

**Academic Assessment Plan (Phase 1)  
Department: B.S.W. Social Work**

**Southeastern University**

**Academic Affairs**

**College of Behavioral & Social Sciences**

**Department of Social Work**

**B.S.W. Social Work**

**1.0: Professional Identification**

**Identify as a professional social worker and conduct oneself accordingly.** (CSWE EP 2.1.1. ) Each of the learning outcomes with the exception of the last one (11), represents one of the ten competencies required by Council on Social Work Education (CSWE) for graduates of accredited BSW Programs. Each of these is further specified by related practice behaviors. Competency 1.0 includes the following practice behaviors:

- a) advocate for client access to the services of social work;
- b) practice personal reflection and self-correction to assure continual professional development;
- c) attend to professional roles and boundaries;
- d) demonstrate professional demeanor in behavior, appearance, and communication;
- e) engage in career-long learning; and
- f) use supervision and consultation

**Learning Outcome: Start:** 7/1/2013

**Learning Outcome: End:** 6/30/2014

**Assessments**

The Social Work Program uses key assessments for each of the competencies. Primary measures include course assignments, tied to the practice behaviors (found in Student Competency Assessment); the Exit Survey, which measures students' self-efficacy on the 45 practice behaviors related to the 11 competencies, and the Learning Plan which is used to assess students' performance in the field.

The Field Practicum which requires 450 hours of internship in a social service agency under the supervision of a BSW or MSW is considered the "signature pedagogy" for social work programs, therefore we have used the Field Learning Plan Evaluation as a primary assessment measure for each of the eleven competencies and the related practice behaviors. The learning plan for 2013-2014 was changed to mirror the exact language of the eleven competencies and 45 practice behaviors so students are assessed by an outside rater (field educator) on each of the practice behaviors.

Competency 1.0 was assessed using the following assessment measures:

**Field Learning Plan Evaluation**



*Goal:* 80% of students will receive a 4 or better (on a scale of 1 to 5) from their Field Educators on items 1 through 6 of the Field Learning Plan.

**Senior Exit Survey.**

*Goal:* 80% of students will indicate that they "certainly can" engage in the practice behaviors listed above. See Q1 through Q6 of the Field Learning Plan.

**Student Competency Assessment:**

*Goal:* 80% of students will receive an 80% or better on key assignments related to the six practice behaviors under competency 1. Please see Student Competency Assessment in the Gallery.

-  [2013-2014 Final Student Competency Assessment Results](#)
-  [SEU-Social-Work-Program-Exit-Survey-Spring-2014](#)

## 2.0: Ethics

Apply social work ethical principles to guide professional practice. (CSWE EP2.1.2) This includes the following practice behaviors:

- recognize and manage personal values in a way that allows professional values to guide practice;
- make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics<sup>2</sup> and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles;<sup>3</sup>
- tolerate ambiguity in resolving ethical conflicts; and
- apply strategies of ethical reasoning to arrive at principled decisions.

**Learning Outcome: Start:** 7/1/2013

**Learning Outcome: End:** 6/30/2014

### Assessments

The following measures were used to assess this learning outcome:

#### Field Learning Plan Evaluation

*Goal:* 80% of students will receive a rating of 4 or better (on a scale of 1 to 5) from their Field Educators on **items 2.1 through 2.4 and 11.1 through 11.4** of the Field Learning Plan.


Item 2 requires students to engage in ethical decision making within the values of the social work profession; Item 11 requires students to synthesize Christian beliefs and values with professional social work values and ethics as set forth in the NASW Code of Ethics and the NACSW statement of faith and practice.

#### Senior Exit Survey.

*Goal:* 80% of students will indicate that they "certainly can" engage in the practice behaviors related to ethical reasoning. See Q7 through Q10 on the Exit Survey.

#### Student Competency Assessment:

*Goal:* 80% of students will receive an 80% or better on key assignments related to the four practice behaviors under competency 2. Please see Student Competency Assessment in the Gallery.

-  [2013-2014 Final Student Competency Assessment Results](#)
-  [SEU-Social-Work-Program-Exit-Survey-Spring-2014](#)

## 3.0: Critical Thinking

**Apply critical thinking to inform and communicate professional judgements.** (CSWE EP 2.1.3)

Students are expected to demonstrate proficiency in the following practice behaviors related to this learning outcome:

- distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom;
- analyze models of assessment, prevention, intervention, and evaluation; and
- demonstrate effective oral and written communication in working with individuals, families, groups, organizations, and communities.

communities, and colleagues.

