EASTERN MENNONITE UNIVERSITY BACCALAUREATE SOCIAL WORK PROGRAM

INTERNAL ASSESSMENT OF STUDENT LEARNING OUTCOMES

COMPLETED IN MAY 2014

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.

COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
Identify as a Professional Social Worker	*85% of students in classes measuring practice skills 1.1, 1.2, 1.3, 1.4, 1.5, and 1.6 will be ranked as "meets expectations" or "exceeds expectations."*	*45% exceed expectations* *54% meet expectations* *1% do not meet expectations* **Achieved: 99% meet or exceed expectations**	
		Exceed Expectations	Meet Expectations	Do not meet Expectations
1.1 Advocates for client access to the services of social work		40% (n=15)	57% (n=21)	3% (n=1)
1.2 Demonstrates personal and professional reflection and correction to assure continual professional development		27% (n=8)	73% (n=22)	0% (n=0)
1.3 Establishes and maintains professional behavior: communication, roles, and boundaries		45% (n=18)	55% (n=22)	0% (n=0)
1.4 Does self-evaluation and takes responsibility for learning, appearance, and behavior		79% (n=19)	21% (n=5)	0% (n=0)
1.5 Engages in career-long learning		29% (n=7)	71% (n=17)	0% (n=0)
1.6 uses supervision and consultation appropriately		54% (n=13)	42% (n=10)	4% (n=1)
Apply Ethical Principles	*85% of students in classes measuring practice skills 2.1, 2.2, 2.3, and 2.4 will be ranked as "meets expectations" or "exceeds expectations."*	*30% exceed expectations* *63% meet expectations* *7% do not meet expectations* **Achieved: 93% meet or exceed expectations**	
		Exceed Expectations	Meet Expectations	Do not meet Expectations
2.1 Recognizes and manages personal values in a way that allows professional values to guide practice		17% (n=4)	79% (n=19)	4% (n=1)
2.2 Makes ethical decisions by applying standards of the NASW Code of Ethics		38% (n=10)	62% (n=16)	0% (n=0)
2.3 Tolerates ambiguity in resolving ethical conflicts		32% (n=11)	62% (n=21)	6% (n=2)
2.4 Applies strategies of creative and ethical reasoning to arrive at principled decisions		28% (n=8)	54% (n=15)	18% (n=5)
Apply Critical Thinking	*85% of students in classes measuring practice skills 3.1, 3.2, and 3.3 will be ranked as "meets expectations" or "exceeds expectations."*	*23% exceed expectations* *72% meet expectations* *5% do not meet expectations* **Achieved: 95% meet or exceed expectations**	
		Exceed Expectations	Meet Expectations	Do not meet Expectations
3.1 Differentiates, appraises, and integrates multiple sources of knowledge, including evidence-based knowledge and practice wisdom		25% (n=8)	66% (n=21)	9% (n=3)
3.2 Articulates and analyzes models of assessment, pretention, intervention, and evaluation		13% (n=3)	83% (n=20)	4% (n=1)
3.3 Demonstrates effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues		27% (n=12)	71% (n=32)	2% (n=1)

Engage Diversity in Practice	*85% of students in classes measuring practice skills 4.1, 4.2, 4.3, and 4.4 will be ranked as "meets expectations" or "exceeds expectations."*	*35% exceed expectations* *58% meet expectations* *7% do not meet expectations* **Achieved: 93% meet or exceed expectations**	
		Exceed Expectations	Meet Expectations	Do not meet Expectations
4.1 Recognizes the extent to which a culture's structures and values may not only oppress, marginalize, and alienate but also create or enhance privilege and power (n=16)	40% (n=10)	52% (n=13)	8% (n=2)
4.2 Has self-awareness and recognizes personal biases and values sufficiently to eliminate their influence in working with diverse groups	23% (n=7)	63% (n=19)	13% (n=4)
4.3 Recognizes and communicates personal understanding of the importance of difference in shaping life experiences (n=16)	53% (n=19)	44% (n=16)	3% (n=1)
4.4 Views her/himself as learners and engages those with whom he/she works as teachers	22% (n=6)	74% (n=20)	4% (n=1)
Advance Human Rights/ Social and Economic Justice	*85% of students in classes measuring practice skills 5.1, 5.2, and 5.3 will be ranked as "meets expectations" or "exceeds expectations."*	*36% exceed expectations* *53% meet expectations* *11% do not meet expectations* **Achieved: 89% meet or exceed expectations**	
		Exceed Expectations	Meet Expectations	Do not meet Expectations
5.1 Understands the forms and mechanisms of oppression and discrimination	48% (n=12)	48% (n=12)	4% (n=1)
5.2 Has knowledge of local, regional, and global policies, programs, and services, and advocates for human rights and economic justice	43% (n=9)	43% (n=9)	14% (n=3)
5.3 Engages in practices that advance social and economic justice	22% (n=6)	64% (n=18)	14% (n=4)
Engage Research Informed Practice/ Practice Informed Research	*85% of students in classes measuring practice skills 6.1 and 6.2 will be ranked as "meets expectations" or "exceeds expectations."*	*31% exceed expectations* *58% meet expectations* *11% do not meet expectations* **Achieved: 89% meet or exceed expectations**	
		Exceed Expectations	Meet Expectations	Do not meet Expectations
6.1 Uses practice experience to inform scientific inquiry	29% (n=8)	46% (n=13)	25% (n=7)
6.2 Draws on and applies evidence-based research and practice wisdom to inform practice	33% (n=15)	64% (n=29)	2% (n=1)
Apply Human Behavior Knowledge	*85% of students in classes measuring practice skills 7.1 and 7.2 will be ranked as "meets expectations" or "exceeds expectations."*	*20% exceed expectations* *77% meet expectations* *3% do not meet expectations* **Achieved: 97% meet or exceed expectations**	
		Exceed Expectations	Meet Expectations	Do not meet Expectations
7.1 Utilizes conceptual frameworks to guide the processes of assessment, intervention, and evaluation	23% (n=7)	77% (n=24)	0% (n=0)
7.2 Critiques and applies knowledge to understand persons within their environments	18% (n=6)	76% (n=26)	6% (n=2)

