

Program: _____ Social Work _____

Date report completed: _____ May 10, 2017 _____

Completed by: _____ Carol L. Langer _____

Assessment contributors (other faculty involved in this program’s assessment): _____

PART I. Program student learning outcomes (SLOs) assessed in this cycle, processes, results, and recommendations for improved student learning.

A. Which of the program SLOs were assessed during this cycle? Please include the outcome(s) verbatim from the assessment plan.	B. When was this SLO last assessed? Please indicate the semester and year.	C. What method was used for assessing the SLO? Please include a copy of any rubrics used in the assessment process.	D. Who was assessed? Please fully describe the student group(s) and the number of students or artifacts involved.	E. What is the expected achievement level and how many or what proportion of students should be at that level?	F. What were the results of the assessment?	G. What were the department’s conclusions about student performance?	H. What changes/improvements to the <u>program</u> are planned based on this assessment?
The Council on Social Work Education (CSWE) mandates our assessment. The term used is “competency.” We have 9 competencies with 28 practice behaviors from CSWE. We have added several practice behaviors of our own under several competencies.	Su 2016	SW 489 Assessment Document-- attached	All students in COS and Pueblo in SW 489, spring 2017, the last semester of their senior year. They are in field during this time. This is a direct measure.	80% of our students will score 80% or above on each competency	Comparability for site and modality: Pueblo: 100% of students scored at or above 80%/2 COS: 100% of students scored at or above 80%/2 Summary-- 100% of students scored 80%/(2) or above on each	Based on feedback from field supervisors, our students are well-prepared for their field experience	We will continue to monitor these SLOs.

Competency 1: Demonstrate Ethical and Professional Behavior			<p>Comparability for site and modality:</p>		competency: all SLOs are met		
Competency 2: Engage Diversity and Difference in Practice			<p>Pueblo- N= 6 (2 missing or incomplete)</p>				
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice			<p>COS- N= 10</p>				
Competency 4: Engage In Practice- informed Research and Research-informed Practice							
Competency 5: Engage in Policy Practice							
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities							

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities							
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities							
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities							

Comments on part I:

PART II. Follow-up (closing the loop) on results and activities from previous assessment cycles. In this section, please describe actions taken during this 2016-2017 cycle that were based on, or implemented to address, the results of assessment from previous cycles.

A. What SLO(s) did you address? Please include the outcome(s) verbatim from the assessment plan.	B. When was this SLO last assessed? Please indicate the semester and year.	C. What were the recommendations for change from the previous assessment?	D. Were the recommendations for change acted upon? If not, why?	E. What were the results of the changes? If the changes were not effective, what are the next steps or the new recommendations?
Demonstrate ethical and professional behavior	2015	Over all, we are going to reevaluate our admissions policies, raise our GPA for admission, and finetune the essay we require. We are probably admitting students who shouldn't be admitted to the major, and we allow them multiple retakes of courses they fail or fail to get a "C" or better. We could limit the number of times a student can retake a course. We still believe that the specialized course on ethics helps to prevent us from being in the 30s, as we used to be. We continue to monitor this score.	Yes. We will have new admissions, retention, and dismissal standards in place in 2017. We decided to leave the GPA of 2.5 in place. We have created rubrics for evaluating the references, the student essay (which will be assessment-based), and will score GPAs upward from 2.5. We have revised the criteria used for references. We have limited the number of times a student can retake a course with a "C" to 2.	These changes cannot be assessed until after fall, 2017.

Comments on part II:

***SWK 488 and SWK 489**
Evaluation of Student
Department of Social Work
Colorado State University-Pueblo
This is for SWK 488_____ SWK 489_____

Purpose of the evaluation:

Beginning in 2010, in order to achieve and retain accreditation, social work programs have been mandated to measure outcomes on student learning. The Council on Social Work Education has identified 9 Competencies and 28 Practice Behaviors that BSW programs must address. Colorado State University-Pueblo occasionally adds a practice behavior that we believe is important. These appear with CSUP in front of the practice behavior. These learning outcomes are subject to multiple measures, one of which is direct evaluation of the student by the supervising field instructor. Please use the following scale to evaluate the student placed at your agency:

- 1 = Does not meet expectations of beginning level generalist social work**
- 2 = Meets expectations for beginning level generalist social work**
- 3 = Exceeds expectations for beginning level generalist social work**

