Report:	Assessment Plan Details for: Department of Social Work
	Report Generated by TaskStream
Workspace:	Operational Plan & Assessment Report - OPAR
Assessment Plan:	2010-11Cycle: Assessment Plan and Assessment Findings
Assessment Plan Template:	OPAR Assessment Plan
Report Generated:	Wednesday, March 09, 2011

Measures and Findings

Department of Social Work
2010 Goals

1. Outreach

Increase number social work students by offering university intellectual programs.

Enrollment in Intellectual Programs

1.1 The number of off-campus social work graduate students from military branches other than the Army will increase to 3%.

Mapped to:

- Academic Affairs Unit Goals 2010+: Outreach,
- FSU Strategic Priorities, Initiatives, and Indicators: 1.4.5.,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.1

Measures & Findings

Banner
Program level; Indirect - Other

Details/Description: Number of FSU-Army master of social work students enrolled in Banner

Acceptable Target: Twenty Students

Implementation Plan (timeline): 2010-2011

Key/Responsible Personnel: Dr. Terri Moore Brown

Supporting Attachments:

Findings for Banner

Summary of Findings: Midterm Report August 2010-February 2011

Twenty-nine students are currently enrolled in the FSU-Army MSW Program at Fort Sam Houston, Texas. It was recommended during the 2009-2010 academic that an Army recruiter be assigned to recruit MSW students for the FSU-Army MSW Program. The results of recruitment efforts yielded 29 FSU-Army MSW students for the 2010-2011 academic year.

Acceptable Target Achievement: Met

Recommendations : Dr. Terri Moore Brown and Dr. Dexter Freeman will continue to work with Army recruiter, who is assigned to the FSU-Army MSW Program. In addition, the FSU-Army MSW Program will continue to circulate brochures, which are used to market the program.

Reflections/Notes :

Substantiating Evidence:

FSU-Army Master of Social Work Program (Excel Macro-enabled Workbook (Open XML))

FSU-Army Master of Social Work Program Student Enrollment Data.

1.2. Additional online courses increase student retention.

Measures & Findings

Additional of online social work courses will increase graduate social work student retention rate to 3%.

Mapped to:

- Academic Affairs Unit Goals 2010+: Outreach,
- Extended Education Unit Goals: Increase the quality of online courses,
- FSU Strategic Priorities, Initiatives, and Indicators: 1.1.3.

FSU Course Schedule

Program level; Direct - Other

Details/Description: SWRK 230 Introduction to Social Work will be offered online during the 2010-2011 academic year.

Acceptable Target: The offering of one new online social work course.

Implementation Plan (timeline): 2010-2011 Academic Year

Key/Responsible Personnel: Terri Moore Brown, Social Work Department Chair

Supporting Attachments:

Findings for FSU Course Schedule

Summary of Findings: Midterm Report August 2010-February 2011

A social work faculty member received online training. During this training the faculty member developed an online SWRK 230 Introduction to Social Work, which will be offered online to students during theSpring 2011 semester 2nd 8 weeks.

Acceptable Target Achievement: Met

Recommendations : The department will monitor the delivery of this online course and have at least one additional faculty member for the 2011-2012 academic year to take an online training course.

Reflections/Notes :

Substantiating Evidence:

1.3 New BSW Prog. Notification of Change Approval

Notification of change letter to the Southern Association of Colleges and Schools, and request for candidacy status letter to the Council on Social Work Education for the establishment of New Bachelor of Social Work Program will be approved.

Mapped to:

- Academic Affairs Unit Goals 2010+: Outreach,
- FSU Strategic Priorities, Initiatives, and Indicators: 1.4.3.

Measures & Findings

Council on Social Work Education Letter

Program level; Direct - Other

Details/Description: By September 2010, submit application requesting candidacy status for the Bachelor of Social Work Program to the Council on Social Work Education Commission on Accreditation.

Submit by Februrary 28, 2011 draft of Benchmark I for the Bachelor of Social Work Program to the Council on Social Work Education Commission on Accreditation.

Acceptable Target: By September 2010, submit application requesting candidacy status for the Bachelor of Social Work Program to the Council on Social Work Education Commission on Accreditation.

