

EASTERN MENNONITE UNIVERSITY BACCALAUREATE SOCIAL WORK PROGRAM

INTERNAL 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.

COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
		Exceed Expectations	Meet Expectations	Do not meet Expectations
Identify as a Professional Social Worker	<i>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."</i>	71% exceed expectations 29% meet expectations 0% do not meet expectations (n=___) 100 % meet or exceed expectations		
		Exceed Expectations	Meet Expectations	Do not meet Expectations
1.1 Advocates for client access to the services of social work		53% (n=25)	47% (n=22)	0% (n=0)
1.2 Demonstrates personal and professional reflection and correction to assure continual professional development		86% (n=19)	14% (n=10)	0% (n=0)
1.3 Establishes and maintains professional behavior: communication, roles, and boundaries		62% (n=18)	38% (n=11)	0% (n=0)
1.4 Does self-evaluation and takes responsibility for learning, appearance, and behavior		85% (n=22)	15% (n=4)	0% (n=0)
1.5 Engages in career-long learning		100% (n=26)	0% (n=0)	0% (n=0)
1.6 uses supervision and consultation appropriately		58% (n=15)	42% (n=11)	0% (n=0)
Apply Ethical Principles	<i>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."</i>	61.5% exceed expectations 35.2% meet expectations 97 % 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		100% (n=26)	0% (n=0)	0% (n=0)
2.2 Makes ethical decisions by applying standards of the NASW Code of Ethics		70% (n=7)	30% (n=3)	0% (n=0)
2.3 Tolerates ambiguity in resolving ethical conflicts		51% (n=19)	46% (n=17)	3% (n=1)
2.4 Applies strategies of creative and ethical reasoning to arrive at principled decisions		22% (n=4)	67% (n=12)	11% (n=2)
Apply Critical Thinking	<i>85% of students in classes measuring practice skills 3.1, 3.2, and 3.3 will be ranked as "meets expectations" or "exceeds expectations."</i>	45% exceed expectations 50% meet expectations 5% do not meet expectations 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		40% (n=12)	47% (n=14)	13% (n=4)
3.2 Articulates and analyzes models of assessment, pretention, intervention, and evaluation		42% (n=11)	58% (n=15)	0% (n=0)
3.3 Demonstrates effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues		51% (n=19)	46% (n=17)	3% (n=1)

Engage Diversity in Practice	<i>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.”</i>	<i>41% exceed expectations 56% meet expectations 3% do not meet expectations 97% meet or exceed expectations</i>	
		Exceed Expectations	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)		0% (n=0)	100% (n=11)
4.2 Has self-awareness and recognizes personal biases and values sufficiently to eliminate their influence in working with diverse groups		63% (n=19)	33% (n=10)
4.3 Recognizes and communicates personal understanding of the importance of difference in shaping life experiences (n=16)		0% (n=0)	100% (n=21)
4.4 Views her/himself as learners and engages those with whom he/she works as teachers		58% (n=21)	36% (n=13)
Advance Human Rights/ Social and Economic Justice	<i>85% of students in classes measuring practice skills 5.1, 5.2, and 5.3 will be ranked as “meets expectations” or “exceeds expectations.”</i>	<i>56% exceed expectations 44% meet expectations 0% do not meet expectations 100% meet or exceed expectations</i>	
		Exceed Expectations	Meet Expectations
5.1 Understands the forms and mechanisms of oppression and discrimination		27% (n=3)	73% (n=8)
5.2 Has knowledge of local, regional, and global policies, programs, and services, and advocates for human rights and economic justice		73% (n=16)	27% (n=6)
5.3 Engages in practices that advance social and economic justice		55% (n=18)	45% (n=15)
Engage Research Informed Practice/ Practice Informed Research	<i>85% of students in classes measuring practice skills 6.1 and 6.2 will be ranked as “meets expectations” or “exceeds expectations.”</i>	<i>46% exceed expectations 54% meet expectations 0% do not meet expectations 100% meet or exceed expectations</i>	
		Exceed Expectations	Meet Expectations
6.1 Uses practice experience to inform scientific inquiry		50% (n=9)	50% (n=9)
6.2 Draws on and applies evidence-based research and practice wisdom to inform practice		43% (n=16)	57% (n=21)
Apply Human Behavior Knowledge	<i>85% of students in classes measuring practice skills 7.1 and 7.2 will be ranked as “meets expectations” or “exceeds expectations.”</i>	<i>44% exceed expectations 53% meet expectations 4% do not meet expectations 96% meet or exceed expectations</i>	
		Exceed Expectations	Meet Expectations
7.1 Utilizes conceptual frameworks to guide the processes of assessment, intervention, and evaluation		28% (n=5)	67% (n=12)
7.2 Critiques and applies knowledge to understand persons within their environments		51% (n=19)	46% (n=17)
		Do not meet Expectations	

