

# Student Learning Outcomes Assessment Summary

## ***Social Work Department, B.A.***

*College of Liberal Arts*

**AY16-17**

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### **1. Assessment information collected**

The Council on Social Work education clearly outlines intended objectives social work programs are to assess. These objectives are referred to as competencies. There are a total of nine competencies. These competencies are consistent with our mission and goals. Each of the competencies describes the knowledge, values, skills, and cognitive and affective processes that comprise the competency and is followed by a set of measurable behaviors that integrate these competencies. (See the attached description of Competencies and measurable practice behaviors.)

#### **Intended Objective #1: Demonstrate Ethical and Professional Behavior**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the knowledge necessary for professional social work. Fifteen students completed the FCAI, and 87% of those students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Eighteen students were assessed in AY16-17. Two of the 5 behaviors measure *values* that comprise this competency, and an aggregate score shows that 97% of students assessed meet or exceed the set benchmark. Two additional behaviors measure *skill*, and an aggregate score shows that 99% of students meet or exceed this competency benchmark.

Measure #3: Exit Survey. This assessment completed by students to assess the extent to which they feel the program has prepare them to enter the field as general practitioners. All 5 behaviors are addressed and an aggregate score shows that 89% of the 11 students completing the assessment believe they are prepared—meeting or exceeding the set benchmark.

An aggregate score of all three measure shows that 94% of students assessed meet or exceed the set benchmark for competency #1.

Intended Objective #2: **Engage Diversity and Difference in Practice**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Fifteen students completed the FCAI, and 67% of those students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Eighteen students were assessed in AY16-17. Two of the 5 behaviors measure *values* that comprise this competency, and an aggregate score shows that 97% of students assessed meet or exceed the set benchmark. Additionally, two behaviors measure *skill*, and an aggregate score shows that 97% of students meet or exceed this competency. Finally, one behavior measures *cognitive and affective process*, and 94% of students meet or exceed the set benchmark.

Measure #3: Exit Survey. This assessment completed by students to assess the extent to which they feel the program has prepared them to enter the field as general practitioners. All 5 behaviors are addressed and an aggregate score shows that 91% of the 11 students completing the assessment believe they are prepared—meeting or exceeding the set benchmark.

An aggregate score of all three measure shows that 89% of students assessed meet or exceed the set benchmark for competency #2.

Intended Objective #3: **Advance Human Rights and Social, Economic, and Environmental Justice**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Fifteen students completed the FCAI, and 60% of those students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Eighteen students were assessed in AY16-17. Both behaviors are a direct measure of *skills* utilized in a practice situation, and an aggregate score shows that 99% of students meet or exceed this competency benchmark.

Measure #3: Exit Survey. This assessment completed by students to assess the extent to which they feel the program has prepare them to enter the field as general practitioners. Again, both behaviors are addressed and an aggregate score shows that 91% of the 11 students completing the assessment believe they are prepared—meeting or exceeding the set benchmark.

An aggregate score of all three measure shows that 89% of students assessed meet or exceed the set benchmark for competency #3.

Intended Objective #4: **Engage in Practice-informed Research and Research-informed Practice**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Fifteen students completed the FCAI, and 73% of those students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Eighteen students were assessed in AY16-17. All three behaviors measure *cognitive and affective process*, and an aggregate score shows that 96% of students meet or exceed this competency benchmark.

Measure #3: Exit Survey. This assessment completed by students to assess the extent to which they feel the program has prepare them to enter the field as general practitioners. Again, all three behaviors are addressed and an aggregate score shows that 82% of the 11 students completing the assessment believe they are prepared—meeting or exceeding the set benchmark.

An aggregate score of all three measure shows that 84% of students assessed meet or exceed the set benchmark for competency #4.

Intended Objective #5: **Engage in Policy Practice**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Fifteen students completed the FCAI, and 80% of those students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Eighteen students were assessed in AY16-17. One behavior measures *values*, one behavior measures *skills*, and one behavior measures *cognitive and affective process*. An aggregate score shows that 100% of students meet or exceed the benchmark set for this competency.

Measure #3: Exit Survey. This assessment completed by students to assess the extent to which they feel the program has prepare them to enter the field as general practitioners. Again, all three behaviors are addressed and an aggregate score shows

that 82% of the 11 students completing the assessment believe they are prepared—meeting or exceeding the set benchmark.

An aggregate score of all three measure shows that 92% of students assessed meet or exceed the set benchmark for competency #5.

Intended Objective #6: **Engage with Individuals, Families, Groups, Organizations, and Communities.**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Fifteen students completed the FCAI, and 80% of those students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Eighteen students were assessed in AY16-17. Both behaviors measure *cognitive and affective process*. An aggregate score shows that 100% of students meet or exceed this competency benchmark.

