

## End of Year Assessment Report for Programs

Program: Social Work	Semester/year: Spring 2018
Contact Person: Hannah Shanks	Submission date: May 23, 2018

### Program Mission Statement

The Social Work Program will provide and coordinate a Christ-centered, liberal arts education for students, including preparation in social work from a Christian perspective, and training for lives of effective and redemptive service in a culturally diverse society and world.

### Program Objectives

Program objectives are the same as the CSWE Educational Policy and Accreditation Standards (EPAS). Each objective below also has measurable practice behaviors that are tracked within the program. For the purpose of this assessment, we will remain at the “10,000 ft” level and provide reports on the program objectives rather than their associated 44 practice behaviors.

At the close of their degree, students should be able to:

1. Identify as a professional social worker and conduct oneself accordingly.
2. Apply social work ethical principles to guide professional practice.
3. Apply critical thinking to inform and communicate professional judgments.
4. Engage diversity and difference in practice.
5. Advance human rights and social and economic justice.
6. Engage in research-informed practice and practice-informed research.
7. Apply knowledge of human behavior and the social environment.
8. Engage in policy practice to advance social and economic well-being and to deliver effective social work services.
9. Respond to contexts that shape practice.
10. Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

### Assessment Methods and Benchmarks – SPRING SEMESTER

Program Objective	Introducing	Developing	Mastering
PO1. Identify as a professional social worker and conduct oneself accordingly.	<i>Not taught this semester</i>	SCWK 302 Diversity Issues Privilege Paper SCWK 305 Fields of Social Work Helping Identity Paper SCWK 310 Social Work Practice Participation	SCWK 401 Practicum
	Benchmark: >=75%	Benchmark: >=80%	Benchmark: >=80%

PO2. Apply social work ethical principles to guide professional practice.	<i>Not taught this semester</i>	SCWK 302 Diversity Issues Reflection Papers	SCWK 401 Practicum
	Benchmark: >=80%	Benchmark: >=80%	Benchmark: >=80%
3. Apply Critical thinking to inform and communicate professional judgements	<i>Not taught this semester</i>	SCWK 301 Marriage & Family Interview Papers SCWK 302 Diversity Issues Personal Professional Development Plan	SCWK 401 Practicum
	Benchmark: >=80%	Benchmark: >=80%	Benchmark: >=80%
PO4. Engage diversity and difference in practice.	<i>Not taught this semester</i>	<i>SCWK 301 Marriage &amp; Family Reflection Summary Paper SCWK 302 Diversity Issues Advocacy Plan SCWK 310 Social Work Practice Case Assessment</i>	SCWK 401 Practicum
	Benchmark: >=80%	Benchmark: >=80%	Benchmark: >=80%
5. Advance human rights and social and economic justice.	<i>Not taught this semester</i>	<i>SCWK 302 Diversity Issues Personal Professional Development Plan</i>	SCWK 401 Practicum
	Benchmark: >=80%	Benchmark: >=80%	Benchmark: >=80%
6. Engage in research-informed practice and practice-informed research.	<i>Not taught this semester</i>	SCWK 301 Marriage & Family Quiz #2 SCWK 310 Social Work Practice Exam #2	SCWK 401 Practicum
	Benchmark: >=80%	Benchmark: >=80%	Benchmark: >=80%
7. Apply knowledge of human behavior and the social environment.	<i>Not taught this semester</i>	SCWK 301 Marriage & Family Final Exam SCWK 310 Social Work Practice Midterm	SCWK 401 Practicum
	Benchmark: >=80%	Benchmark: >=80%	Benchmark: >=80%
8. Engage in policy practice to advance social and economic well-being and to deliver effective social work services.	<i>Not taught this semester</i>	<i>Not taught this semester</i>	SCWK 401 Practicum
	Benchmark: >=80%	Benchmark: >=80%	Benchmark: >=80%
9. Respond to contexts that shape practice.	<i>Not taught this semester</i>	SCWK 301 Marriage & Family Quiz #1 SCWK 305 Fields of Social Work Self-Care Plan	SCWK 401 Practicum

	Benchmark: >=80%	Benchmark: >=80%	Benchmark: >=80%
10. Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.	<i>Not taught this semester</i>	SCWK 305 Fields of Social Work All Tests SWCK 310 Social Work Practice Video Interview #3	
	Benchmark: >=80%	Benchmark: >=80%	Benchmark: >=80%

### Assessment Findings – SPRING SEMESTER

**P01.**

- A. Introducing – All introductory measures are provided in intro level courses, which were not taught this semester.
- B. Developing:
  - SCWK 302 Diversity Issues Privilege Paper – Students identify professional obstacles that they may encounter based on their positions of privilege/power relative to those they serve. 87% of students (20/23) met the benchmark.
  - SCWK 305 Fields of Social Work Helping Identity Paper – Students reflect on their identity as a professional and establish practices for building on their strengths and develop methods to address weaknesses. 81% of students (9/11) met the benchmark.
  - SCWK 310 Social Work Practice Participation – Participation is measured by learning social work interviewing skills practice with feedback. 90% of students (9/10) met this benchmark.
- C. Mastering: All mastery measures are assessed in SCWK 401: Practicum. This objective was met with 100% of students achieving benchmark, as assessed by the end-of-semester competency evaluation.

