

Assessment Data
SOCIAL WORK MAJOR
PROGRAM LEARNING OUTCOMES #2 and #2A
2015

Note: The social work program learning outcome area #2 has four supporting measures 2A – 2D
This report is for outcomes 2 and 2A.

Learning Outcome # 2

2. Engage in professional practice that is guided by values and ethics and inspired by faith

Outcome Measure PLO #2

PLO #2 Measures -2 Summative Measures

- Final Field Evaluation
- Written Test of NASW Code of Ethics

PLO # 2 Criteria For Success

- 90% of students will be rated at 2.5 or higher in sections on diversity (items 14, 15,16,17)
- 90% of social work majors will correctly identify 100% of the six core values for National Association of Social Work

PLO #2 Data and Outcomes

The Final Field Evaluation Scores for Diversity (items 14,15,16,17)

Evaluation Item #	14. Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power	15. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups	16. Recognize and communicate their understanding of the importance of difference in shaping life experiences	17. View themselves as learners and engage those with whom they work as informants	2.1.4 Diversity Score	% meeting goal of 2.50 and above
CSWE behavior	2.1.4.1	2.1.4.2	2.1.4.5	2.1.4.6	2.1.4	NA
Group Mean Measure 1 for item	3.5	3.5	3.7	3.7	3.6	100%
% above 2.5 on <u>every</u> individual item	100%	83%	83%	100%		83%
90% at or above 2.5?	Yes	No	No	Yes	100	Yes

PLO 2 Diversity Benchmark Achievement

Based on the data available as of June 1, 2015, the scores for the Diversity domain on Final Field Evaluation item numbers 14,15,16,17) show 100% of students achieved a 2.5 or above overall in the

category. Analysis of individual items reveal that 83% of students achieved a 2.5 or above all but one item in the domain, with the group means for each item ranging from 3.5 to 3.6, meaning the 100% of the cohort achieved a 2.5 or above overall. The program goal that 90% of students be rated at 2.5 or above on a 4 point scale was achieved for 100% of the students for the overall domain of ethics, however only 83% of students achieved 2.5 or above on every item. Note that the data set is missing evaluations from three cases pending completion of the Final Field Evaluation.

PLO 2 Core Values Test NASW:

100% of students corrected identified 100% of core values for the NASW code of ethics in tests SWK370 and again for Senior Seminar. Testing of this item occurs at least twice during the program as both a developmental and a summative measure. Students consistently achieve this outcome measure for foundational knowledge of professional values and ethics. The data set is complete, no cases missing.

Learning Outcome # 2A

2A. Possess a command of the professional values and ethics required of a "general practitioner

Outcome Measure PLO #2A

PLO #2A Measure Final Field Evaluation – selected items

PLO # 2A Criteria For Success

- 90% of students will be rated at 2.75 or higher in sections on values and ethics (items 7,8,9,10)

2A Data and Outcome

Final Field Evaluation - Ethics

Evaluation Item #	Item # 7. Recognize and manage personal values that allows professional values to guide practice	Item # 8. Make ethical decisions by applying standards of the NASW Code of Ethics	Item # 9. Tolerate ambiguity in resolving ethical conflicts	Item # 10. apply strategies of ethical reasoning to arrive at principled decisions	2.1.2 Ethics Section Score	% Meeting goal of 2.75 or Above for overall score in Domain
CSWE behavior	2.1.2.1	2.1.2.2	2.1.2.3	2.1.1.4	2.1.2 Ethics Score	
Group Mean Measure 1 for item	3.5	3.5	3.5	3.4	3.48	100%
% above 2.75 on every individual item	83%	83%	100%	100%	83%	83%
90% at or above	No	No	Yes	Yes	No	Yes

2A Ethics –Benchmark Achieved

Based on the data available as of June 1, 2015, the scores for values and ethics Final Field Evaluation item numbers 7,8,9,10 show 100% of students achieved a 2.75 or above overall in the category.. Analysis of individual items reveal that 83% of students achieved a 2.75 or above for every item in the domain, with the group means for each item ranging from 3.4 to 3.5, meaning the 100% of the cohort achieved a 2.75 or above overall. The program goal that 90% of students be rated at 2.75 or above on a 4 point scale was achieved for 100% of the students for the overall domain of ethics. Note that the data set is missing evaluations from three cases pending completion of the Final Field Evaluation

Conclusions Drawn from Data:

The instruments and measures previously used by the PLNU Social Work program required revision in order to meet the CSWE standards referenced in program goals and learning outcomes.

