

**EASTERN MENNONITE UNIVERSITY BACCALAUREATE SOCIAL WORK PROGRAM**

**EXTERNAL ASSESSMENT OF STUDENT LEARNING OUTCOMES**

**COMPLETED IN MAY 2013**

All Council on Social Work Education programs measure and report student learning outcomes. Students are assessed on their mastery of the competencies that comprise the accreditation standards of the Council on Social Work Education. These competencies are dimensions of social work practice that all social workers are expected to master during their professional training. A measurement benchmark is set by the social work programs for each competency. An assessment score at or above that benchmark is considered by the program to represent mastery of that particular competency.

The data compiled in the report below is drawn from the end-of-semester practicum evaluations completed by each practicum supervisor for each practicum student upon successful completion of a practicum experience.

COMPETENCY	COMPETENCY BENCHMARK		PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
	Exceptional understanding	Above expectations	Competent understanding	Below expectations	Does not meet expectations
<b>Identify as a professional social worker</b>	80% of practicum students will be assessed by their supervisor as either “above expectations” or “exceptional understanding” on practice skills 1.1, 1.2, 1.3, 1.4, 1.5, and 1.6		<i>0% do not meet expectations (n=0)</i> <i>0% below expectations (n=0)</i> <i>7% competent understanding (n=2)</i> <i>45% above expectations (n=13)</i> <i>48% exceptional understanding (n=14)</i> <b>Achieved: 93% assessed as above expectations/exceptional understanding</b>		
1.1 Advocates for client access to the services of social work.	25% (n=1)	50% (n=2)	25% (n=1)	0% (n=0)	0% (n=0)
1.2 Demonstrates personal and professional reflection and correction.	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)
1.3 Establishes and maintains professional behavior: communication, roles and boundaries.	60% (n=3)	40% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)
1.4 Does self-evaluation & takes responsibility for learning, appearance and behavior.	60% (n=3)	40% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)
1.5 Engages in career-long learning.	40% (n=2)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)
1.6 Uses supervision and consultation appropriately.	60% (n=3)	40% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)

<b>Apply ethical principles</b>	80% of practicum students will be assessed by their supervisor as either “above expectations” or “exceptional understanding” on practice skills 2.1, 2.2, 2.3, and 2.4		0% do not meet expectations (n=0) 0% below expectations (n=0) 20% competent understanding (n=4) 50% above expectations (n=10) 30% exceptional understanding (n=6) <b>Achieved: 80% assessed as above expectations/exceptional understanding</b>		
	<b>Exceptional understanding</b>	<b>Above expectations</b>	<b>Competent understanding</b>	<b>Below expectations</b>	<b>Does not meet expectations</b>
2.1 Recognizes and manages personal values in a way that allows professional values to guide practice.	40% (n=2)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)
2.2 Makes ethical decisions by applying standards of the National Association of Social Workers Code of Ethics	20% (n=1)	60% (n=3)	20% (n=1)	0% (n=0)	0% (n=0)
2.3 Tolerates ambiguity in resolving ethical conflicts.	20% (n=1)	60% (n=3)	20% (n=1)	0% (n=0)	0% (n=0)
2.4 Applies strategies of creative and ethical reasoning to arrive at principled decisions.	40% (n=2)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)
<b>Apply critical thinking</b>	80% of practicum students will be assessed by their supervisor as either “above expectations” or “exceptional understanding” on practice skills 3.1, 3.2, and 3.3		0% do not meet expectations (n=0) 0% below expectations (n=0) 27% competent understanding (n=4) 40% above expectations (n=6) 33% exceptional understanding (n=5) <b>Not Achieved: 77% assessed as above expectations/exceptional understanding</b>		
	<b>Exceptional understanding</b>	<b>Above expectations</b>	<b>Competent understanding</b>	<b>Below expectations</b>	<b>Does not meet expectations</b>
3.1 Differentiates, appraises, and integrates multiple sources of knowledge, including research-based knowledge and practice wisdom.	20% (n=1)	40% (n=2)	40% (n=2)	0% (n=0)	0% (n=0)
3.2 Articulates and analyzes models of assessment, prevention, intervention, & evaluation.	40% (n=2)	20% (n=1)	40% (n=2)	0% (n=0)	0% (n=0)

3.3 Demonstrates effective communication: oral, written and the use of technology, as appropriate, in working with individuals, families, groups, organizations, communities, and colleagues.	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)
<b>Engage diversity in practice</b>	80% of practicum students will be assessed by their supervisor as either “above expectations” or “exceptional understanding” on practice skills 4.1, 4.2, 4.3, and 4.4		<i>0% do not meet expectations (n=0)</i> <i>0% below expectations (n=0)</i> <i>20% competent understanding (n=4)</i> <i>35% above expectations (n=7)</i> <i>45% exceptional understanding (n=9)</i> <b>Achieved: 80% assessed as above expectations/exceptional understanding</b>		
	<b>Exceptional understanding</b>	<b>Above expectations</b>	<b>Competent understanding</b>	<b>Below expectations</b>	<b>Does not meet expectations</b>
4.1 Recognizes the extent to which a culture’s structures and values may oppress, marginalize, alienate, as well as, create or enhance privilege and power.	40% (n=2)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)
4.2 Has self-awareness and recognizes personal biases and values sufficiently to eliminate their influence in working with diverse groups.	40% (n=2)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)
4.3 Recognizes and communicates personal understanding of the importance of difference in shaping life experiences.	40% (n=2)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)
4.4 Views her/himself as learner and engages those with whom she/he works as teachers.	60% (n=3)	20% (n=1)	20% (n=1)	0% (n=0)	0% (n=0)