**P02.**

- A. Introducing – All intro measures are provided in intro level classes, which were not taught this semester.
- B. Developing- SCWK 302 Diversity Issues Reflection Papers – Reflection papers invited students to tackle ethical problems rased in the class. 87% of students (20/23) met the benchmark.
- C. Mastering – All mastery measures are assessed in SCWK 401: Practicum. This objective was met with 100% of students achieving benchmark, as assessed by the end-of-semester competency evaluation.

**P03.**

- A. Introducing – All introductory measures are provided in intro level courses, which were not taught this semester.
- B. SCWK 301 Marriage & Family Interview Papers – Students apply professional frameworks & critical thinking to personally experienced phenomena. 63% of students (13 of 19) met benchmark on this assignment.  
SCWK 302 Diversity Issues Personal Professional Development Plan – Students develop a framework for building greater cultural competency in their practice, to inform their professional judgements. 82% of students (19/23) met this benchmark.
- C. Mastering: All mastery measures are assessed in SCWK 401: Practicum. This objective was met with 100% of students achieving benchmark, as assessed by the end-of-semester competency evaluation.

PO4.

- A. Introducing – All introductory measures are provided in intro level courses, which were not taught this semester.
- B. *SCWK 301 Marriage & Family Reflection Summary Paper* -89% of students (17/19) met benchmark.  
*SCWK 302 Diversity Issues Advocacy Plan* – Students work collaboratively in class to develop an advocacy plan related to the rights of marginalized groups. 100% of students met this benchmark.  
*SCWK 310 Social Work Practice Case Assessment* – Students must address diversity within their client/client system in their case assessment. 80% of students (8/10) met this benchmark.
- C. Mastering: Mastering: All mastery measures are assessed in SCWK 401: Practicum. This objective was met with 100% of students achieving benchmark, as assessed by the end-of-semester competency evaluation.

PO5.

- A. Introducing – All introductory measures are provided in intro level courses, which were not taught this semester.
- B. *Developing:*  
*SCWK 302 Diversity Issues Personal Professional Development Plan* – As part of their plan, students directly address how they may participate in furthering the rights of a marginalized group they chose to focus on. 82% of students (19/23) met this benchmark.
- C. Mastering: Mastering: All mastery measures are assessed in SCWK 401: Practicum. This objective was met with 100% of students achieving benchmark, as assessed by the end-of-semester competency evaluation.

PO6.

- A. Introducing – All introductory measures are provided in intro level courses, which were not taught this semester.
- B. *Developing:*  
*SCWK 301 Marriage & Family Quiz #2* – Quiz directly includes terms & descriptions of evidence-informed practices that students are meant to distinguish. 47% of students (9/19) met this benchmark.  
*SCWK 310 Social Work Practice Exam #2* - Quiz directly includes terms & descriptions of evidence-informed practices that students are meant to distinguish. 50% of students (5/10) met this benchmark.
- C. Mastering: Mastering: All mastery measures are assessed in SCWK 401: Practicum. This objective was met with 100% of students achieving benchmark, as assessed by the end-of-semester competency evaluation.

PO7.

- A. Introducing – All introductory measures are provided in intro level courses, which were not taught this semester.
- B. *SCWK 301 Marriage & Family Final Exam* – This test assesses student understanding of human behavior in the social environment by requiring students to accurately describe family interactions & environmental factors using professional terminology. 79% of students (15/19) met benchmark.  
*SCWK 310 Social Work Practice Midterm* – This assessment requires students to utilize understanding of human behavior in the social environment to analyze direct practice case examples. 70% of students (7/10) met benchmark.
- C. Mastering: Mastering: All mastery measures are assessed in SCWK 401: Practicum. This objective was met with 100% of students achieving benchmark, as assessed by the end-of-semester competency evaluation.

P08.

- A. Introducing – All introductory measures are provided in intro level courses, which were not taught this semester.
- B. Developing: Developing measures are provided in SCWK 361: Policies and Agencies and SCWK 222: Human Behavior in the Macro Environment, which were not taught this semester.
- C. Mastering: Mastering: All mastery measures are assessed in SCWK 401: Practicum. This objective was met with 100% of students achieving benchmark, as assessed by the end-of-semester competency evaluation.