Competency 1: Students will demonstrate ethical and professional behavior

Practice Behavior	1 Does not meet expectations	2 Meets expectations	3 Exceeds expectations	Comments
1a. make ethical decisions by applying the standards of the <i>NASW Code of Ethics</i> , relevant				

laws and regulations, models for ethical decision-making, and additional codes of ethics as appropriate to context				
1b. use reflection and self-regulation to manage personal values and maintain professionalism in practice situations				
1c. use technology ethically and appropriately to facilitate practice outcomes				
1d. use supervision and consultation to guide professional judgment and behavior				
CSUP 1e. attend to professional				

roles and boundaries				
CSUP 1f. demonstrate professional demeanor in behavior, appearance, and communication in all forms				
CSUP 1g. Engage in career-long learning				

COMMENTS/NOTES:

Competency 2: Students will engage diversity and difference in practice

Practice Behavior	1 Does not meet expectations	2 Meets expectations	3 Exceeds expectations	Comments
2a. apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice				
2b. present themselves as learners and engage client systems as experts of their own experiences				
2c. apply self-awareness and self-regulation to manage the influences of personal biases and values in working with				

diverse populations				
CSUP 2d. recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create/enhance privilege and power				

COMMENTS/NOTES:

Competency 3: Students will advance human rights and social and economic justice

Practice Behavior	1 Does not meet expectations	2 Meets expectations	3 Exceeds expectations	Comments
3a. apply their understanding of social and economic justice to advocate for human rights				
3b. engage in practices that advance social and economic justice				
CSUP 3c. understand the forms and mechanisms of oppression and discrimination				

COMMENTS/NOTES:

Competency 4: Students will engage in practice-informed research and research-informed practice

Practice Behavior	1 Does not meet expectations	2 Meets expectations	3 Exceeds expectations	Comments
4a. use practice experience to inform scientific inquiry and research				
4b. engage in critical analysis of quantitative and qualitative research methods and research findings				
4c. use and translate research findings to inform and improve practice, policy, and service delivery				

COMMENTS/NOTES:

Competency 5: Students will engage in policy practice

Practice Behavior	1 Does not meet expectations	2 Meets expectations	3 Exceeds expectations	Comments
5a. assess how social welfare and economic policies impact the delivery of and access to social services				
5b. critically analyze and promote policies that advance human rights and social and economic justice				
CSUP 5c. collaborate with colleagues and clients for effective policy action				

COMMENTS/NOTES:

Competency 6: Students will engage with individuals, families, groups, organizations, and communities

Practice Behavior	1 Does not meet expectations	2 Meets expectations	3 Exceeds expectations	Comments
6a. apply knowledge of human behavior and the social environment and practice context to engage with client systems				
6b. use empathy, self-regulation, and interpersonal skills to effectively engage diverse client systems				

COMMENTS/NOTES:

Competency 7: Students will assess individuals, families, groups, organizations, and communities

Practice Behavior	1 Does not meet expectations	2 Meets expectations	3 Exceeds expectations	Comments
7a. collect, organize, and critically analyze and interpret information from client systems				
7b. apply knowledge of human behavior and the social environment, person-in-environment, and e.g. other multidisciplinary theoretical frameworks in the assessment of data from client systems				
7c. develop mutually agreed upon intervention goals and objectives based				

on the critical assessment of strengths, needs, and challenges within client systems				
7d. select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of client systems				

COMMENTS/NOTES:

Competency 8: Students will intervene with individuals, families, groups, organizations, and communities

Practice Behavior	1 Does not meet expectations	2 Meets expectations	3 Exceeds expectations	Comments
8a. implement interventions to achieve practice goals and enhance capacities of client systems				
8b. apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in intervention with client systems				
8c. use inter-professional collaboration as appropriate to achieve beneficial practice outcomes				

8d. negotiate, mediate, and advocate on behalf of client systems				
8e. facilitate effective transitions and endings that advance mutually agreed upon goals				

COMMENTS/NOTES:

Competency 9: Students will evaluate practice with individuals, families, groups, organizations, and communities

Practice Behavior	1 Does not meet expectations	2 Meets expectations	3 Exceeds expectations	Comments
9a. select and use appropriate methods for evaluation of outcomes				
9b. critically analyze, monitor, and evaluate intervention process and outcomes				
9c. apply evaluation findings to improve practice effectiveness				

COMMENTS/NOTES:

DATE: _____

STUDENT: _____

FIELD INSTRUCTOR: _____

FACULTY LIAISON: _____

*With acknowledgement of field placement documents from Millersville University and Missouri State University.