As a cohort, students meet the established benchmarks, however not all data generated by external review bodies is available for consideration at the end of the academic year in May. As a result, some measures lack 2015 comparison data. The program assessment plan needs to be revised to reflect this challenge to a single complete annual assessment.

Changes to be Made Based on Data:

In response to changes in Educational Policies and Assessment Standards (EPAS) by the Council on Social Work Educations, the national accrediting body, the PLNU program revised its assessment plan. The revised plan acknowledges the core competencies of PLNU as well as the professional competencies in ten domains with 41 associated behaviors required by CSWE. CSWE requires mean scores for two measures for each behavior. As a result, the Field Evaluation Final Evaluation standard form and Learning Plan Evaluation are used as the CSWE measures. Form AS 4.0B is now the only official Annual Assessment Report for CSWE. Other instruments and portfolio items continue to be used for assessment of PLNU program learning outcomes and core competencies for WSCUS. These instruments are now considered supplemental for CSWE assessment. A copy of the Assessment Plan revised in 2015 and the Program Assessment Plan are included for this annual report.

Rubric / Instrument Used for Assessment

The Final Field Evaluation Form D for 2014 is found below..

Sample Test questions follow Final Field Evaluation form D.

Form D

POINT LOMA NAZARENE UNIVERSITY
3900 Lomaland Drive
San Diego, California 92106-2899
619-849-2710

Evaluation of Student Performance in Field Education

Student: _____ Date: _____

Placement: _____ Total Hours: _____

Field instructor: _____ Position: _____

Student General Assignment: (Activities, duties, responsibilities)

Directions: Please evaluate the student's performance based on an understanding of the student as a learner preparing for beginning generalist social work practice, who will be acquiring knowledge and developmental skills within a ethical professional framework. The student is to be rated in the context of assignments given and shall include input from all persons involved in the supervision process.

Rate student progress / performance on a 0-4 scale, with 4 as the highest rating, and scores indicating the following:

- "0" not demonstrated or unsatisfactory
- "1" weak or problematic
- "2" satisfactory
- "3" more than satisfactory
- "4" exemplary

You may use interim scores such as 2.5 to indicate a rating between points on the scale. Please place a score to the right of each item indicating your rating of the student's performance in that area. Please use an **NA** to identify any item which is not applicable in your setting or impossible to evaluate because of lack of opportunity to observe.

Competency 1: Professionalism		
Program Objective	Measure	Score
Identify as a professional social worker and conduct oneself accordingly.	1. Advocate for client access to the services of social work.	
	2. Practice personal reflection and self-correction to assure continual professional development.	
	3. Attend to professional roles and boundaries.	
	4. Demonstrate professional demeanor in behavior, appearance, and communication.	
	5. Engage in career-long learning.	
	6. Use supervision and Consultation.	

Activity Examples:

- Completes field practicum expectations in timely manner
- Completes written assignments as requested (referral information, case documentation)
- recognize and follow agency policies that guide oral and written communication

-Learning plans includes use of supervision and -Frames useful questions for supervision meetings
 Accepts and uses direction and feedback provided
 Identifies personal assumptions and biases
 Demonstrates accountability for own learning & engages in personal / professional development activities
 Asks purposeful questions that reveal nature of issues being addressed
 Supports equal access to resources and services for clients

Comments: _____

Competency 2: Ethical Practice		
Program Objective	Measure	Score
Apply social work ethical principles to guide practice.	7. Recognize and manage personal values in a way that allows professional values to guide practice.	
	8. Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles.	
	9. Tolerate ambiguity in resolving ethical conflicts.	
	10. Apply strategies of ethical reasoning to arrive at principled decisions.	