P09.

- A. Introducing – All introductory measures are provided in intro level courses, which were not taught this semester.
- B. SCWK 301 Marriage & Family Quiz #1 – This quiz assesses student understanding of family contexts that shape professional & therapeutic responses of the practitioner. 57% of students (11/19) met benchmark.  
SCWK 305 Fields of Social Work Self-Care Plan – Learning & planning for healthy, well-boundaried responses within their profession, students wrote a personalized self-care plan based in EBP and industry standard recommendations. 100% of students (11/11) met benchmark.
- C. Mastering: Mastering: All mastery measures are assessed in SCWK 401: Practicum. This objective was met with 100% of students achieving benchmark, as assessed by the end-of-semester competency evaluation.

P010.

- A. Introducing – All introductory measures are provided in intro level courses, which were not taught this semester.
- B. Developing:  
SCWK 305 Fields of Social Work All Tests - Quizzes & tests deliberately addressed field-specific terminology and required students to utilize their understanding of engagement, assessment, intervention & evaluation in order to complete & pass the exams. 81% of students (9/11) met this benchmark.  
SWCK 310 Social Work Practice Video Interview #3 – This video interview specifically addresses various portions of the therapeutic process outlined in the objective. 80% of students (8/10) met the benchmark.
- C. Mastering: Mastering: All mastery measures are assessed in SCWK 401: Practicum. This objective was met with 100% of students achieving benchmark, as assessed by the end-of-semester competency evaluation.

### **Analysis of Assessment Findings – SPRING SEMESTER**

This semester's findings are the first spring semester under our new faculty and department structure. They also represent the first FT teaching term for both faculty in the department.

This assessment reveals 100% of students met benchmark on all Mastery level courses, which faculty interpret as evidence that upper division students are well-equipped and well-prepared for practicum and entry into the profession. Additionally, strong results for POs 1, 2,

4, 5 (classified as attainment percentages of 89.5% or above) demonstrate high points for the program and curriculum. Weak points in the semester focused around POs 3, 6, 7 & 9, which had some developmental assignments that failed to meet benchmark. Faculty met & discussed these findings, focusing on the following internal & external factors that influence the outcomes:

- 1) It is faculty's first year of teaching these courses, which means that some adjustments and improvements to material coverage in future courses may address this weakness in coming terms.
- 2) In many cases, the difference between meeting benchmark and falling short of benchmark hinged upon the same two students, both of whom failed other courses in this semester & previous semesters. Because our class sizes are small, one or two failing students have a large impact on benchmark attainment.
- 3) Currently, our benchmark (80% of students score 80% or higher on assessment measures) is higher than similar social work programs at other institutions, and higher than other programs within the institution. It is possible that this benchmark may need to be revised downward to be more in alignment with attainable goals. At this time, faculty wish to leave the benchmark designations as they are to collect more data before making a decision.

Current faculty do not have access to good, relevant data from previous assessment findings, partially due to turnover in the department, changes in tracking methods, and shifts in what information was tracked in order to meet institutional & external accreditation standards. For our purposes, this assessment will serve as our "baseline" assessment.

### **Sharing and Discussion of Assessment Findings – SPRING SEMESTER**

Assessment findings are discussed among program faculty & used to make adjustments to syllabi, assignments, and assessment methods. They also inform our communication with field instructors at the mastery level, and contribute to the overall data reported publicly on Form AS-4, which is posted publicly on the Social Work page of [www.greenville.edu](http://www.greenville.edu) in order to be in compliance with CSWE standards.

### **Use of Assessment Findings for Program Improvement (Action Plan) – SPRING SEMESTER**

In response to these assessment findings, faculty are examining the developmental measures for POs 3, 6 & 7, to see if additional materials, preparation, or a change in assessment method may be necessary. Additionally, we will track to ensure PO 8 is adequately assessed at the developmental level, since it was not covered during any course offerings this semester.

### **Full Year Reflection – FALL/INTERTERM/SPRING TERMS**

Current faculty do not have access to good, relevant data from previous assessment findings, partially due to turnover in the department, changes in tracking methods, and shifts in what information was tracked in order to meet institutional & external accreditation standards. For our purposes, this assessment, together with the fall term, will serve as our "baseline" assessment.

Future term reports will be compared with this year to track improvements or changes to student attainment of program objectives.

At this time, faculty are encouraged by the program's recent approval for external accreditation by the Council on Social Work Education and our students' strong showing at the Mastery level, and look forward to gaining greater insight from the data generated in future terms.

## Supporting Documents