



**Mississippi
College**

A CHRISTIAN UNIVERSITY

DEPARTMENT OF SOCIAL WORK

A Profession of Service.....

Inspiring Hope.....

Strengthening Lives.....

Promoting Change.....

Social Work

Program Outcomes

2013 - 2014

The 2008 Educational Policy and Accreditation Standards (EPAS) identified by the Council on Social Work Education (CSWE) include a provision for assessment of social work training programs. Each accredited social work program must implement an assessment plan to evaluate the extent to which students in the program master practice behaviors identified by CSWE and the local institution. CSWE outlines forty-one practice behaviors for mastery during the foundation curriculum of baccalaureate social work training. These skills are grouped under ten different competencies of social work practice developed by CSWE. Local institutions with a master of social work (MSW) program are called upon to also identify practice behaviors of the advanced curriculum that are relevant to the specializations available to MSW students. The advanced practice behaviors are also grouped under the ten competencies developed by CSWE.

The Department of Social Work at Mississippi College offers an accredited Bachelor of Science in Social Work degree. The 2011 – 2012 evaluation of the program was conducted through the senior exit exam, and the field supervisor evaluation of program effectiveness. The 2012 – 2013 Program evaluation was conducted using the Social Work Licensure Exam, the field supervisor evaluation of program effectiveness, and student evaluation of field placement and field instructor.

The Program Outcomes Report for 2014 – 2015 will include results from the Social Work Licensure Exam, a more comprehensive field supervisor evaluation utilizing a Rating Scale for Evaluation of Field Placement Performance, which includes rating the 10 competencies established by CSWE, course specific embedded measures employing scoring rubrics monitored by the competencies and practice behaviors associated with the courses, and a student evaluation of field supervisors.

Strategies are being made to further evaluate the program using the Social Work Licensure Exam, the field supervisor evaluation for program effectiveness, the student evaluation of field supervisors, a senior exit survey, an alumni survey, and an employer survey during the academic year 2015-2016. A social work assessment for students applying to the Program is given each Fall semester, and the same assessment is given in the following Fall semester to each cohort. These measures will be recorded in the Program Outcome Report for 2016-2017.

COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
Identify as a Professional Social Worker	Evaluation of Program by field supervisors: (90%) Evaluation of field supervisors by students: (85%) Pass rate Social Work Licensure Exam: (70%)	97% field supervisors recognized students identifying as a professional social worker. 90% students recognized either their field supervisor and/or field placement as a professional social worker. 56% students passed the social work licensure exam. N = 9
Apply Ethical Principles	Evaluation of Program by field supervisors: (90%) Evaluation of field supervisors by students: (85%) Social Work Licensure Exam: (70%)	95% field supervisors recognized students applying ethical principles in practice. 95% students acknowledged their field supervisor's applying ethical principles in practice. 56% students passed the social work licensure exam. N = 9
Apply Critical Thinking	Evaluation of Program by field supervisors: (90%) Evaluation of field supervisors by students: (85%) Social Work Licensure Exam: (70%)	95% field supervisors recognized students applying critical thinking. 90% students recognized either their field supervisor and/or field placement as a medium for critical thinking. 56% students passed the social work licensure exam. N = 9
Engage Diversity in Practice	Evaluation of Program by field supervisors: (90%) Evaluation of field supervisors by students: (85%) Social Work Licensure Exam: (70%)	95% field supervisors recognized students engaging diversity in practice. 95% students recognized either their field supervisor and/or field placement engaging diversity in practice. 56% students passed the social work licensure exam. N = 9
Advance Human Rights/ Social and Economic Justice	Evaluation of Program by field supervisors: (90%) Evaluation of field supervisors by students: (85%) Social Work Licensure Exam: (70%)	85% field supervisors recognized students advancing human rights and social and economic justice. 90% students recognized either their field supervisor and/or field placement advancing human rights or social and economic justice. 56% students passed the social work licensure exam. N = 9
Engage Research Informed Practice/ Practice Informed Research	Evaluation of Program by field supervisors: (90%) Evaluation of field supervisors by students: (85%) Social Work Licensure Exam: (70%)	80% field supervisors recognized students engaging in research informed practice and practice informed research. 85% students recognized either their field supervisor and/or field placement engaging in research informed practice and practice informed research. 56% students passed the social work licensure exam. N = 9
Apply Human Behavior Knowledge	Evaluation of Program by field supervisors: (90%) Evaluation of field supervisors by students: (85%) Social Work Licensure Exam: (70%)	90% field supervisors recognized students applying human behavior knowledge. 95% students recognized either their field supervisor applying human behavior knowledge. 56% students passed the social work licensure exam. N = 9
Engage Policy Practice to Advance Well-Being and Deliver Services	Evaluation of Program by field supervisors: (90%) Evaluation of field supervisors by students: (85%) Social Work Licensure Exam: (70%)	95% field supervisors recognized students engaging policy practice to advance well-being and delivering services. 97% students recognized either their field supervisor and/or field placement engaging policy practice to advance well-being and deliver services. 56% students passed the social work licensure exam. N = 9