Engage Policy Practice to Advance Well- Being and Deliver Services	*85% of students in classes measuring practice skills 8.1 and 8.2 will be ranked as "meets expectations" or "exceeds expectations."*	*40% exceed expectations* *55% meet expectations* *5% do not meet expectations* **Achieved: 95% meet or exceed expectations**		
		Exceed Expectations	Meet Expectations	Do not meet Expectations
8.1 Analyzes, formulates, and advocates for policies that advance social wellbeing in different settings and contexts		44% (n=16)	47% (n=17)	8% (n=3)
8.2 Collaborates with colleagues and clients to engage in effective policy action		32% (n=7)	68% (n=15)	0% (n=0)
Respond to Practice Contexts	*85% of students in classes measuring practice skills 9.1 and 9.2 will be ranked as "meets expectations" or "exceeds expectations."*	*41% exceed expectations* *52% meet expectations* *7% do not meet expectations* **Achieved: 93% meet or exceed expectations**		
		Exceed Expectations	Meet Expectations	Do not meet Expectations
9.1 Continuously discovers, appraises, and attends to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services		41% (n=11)	52% (n=14)	7% (n=2)
9.2 Provides leadership in promoting sustainable changes in service delivery and practices to improve the quality of social services		41% (n=11)	52% (n=14)	7% (n=2)
Practice Engagement	*85% of students in classes measuring practice skills 10a.1, 10a.2, and 10a.3 will be ranked as "meets expectations" or "exceeds expectations."*	*24% exceed expectations* *73% meet expectations* *3% do not meet expectations* **Achieved: 97% meet or exceed expectations**		
		Exceed Expectations	Meet Expectations	Do not meet Expectations
10a.1 Substantively and effectively prepares for action with various client systems (individuals, families, groups, organizations, and communities)		17% (n=5)	80% (n=24)	3% (n=1)
10a.2 Uses empathy, interviewing, and other interpersonal skills		33 (n=9)	63% (n=17)	4% (n=1)
10a.3 Develops a mutually agreed-upon focus of work and desired outcomes		23% (n=7)	73% (n=22)	3% (n=1)
Practice Assessment	*85% of students in classes measuring practice skills 10b.1, 10b.2, 10b.3, and 10b.4 will be ranked as "meets expectations" or "exceeds expectations."*	*28% exceed expectations* *69% meet expectations* *3% do not meet expectations* **Achieved: 97% meet or exceed expectations**		
		Exceed Expectations	Meet Expectations	Do not meet Expectations
10b.1 Collects, organizes, and interprets client data		36% (n=14)	62% (n=24)	3% (n=1)
10b.2 Identifies and assesses client strengths, limitations, and context		43% (n=13)	53% (n=16)	3% (n=1)
10b.3 Develops mutually agreed-upon intervention goals and objectives		20% (n=6)	77% (n=23)	3% (n=1)
10b.4 Selects appropriate intervention strategies		10% (n=3)	87% (n=26)	3% (n=1)

Practice Intervention	*85% of students in classes measuring practice skills 10c.1, 10c.2, 10c.3, 10c.4, and 10c.5 will be ranked as "meets expectations" or "exceeds expectations."*	*26% exceed expectations* *69% meet expectations* *5% do not meet expectations* **Achieved: 95% meet or exceed expectations**	
		Exceed Expectations	Meet Expectations	Do not meet Expectations
10c.1 Initiates actions to achieve organizational goals		64% (n=14)	27% (n=6)	9% (n=2)
10c.2 Implements preventive interventions that enhance client capacities		17% (n=5)	80% (n=24)	3% (n=1)
10c.3 Helps clients resolve problems		21% (n=5)	75% (n=18)	4% (n=1)
10c.4 Negotiates, mediates, and advocates for clients		13% (n=3)	83% (n=20)	4% (n=1)
10c.5 Facilitates transitions and endings		21% (n=5)	75% (n=18)	4% (n=1)
Practice Evaluation	*85% of students in classes measuring practice skill 10d.1 will be ranked as "meets expectations" or "exceeds expectations."*	*25% exceed expectations* *71% meet expectations* *4% do not meet expectations* **Achieved: 96% meet or exceed expectations**	
		Exceed Expectations	Meet Expectations	Do not meet Expectations
10d.1 Critically analyzes, monitors, and evaluates interventions		25% (n=6)	71% (n=17)	4% (n=1)

	Exceed Expectations	**Meet Expectations**	**Do not meet Expectations**
Total distribution of internal assessment:	32% (n=382)	63% (n=756)	5% (n=62)