Submit by Februrary 28, 2011 draft of Benchmark I for the Bachelor of Social Work Program to the Council on Social Work Education Commission on Accreditation.

Implementation Plan (timeline): 2010-2011

Key/Responsible Personnel: Terri Moore Brown
Department Chair

Supporting Attachments:

Findings for Council on Social Work Education Letter

Summary of Findings: Midterm Report-August 2010-February 2011

Request for Candidacy status letter was mailed to the Council on Social Work Education in August 2010. On February 28, 2011, the Council on Social Work Education received the first draft of Benchmarks I for the Bachelor of Social Work Program.

Acceptable Target Achievement: Met

Recommendations : Continue to work on the preparation of Benchmark I and complete Benchmark I by May 2011, which is consistent with the Council on Social Work Education Commission on Accreditation guidelines.

Reflections/Notes : The first Council on Social Work Education Commissioner visit will be scheduled between August 2011 and November 2011. Once Commissioner is assigned to visit FSU, accordiing to the Council on Social Work Education Commission on Accreditation guidelines the finished product of Benchmark I will be mailed to the Commissioner one month prior to scheduled visit.

Substantiating Evidence:

Bachelor of Social Work Program Student Handbook (Zip)

Bachelor of Social Work Program Field Manual (Microsoft Word)

BSW Council on Social Work Education Benchmark I Narrative (Word Document (Open XML))

Bachelor of Social Work Program Benchmark I Narrative which represents an accreditation step for applying for candidacy status.

CSWE Email Receive FSU Benchmark I - BSW Program Confirmation (HTML)

Council on Social Work Education Email Receiving FSU Benchmark I -BSW Program

Confirmation

Southern Association of Colleges & Schools Letter
Institution level; Direct - Other

Details/Description: Possess letter from the Southern Association of Colleges and Schools granting permission FSU permission to establish a Bachelor of Social Work Program.

Acceptable Target: Possess letter from the Southern Association of Colleges and Schools granting permission FSU permission to establish a Bachelor of Social Work Program.

Implementation Plan (timeline): 2010-2011

Key/Responsible Personnel: Terri Moore Brown
Department Chair

Supporting Attachments:

Findings for Southern Association of Colleges & Schools Letter

Summary of Findings: Midterm Report-August 2010-February 2011

In Fall 2010 the Bachelor of Social Work Program notification of change letter to the Southern Association of Colleges and Schools (SACS) and notification was approved by SACS.

Acceptable Target Achievement: Met

Recommendations : The Department of Social Work will move forward to seek from the Council on Social Work Education Commission on Accreditation candidacy status for the Bachelor of Social Work Program.

Reflections/Notes :

Substantiating Evidence:

SACS Approval Letter for Establishing Bachelor of Social Work Program (Adobe Acrobat Document)

SACS Approval Letter for Establishing Bachelor of Social Work Program

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1.3.Geriatric Certificate Proposal Accepted by Academic Comm

Mapped to:

- Academic Affairs Unit Goals 2010+: Outreach,
- FSU Strategic Priorities, Initiatives, and Indicators: 1.4.5.

Measures & Findings

Geriatric Academic Proposal Letter of Approval
Program level; Direct - Other

Details/Description: Develop courses for Geriatric Certificate Program.

Acceptable Target: Develop three courses for the Geriatric Certificate Program.

Implementation Plan (timeline): 2010-2011

Key/Responsible Personnel: Terri Moore Brown
Department Chair

Supporting Attachments:

Findings for Geriatric Academic Proposal Letter of Approval

Summary of Findings: Midterm Report August 2010-February 2011

Two geriatric social work courses have been developed which will be two of the required courses for the Geriatric Certificate Program.

Acceptable Target Achievement: Not Met

Recommendations : Continue to develop other geriatric courses and requirements for geriatric certificate program.

Reflections/Notes :

Substantiating Evidence:

Geriatric Mental Health Course Syllabus (Word Document (Open XML))

Geriatric Mental Health Course Syllabus and Bibliography

Geriatric Social Work Practice Course (Microsoft Word)

Geriatric Social Work Practice Course Syllabus and Bibliography

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1.4 Submit Academic Proposal for Substance Abuse Certi.Prog.