**Learning Outcome: Start:** 7/1/2013

**Learning Outcome: End:** 6/30/2014

**Assessments**

The following measures were used to assess this learning outcome:

**Field Learning Plan Evaluation**

*Goal:* 80% of students will receive a rating of 4 or better (on a scale of 1 to 5) from their Field Educators on items 1 & 3. of the Field Learning Plan.



Item 1 requires students to apply critical thinking skills within the context of professional social work practice; **Item 3** requires students to use communication differentially across client populations, colleagues, and communities.

**Senior Exit Survey.**

*Goal:* 80% of students will indicate that they "certainly can" engage in the practice behaviors listed above. See Q12 through Q14 on the Exit Survey.

**Student Competency Assessment:**

*Goal:* 80% of students will receive an 80% or better on key assignments related to the three practice behaviors under competency 3. Please see Student Competency Assessment in the Gallery.

-  [2013-2014 Final Student Competency Assessment Results](#)
-  [SEU-Social-Work-Program-Exit-Survey-Spring-2014](#)

**4.0: Engaging Diversity**

**Practicum student engages diversity and difference in practice** CSWE 2.4 This competency is related to the following practice behaviors:

- 4.1 Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power
- 4.2 Has sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups
- 4.3 Recognizes and communicates her or his understanding of the importance of difference in shaping life experiences
- 4.4 Views herself or himself as a learner and engages those he or she works with as informants

**Learning Outcome: Start:** 7/1/2013

**Learning Outcome: End:** 6/30/2014

**Assessments**

This program objective will be assessed using the following measures:

**Field Learning Plan Evaluation**

*Goal:* 80% of students will receive a rating of 4 or better (on a scale of 1 to 5) from their Field Educators on **items 4.1 through 4.4** of the Field Learning Plan.

**Items 4.1 through 4.4** requires students to 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.

### Senior Exit Survey

*Goal:* 80% of students will indicate that they "certainly can" engage in the practice behaviors listed above. See Q15 through Q18 on the Exit Survey.

### Student Competency Assessment

*Goal:* 80% of students will receive an 80% or better on key assignments related to the four practice behaviors under competency 4. Please see Student Competency Assessment in the Gallery.

-  [2013-2014 Final Student Competency Assessment Results](#)
-  [SEU-Social-Work-Program-Exit-Survey-Spring-2014](#)

## 5.0: Social Justice

**Advance human rights and social and economic justice.** (CSWE EP 2.1.5) This competency is related to the following practice behaviors:

- Understands the forms and mechanisms of oppression and discrimination
- Advocates for human rights and social and economic justice
- Is skilled at engaging in practices that advance social and economic justice

**Learning Outcome: Start:** 7/1/2013

**Learning Outcome: End:** 6/30/2014

### Assessments

This competency was assessed using the following measures:

### Field Learning Plan



*Goal:* 80% of students will receive a rating of 4 or better (on a scale of 1 to 5) from their Field Educators on **items 5.1 through 5.3** of the Field Learning Plan.

### Senior Exit Survey

*Goal:* 80% of students will indicate that they "certainly can" engage in the practice behaviors listed above. See Q19 through Q21 on the Exit Survey.

### Student Competency Assessment

*Goal:* 80% of students will receive an 80% or better on key assignments related to the three practice behaviors under competency 5. Please see Student Competency Assessment in the Gallery.

-  [2013-2014 Final Student Competency Assessment Results](#)
-  [SEU-Social-Work-Program-Exit-Survey-Spring-2014](#)

## 6.0: Research Practice

**Engage in research-informed practice and practice-informed research CSWE EP 2.1.6)** This program competency is related to the following practice behaviors:

- Is skilled at using practice experience to inform research
- Is skilled at using research findings to improve practice, policy, and social service delivery

**Learning Outcome: Start:** 7/1/2013

**Learning Outcome: End:** 6/30/2014

**Assessments**

This competency was assessed using the following measures:

**Field Learning Plan Evaluation**

*Goal:* 80% of students will receive a rating of 4 or better (on a scale of 1 to 5) from their Field Educators on **items 6.1 and 6.2** of the Field Learning Plan. **Item 6.1** requires students to evaluate research studies and **item 6.2** requires students to apply research findings to practice, and evaluate their own practice interventions.




