EASTERN MENNONITE UNIVERSITY BACCALAUREATE SOCIAL WORK PROGRAM

EXTERNAL ASSESSMENT OF STUDENT LEARNING OUTCOMES

COMPLETED IN May 2015

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			
Identify as a professional social worker	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	*63% exceptional understanding (n=57)* *37% above expectations (n=33)* *0% competent understanding (n=0)* *0% below expectations (n=0)* *0% do not meet expectations (n=0)* **100% assessed as above expectations/exceptional understanding**			
	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does not meet expectations**
1.1 Advocates for client access to the services of social work.	60% (n=9)	40% (n=6)	0% (n=0)	0% (n=0)	0% (n=0)
1.2 Demonstrates personal and professional reflection and correction.	60% (n=9)	40% (n=6)	0% (n=0)	0% (n=0)	0% (n=0)
1.3 Establishes and maintains professional behavior: communication, roles and boundaries.	73% (n=11)	27% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)
1.4 Does self-evaluation & takes responsibility for learning, appearance and behavior.	60% (n=9)	40% (n=6)	0% (n=0)	0% (n=0)	0% (n=0)
1.5 Engages in career-long learning.	53% (n=8)	47% (n=7)	0% (n=0)	0% (n=0)	0% (n=0)

1.6 Uses supervision and consultation appropriately.	73% (n=11)	27% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)
Apply ethical principles	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	*46% exceptional understanding (n=30)* *51% above expectations (n=33)* *3% competent understanding (n=2)* *0% below expectations (n=0)* *0% do not meet expectations (n=0)* **97% assessed as above expectations/exceptional understanding**			
	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does not meet expectations**
2.1 Recognizes and manages personal values in a way that allows professional values to guide practice.	60% (n=9)	40% (n=6)	0% (n=0)	0% (n=0)	0% (n=0)
2.2 Makes ethical decisions by applying standards of the National Association of Social Workers Code of Ethics	47% (n=7)	47% (n=7)	7% (n=1)	0% (n=0)	0% (n=0)
2.3 Tolerates ambiguity in resolving ethical conflicts.	53% (n=8)	47% (n=7)	0% (n=)	0% (n=0)	0% (n=0)
2.4 Applies strategies of creative and ethical reasoning to arrive at principled decisions.	40% (n=6)	53% (n=8)	7% (n=1)	0% (n=0)	0% (n=0)
Apply critical thinking	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	*50% exceptional understanding (n=22)* *41% above expectations (n=18)* *9% competent understanding (n=4)* *0% below expectations (n=0)* *0% do not meet expectations (n=0)* **91% assessed as above expectations/exceptional understanding**			
	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does not meet expectations**
3.1 Differentiates, appraises, and integrates multiple sources of knowledge, including research-based knowledge and practice wisdom.	40% (n=6)	47% (n=7)	13% (n=2)	0% (n=0)	0% (n=0)

	Exceptional understanding	Above expectations	Competent understanding	Below expectations	Does not meet expectations
3.2 Articulates and analyzes models of assessment, prevention, intervention, & evaluation.	36% (n=5)	57% (n=8)	7% (n=1)	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.	73% (n=11)	20% (n=3)	7% (n=1)	0% (n=0)	0% (n=0)
Engage diversity in practice	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	*67% exceptional understanding (n=40)* *33% above expectations (n=20)* *0% competent understanding (n=0)* *0% below expectations (n=0)* *0% do not meet expectations (n=0)* **100% assessed as above expectations/exceptional understanding**			
	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does not meet expectations**
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.	60% (n=9)	40% (n=6)	0% (n=0)	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.	53% (n=8)	47% (n=7)	0% (n=0)	0% (n=0)	0% (n=0)
4.3 Recognizes and communicates personal understanding of the importance of difference in shaping life experiences.	80% (n=12)	20% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)

4.4 Views her/himself as learner and engages those with whom she/he works as teachers.	73% (n=11)	27% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)

Advance human rights/ social and economic justice.	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	*52% exceptional understanding (n=22)* *36% above expectations (n=15)* *12% competent understanding (n=5)* *0% below expectations (n=0)* *0% do not meet expectations (n=0)* **88% assessed as above expectations/exceptional understanding**		
	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does not meet expectations**
5.1 Understands the forms and mechanisms of oppression and discrimination.	50% (n=7)	50% (n=7)	0% (n=0)	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.	50% (n=7)	36% (n=5)	14% (n=2)	0% (n=0)	0% (n=0)
5.3 Engages in practices that advance social and economic justice.	57% (n=8)	21% (n=3)	21% (n=3)	0% (n=0)	0% (n=0)
Engage in research-informed practice/ practice-informed research	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	*34% exceptional understanding (n=10)* *52% above expectations (n=15)* *14% competent understanding (n=4)* *0% below expectations (n=0)* *0% do not meet expectations (n=0)* **86% assessed as above expectations/exceptional understanding**		
	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does not meet expectations**
6.1 Uses practice experience to inform scientific inquiry.	36% (n=5)	50% (n=7)	14% (n=2)	0% (n=0)	0% (n=0)
6.2 Draws on and applies evidence based research to inform her/his practice.	33% (n=5)	53% (n=8)	13% (n=2)	0% (n=0)	0% (n=0)