Activity Examples:

-Recognizes and applies core professional values
 -Recognizes the need for protection of client information
 -Identifies and evaluates the values and ethical issues related to an assigned case
 Engages in self-reflection and personal assessment
 -Takes initiative and is able to function autonomously in areas of competency. Requires minimum supervision in completion of assigned duties.

Comments: _____

Competency 3: Critical Thinking		
Program Objective	Measure	Score
Apply critical thinking to inform and communicate	11. Distinguish, appraise, and integrate	

professional judgments.	multiple sources of knowledge, including research-based knowledge, and practice wisdom.	
	12. Analyze models of assessment, prevention, intervention, and evaluation.	
	13. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.	

Activity Examples:

- Prepares written documents that are clear, concise, and reflect correct grammar
- Speaks with dignity, respect and sensitivity to clients, colleagues, faculty, peers, and others at all times
- Prepares information to present in case conferences and to appropriate referrals and resources
- Meets with other social workers(s) to understand and record their roles and the similarities and differences between role

Comments: _____

Competency 4: Diversity		
Program Objective	Measure	Score
Engage diversity and difference in practice.	14. Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.	
	15. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.	
	16. Recognize and communicate their understanding of the importance of difference in shaping life experiences.	
	17. View themselves as learners and engage those with whom they work as informants.	

Activity Examples:

- Shadow staff member working with diverse community
- Reflect on how you deal with differences and discuss at seminar or during supervision
- Carry cases involving diversity
- Assists and empowers all people to develop and use problem solving, coping and networking skills

Comments: _____

Competency 5: Human Rights and Social Justice		
Program Objective	Measure	Score
Advance human rights and social and economic justice.	18. Understand the forms and mechanisms of oppression and discrimination.	
	19. Advocate for human rights and social and economic justice.	
	20. Engage in practices that advance social and economic justice.	

Activity Examples:

- Demonstrates an awareness of the uniqueness of particular needs and challenges
- Identify how your field agency addresses social and economic justice as part of its delivery of services
- Incorporate aspects of empowerment into action/case plan
- Evidences clear, appropriate and culturally sensitive boundaries

Comments: _____

Competency 6: Engage in Informed Practice		
Program Objective	Measure	Score
Engage in research-informed practice and practice-informed research.	21. Use practice experience to inform scientific inquiry.	
	22. Use research evidence to inform practice.	

Activity Examples:

- Learns how data is used for evaluation purposes by Agency
- Connect course content to at least three direct field work practices
- Utilize qualitative and quantitative research to understand the nature of communities
- Use technology to improve communication with clients

Comments: _____

Competency 7: Human Systems Perspective		
Program Objective	Measure	Score
Apply knowledge of human behavior and the social environment.	23. Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation.	
	24. Critique and apply knowledge to understand person and environment.	

Activity Examples:

- Learn human development stages and integrate understanding to case examples
- Maintains appropriate working relationships with relevant resource persons
- Able to distinguish between relevant and irrelevant information
- Makes the necessary adjustments to professional and/or academic workloads in the face of personal difficulties that may adversely impact the quality of academic work or practice with clients.

Comments: _____

Competency 8: Awareness of Policy and Macro Intervention		
Program Objective	Measure	Score
Engage in policy practice to advance social and economic well-being and to deliver effective social work services.	25. Analyze, formulate, and advocate for policies that advance social well-being.	
	26. Collaborate with colleagues and clients for effective policy action.	

Activity Examples:

- Develop how your field agency develops and changes internal policies and procedures
- Explain to field instructor or at seminar who in your agency participates in the development of its policies
- Describe your agency's mission statement and organizational chart
- Determine agency status as: non-profit, public, or private and discuss with field instructor the implications of its status

Comments: _____

Competency 9: Effective Service Delivery		
Program Objective	Measure	Score
Respond to contexts that shape practice.	27. Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services.	
	28. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.	