**Senior Exit Survey**

*Goal:* 80% of students will indicate that they "certainly can" engage in the practice behaviors listed above. See Q22 through Q23 on the Exit Survey.

**ACAT (Senior Exit Exam) Students taking the ACAT Social Work will score above the 50th percentile in Research Methods.**

**Student Competency Assessment:**

*Goal:* 80% of students will receive an 80% or better on key assignments related to the two practice behaviors under competency 6. Please see Student Competency Assessment in the Gallery.

-  [2013-14 ACAT Results](#)
-  [2013-2014 Final Student Competency Assessment Results](#)
-  [SEU-Social-Work-Program-Exit-Survey-Spring-2014](#)

**7.0: Human Behavior & Social Environment**

**Apply knowledge of human behavior and the social environment.** (CSWE EP 2.1.7) This competency is related to the following practice behaviors:

- a) Demonstrates ability to utilize conceptual frameworks to guide the process of assessment, intervention, and evaluation
- b) Demonstrates ability to critique and apply knowledge to understand the person in the environment

**Learning Outcome: Start:** 7/1/2013

**Learning Outcome: End:** 6/30/2014

**Assessments**

This program competency was assessed using the following measures:

**Field Learning Plan Evaluation**

*Goal:* 80% of students will receive a rating of 4 or better (on a scale of 1 to 5) from their Field Educators on **items 7.1 and 7.2** of the Field Learning Plan.

**Item 7.1** requires students to use theoretical frameworks supported by empirical evidence **and 7.2** requires students to understand individual development and behavior and the interactions among and between individuals and families, groups, organizations and communities.

**Senior Exit Survey.**




*Goal:* 80% of students will indicate that they "certainly can" engage in the practice behaviors listed above. See Q24 through Q25 on the Exit Survey.

**Results of ACAT Scores.**

**Goal:** Students taking the ACAT Social Work will score above the 50th percentile in Human Behavior in Social Environments.

**Student Competency Assessment**

*Goal:* 80% of students will receive a 80% or better on key assignments related to the two practice behaviors under competency 7.

-  [2013-14 ACAT Results](#)
-  [2013-2014 Final Student Competency Assessment Results](#)
-  [SEU-Social-Work-Program-Exit-Survey-Spring-2014](#)

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## 8.0: Policy

**Engage in policy practice to advance social and economic well-being and to deliver effective social work services. (CSWE EP 2.1.8)** This competency is related to the following practice behaviors:

- a) Is skilled at analyzing, formulating, and advocating for policies that advance social well-being
- 8.2 Is skilled at collaborating with colleagues and clients for effective policy action

**Learning Outcome: Start:** 7/1/2013

**Learning Outcome: End:** 6/30/2014

### Assessments

This learning objective was assessed using the following measures:

#### Field Learning Plan Evaluation

*Goal:* 80% of students will receive a rating of 4 or better (on a scale of 1 to 5) from their Field Educators on **items 8.1 and 8.2** of the Field Learning Plan. **Item 8** requires students to analyze, formulate and influence social policies. **Item 8.2 requires students to effectively collaborate with colleagues and clients in promoting action.**

#### Senior Exit Survey.




*Goal:* 80% of students will indicate that they "certainly can" engage in the practice behaviors listed above. See Q26 through Q27 on the Exit Survey.

#### ACAT Exit Exam Scores.

*Goal:* Students taking the ACAT Social Work will score above the 50th percentile in Policy & Service Methods.

#### Student Competency Assessment

*Goal:* 80% of students will receive an 80% or better on key assignments related to the two practice behaviors under competency 8.

-  [2013-14 ACAT Results](#)
-  [2013-2014 Final Student Competency Assessment Results](#)
-  [SEU-Social-Work-Program-Exit-Survey-Spring-2014](#)

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## 9.0: Context

**Respond to contexts that shape practice (CSWE EP2.1.9).**

This competency is related to the following practice behaviors:

- a) Continuously discover, appraise & attend to changing locales, populations, scientific and technological developments and emerging societal trends to provide relevant services.

b) Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.

**Learning Outcome: Start:** 7/1/2013

**Learning Outcome: End:** 6/30/2014

### Assessments

The following measures were used to assess this learning outcome:

#### Field Learning Plan Evaluation

**Goal:** 80% of students will receive a rating of 4 or better (on a scale 1 to 5) from their Field Educators on **items 9.1 and 9.2** of the Field Learning Plan.