Measure #3: Exit Survey. This assessment completed by students to assess the extent to which they feel the program has prepare them to enter the field as general practitioners. Both behaviors are addressed and an aggregate score shows that 91% of the 11 students completing the assessment believe they are prepared—meeting or exceeding the set benchmark.

An aggregate score of all three measure shows that 90% of students assessed meet or exceed the set benchmark for competency #6.

Intended Objective #7: **Assess Individuals, Families, Groups, Organizations, and Communities.**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Fifteen students completed the FCAI, and 93% of those students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Eighteen students were assessed in AY16-17. All four behaviors measure *cognitive and affective process*. An aggregate score shows that 100% of students meet or exceed this competency benchmark.

Measure #3: Exit Survey. This assessment completed by students to assess the extent to which they feel the program has prepare them to enter the field as general practitioners. Again, all four behaviors are addressed and an aggregate score shows that 89% of the 11 students completing the assessment believe they are prepared—meeting or exceeding the set benchmark.

An aggregate score of all three measure shows that 94% of students assessed meet or exceed the set benchmark for competency #7.

**Intended Objective #8: Intervene with Individuals, Families, Groups, Organizations, and Communities.**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Fifteen students completed the FCAI, and 100% of students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Eighteen students were assessed in AY16-17. Two behaviors measure *cognitive and affective process*. An aggregate score shows that 100% of students meet or exceed this competency benchmark. Three other behaviors are a direct measure of *skill*, and an aggregate score shows that 100% of students meet or exceed the competency benchmark.

Measure #3: Exit Survey. This assessment completed by students to assess the extent to which they feel the program has prepare them to enter the field as general practitioners. All five behaviors are addressed and an aggregate score shows that 82% of the 11 students completing the assessment believe they are prepared—meeting or exceeding the set benchmark.

An aggregate score of all three measure shows that 96% of students assessed meet or exceed the set benchmark for competency #8.

**Intended Objective #9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Fifteen students completed the FCAI, and 67% of students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related

behavior. Eighteen students were assessed in AY16-17. Three behaviors measure *cognitive and affective process*. An aggregate score shows that 100% of students meet or exceed this competency benchmark. One other behavior is a direct measure of *skill*, and an aggregate score shows that 100% of students meet or exceed the competency benchmark.

Measure #3: Exit Survey. This assessment completed by students to assess the extent to which they feel the program has prepare them to enter the field as general practitioners. Four behaviors are addressed and an aggregate score shows that 91% of the 11 students completing the assessment believe they are prepared—meeting or exceeding the set benchmark.

An aggregate score of all three measure shows that 90% of students assessed meet or exceed the set benchmark for competency #9.

## **2. Conclusions drawn from the information summarized above**

The aggregated score of the three measures utilized to assess student achievement of the programs nine competencies falls between 83% and 96%, indicating that students are meeting the standards for learning outcomes. The Council on Social Work Education (CSWE) requires Social Work programs to measure and report these results to constituents as well as post them on their website. Students are assessed on their mastery of the competencies that comprise the accreditation standards of the CSWE. These competencies are dimensions of social work practice that all social workers are expected to master during their professional training. A measurement benchmark is set for each competency and an assessment score at or above the set benchmark is considered to represent mastery of that particular competency.

Discussion will be held with regard to the lower scores achieved on the curricular assessment instrument, the FCAI—measure #1. Scores from four of the nine competencies are below the desired 80% of students achieving the desired outcome—falling between 60%-73%, while the remaining five scores are at an acceptable outcome varying between 80% and 100% of students meeting the set benchmark.

The desired outcome was achieved on each of the measurable practice behaviors that integrate each of the nine competencies as measured by the Field Practicum Placement Assessment Instrument (FPPAI)—measure #2.

Additionally, measure #3 also displays an acceptable score for each of the nine competencies, with scores ranging between 82% and 91%.

### **3. Curricular changes resulting from conclusions drawn above**

At the current time no curricular changes have been made as a result of the conclusions drawn. In February, 2016, the CSWE Commission on Accreditation voted to reaffirm accreditation under the 2008 Educational Policies and Accreditation Standards (EPAS). As of this writing, the program is transitioning to the 2015 EPAS. This will result in syllabi revisions, deeper curricular alignment discussions and strategic pathway agreement.

### **4. Identify the faculty members involved in reaching the conclusions drawn above and agreeing upon the curricular changes resulting**

Dr. Heidi Brocious, Dr. Retchenda George-Bettisworth, Dr. LaVerne Demientieff, and Carol Renfro, M.Ed.