

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)
MANSFIELD UNIVERSITY BACCALAUREATE SOCIAL WORK PROGRAM (BSW)
ASSESSMENT OF STUDENT LEARNING OUTCOMES Spring 2021

Summary of the Program's Assessment Plan | Generalist Practice

All students are assessed using a minimum of two measures on their mastery of the nine competencies that comprise the Educational Policy and Accreditation Standards of the Council on Social Work Education here at Mansfield University. The assessments take place in the form of a Final Field Evaluation that is completed by the learners Field Instructor during their 500-hour internship their final semester of the BSW program. The second assessment takes place in the form of a Practice Behavior Analysis where the learner is expected to "practice" in a live role play what a social worker would do in a variety of ethical dilemmas they face in a "typical day." These scenarios are unique to each learner and they are presented just moments before the learner is to role play the scenarios. The other learners participate as actors and the learner then documents their day. Below is a summary of the data collected in the spring semester of 2021. The summer 2021 data was not available at the time this form was completed but it will be updated when available. As evidenced below, at this time the program has met the expected outcome measure benchmark for all competencies.

Assessment Measure #1: Practice Behavior Analysis	
Dimension(s) assessed:	Knowledge, skills, values, Cognitive and & Affective processes
When/where students are assessed:	Field Seminar Final semester, senior year
Who assessed student competence:	Social Work Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4/5 or 80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80% of learners are expected to meet the minimum benchmark for all competencies
<i>Competency 1:</i>	

Make ethical decisions by applying standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics as appropriate to context.	4.7
Use self-reflection and self-regulation to manage personal values and maintain professionalism in practice situations.	4.7
Demonstrate professional demeanor in behavior, appearance, and oral, written, and electronic communication.	4.7
Use technology ethically and appropriately to facilitate practice outcomes.	4.7
Use supervision and consultation to guide professional judgment and behavior.	4.7
<i>Competency 2:</i>	
Apply and communicate understanding of the importance of diversity and difference shaping life experiences in practice at the micro, mezzo, and macro levels.	4.7
Present themselves as learners and engage client and constituencies as experts of their own experiences.	4.7
Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse client and constituencies.	4.7
<i>Competency 3:</i>	
Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and systems levels.	4.7
Engage in practices that advance social, economic, and environmental justice.	4.7
<i>Competency 4:</i>	
Use practice experience and theory to inform scientific research.	4.4
Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.	4.4
Use and translate research evidence to inform and improve practice, policy, and service delivery.	4.4
<i>Competency 5:</i>	
Identify social policy and the local, state, and federal level that impacts well-being, service delivery, and access to social services.	4.5

Assess how social welfare and economic policies impact the delivery of and access to social services.	4.5
Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	4.5
<i>Competency 6:</i>	
Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary theoretical frameworks to engage with clients and constituencies.	4.8
Use empathy, reflection, and interpersonal skills to engage diverse clients and constituencies.	4.8
<i>Competency 7:</i>	
Collect and organize data, and apply critical thinking to interpret information from clients and constituencies.	5
Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.	5
Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges with clients and constituencies.	5
Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.	5
<i>Competency 8:</i>	
Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.	4.9
Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary frameworks in interventions with clients and constituencies.	4.9
Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes	4.9
Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.	4.9
Facilitate effective transitions and endings that advance mutually agreed-on goals.	4.9
<i>Competency 9:</i>	

Select and use appropriate methods of evaluation of outcomes.	4.9
Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary theoretical frameworks in the evaluation of outcomes.	4.9
Critically analyze, monitor, and evaluate intervention and program processes and outcomes.	4.9
Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.	4.9
Assessment Measure #2: Field Education Evaluations	
Dimension(s) assessed:	Knowledge, skills, values, Cognitive and & Affective processes
When/where students are assessed:	Field Education senior year, final semester
Who assessed student competence:	Social Work Field Instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4/5 or 80% of all learners
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80% of learners are expected to meet the minimum benchmark for all competencies
<i>Competency 1:</i>	

Make ethical decisions by applying standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics as appropriate to context.	4.6
Use self-reflection and self-regulation to manage personal values and maintain professionalism in practice situations.	4.6
Demonstrate professional demeanor in behavior, appearance, and oral, written, and electronic communication.	4.6
Use technology ethically and appropriately to facilitate practice outcomes.	4.7
Use supervision and consultation to guide professional judgment and behavior.	4.6
<i>Competency 2:</i>	
Apply and communicate understanding of the importance of diversity and difference shaping life experiences in practice at the micro, mezzo, and macro levels.	4.5
Present themselves as learners and engage client and constituencies as experts of their own experiences.	4.7
Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse client and constituencies.	4.7
<i>Competency 3:</i>	
Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and systems levels.	4.4
Engage in practices that advance social, economic, and environmental justice.	4.3
<i>Competency 4:</i>	
Use practice experience and theory to inform scientific research.	4.6
Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.	4.6
Use and translate research evidence to inform and improve practice, policy, and service delivery.	4.6
<i>Competency 5:</i>	
Identify social policy and the local, state, and federal level that impacts well-being, service delivery, and access to social services.	4.6

Assess how social welfare and economic policies impact the delivery of and access to social services.	4.6
Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	4.6
<i>Competency 6:</i>	
Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary theoretical frameworks to engage with clients and constituencies.	4.6
Use empathy, reflection, and interpersonal skills to engage diverse clients and constituencies.	4.7
<i>Competency 7:</i>	
Collect and organize data, and apply critical thinking to interpret information from clients and constituencies.	4.6
Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.	4.6
Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges with clients and constituencies.	4.6
Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.	4.6
<i>Competency 8:</i>	
Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.	4.7
Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary frameworks in interventions with clients and constituencies.	4.6
Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes	4.6
Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.	4.6
Facilitate effective transitions and endings that advance mutually agreed-on goals.	4.5
<i>Competency 9:</i>	

Select and use appropriate methods of evaluation of outcomes.	4.5
Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary theoretical frameworks in the evaluation of outcomes.	4.6
Critically analyze, monitor, and evaluate intervention and program processes and outcomes.	4.5
Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.	4.4