Respond to Practice Contexts	<p>Evaluation of Program by field supervisors: (90%)</p> <p>Evaluation of field supervisors by students: (85%)</p> <p>Social Work Licensure Exam: (70%)</p>	<p>95% field supervisors recognized students responding to practice contexts.</p> <p>97% students recognized either their field supervisor and/or field placement responding to practice context.</p> <p>56% students passed the social work licensure exam. N = 9</p>
Practice Engagement	<p>Evaluation of Program by field supervisors: (90%)</p> <p>Evaluation of field supervisors by students: (85%)</p> <p>Social Work Licensure Exam: (70%)</p>	<p>100% field supervisors recognized students practicing engagement.</p> <p>100% students recognized either their field supervisor and/or field placement practice engagement.</p> <p>56% students passed the social work licensure exam. N = 9</p>
Practice Assessment	<p>Evaluation of Program by field supervisors: (90%)</p> <p>Evaluation of field supervisors by students: (85%)</p> <p>Social Work Licensure Exam: (70%)</p>	<p>100% field supervisors recognized students practice assessment.</p> <p>100% students recognized either their field supervisor and/or field placement practice assessment.</p> <p>56% students passed the social work licensure exam. N = 9</p>
Practice Intervention	<p>Evaluation of Program by field supervisors: (90%)</p> <p>Evaluation of field supervisors by students: (85%)</p> <p>Social Work Licensure Exam: (70%)</p>	<p>100% field supervisors recognized students practice intervention.</p> <p>100% students recognized either their field supervisor and/or field placement practice intervention.</p> <p>56% students passed the social work licensure exam. N = 9</p>
Practice Evaluation	<p>Evaluation of Program by field supervisors: (90%)</p> <p>Evaluation of field supervisors by students: (85%)</p> <p>Social Work Licensure Exam: (70%)</p>	<p>100% field supervisors recognized students practice evaluation.</p> <p>100% students recognized either their field supervisor and/or field placement practice evaluation.</p> <p>56% students passed the social work licensure exam. N = 9</p>

Procedures

The Program Director and Director of Field manually compiled and analyzed data obtained from the field evaluation and the student evaluation of field placement. The Social Work Licensure Exam result produced a pass or fail rate.

Field instructor survey

The director of field distributes the field evaluations to current field supervisors, who submit their responses by mailing the evaluation back to the director of field. She compiles and reports on the responses to the evaluation.

Future plans include maintaining the field instructor survey as part of the evaluation process, but as an online, anonymous survey.

Student Evaluation of Field instructor and Field Placement survey

The director of field distributes the evaluations to current students in field placement, who submit their responses by mailing the evaluation back to the director of field. She compiles and reports on the responses to the evaluation.

Future plans include maintaining the student evaluation of field placement and field supervisor as part of the evaluation process, but as an online, anonymous survey.

Social Work Licensure Exam rates

Students sit for the Social Work Licensure Exam at the end of the Spring semester. They submit a copy of their results to the Program Director. The Director compiles a list of the results, showing a percentage of pass-fail.