Measures & Findings

Mapped to:

- Academic Affairs Unit Goals 2010+: Outreach,
- FSU Strategic Priorities, Initiatives, and Indicators: 1.4.5.

Substance Abuse Academic Proposal Letter of Approval
Program level; Direct - Other

Details/Description: Develop courses for Substance Abuse Certificate Program.

Acceptable Target: Develop three courses for Substance Abuse Certificate Program.

Implementation Plan (timeline): 2010-2011

Key/Responsible Personnel: Terri Moore Brown
Department Chair
Ms. Densie Lucas

Supporting Attachments:

Findings for Substance Abuse Academic Proposal Letter of Approval

Summary of Findings: Midyear Report August 2010-February 2011

Acceptable Target Achievement: Not Met

Recommendations : Course development is still in progress.

Reflections/Notes :

Substantiating Evidence:

Submit Academic Proposal for Military Certificate Prog.

Mapped to:

- Academic Affairs Unit Goals 2010+: Outreach,
- FSU Strategic Priorities, Initiatives, and Indicators: 1.4.5.

Measures & Findings

Military Certificate Academic Proposal Letter of Approval
Program level; Direct - Other

Details/Description: Develop courses for Military Certificate Program.

Acceptable Target: Develop three courses for Military Certificate Program.

Implementation Plan (timeline): 2010-2011

Key/Responsible Personnel: Terri Moore Brown
Department Chair

Supporting Attachments:

Findings for Military Certificate Academic Proposal Letter of Approval

Summary of Findings: Midyear Report August 2010-February 2011

Acceptable Target Achievement: Not Met

Recommendations : Course development is still in progress.

Reflections/Notes :

Substantiating Evidence:

2. Research

Increase faculty and student academic scholarship.

Publications

2.1 Maintain social work faculty's publication and submission of scholarly work between 4 to 5 per year.

Mapped to:

- Academic Affairs Unit Goals 2010+: Research productivity,
- FSU Strategic Priorities, Initiatives, and Indicators: 2.3.2.,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.4

Measures & Findings

Number of Publications
Program level; Direct - Other

Details/Description: Articles published in peer reviewed journals
Manuscripts submitted to peer reviewed journals
Artilces published in non-peer reviewed publications
Manuscripts published in non-peer reviewed publications
Book Chapters
Books
Conference Proceedings
Professional Magazines
Magazines
Digital Commons

Acceptable Target:

Implementation Plan (timeline): 2010-2011

Key/Responsible Personnel: Social Work Tenure-Track and Tenured Faculty
Dr. Terri Moore Brown, Dr. Annie McCullough Chavis, Dr. Chester Dilday, Dr.

Findings for Number of Publications

Summary of Findings: Midyear Report- August 2010-February 2011

Dr. Oliver Johnson coauthored with Dr. Viviette Allen an article entitled, African American Male Stress: Best Practices for Assessment and Intervention Based on Qualitative Analysis of Selected Survey Responses, which was published in Journal of Best Practices in Health Professions Diversity.

Dr. Aminifu Harvey authored Group Work with African American Youth in the Criminal Justice System: A Cultrually Competent Model, which was published in Group Work with African American Youth in the Criminal Justice System.

Dr. Oliver Johnson authored a book entitled Risk, Resiliency, & Protective Factors Among Cocaine Dependent African American Men: Implications for Social Work Practice.

Aminifu Harvey, Dr. Delma Jackson and Dr. Oliver Johnson

Supporting Attachments:

Dr. Annie McCullough-Chavis Co-authored an article (which was accepted for publication) entitled A perceived barriers and facilitators to school social work practice: A mixed methods study. Article will be published in the Journal of Children and Schools.

Dr. Annie McCullough-Chavis submitted a manuscript entitled Social Learning Theory and Behavioral Therapy: Considering the individual and family within the social context.

Dr. Delma Jackson, Dr. Chester Dilday and Dr. Terri Moore Brown reported submitting one manuscripts for publication.

Acceptable Target Achievement: Met

Recommendations : During the 2009-2010 academic year, there was faculty consensus that the department will publish between 3 to 4 scholarly works during the 2010-2011 academic year. The department met this goal with the publication listed in the above findings.

