EASTERN MENNONITE UNIVERSITY BACCALAUREATE SOCIAL WORK PROGRAM

INTERNAL ASSESSMENT OF STUDENT LEARNING OUTCOMES

COMPLETED IN June 2019

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."*	*64% exceed expectations (n=109)* *33% meet expectations (n=55)* *3% do not meet expectations (n=5)* **Achieved:** **97% meet or exceed expectations**		
		Exceed Expectations	Meet Expectations	Do not meet Expectations
1.1 Advocates for client access to the services of social work		72% (n=23)	28% (n=9)	0% (n=0)
1.2 Demonstrates personal and professional reflection and correction to assure continual professional development		41% (n=11)	52% (n=14)	7% (n=2)
1.3 Establishes and maintains professional behavior: communication, roles, and boundaries		50% (n=17)	47% (n=15)	6% (n=2)
1.4 Does self-evaluation and takes responsibility for learning, appearance, and behavior		76% (n=19)	24% (n=6)	0% (n=0)
1.5 Engages in career-long learning		77% (n=20)	19% (n=5)	4% (n=1)
1.6 uses supervision and consultation appropriately		76% (n=19)	24% (n=6)	0% (n=0)
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."*	*68% exceed expectations (n=58)* *32% meet expectations (n=27)* *0% do not meet expectations (n=0)* **Achieved:** **100% 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		76% (n=19)	24% (n=6)	0% (n=0)
2.2 Makes ethical decisions by applying standards of the NASW Code of Ethics		44% (n=7)	56% (n=9)	0% (n=0)
2.3 Tolerates ambiguity in resolving ethical conflicts		74% (n=20)	26% (n=7)	0% (n=0)
2.4 Applies strategies of creative and ethical reasoning to arrive at principled decisions		71% (n=12)	29% (n=5)	0% (n=0)
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."*	*45% exceed expectations (n=42)* *48% meet expectations (n=45)* *7% do not meet expectations (n=7)* **Achieved:** **93% 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		39% (n=11)	43% (n=12)	18% (n=5)
3.2 Articulates and analyzes models of assessment, pretention, intervention, and evaluation		56% (n=14)	40% (n=10)	4% (n=1)
3.3 Demonstrates effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues		41% (n=17)	56% (n=23)	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."*	*62% exceed expectations (n=52)* *31% meet expectations (n=26)* *7% do not meet expectations (n=6)* **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=6)	33% (n=5)	27% (n=4)
4.2 Has self-awareness and recognizes personal biases and values sufficiently to eliminate their influence in working with diverse groups		75% (n=18)	25% (n=6)	0% (n=0)
4.3 Recognizes and communicates personal understanding of the importance of difference in shaping life experiences (n=16)		45% (n=9)	45% (n=9)	10% (n=2)
4.4 Views her/himself as learners and engages those with whom he/she works as teachers		76% (n=19)	24% (n=6)	0% (n=0)
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."*	*48% exceed expectations (n=24)* *32% meet expectations (n=16)* *20% do not meet expectations (n=10)* **Not Achieved:** **80% meet or exceed expectations**		
		Exceed Expectations	Meet Expectations	Do not meet Expectations
5.1 Understands the forms and mechanisms of oppression and discrimination		27% (n=3)	18% (n=2)	55% (n=6)
5.2 Has knowledge of local, regional, and global policies, programs, and services, and advocates for human rights and economic justice		43% (n=9)	38% (n=8)	19% (n=4)
5.3 Engages in practices that advance social and economic justice		67% (n=12)	33% (n=6)	0% (n=0)
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."*	*46% exceed expectations (n=27)* *49% meet expectations (n=29)* *5% do not meet expectations (n=3)* **Achieved:** **95% meet or exceed expectations**		
		Exceed Expectations	Meet Expectations	Do not meet Expectations
6.1 Uses practice experience to inform scientific inquiry		53% (n=9)	29% (n=5)	18% (n=3)
6.2 Draws on and applies evidence-based research and practice wisdom to inform practice		43% (n=18)	57% (n=24)	0% (n=0)
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."*	*45% exceed expectations (n=23)* *53% meet expectations (n=27)* *2% do not meet expectations (n=1)* **Achieved:** **98% 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		43% (n=10)	57% (n=13)	0% (n=0)
7.2 Critiques and applies knowledge to understand persons within their environments		46% (n=13)	50% (n=14)	4% (n=1)

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."*	*72% exceed expectations (n=38)* *26% meet expectations (n=14)* *2% do not meet expectations (n=1)* **Achieved:** **98% 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		71% (n=24)	26% (n=9)	3% (n=1)
8.2 Collaborates with colleagues and clients to engage in effective policy action		74% (n=14)	26% (n=5)	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."*	*54% exceed expectations (n=28)* *38% meet expectations (n=20)* *8% do not meet expectations (n=4)* **Achieved:** **92% 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		50% (n=13)	42% (n=11)	8% (n=2)
9.2 Provides leadership in promoting sustainable changes in service delivery and practices to improve the quality of social services		58% (n=15)	35% (n=9)	8% (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."*	*59% exceed expectations (n=47)* *38% meet expectations (n=30)* *3% do not meet expectations (n=2)* **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)		48% (n=13)	48% (n=13)	4% (n=1)
10a.2 Uses empathy, interviewing, and other interpersonal skills		84% (n=21)	16% (n=4)	0% (n=0)
10a.3 Develops a mutually agreed-upon focus of work and desired outcomes		48% (n=13)	48% (n=13)	4% (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."*	*53% exceed expectations (n=61)* *45% meet expectations (n=52)* *3% do not meet expectations (n=3)* **Achieved:** **97% meet or exceed expectations**		
		Exceed Expectations	Meet Expectations	Do not meet Expectations
10b.1 Collects, organizes, and interprets client data		56% (n=22)	41% (n=16)	3% (n=1)
10b.2 Identifies and assesses client strengths, limitations, and context		63% (n=17)	37% (n=10)	0% (n=0)
10b.3 Develops mutually agreed-upon intervention goals and objectives		48% (n=11)	48% (n=11)	4% (n=1)
10b.4 Selects appropriate intervention strategies		41% (n=11)	56% (n=15)	4% (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."*	*60% exceed expectations (n=71)* *39% meet expectations (n=46)* *2% do not meet expectations (n=2)* **Achieved:** **98% meet or exceed expectations**		
		Exceed Expectations	Meet Expectations	Do not meet Expectations
10c.1 Initiates actions to achieve organizational goals		63% (n=12)	37% (n=7)	0% (n=0)
10c.2 Implements preventive interventions that enhance client capacities		22% (n=6)	74% (n=20)	4% (n=1)
10c.3 Helps clients resolve problems		79% (n=19)	21% (n=5)	0% (n=0)
10c.4 Negotiates, mediates, and advocates for clients		75% (n=18)	25% (n=6)	0% (n=0)
10c.5 Facilitates transitions and endings		64% (n=16)	32% (n=8)	4% (n=1)
Practice Evaluation	*85% of students in classes measuring practice skill 10d.1 will be ranked as "meets expectations" or "exceeds expectations."*	*64% exceed expectations (n=16)* *32% meet expectations (n=8)* *4% do not meet expectations (n=1)* **Achieved:** **96% meet or exceed expectations**		
		Exceed Expectations	Meet Expectations	Do not meet Expectations
10d.1 Critically analyzes, monitors, and evaluates interventions		64% (n=16)	32% (n=8)	4% (n=1)

	Exceed Expectations	**Meet Expectations**	**Do not meet Expectations**
Total distribution of internal assessment:	58% (n=640)	38% (n=427)	4% (n=45)