Activity Examples:

- Employs a planned approach reflecting assessment, goal setting, and alternative options in light of current political/cultural factors
- Analyze and explain to Field instructor or in seminar how the dynamics of power and authority impact the helping relationship

- Use interpreters when working with people from diverse cultures when English is not their primary language
- Describe the agency's fee structure, language/forms used and explain how this impacts the agency's cultural competence

Comments: _____

Competency 10: Intentional Process for Generalist Practice Intervention and Evaluation		
Program Objective	Measure	Score
Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.		
10(a)Engagement	29. Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities.	
	30. Use empathy and other interpersonal skills.	
	31. Develop a mutually agreed-on focus of work and desired outcomes.	

Activity Examples:

- Engage client in planning process
- Explain the emphasis on the client's perspective to Field instructor or in seminar and to client
- Contacts clients and resources referrals to learn about community-wide needs
- Seeks feedback from others as to ways to build rapport and trust in interpersonal relationships

Comments: _____

Competency 10: Practice		
Program Objective	Measure	Score
Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.		
10(b)Assessment	32. Collect, organize, and interpret client data.	
	33. Assess client strengths and limitations.	
	34. Develop mutually agreed-on intervention goals and objectives.	
	35. Select appropriate intervention strategies.	

Activity Examples:

- Incorporates strengths based assessment into an assigned case
- Reads examples and comments on agency's examples of assessments
- Works with client to prioritize needs
- Reviews the agency's policies, procedures and forms that guide the assessment process

Comments: _____

Competency 10: Practice		
Program Objective	Measure	Score
Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.		
10(c) Intervention	36. Initiate actions to achieve organizational goals.	
	37. Implement prevention interventions that enhance client capacities.	
	38. Help clients resolve problems.	
	39. Negotiate, mediate, and advocate for clients.	
	40. Facilitate transitions and endings.	

Activity Examples:

- Initiates collaborative interventions with client or client system
- Present a case that offers examples of intervention and collaborative efforts with the client/client system
- Provides to field instructor a copy of a written assessment for review by field instructor

Comments: _____

Competency 10: Practice		
Program Objective	Measure	Score
Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.		
10(d) Evaluation	41. Social workers critically analyze, monitor, and evaluate interventions.	

Activity Examples:

- Identify the agency's outcome indicators and discuss with Field instructor
- Write out and share with Field instructor a self-evaluation of your own practice using feedback from client(s) and field supervisor
- Talk with agency social workers about their methods of self-evaluation
- Review agency's policies/procedures for revising programs with less than optimum outcomes

Comments: _____

Competency 11: Service as an Expression of Faith		
Program Objective	Measure	Score
Demonstrate a practical understanding of the integration of faith and profession.	42. Christians who are professional social workers are able to describe and model servant leadership.	
	43. Students will articulate the relationship between two Wesleyan principles and core SWK values.	

Activity Examples:

- Identify the agency's means for reflecting client's faith as: a component in the change process, a strength utilized in case planning, and what effect the client's faith has in regard to service delivery
- Explain how, if at all, your faith is in agreement or contradiction with the agency's mission statement
- Discuss a time when an assigned client task came into conflict with an aspect of your faith
- Discuss how you are able to integrate into your practice what you believe

Comments: _____

IV. OVERALL COMMENTS

Suitability for professional Social Work:

Strengths:

Areas of Improvement:

RECOMMENDED GRADE _____

Field instructor _____ Date _____

Student _____ Date _____

Field Coordinator _____ Date _____

Notes to the university program:

**SAMPLE TEST QUESTIONS
NASW CODE OF ETHICS
CORE VALUES**

SWK370

Identify the six core values for the social work profession as described by NASW. Choose two of these values. How do these core values help the social work professional promote culturally-sensitive practice?

SWK371

The NASW set of six concepts are essential to professional practice. Choose one of the core values and describe how this is applied when working at the macro level (with an organization or community as opposed to an individual or family).