Reflections/Notes :

Substantiating Evidence:

Harvey-Group Work with African American Youth (Adobe Acrobat Document)

Harvey-Group Work with African American Youth

Johnson-Allen-African American Male Stress (Adobe Acrobat Document)

Johnson-Allen-African American Male Stress

Johnson-Risk Resiliency and Protective Factors Among Cocaine Dependents (Adobe Acrobat Document)

Johnson-Risk Resiliency and Protective Factors Among Cocaine Dependents

Grants and Private Contributions

2.2 The number of social work grants and private contributions will increase to 3%.

Mapped to:

- Academic Affairs Unit Goals 2010+: Research productivity,
- FSU Strategic Priorities, Initiatives, and Indicators: 1.2.4., 2.2.3., 2.3.2.,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.2

Measures & Findings

Number of Grants/Contracts/Private Contributions

Program level; Direct - Other

Details/Description: Submit grant proposals and receiving grant awards.

Acceptable Target: $200,000.00

Implementation Plan (timeline): 2010-2011

Key/Responsible Personnel: Social Work Full-Time Faculty

Dr. Terri Moore Brown, Ms. Deborah Brown, Ms. Tamara Carter, Dr. Vicke Causby, Dr. Annie McCullough Chavis, Dr. Chester Dilday, Dr. Aminifu Harvey, Dr. Delma Jackson, Dr. Oliver Johnson, Mr. Dorrance Kennedy, and Ms. Densie Lucas

Supporting Attachments:

Findings for Number of Grants/Contracts/Private Contributions

Summary of Findings: Midyear Report-August 2010-February 2011

Dr. Oliver Johnson submitted a grant proposal entitled Maximizing Interest in the field of Professional Substance Abuse Counseling and was awarded a $10, 000.00 grant for this project. The funding organization is the Medicine's Department of Psychiatry and Behavioral Sciences Program.

The Master of Social Work Program contract with the Army to offer a MSW degree program at Fort Sam Houston Texas was renewed for $214,570.50. Dr. Terri Moore Brown is the PI.

Ms. Debra L. L. Brown subcontract with the University of North Carolina University Child Welfare Education Collaborative was renewed for approximately $73,997.00

Acceptable Target Achievement: Met

Recommendations : The Department will continue to submit grant proposals.

Reflections/Notes :

Substantiating Evidence:

Army Contract (Adobe Acrobat Document)
Army Contract

Child Welfare Education Collaborative Grant (Adobe Acrobat Document)
Child Welfare Education Collaborative Grant

Morehouse Grant-Oliver Johnson (Adobe Acrobat Document)
Morehouse Grant-Oliver Johnson

3. Retention and Graduation

Master of social work students follow required course plan of work and meet with their assigned faculty advisors will increase student retention and graduation rates.

3.1 MSW Course Plan

Through student advising 90% of master of social work students will follow their required course plan of work.

Mapped to:

- Academic Affairs Unit Goals 2010+: Retention and Graduation Rates, Retention and Graduation Rates

Measures & Findings

Banner Data Exhibiting Students Following Course Plan
Course level; Direct - Other

Details/Description: 90% of master of social work students will follow required academic course plan.

Acceptable Target: 90% of master of social work students will follow required academic course plan.

Implementation Plan (timeline): 2010-2011

Key/Responsible Personnel: Social Work Faculty Advisors
Dr. Terri Moore Brown, Ms. Deborah Brown, Ms. Tamara Carter, Dr. Vicke Causby, Dr. Annie McCullough Chavis, Dr. Chester Dilday, Dr. Aminifu Harvey, Dr. Delma Jackson, Dr. Oliver Johnson, Mr. Dorrance Kennedy, and Ms. Densie Lucas

Supporting Attachments:

Findings for Banner Data Exhibiting Students Following Course Plan

Summary of Findings: Midyear Report August 2010 to February 2011
100% percent of MSW students followed their required course plan of work.

Acceptable Target Achievement: Met

Recommendations :

Reflections/Notes :

Substantiating Evidence:

3.2 Student Advising

90% of master of social work students will meet with their faculty advisor at least once per semester.

Mapped to:

- Academic Affairs Unit Goals 2010+: Retention and Graduation Rates, Retention and Graduation Rates,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.3

Measures & Findings

Banner Data Exhibiting Students Meeting with Faculty Advisors
Program level; Direct - Other

Details/Description: 95% of students will meet at least once per semester with their faculty advisors.