Engage Policy Practice to Advance Well-Being and Deliver Services	<i>85% of students in classes measuring practice skills 8.1 and 8.2 will be ranked as “meets expectations” or “exceeds expectations.”</i>	<i>59% exceed expectations 41% meet expectations 0% do not meet expectations 100% meet or exceed expectations</i>	
		Exceed Expectations	Meet Expectations
8.1 Analyzes, formulates, and advocates for policies that advance social wellbeing in different settings and contexts		63% (n=25)	38% (n=15)
8.2 Collaborates with colleagues and clients to engage in effective policy action		55% (n=16)	45% (n=13)
Respond to Practice Contexts	<i>85% of students in classes measuring practice skills 9.1 and 9.2 will be ranked as “meets expectations” or “exceeds expectations.”</i>	<i>65% exceed expectations 35% meet expectations 0% do not meet expectations 100% meet or exceed expectations</i>	
		Exceed Expectations	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		62% (n=23)	38% (n=14)
9.2 Provides leadership in promoting sustainable changes in service delivery and practices to improve the quality of social services		55% (n=16)	45% (n=13)
Practice Engagement	<i>85% of students in classes measuring practice skills 10a.1, 10a.2, and 10a.3 will be ranked as “meets expectations” or “exceeds expectations.”</i>	<i>70% exceed expectations 30% meet expectations 0% do not meet expectations 100% meet or exceed expectations</i>	
		Exceed Expectations	Meet Expectations
10a.1 Substantively and effectively prepares for action with various client systems (individuals, families, groups, organizations, and communities)		86% (n=19)	14% (n=3)
10a.2 Uses empathy, interviewing, and other interpersonal skills		51% (n=19)	49% (n=18)
10a.3 Develops a mutually agreed-upon focus of work and desired outcomes		86% (n=19)	14% (n=3)
Practice Assessment	<i>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.”</i>	<i>59% exceed expectations 41% meet expectations 0% do not meet expectations 100% meet or exceed expectations</i>	
		Exceed Expectations	Meet Expectations
10b.1 Collects, organizes, and interprets client data		41% (n=17)	59% (n=24)
10b.2 Identifies and assesses client strengths, limitations, and context		86% (n=19)	14% (n=3)
10b.3 Develops mutually agreed-upon intervention goals and objectives		86% (n=19)	14% (n=3)
10b.4 Selects appropriate intervention strategies		36% (n=8)	64% (n=14)

Practice Intervention	<i>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.”</i>	<i>54% exceed expectations 47% meet expectations 0% do not meet expectations 100% meet or exceed expectations</i>	
	Exceed Expectations	Meet Expectations	Do not meet Expectations
10c.1 Initiates actions to achieve organizational goals	55% (n=16)	45% (n=13)	0% (n=0)
10c.2 Implements preventive interventions that enhance client capacities	36% (n=8)	64% (n=14)	0% (n=0)
10c.3 Helps clients resolve problems	58% (n=15)	42% (n=11)	0% (n=0)
10c.4 Negotiates, mediates, and advocates for clients	73% (n=19)	27% (n=7)	0% (n=0)
10c.5 Facilitates transitions and endings	42% (n=11)	58% (n=15)	0% (n=0)
Practice Evaluation	<i>85% of students in classes measuring practice skill 10d.1 will be ranked as “meets expectations” or “exceeds expectations.”</i>	<i>50% exceed expectations 50% meet expectations 0% do not meet expectations 100% meet or exceed expectations</i>	
	Exceed Expectations	Meet Expectations	Do not meet Expectations
10d.1 Critically analyzes, monitors, and evaluates interventions	50% (n=24)	50% (n=24)	0% (n=0)

	Exceed Expectations	Meet Expectations	Do not meet Expectations
Total distribution of internal assessment:	57% (n=652)	42% (n=479)	1% (n=13)