

## **Social Work Program BSW Assessment 2013-15 & 2016**

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

The Social Work Program is accredited by the Council on Social Work Education (CSWE) and adheres to accreditation standards that require each program to have an assessment plan and procedures through which to evaluate program outcomes. Utah State University's Social Work program's assessment plan is tied to the CSWE Educational Policy (EP) Competencies that are updated at irregular intervals. Each individual course contains student learning objectives and outcomes that link back to our accrediting body competencies. The Social Work program uses its assessment information to affirm or improve our course content in relation to our learning objectives and accreditor-derived competencies. In the outcomes reported below, we start with the 2008 CSWE Competencies for the data reported for 2013-15 then move to the 2015 EP Competencies for assessment results from 2016.

### **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 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 two places 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 social work juniors 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. In addition to their function as readiness indicators, the exams evaluate teaching effectiveness of content areas (see Tables 1 and 2 below) and also how well we meet teaching objectives. As can be seen in Tables 3 and 4 below, the APT/GPT results are also linked to the appropriate CSWE competencies. Faculty members discuss all

assessment results at the first Social Work faculty meeting of each academic year.

| <b>Table 1. Social Work Assessment Exam Results<br/>2013 -2015</b> |             |             |             |
|--|-------------|-------------|-------------|
| <b>APT mean scores by subject area</b>                             | <b>2013</b> | <b>2014</b> | <b>2015</b> |
| 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        |
| <b>GPT mean scores by subject area</b>                             |             |             |             |
| 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        |

| <b>Table 2. Social Work Assessment Exam Results<br/>2016-2018</b> |             |             |             |
|---|-------------|-------------|-------------|
| <b>APT mean scores by subject area</b>                            | <b>2016</b> | <b>2017</b> | <b>2018</b> |
| 1010 Intro  | 79%         |             |             |
| 2100 HBSE   | 76%         |             |             |
| 2400 Diverse Populations  | 95%         |             |             |
| <b>GPT mean scores by subject area</b>                            |             |             |             |
| 3050 Practice I (individuals)                                     | 83%         |             |             |
| 4150 Practice II (groups)   | 79%         |             |             |
| 4160 Practice III (communities)                                   | 75%         |             |             |
| 4100 Research Methods   | 73%         |             |             |

## **CSWE 2008 Social Work Competencies (used 2013-15)**

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

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

### Specific questions on the APT/GPT exams that addressed each **2008** competency

2.1.1 Identify as a professional social worker and conduct oneself accordingly

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

GPT Questions: 1, 2, 3, 20

2.1.2 Apply social work ethical principles to guide professional practice

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

GPT questions: 4, 5

2.1.3 Apply critical thinking to inform and communicate professional judgments.

APT questions: 24, 27, 31, 37

GPT questions: 6, 21, 30, 37

2.1.4 Engage in diversity and difference in practice

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

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

2.1.5 Advance human rights and social and economic justice

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

GPT questions: 32, 35

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

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

2.1.7 Apply knowledge of human behavior and the social environment

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

GPT questions: 9, 10, 41, 33

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

Not assessed in APT or GPT.

2.1.9 Respond to contexts that shape practice

APT questions: 37, 38

GPT questions: 24, 29, 33, 35

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

APT questions: 33, 39

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

| <b>Table 3. Social Work Program APT/GPT Results, 2008 Competencies</b>   | <b>2013 Means</b>        | <b>2014 Means</b>       | <b>2015 Means</b>         |
|--|--------------------------|-------------------------|---------------------------|
| 2.1.1. Identify as a professional social worker and conduct oneself accordingly                                    | APT 81.0%<br>GPT 81.6    | APT 78%<br>GPT 77.4%    | APT 76.7%<br>GPT 84%      |
| 2.1.2. Apply social work ethical principles to guide professional practice   | APT 87.3%<br>GPT 90.6    | APT 80.6%<br>GPT 88.5%  | APT 73.8%<br>GPT 86.3%    |
| 2.1.3. Apply critical thinking to inform and communicate professional judgments                                    | APT 89.9%<br>GPT 63.6    | APT 90.8%<br>GPT 89%    | APT 82.2%<br>GPT 83.8%    |
| 2.1.4. Engage in diversity and difference in practice  | APT 87.8%<br>GPT 82.8    | APT 63.4%<br>GPT 91%    | APT 85.5%<br>GPT 70.2%    |
| 2.1.5. Advance human rights and social and economic justice  | APT 84.7%<br>GPT 79.3    | APT 76.2%<br>GPT 96%    | APT 71%<br>GPT 80.3%      |
| 2.1.6. Engage in research-informed practice and practice-informed research   | Not assessed<br>GPT 80.6 | Not assessed<br>GPT 80% | Not assessed<br>GPT 81.2% |
| 2.1.7. Apply knowledge of human behavior and the social environment  | APT 79.1%<br>GPT 67.3    | APT 74.3%<br>GPT 91.3%  | APT 63.3%<br>GPT 73.6%    |
| 2.1.8. Engage in policy practice to advance social and economic well-being and to deliver effective social work    | Not assessed             | Not assessed            | Not assessed              |
| 2.1.9. Respond to contexts that shape practice   | APT 87.1%<br>GPT 79.5    | APT 91.5%<br>GPT 89.5%  | APT 78%<br>GPT 81.1%      |
| 2.1.10. Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities | APT 87.9%<br>GPT 85.5    | APT 83.1%<br>GPT 80.5%  | APT 73%<br>GPT 75.9%      |

## **CSWE 2015 Social Work Competencies (used 2016-18)**

Competency 1: Demonstrate ethical and professional behavior

Competency 2: Engage diversity and difference in practice

Competency 3: Advance human rights and social, economic, and environmental justice