Acceptable Target: 95% of students will meet at least once per semester with their faculty advisors.

Implementation Plan (timeline): 2010-2011

Key/Responsible Personnel: Social Work Faculty Advisors

Findings for Banner Data Exhibiting Students Meeting with Faculty Advisors

Summary of Findings: Midyear Report-August 2010-February 2011

One hundred percent of the class of 2011 met with their faculty advisor to obtain signatures and submit required document, candidacy for graduation, to FSU.

Acceptable Target Achievement: Met

Recommendations :

Reflections/Notes :

Dr. Terri Moore Brown, Ms. Deborah Brown, Ms. Tamara Carter, Dr. Vicke Causby, Dr. Annie McCullough Chavis, Dr. Chester Dilday, Dr. Aminifu Harvey, Dr. Delma Jackson, Dr. Oliver Johnson, Mr. Dorrance Kennedy, and Ms. Densie Lucas

Supporting Attachments:

Substantiating Evidence:

Faculty Advisor Form 1 (Adobe Acrobat Document)
Faculty Advisor Form 1

Faculty Advisor Form 2 (Adobe Acrobat Document)
Faculty Advisor Form 2

Faculty Advisor Form 3 (Adobe Acrobat Document)
Faculty Advisor Form 3

Faculty Advisor Form 4 (Adobe Acrobat Document)
Faculty Advisor Form 4

4. Student Learning

4.1 Critical Thinking Skills.

85% of MSW students analyze, formulate and implement social policies, services and programs that promote human well-being.

Mapped to:

- Academic Affairs Unit Goals 2010+: Learning outcomes,
- Social Work Program Objectives: Critical Thinking,
- USA- CSWE- Educational Policies & Accreditation Standards: M2.0.4,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.1

Measures & Findings

SWRK 520 Human Behavior & the Social Environment Course Eval. Form
Course level; Indirect - Survey

Details/Description: SWRK 520 Human Behavior & the Social Environment (HBSE) course is a required course for master of social work students. At the end of the course, students complete the HBSE evaluation form, which provides students to determine if course objectives are met. One of the course objectives addresses critical thinking.

Acceptable Target: In order to strengthen critical thinking skills in policy analysis as related to human behavior, all students will have a policy based service learning assignment developed with the Center for Community Justice and Service Learning. Their critical thinking skills will be measured by the CCJ&SL's student evaluations.

Implementation Plan (timeline): 2010-2011 Academic Year

Key/Responsible Personnel: Master of Social Work Faculty who teach SWRK 520 including
Dr. Terri Moore Brown and Ms. Tamara Carter.

Supporting Attachments:

Findings for SWRK 520 Human Behavior & the Social Environment Course Eval. Form

Summary of Findings: Thirteen students enrolled in SWRK 520 during Fall Semester 2010 completed the student evaluation of service learning conducted by the Center for Community Justice and Service Learning. Some of the results included:

46% of the students agreed with the statement: "Service-learning made me more aware of some of my own biases and prejudices."

69% of the students agreed with the statement: "The work I performed in the community enhanced my ability to communicate my ideas in a real world context."

Acceptable Target Achievement: Met

Recommendations : Continue service learning projects in future SWRK 520 Sections.

Reflections/Notes : The CCJ&SL Student Survey needs more questions that deal specifically with Critical Thinking skills.

Substantiating Evidence:

Service Learning Evaluation Results (Comma-separated file)
Excel file exported from Qualtrics Database

Student Learning Evalustion Results (PNG (Image))
Png file from screen capture of Qualtrics Data

4.2 Critical Thinking Skills.

85% of students will apply and evaluate knowledge and skills of generalist social work perspective to practice with individual, families, groups, communities and organizations.

Mapped to:

Measures & Findings

SWRK 650 Field Practicum Student Performance Evaluation Form
Program level; Direct - Student Artifact

Details/Description: Field Practicum Student Performance Evalluation Form is

Findings for SWRK 650 Field Practicum Student Performance Evaluation Form

Summary of Findings: Midyear Report- August 2010-February 2011

- Academic Affairs Unit Goals 2010+: Learning outcomes,
- Social Work Program Objectives: Critical Thinking,
- USA- CSWE- Educational Policies & Accreditation Standards: M2.0.4,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.1

completed by Master of Social Work intern students' field instructors. The field instructors assign student assignments and evaluate students in their field placement agencies.

