

## End of Year Assessment Report for Programs

Program: Social Work	Semester/year: Spring 2020
Contact Person: Hannah Shanks (Carrie Ackerman after May 25, 2020)	Submission date: May 20, 2020

### 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

For each program objective, choose one “best representative” assignment at the Introductory, Developmental, and Mastery levels. You will have a total of three assignments/measurements per program objective. Put this information in a chart. Refer back to your Program Learning Objective Alignment Chart to determine best representative assignments and benchmarks. In any given semester, you may not have assignments at all three levels for every program objective; simply report all that you can.

Program Objective	Introducing	Developing	Mastering
<b>PO1.</b> Identify as a professional social worker and conduct oneself accordingly.	<i>Not taught this semester</i>	302: Privilege Paper 305: Response Papers 310: Portfolios 399: Quiz 1 & Case Scenarios	SCWK 405 Goals and Learning Plan

	Benchmark: <b>&gt;=80%</b>	Benchmark: <b>&gt;=80%</b>	Benchmark: <b>&gt;=80%</b>
	Evidence: <b>N/A</b>	Evidence: across all measures, 91% 302 – 75% 305 – 90% 310: 100% 399: 100%	Evidence: <b>100% completion</b>
<b>PO2.</b> Apply social work ethical principles to guide professional practice.	<i>Not taught this semester</i>	<b>210: Human Subjects Certification</b> <b>399: Final</b>	<b>Practicum</b>
	Benchmark: <b>&gt;=80%</b>	Benchmark: <b>&gt;=80%</b>	Benchmark: <b>&gt;=80%</b>
	Evidence: <b>N/A</b>	Evidence: <b>100% completion</b> <b>210- 100%</b> <b>399-100%</b>	Evidence: <b>95% completion</b>
<b>PO3.</b> Apply critical thinking to inform and communicate professional judgments.	<i>Not taught this semester</i>	<b>210: Quizzes</b> <b>301: Marriage Interview Paper</b>	<b>SCWK 405 Supervision Notes</b>
	Benchmark: <b>&gt;=80%</b>	Benchmark: <b>&gt;=80%</b>	Benchmark: <b>&gt;=80%</b>
	Evidence: <b>N/A</b>	Evidence: <b>79% completion</b> <b>210- 100%</b> <b>301 – 58%</b>	Evidence: <b>100% completion</b>
<b>PO4.</b> Engage diversity and difference in practice.	<i>Not taught this semester</i>	<b>301: Reflection Summary</b> <b>302: Reflection #2 &amp; Personal Development Plan</b> <b>310: Case Assessment #1</b>	<b>Practicum</b>
	Benchmark: <b>&gt;=80%</b>	Benchmark: <b>&gt;=80%</b>	Benchmark: <b>&gt;=80%</b>
	Evidence: <b>N/A</b>	Evidence: <b>88% completion</b> <b>301- 72%</b> <b>302 – 94%</b> <b>310 – 100%</b>	Evidence: <b>100% completion</b>
<b>PO5.</b> Advance human rights and social and economic justice	<i>Not taught this semester</i>	<b>SCWK 302 Reflection #4</b>	<b>Practicum</b>
	Benchmark: <b>&gt;=80%</b>	Benchmark: <b>&gt;=80%</b>	Benchmark: <b>&gt;=80%</b>
	Evidence: <b>N/A</b>	Evidence: <b>100% Completion</b>	Evidence: <b>93% completion</b>
<b>PO6.</b> Engage in research-informed practice and practice-informed research.	<i>Not taught this semester</i>	<b>210: Research Proposal</b> <b>301: Final Exam</b> <b>310: Video 1</b>	<b>Practicum Personal Theory of Helping Paper</b>
	Benchmark: <b>&gt;=80%</b>	Benchmark: <b>&gt;=80%</b>	Benchmark: <b>&gt;=80%</b>
	Evidence: <b>N/A</b>	Evidence: <b>87.3%</b> <b>210- 91%</b>	Evidence: <b>100% completion</b>

		301 – 86% 310 – 85%	
<b>PO7.</b> Apply knowledge of human behavior and the social environment.	<i>Not taught this semester</i>	301: Final Exam 305: Case-Based Quizzes 310: Case Assessment 399: Homework	SCWK 405 Final Evaluation of Practicum
	Benchmark: >=80%	Benchmark: >=80%	Benchmark: >=80%
	Evidence: N/A	Evidence: 93% completion 301- 86% 305 – 86% 310 – 100% 399 – 100%	Evidence: 80% completion
<b>PO8.</b> 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>	Practicum
	Benchmark: >=80%	Benchmark: >=80%	Benchmark: >=80%
	Evidence: N/A	Evidence: N/A	Evidence: 70% completion
<b>PO9.</b> Respond to contexts that shape practice.	<i>Not taught this semester</i>	301: Quiz 1 305: SelfCare Plan	Practicum
	Benchmark: >=80%	Benchmark: >=80%	Benchmark: >=80%
	Evidence: N/A	Evidence: 86% completion 301 – 72% 305 – 100%	Evidence: 100% completion
<b>PO10.</b> Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.	<i>Not taught this semester</i>	302: Reflection #6 305: Professional Development Paper 310: Video Interviews	Practicum
	Benchmark: >=80%	Benchmark: >=80%	Benchmark: >=80%
	Evidence: N/A	Evidence: 87% completion 302-75% 305 – 86% 310 – 100%	Evidence: 90% completion

**Analysis of Assessment Findings – SPRING SEMESTER**

Assessment reveals that program met or exceeded all benchmarks by a large margin, save for PO 8. This objective was not included in any of the courses offered this semester, which means the only data point included was from practicum. One student was scored with minimal competency while another supervisor marked N/A for one portion of the PO 8 practicum evaluation, resulting in a lowered score. PO 8, regarding policy practice, is covered in a variety of classes in the program but none were offered this semester, resulting in a lower-than-average assessment percentage for this objective.

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

Assessment findings are usually discussed with program faculty (Profs Ackerman, Laughlin and Shanks). This year, assessment finding discussion is wrapped in with the meetings surrounding Prof. Shanks' transition out of the program.

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

Because this semester was so extraordinary, the use of the findings from this semester may be somewhat limited since most of our practices were impacted by the crisis teaching model during COVID 19. Qualitative responses from program faculty re: what worked for distance education will likely be used to guide future distance learning methods.

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

Assessment revealed that in this academic year, assessment artifacts were lighter for POs 3, 8 & 9 (between 3-5 items). They were heaviest for PO's 1, 6 & 7 (11 items apiece). For the year overall, all objectives were surpassed with between 86-96% benchmark attainment.

For future adjustment, the program may consider rebalancing assessment items to ensure even coverage of Pos 3, 8 & 9. Program may also consider rebalancing toward introductory assignments, possibly in the 210: Research Methods and 220/222: Micro/Macro sequence.

### **Supporting Documents**

Supporting documentation attached in dropbox.