<b>Advance human rights/ social and economic justice.</b>	80% of practicum students will be assessed by their supervisor as either “above expectations” or “exceptional understanding” on practice skills 5.1, 5.2, and 5.3		0% do not meet expectations (n=0) 0% below expectations (n=0) 43% competent understanding (n=6) 36% above expectations (n=5) 21% exceptional understanding (n=3) <b>Not Achieved: 57% assessed as above expectations/exceptional understanding</b>		
	<b>Exceptional understanding</b>	<b>Above expectations</b>	<b>Competent understanding</b>	<b>Below expectations</b>	<b>Does not meet expectations</b>
5.1 Understands the forms and mechanisms of oppression and discrimination.	40% (n=2)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)
5.2 Has knowledge of local, regional, and global policies, programs and services, and advocates for human rights and economic justice.	0% (n=0)	25% (n=1)	75% (n=3)	0% (n=0)	0% (n=0)
5.3 Engages in practices that advance social and economic justice.	20% (n=1)	40% (n=2)	40% (n=2)	0% (n=0)	0% (n=0)
<b>Engage in research-informed practice/ practice-informed research</b>	80% of practicum students will be assessed by their supervisor as either “above expectations” or “exceptional understanding” on practice skills 6.1 and 6.2		0% do not meet expectations (n=0) 0% below expectations (n=0) 30% competent understanding (n=3) 50% above expectations (n=5) 20% exceptional understanding (n=2) <b>Not achieved: 70% assessed as above expectations/exceptional understanding</b>		
	<b>Exceptional understanding</b>	<b>Above expectations</b>	<b>Competent understanding</b>	<b>Below expectations</b>	<b>Does not meet expectations</b>
6.1 Uses practice experience to inform scientific inquiry.	20% (n=1)	60% (n=3)	20% (n=1)	0% (n=0)	0% (n=0)
6.2 Draws on and applies evidence based research to inform her/his practice.	20% (n=1)	40% (n=2)	40% (n=2)	0% (n=0)	0% (n=0)

<b>Apply human behavior knowledge</b>	80% of practicum students will be assessed by their supervisor as either “above expectations” or “exceptional understanding” on practice skills 7.1 and 7.2		<i>0% do not meet expectations (n=0)</i> <i>0% below expectations (n=0)</i> <i>0% competent understanding (n=0)</i> <i>60% above expectations (n=6)</i> <i>40% exceptional understanding (n=4)</i> <b>Achieved: 100% assessed as above expectations/exceptional understanding</b>		
	<b>Exceptional understanding</b>	<b>Above expectations</b>	<b>Competent understanding</b>	<b>Below expectations</b>	<b>Does not meet expectations</b>
7.1 Utilizes conceptual frameworks to guide the processes of assessment, intervention, and evaluation.	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)
7.2 Critiques and applies knowledge to understand person and environments.	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)
<b>Engage policy practice to advance well-being and deliver services.</b>	80% of practicum students will be assessed by their supervisor as either “above expectations” or “exceptional understanding” on practice skills 8.1 and 8.2		<i>0% do not meet expectations (n=0)</i> <i>0% below expectations (n=0)</i> <i>43% competent understanding (n=3)</i> <i>57% above expectations (n=4)</i> <i>0% exceptional understanding (n=0)</i> <b>Not Achieved: 57% assessed as above expectations/exceptional understanding</b>		
	<b>Exceptional understanding</b>	<b>Above expectations</b>	<b>Competent understanding</b>	<b>Below expectations</b>	<b>Does not meet expectations</b>
8.1 Analyzes, formulates, and advocates for policies that advance social wellbeing in different settings and contexts	0% (n=0)	50% (n=2)	50% (n=2)	0% (n=0)	0% (n=0)
8.2 Collaborates with colleagues and clients to engage in effective policy action	0% (n=0)	67% (n=2)	33% (n=1)	0% (n=0)	0% (n=0)