Acceptable Target: Master of Social Work Students

Implementation Plan (timeline): 2010-2011

Key/Responsible Personnel: Master of Social Work Field Director - Densie Lucas and Assistant Director - Dorrance Kennedy

Supporting Attachments:

for Fall 2010, of twenty-two (22) Performance Evalautions reviewed for students enrolled in SWRK 650, twenty one (21) or 95% indicated students did demonstrate "Excellent" 93%), "Very Good (32%) and "Good" (27%) ability to gather, research and critically analyze data in conducting assessments and identifying issues related to client care in the field placement agency. One(1) Field Instructor indicated inability to assess the student's ability in the area of analysis at the point of evaluation for SWRK 650 (5%).

Acceptable Target Achievement: Met

Recommendations : Modify (make statement more clear of what we are trying to measure) wording of field performance evaluation form to more clearly indicate ongoing assessment of critical thinking in the field practicum and include a comment section below each section.

Reflections/Notes :

Substantiating Evidence:

Field Performance Evaluation of Social Work Intern Student 1 (Adobe Acrobat Document)

Field Performance Evaluation of Social Work Intern Student

Field Performance Evaluation of Social Work Intern Student 2 (Adobe Acrobat Document)

Field Performance Evaluation of Social Work Intern Student 2

Field Performance Evaluation of Social Work Intern Student 3 (Adobe Acrobat Document)

Field Performance Evaluation of Social Work Intern Student 3

Field Performance Evaluation of Social Work Intern Student 4 (Adobe Acrobat Document)

Field Performance Evaluation of Social Work Intern Student 4

Field Performance Evaluation of Social Work Intern Student 5 (Adobe Acrobat Document)

Field Performance Evaluation of Social Work Intern Student 5

4.3 Students demonstrate use of analytical skills.

90% of students would agree on the SWRK 520 Human Behavior and the Social Environment course evaluation that they analyze, formulate, and implement social policies, services, and programs that promote human well-being.

Mapped to:

- Academic Affairs Unit Goals 2010+: Learning outcomes,
- Social Work Program Objectives: Critical Thinking,
- USA- CSWE- Educational Policies & Accreditation Standards: M2.0.4,
- USA- SACS- Comprehensive Standards (Section 3): 3.3.1.1

Measures & Findings

Research Component of Capstone Portfolio

Institution level; Direct - Student Artifact

Details/Description: Students in SWRK 560 Research Methods and SWRK 609 Research/Statistics Seminar complete a Research Proposal. The students must exhibit several analytical skills to complete the project. This project is part of the research requirements for the Capstone Portfolio Project.

Acceptable Target: The average for the selected rubric criteria in the Research Proposal part of the Portfolio will be over 3.0 out of 4.0 possible score

Findings for Research Component of Capstone Portfolio

Summary of Findings: Twenty-four students enrolled Fall Semester 2010 in SWRK 530 Research Methods course completed a comprehensive research proposal. Those proposals were "scored" using a rubric. Their scores on the rubric sections that most pertained to critical thing skills were (with highest possible score = 4):

Problems and Objective - 3.67
Conceptual Framework - 3.29
Measurement - 3.33
Data Analysis - 2.75

Implementation Plan (timeline): This project will be used in SWRK 560 during Fall Semester 2010
and in SWRK 609 in Summer Session I in June of 2010.

Key/Responsible Personnel: Chet Dilday

Supporting Attachments:

The lowest scores were in the Data Analysis section.

Acceptable Target Achievement: Exceeded

Recommendations : Since the lowest scores were in the Data Analysis section, more class sections and homework assignments concerned with data analysis will be made in the Fall Semester 2011 class.

Reflections/Notes : A new text book was used during this class and may have less information about data analysis than the last one.

Substantiating Evidence:

Critical Thinking Results From Capstone Portfolio Pilot Program (Excel Workbook (Open XML))

Excel file from LAT portfolio

Screen Shot of LAT Portfolio (Adobe Acrobat Document)

PDF copy of LAT results