

## **SOCIAL WORK PROGRAM BSW ASSESSMENT 2013-15**

### **Social Work Program Assessment Plan**

The Social Work Program is accredited by the Council on Social Work Education (CSWE) and adheres to its accreditation standards that require each program to have an assessment plan and procedures through which to evaluate program outcomes. Our Social Work program assessment plan is tied to the 2008 EP Competencies. Each individual course contains student learning objectives and outcomes that link back to the EP Competencies. The Social Work program uses all assessment information to affirm or improve our course content in relation to our learning objectives.

### **Social Work Mission**

The social work program's guiding philosophy is based on two broad traditions: generalist social work practice and the land-grant university heritage. The program mission is to prepare social workers for beginning practice in a diverse society and to equip students with the knowledge and skills essential to the general tasks of promoting social welfare in institutions such as education, health, employment, housing and criminal justice. The program provides grounding in the fundamental generalist skills, knowledge, and values of social work, such as critical thinking, clarification of personal values, awareness of diversity, professional use of self, and communication and interpersonal relationship skills.

### **Social Work Program Goals**

The two fundamental goals that guide the Social Work Program are:

1. To prepare students for employment as generalist social workers through education in a professional foundation curriculum and selected liberal arts education coursework.
2. To prepare students for advanced professional education.

### **Advanced Placement Test (APT) and Generalist Practice Test (GPT)**

The Social Work Program Advanced Placement Test (APT) and Generalist Practice Test (GPT) results are each used as part of the evaluation process to determine student readiness to move forward in the Social Work program. The APT is one of the indicators to assess if students are ready to move into the Advanced Standing junior year practice classes. The APT tests student knowledge of the content in the three introductory classes (SW 1010, 2100, 2400). The GPT is one of the indicators to assess if junior social work majors are ready to move into their senior year practicum placements. The GPT tests student knowledge of the content in the four junior year practice classes (SW 3050, 4100, 4150, 4160). Students need to score 70% or better on either exam to advance to the next level. The exam results are analyzed by subject area (e.g. material pertaining to Introduction to Social Work) to evaluate teaching effectiveness of those content areas (see Table 1 below) and also how well we are

meeting program teaching objectives. The APT/GPT results are also linked to the CSWE 2008 EP Competencies (see Table 2 below). Faculty members discuss all assessment results at the first Social Work faculty meeting of each academic year.

TABLE 1. SOCIAL WORK ASSESSMENT EXAM RESULTS 2013 -2015			
APT MEAN SCORES BY SUBJECT AREA	2013	2014	2015
1010 Intro	86.3	75.1	72.8
2100 HBSE	87.1	76.9	71.8
2400 Diverse Populations	92.8	92.6	89.8
GPT MEAN SCORES BY SUBJECT AREA			
3050 Practice I (individuals)	81.0	82.8	81.4
4150 Practice II (groups)	75.8	73.6	73.4
4160 Practice III (communities)	77.0	95.0	81.6
4100 Research Methods	67.4	75.4	78.1

### CSWE 2008 EP Competencies

Each social work class has stated learning objectives that are linked to these competencies. While each competency is not evaluated in every class, all the competencies are evaluated in the overall curriculum.

- EP 2.1.1 Identify as a professional social worker and conduct oneself accordingly.
- EP 2.1.2 Apply social work ethical principles to guide professional practice.
- EP 2.1.3 Apply critical thinking to inform and communicate professional judgments.
- EP 2.1.4 Engage in diversity and difference in practice
- EP 2.1.5 Advance human rights and social and economic justice.
- EP 2.1.6 Engage in research-informed practice and practice-informed research.
- EP 2.1.7 Apply knowledge of human behavior and the social environment.
- EP 2.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work.
- EP 2.1.9 Respond to contexts that shape practice.
- EP 2.1.10 Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

SPECIFIC QUESTIONS ON THE APT/GPT EXAMS THAT ADDRESS EACH COMPETENCY.