**Item 9** requires students to function within the structure of organizations and service delivery systems and seek necessary organizational change; **and Item 7.1 requires students to understand and interpret the history of the social work profession and its current structures and issues.**

#### Senior Exit Survey.

**Goal:** 80% of students will indicate that they "certainly can" engage in the practice behaviors listed above. See Q28 through Q29 on the Exit Survey.

#### Student Competency Assessment

**Goal:** 80% of students will receive an 80% or better on key assignments related to the two practice behaviors under competency 9. Please see Student Competency Assessment in the Gallery.

-  Data
  -  Exit Survey
-  2013-2014 Final Student Competency Assessment Results
-  SEU-Social-Work-Program-Exit-Survey-Spring-2014

### 10.0: Engage, Assess, Intervene, & Evaluate

Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities. (CSWE EP 2.1.10) This competency is related to the following practice behaviors:

- a) Is able to be substantively and effectively to prepare for action with individuals, families, groups organizations, and communities
  - b) Demonstrates empathy and other interpersonal skills
  - c) Is able to develop a mutually agreed upon focus of work and desired outcomes
  - d) Is skilled at collecting, organizing and interpreting client data
  - e) Is skilled assessing clients strengths and limitations
  - f) Is skilled at developing mutually agreed-upon intervention goals and objectives
  - g) Is skilled at initiating action to achieve organization goals
  - h) Is skilled at implementing prevention interventions that enhance client capacities
  - i) Is skilled at helping clients resolve problems
- Quality enhancement through data-informed decision-making



- j)Is skilled at negotiating, mediating, and advocating for clients
- k)Is skilled at facilitating transitions and endings
- l)Demonstrates ability to analyze, monitor and evaluate interventions

**Learning Outcome: Start:** 7/1/2013  
**Learning Outcome: End:** 6/30/2014

#### Assessments

This program objective will be assessed using the following measures:

##### Field Learning Plan Evaluation

**Goal:** 80% of students will receive a rating of 4 or better (on a scale of 1 to 5) from their Field Educators on **items 10.1 through 10.12 and 11.1 through 11.4** of the Field Learning Plan.



Item **10** requires students to Apply knowledge and skills of generalist social work to practice with systems of all sizes, including individuals, families, groups, organizations, and communities and seek to use those skills in service to the church and community. Item **11** requires students to apply a strengths and empowerment perspective in working with individuals, families, groups, organizations, and communities.

##### Senior Exit Survey

**Goal:** 80% of students will indicate that they "certainly can" engage in the practice behaviors listed above. See Q30 through Q41 on the Exit Survey.

##### Student Competency Assessment

**Goal:** 80% of students will receive an 80% or better on key assignments related to the two practice behaviors under competency 10. Please see Student Competency Assessment in the Gallery.

-  [2013-2014 Final Student Competency Assessment Results](#)
-  [SEU-Social-Work-Program-Exit-Survey-Spring-2014](#)

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#### 11.0: Faith Integration

Integrate faith and social work practice in a way that embraces diversity and is consistent with the NASW code of ethics. The following practice behaviors relate to this learning outcome:

- a)Support and submit to the highest standards of professional education, practice, and ethics.
- b)Be aware of how beliefs and values impact one's worldview
- c)Respect the inherent dignity and worth of clients and colleagues who espouse beliefs and values that differ from their own
- d)Learn to draw from one's own faith and spiritual practices to empower their ability to demonstrate love in action to a hurting world

**Learning Outcome: Start:** 7/1/2013  
**Learning Outcome: End:** 6/30/2014

#### Assessments

##### Field Learning Evaluation Plan

**Goal:** At least 80% of students will receive a 4 or better (on a scale of 1 to 5) from their Field Educators on items **11.1 through 11.4** of the Field Learning Plan. **Items 11.1 through 11.4 require students support and engage in the highest standard set forth by NASW Code of Ethics, understand and be aware of individual beliefs and perspectives, respect clients in all realms, and to utilize one's faith to empower others in need.**




### **Senior Exit Survey**

*Goal:* 80% of students will indicate that they "certainly can" engage in the practice behaviors listed above. See **Q through Q** on the Exit Survey.

### **Student Competency Assessment**

*Goal:* 80% of students will receive an 80% or better on key assignments related to the practice behaviors under competency.

Please see Student Competency Assessment in the Gallery.

-  [2013-2014 Final Student Competency Assessment Results](#)
-  [SEU-Social-Work-Program-Exit-Survey-Spring-2014](#)