Competency 4: Engage in practice-informed research and research-informed practice

Competency 5: Engage in policy practice

Competency 6: Engage with individuals, families, groups, organizations, and communities

Competency 7: Assess individuals, families, groups, organizations, and communities

Competency 8: Intervene with individuals, families, groups, organizations, and communities

Competency 9: Evaluate practice with individuals, families, groups, organizations, and communities

### **Specific questions on the APT/GPT exams that address each 2015 competency.**

#### **Competency 1: Demonstrate ethical and professional behavior**

APT Questions: 1, 4, 13, 14, 17, 20, 21, 40

GPT Questions: 1, 3, 4, 6, 20, 34

#### **Competency 2: Engage diversity and difference in practice**

APT questions: 8-10, 14, 15, 20, 22, 40-50

GPT questions: 4, 20, 25, 31, 36

#### **Competency 3: Advance human rights and social, economic, and environmental justice.**

APT questions: 4, 13, 14, 37, 44, 47, 49, 50

GPT questions: 4, 8, 23, 31, 36

#### **Competency 4: Engage in practice-informed research and research-informed practice.**

APT: Not assessed

GPT questions: 8, 16, 18, 22-25, 27, 35

#### **Competency 5: Engage in policy practice**

APT questions: 13, 17-19, 48, 50

GPT questions: 22, 25, 27, 35

#### **Competency 6: Engage individuals, families, groups, orgs, and communities**

APT questions: 1, 5, 13, 20, 22, 26, 33, 39, 47

GPT questions: 5, 6, 11, 13, 15, 19, 31, 33, 42

#### **Competency 7: Assess individuals, families, groups, organizations, and communities**

APT questions: 15, 20, 33, 39, 46, 49

GPT questions: 7, 8, 13, 15, 21, 26, 35, 36

#### **Competency 8: Intervene with individuals, families, groups, orgs & communities**

APT questions: 1, 2, 13, 33, 39, 45

GPT questions: 2, 3, 10, 19, 42, 43, 45, 49

## Competency 9: Evaluate practice with individuals, families, groups, orgs & communities

APT questions: 13, 16, 39, 46

GPT questions: 17, 18, 19, 23, 26, 27, 28, 35

| <b>Table 4. Social Work Program APT/GPT Results, 2015 Competencies</b>      | <b>2016</b>        | <b>2017</b> | <b>2018</b> |
|---|--------------------|-------------|-------------|
| 1. Demonstrate ethical & professional behavior                              | APT 91%<br>GPT 86% |             |             |
| 2. Engage diversity & difference in practice                                | APT 84%<br>GPT 71% |             |             |
| 3. Advance human rights and social, economic, & environmental justice       | APT 91%<br>GPT 73% |             |             |
| 4. Engage in practice-informed research and research-informed practice      | NA<br>GPT 74%      |             |             |
| 5. Engage in policy practice  | APT 86%<br>GPT 77% |             |             |
| 6. Engage with individuals, families, groups, orgs & communities            | APT 77%<br>GPT 75% |             |             |
| 7. Assess individuals, families, groups, orgs & communities                 | APT 83%<br>GPT 84% |             |             |
| 8. Intervene with individuals, families, groups, orgs & communities         | APT 88%<br>GPT 73% |             |             |
| 9. Evaluate practice with individuals, families, groups, orgs & communities | APT 88%<br>GPT 73% |             |             |

### Data-Based Decision Making

In an effort to continuously improve, assessment data and outcomes are discussed by the faculty and with other constituencies on an ongoing basis. Below are examples of how this is done.

*Monthly Faculty Meetings and Semi-annual Retreats.* Discussion of assessment results occurs on an ongoing basis at monthly faculty meetings, the annual fall faculty retreat, and the annual spring practicum faculty retreat. During these meetings faculty members discuss assessment outcomes and propose plans to remedy any issues determined to be problematic. We also discuss ways to share with our constituencies what we are doing and what changes we are considering. Student representatives are invited to these meetings when the agenda suggests their input is needed. As needed, we gather feedback from our constituencies regarding the change process. For example, recently we discussed ways to improve the professional seminars taught in conjunction with the field practicum experiences. We learned from the student self assessment data collected over the past two years that students needed more time to process their practicum experiences in ways that help them develop program competencies. We responded by adjusting the seminars to include more time for processing experiences, connecting those experiences with practice behaviors and competencies.

*Field Instructor Trainings.* Field Instructor orientation/training occurs at the beginning of each fall semester to welcome field instructors to the new academic year and to familiarize them with the requirements of the field experience. Field instructors are provided with information about the program, including pertinent program assessment results, as well as information about student requirements for the year, and the faculty liaison with whom they will be working. During a recent field instructor training we discussed how the learning contracts are used to help students focus on practice behaviors and competencies they need to give more attention to during the field practicum experience. Field instructors provide feedback regarding the learning contracts, specifically how the foundation contract could be improved to help students develop competencies about which they feel less confident.

*Annual Department Newsletter.* Each year the Sociology, Social Work, and Anthropology Department publishes a newsletter with information regarding assessment data, faculty hires, awards, research projects, retirements, visiting scholar presentations, workshops, and student projects and accomplishments. This allows the department to update alumni, the community, and other constituencies regarding current events and changes that are made in connection with assessment outcomes. The newsletter is used to solicit feedback from stakeholders that is then used to inform assessment-driven program changes.

*Website Updates.* Our social work webpage is another avenue we use to update our constituencies and solicit their feedback. It is updated regularly with current events, announcements, and news concerning the social work program. There is also an assessment link on the website (<http://socialwork.usu.edu>). The website provides contact information for program administrators and faculty.

**6/10/2016**