EP 2.1.1 Identify as a professional social worker and conduct oneself accordingly  
Practice Behaviors

- Advocate for clients
- Practice personal reflection and self-correction to assure continual professional development
- Demonstrate professional demeanor in behavior, appearance and communication
- Engage in career-long learning

APT Questions: 1, 5, 11, 17, 18, 19, 20

GPT Questions: 1, 2, 3, 20

EP 2.1.2 Apply social work ethical principles to guide professional practice  
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 NASW Code of Ethics

APT questions: 2, 3, 4, 7, 21

GPT questions: 4, 5

EP 2.1.3 Apply critical thinking to inform and communicate professional judgments.  
Practice Behaviors

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

APT questions: 24, 27, 31, 37

GPT questions: 6, 21, 30, 37

EP 2.1.4 Engage in diversity and difference in practice  
Practice Behaviors

- Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power
- Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups
- Recognize and communicate understanding of the importance of difference in shaping life experiences
- View selves as learners and engage clients as informants.

APT questions: 6, 8-10, 14, 15, 23, 40-50

GPT questions: 7, 21, 22, 25, 31

EP 2.1.5 Advance human rights and social and economic justice.

Practice Behaviors

- Understand the forms and mechanisms of oppression and discrimination
- Advocate for human rights and social and economic justice
- Engage in practices that advance social and economic justice

APT questions: 6, 12, 13, 14, 16, 23

GPT questions: 32, 35

EP 2.1.6 Engage in research-informed practice and practice-informed research.

Practice Behaviors

- Use practice experience to inform research
- Use research evidence to inform practice

GPT questions: 18, 23, 24, 38, 39, 40

EP 2.1.7 Apply knowledge of human behavior and the social environment.

Practice Behaviors

- Use conceptual frameworks to guide assessment, intervention and evaluation
- Critique and apply knowledge to understand person and environment

APT questions: 24, 25, 26, 27, 28, 29, 30, 34, 35, 36

GPT questions: 9, 10, 41, 33

EP 2.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work.

Practice Behaviors

- Analyze, formulate, and advocate for policies that advance social well-being
- Collaborate with colleagues and clients for effective policy action

Not assessed in APT or GPT.

EP 2.1.9 Respond to contexts that shape practice.

Practice Behaviors

- Appraise and attend to changing locales, populations, scientific and technological developments and societal trends to provide relevant services
- Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services

APT questions: 37, 38

GPT questions: 24, 29, 33, 35

EP 2.1.10 Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

Practice Behaviors

- Prepare for effective action with individuals, families, groups, communities, and organizations
- Use empathy and other interpersonal skills
- Develop a mutually agreed-on focus of work and desired outcomes
- Assess client strengths and limitations
- Negotiate, mediate, and advocate for clients

- Help clients resolve problems
- Critically analyze, monitor and evaluate interventions

APT questions: 33, 39

GPT questions: 21-29, 30-36, 37-50

<b>TABLE 2. SOCIAL WORK PROGRAM COMPETENCIES &amp; APT/GPT EXAM RESULTS</b>	<b>2013 MEANS</b>	<b>2014 MEANS</b>	<b>2015 MEANS</b>
EP 2.1.1. Identify as a professional social worker and conduct oneself accordingly	APT 81.0% GPT 81.6	APT 78% GPT 77.4%	APT 76.7% GPT 84%
EP 2.1.2. Apply social work ethical principles to guide professional practice	APT 87.3% GPT 90.6	APT 80.6% GPT 88.5%	APT 73.8% GPT 86.3%
EP 2.1.3. Apply critical thinking to inform and communicate professional judgments	APT 89.9% GPT 63.6	APT 90.8% GPT 89%	APT 82.2% GPT 83.8%
EP 2.1.4. Engage in diversity and difference in practice	APT 87.8% GPT 82.8	APT 63.4% GPT 91%	APT 85.5% GPT 70.2%
EP 2.1.5. Advance human rights and social and economic justice	APT 84.7% GPT 79.3	APT 76.2% GPT 96%	APT 71% GPT 80.3%
EP 2.1.6. Engage in research-informed practice and practice-informed research	APT 90.5% GPT 80.6	Not assessed GPT 80%	Not assessed GPT 81.2%
EP 2.1.7. Apply knowledge of human behavior and the social environment	APT 79.1% GPT 67.3	APT 74.3% GPT 91.3%	APT 63.3% GPT 73.6%
EP 2.1.8. Engage in policy practice to advance social and economic well-being and to deliver effective social work	APT 88.9% GPT 88.9	Not assessed in APT/GPT	Not assessed in APT/GPT
EP 2.1.9. Respond to contexts that shape practice	APT 87.1% GPT 79.5	APT 91.5% GPT 89.5%	APT 78% GPT 81.1%
EP 2.1.10. Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities	APT 87.9% GPT 85.5	APT 83.1% GPT 80.5%	APT 73% GPT 75.9%