze, formulate, and draw conclusions to influence social policies.	2007	49	4.17	0.95	93	3.89	0.74	71	4.03	0.84	-	-	-	54	3.69	0.89	54	3.69	0.89
	2008	97	4.04	1.02	112	4.25	0.64	105	4.14	0.83	91	4.10	0.72	105	4.35	0.86	98	4.22	0.77
F9: Evaluate research studies, assess and apply research findings to foundation practice, and evaluate their own foundation practice interventions.	2007	16	4.00	0.68	93	4.31	0.66	55	4.15	0.67	-	-	-	112	4.39	0.55	60	4.33	0.62
	2008	23	4.11	0.75	112	4.49	0.53	68	4.30	0.64	91	4.09	0.69	46	4.66	0.54	69	4.38	0.63
F10: Use communication skills differentially across client populations, colleagues, and communities.	2007	72	4.27	0.75	93	4.38	0.65	83	4.33	0.70	108	4.47	0.55	-	-	-	108	4.47	0.55
	2008	98	4.20	0.89	112	4.60	0.41	105	4.40	0.65	95	4.39	0.73	-	-	-	95	4.39	1.02
F11: Use supervision and consultation appropriate to social work practice.	2007	68	4.29	0.89	93	4.48	0.62	81	4.38	0.76	108	4.48	0.54	-	-	-	108	4.48	0.54
	2008	99	4.28	0.49	112	4.58	0.45	106	4.43	0.47	99	4.24	1.02	-	-	-	99	4.24	1.02
F12: Function within the structure of organizations and service delivery systems and propose skillful actions for organizational change.	2007	64	4.23	0.92	93	4.58	2.37	79	4.40	1.65	105	4.33	0.58	-	-	-	105	4.33	0.58
	2008	50	4.50	0.76	112	4.53	0.43	81	4.52	0.60	91	4.17	0.71	-	-	-	91	4.17	0.71

Red blocks indicate where we did not meet our target of 4