<b>Respond to practice contexts</b>	80% of practicum students will be assessed by their supervisor as either “above expectations” or “exceptional understanding” on practice skills 9.1 and 9.2		0% do not meet expectations (n=0) 0% below expectations (n=0) 33% competent understanding (n=3) 56% above expectations (n=11) 11% exceptional understanding (n=7) <b>Not Achieved: 67% assessed as above expectations/exceptional understanding</b>		
	<b>Exceptional understanding</b>	<b>Above expectations</b>	<b>Competent understanding</b>	<b>Below expectations</b>	<b>Does not meet expectations</b>
9.1 Continuously discovers, appraises, and attends to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services	0% (n=0)	50% (n=2)	50% (n=2)	0% (n=0)	0% (n=0)
9.2 Provides leadership in promoting sustainable changes in service delivery and practices to improve the quality of social services	20% (n=1)	60% (n=3)	20% (n=1)	0% (n=0)	0% (n=0)
<b>Practice Engagement</b>	80% of practicum students will be assessed by their supervisor as either “above expectations” or “exceptional understanding” on practice skills 10a.1, 10a.2, and 10a.3		0% do not meet expectations (n=0) 0% below expectations (n=0) 20% competent understanding (n=3) 40% above expectations (n=6) 40% exceptional understanding (n=6) <b>Achieved: 80% assessed as above expectations/exceptional understanding</b>		
	<b>Exceptional understanding</b>	<b>Above expectations</b>	<b>Competent understanding</b>	<b>Below expectations</b>	<b>Does not meet expectations</b>
10a.1 Substantively and affectively prepares for conversation and action with various client systems (individuals, families, groups, organizations, and communities).	40% (n=2)	20% (n=1)	40% (n=2)	0% (n=0)	0% (n=0)
10a.2 Uses empathy, interviewing and other interpersonal skills.	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)

10a.3 Develops a mutually agreed-on focus of work and desired outcomes.	40% (n=2)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)
<b>Practice Assessment</b>	80% of practicum students will be assessed by their supervisor as either “above expectations” or “exceptional understanding” on practice skills 10b.1, 10b.2, 10b.3, and 10b.4		<i>0% do not meet expectations (n=0)</i> <i>0% below expectations (n=0)</i> <i>16% competent understanding (n=1)</i> <i>47% above expectations (n=21)</i> <i>37% exceptional understanding (n=24)</i> <b>Achieved: 84% assessed as above expectations/exceptional understanding</b>		
	<b>Exceptional understanding</b>	<b>Above expectations</b>	<b>Competent understanding</b>	<b>Below expectations</b>	<b>Does not meet expectations</b>
10b.1 Collects, organizes, professionally documents and interprets client data.	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)
10b.2 Identifies and assesses client strengths.	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)
10b.3 Recognizes client system limitations and contextual factors.	25% (n=1)	50% (n=2)	25% (n=1)	0% (n=0)	0% (n=0)
10b.4 Develops mutually agreed-on intervention goals and objectives and selects appropriate intervention strategies.	40% (n=2)	20% (n=1)	40% (n=2)	0% (n=0)	0% (n=0)
<b>Practice Intervention</b>	80% of practicum students will be assessed by their supervisor as either “above expectations” or “exceptional understanding” on practice skills 10c.1, 10c.2, 10c.3, 10c.4, and 10c.5		<i>0% do not meet expectations (n=0)</i> <i>0% below expectations (n=0)</i> <i>21% competent understanding (n=5)</i> <i>46% above expectations (n=11)</i> <i>33% exceptional understanding (n=31)</i> <b>Not Achieved: 79% assessed as above expectations/exceptional understanding</b>		
	<b>Exceptional understanding</b>	<b>Above expectations</b>	<b>Competent understanding</b>	<b>Below expectations</b>	<b>Does not meet expectations</b>
10c.1 Initiates actions to achieve organizational goals.	40% (n=2)	0% (n=0)	60% (n=3)	0% (n=0)	0% (n=0)
10c.2 Implements prevention interventions that enhance client capacities.	20% (n=1)	80% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)

10c.3 Helps clients resolve problems.	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)
10c.4 Negotiates, mediates, and advocates for clients.	40% (n=2)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)
10c.5 Facilitates transitions and endings.	25% (n=1)	50% (n=2)	25% (n=1)	0% (n=0)	0% (n=0)
<b>Practice Evaluation</b>	80% of practicum students will be assessed by their supervisor as either “above expectations” or “exceptional understanding” on practice skill 10d.1		<i>0% do not meet expectations (n=0)</i> <i>0% below expectations (n=0)</i> <i>0% competent understanding (n=0)</i> <i>40% above expectations (n=2)</i> <i>60% exceptional understanding (n=3)</i> <b>Achieved: 100% assessed as above expectations/exceptional understanding</b>		
	<b>Exceptional understanding</b>	<b>Above expectations</b>	<b>Competent understanding</b>	<b>Below expectations</b>	<b>Does not meet expectations</b>
10d.1 Social workers critically analyze, monitor, and evaluate interventions.	60% (n=3)	40% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)

<b>Distribution of all external assessment</b>	<b>Exceptional understanding</b>	<b>Above expectations</b>	<b>Competent understanding</b>	<b>Below expectations</b>	<b>Does not meet expectations</b>
	35% (n=68)	45% (n=89)	20% (n=40)	0% (n=0)	0% (n=0)