Apply human behavior knowledge	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	*57% exceptional understanding (n=17)* *40% above expectations (n=12)* *3% competent understanding (n=1)* *0% below expectations (n=0)* *0% do not meet expectations (n=0)* **97% assessed as above expectations/exceptional understanding**			
	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does not meet expectations**
7.1 Utilizes conceptual frameworks to guide the processes of assessment, intervention, and evaluation.	53% (n=8)	40% (n=6)	7% (n=1)	0% (n=0)	0% (n=0)
7.2 Critiques and applies knowledge to understand person and environments.	60% (n=9)	40% (n=6)	0% (n=0)	0% (n=0)	0% (n=0)
Engage policy practice to advance well-being and deliver services.	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	*35% exceptional understanding (n=9)* *46% above expectations (n=12)* *19% competent understanding (n=5)* *0% below expectations (n=0)* *0% do not meet expectations (n=0)* **81% assessed as above expectations/exceptional understanding**			
	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does not meet expectations**
8.1 Analyzes, formulates, and advocates for policies that advance social wellbeing in different settings and contexts	38% (n=5)	38% (n=5)	23% (n=3)	0% (n=0)	0% (n=0)
8.2 Collaborates with colleagues and clients to engage in effective policy action	27% (n=4)	47% (n=7)	13% (n=2)	0% (n=0)	0% (n=0)

Respond to practice contexts	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	*54% exceptional understanding (n=15)* *32% above expectations (n=9)* *14% competent understanding (n=4)* *0% below expectations (n=0)* *0% do not meet expectations (n=0)* **86% assessed as above expectations/exceptional understanding**		
	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does 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	50% (n=7)	27% (n=4)	21% (n=3)	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	57% (n=8)	36% (n=5)	7% (n=1)	0% (n=0)	0% (n=0)
Practice Engagement	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	*70% exceptional understanding (n=31)* *23% above expectations (n=10)* *7% competent understanding (n=3)* *0% below expectations (n=0)* *0% do not meet expectations (n=0)* **93% assessed as above expectations/exceptional understanding**		
	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does not meet expectations**
10a.1 Substantively and affectively prepares for conversation and action with various client systems (individuals, families, groups, organizations, and communities).	60% (n=9)	33% (n=5)	7% (n=1)	0% (n=0)	0% (n=0)
10a.2	80% (n=12)	20% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)

Uses empathy, interviewing and other interpersonal skills.		8			

10a.3 Develops a mutually agreed-on focus of work and desired outcomes.	71% (n=10)	14% (n=2)	14% (n=2)	0% (n=0)	0% (n=0)
Practice Assessment	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	*52% exceptional understanding (n=33)* *38% above expectations (n=24)* *10% competent understanding (n=6)* *0% below expectations (n=0)* *0% do not meet expectations (n=0)* **90 0% assessed as above expectations/exceptional understanding**			
	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does not meet expectations**
10b.1 Collects, organizes, professionally documents and interprets client data.	67% (n=10)	33% (n=5)	0% (n=0)	0% (n=0)	0% (n=0)
10b.2 Identifies and assesses client strengths.	53% (n=8)	27% (n=4)	20% (n=3)	0% (n=0)	0% (n=0)
10b.3 Recognizes client system limitations and contextual factors.	57% (n=8)	29% (n=4)	14% (n=2)	0% (n=0)	0% (n=0)
10b.4 Develops mutually agreed-on intervention goals and objectives and selects appropriate intervention strategies.	47% (n=7)	47% (n=7)	7% (n=1)	0% (n=0)	0% (n=0)
Practice Intervention	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	*57% exceptional understanding (n=41)* *33% above expectations (n=24)* *10% competent understanding (n=7)* *0% below expectations (n=0)* *0% do not meet expectations (n=0)* **90% assessed as above expectations/exceptional understanding**			
	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does not meet expectations**
10c.1 Initiates actions to achieve organizational goals.	60% (n=9)	33% (n=5)	47% (n=1)	0% (n=0)	0% (n=0)
10c.2 Implements prevention interventions that	54% (n=7)	31% (n=4)	15% (n=2)	0% (n=0)	0% (n=0)

enhance client capacities.					

10c.3 Helps clients resolve problems.	60% (n=9)	27% (n=4)	14% (n=2)	0% (n=0)	0% (n=0)
10c.4 Negotiates, mediates, and advocates for clients.	53% (n=8)	40% (n=6)	0% (n=1)	7% (n=0)	0% (n=0)
10c.5 Facilitates transitions and endings.	57% (n=8)	36% (n=5)	7% (n=1)	0% (n=0)	0% (n=0)
Practice Evaluation	80% of practicum students will be assessed by their supervisor as either "above expectations" or "exceptional understanding" on practice skill 10d.1	*0% exceptional understanding (n=_)* *0% above expectations (n=0)* *0% competent understanding (n=0)* *0% below expectations (n=0)* *0% do not meet expectations (n=0)* **100% assessed as above expectations/exceptional understanding**			
	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does not meet expectations**
10d.1 Social workers critically analyze, monitor, and evaluate interventions.	57% (n=8)	36% (n=5)	7% (n=1)	0% (n=0)	0% (n=0)

	Exceptional understanding	**Above expectations**	**Competent understanding**	**Below expectations**	**Does not meet expectations**
Distribution of all external assessment	56% (n=335)	37% (n=223)	7% (n=41)	0% (n=0)	0% (n=0)