Undergraduate Practice Behavior Outcomes

Table 2. BSSW 2.1.1 Competency Outcomes

Undergraduate Practice Behaviors Outcomes	Exit Exam	Field Evaluation
2.1.1 Identify as a professional social worker and conduct oneself accordingly.		
1. Social workers advocate for client access to the services of social work;		90%
2. Practice personal reflection and self-correction to assure continual professional development;		92%
3. Attend to professional roles and boundaries;	90%	94%
4. Demonstrate professional demeanor in behavior, appearance, and communication;	90%	94%
5. Engage in career-long learning; and	90%	94%
6. Use supervision and consultation	90%	94%

The results from field instructors indicate that students are at the beginning stages of being able to identify and conduct themselves as a professional social worker. Field supervisors were pleased and impressed how well students utilize supervision and consultation. The lowest percentage was in advocacy of which supervisors stated students would have a greater opportunity to practice upon completion of training.

Table 3. BSSW 2.1.2 Competency Outcomes

Undergraduate Practice Behaviors Outcomes	Exit Exam	Field Evaluation
2.1.2 Apply social work ethical principles to guide professional practice.		
1. Social workers recognize and manage personal values in a way that allows professional values to guide practice;	90%	88%
2. Make ethical decisions by applying standards of the NASW Code of Ethics and, as applicable, of the International Federation of Social Workers/ International Association of Schools of Social Work Ethics in Social Work Statement of Principles;	90%	90%
3. Tolerate ambiguity in resolving ethical conflicts; and		94%
4. Apply strategies of ethical reasoning to arrive at principled decisions.	90%	94%

Again, field supervisors acknowledge that students recognize the importance of separating their personal values from social work values.

Table 4. BSSW 2.1.3 Competency Outcomes

Undergraduate Practice Behaviors Outcomes	Exit Exam	Field Evaluation
2.1.3 Apply critical thinking to inform and communicate professional judgments.		
1. Social workers distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom;	90%	85%
2. Analyze models of assessment, prevention, intervention, and evaluation; and	90%	85%
3. Demonstrate effective oral and written communication in working with individuals,		

families, groups, organizations, communities, and colleagues.

90%

85%

According to field supervisors, students are working on mastering this area of practice while in field. They do recognize this is definitely a work in progress and that students will improve the more exposure they have to opportunities in social work practice.

Table 5. BSSW 2.1.4 Competency Outcomes

Undergraduate Practice Behaviors Outcomes	Exit Exam	Field Evaluation
2.1.4 Engage diversity and difference in practice.		
1. <i>Social workers recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power;</i>	90%	80%
2. <i>Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups;</i>		80%
3. <i>Recognize and communicate their understanding of the importance of differences in shaping life experiences; and</i>	90%	85%
4. <i>View themselves as learners and engage those with whom they work as informants.</i>		90%

More exposure to diverse populations will affect mastery in this area. We have increased diversity content by creating a course focusing on human diversity and social justice, SW 422, which focuses on various areas of diversity, discrimination and oppression.

Table 6. BSSW 2.1.5 Competency Outcomes

Undergraduate Practice Behaviors Outcomes	Exit Exam	Field Evaluation
2.1.5 Advance human rights and social and economic justice.		
1. <i>Social workers understand the forms and mechanisms of oppression and discrimination;</i>		80%

2. <i>Advocate for human rights and social and economic justice;</i>	80%
3. <i>Engage in practices that advance social and economic justice.</i>	80%

Again, more exposure to diverse populations affects mastery in this area. SW 422 will now addresses these areas.

Table 7. BSSW 2.1.6 Competency Outcomes

Undergraduate Practice Behaviors Outcomes	Exit Exam	Field Evaluation
2.1.6 Engage in research-informed practice and practice-informed research.		
1. <i>Social workers use practice experience to inform scientific inquiry; and</i>		80%
2. <i>Use research evidence to inform practice.</i>	90%	85%

There is an indication that there is a deficit in the area of research evidence practice. A revamping of SWK 333 and 334 has a stronger focus on theoretical foundations, which informs research, better equipping students for practice in this area.

Table 8. BSSW 2.1.7 Competency Outcomes

Undergraduate Practice Behaviors Outcomes	Exit Exam	Field Evaluation
2.1.7 Apply knowledge of human behavior and the social environment		
1. <i>Social workers utilize conceptual frameworks to guide the process of assessment, intervention, and evaluation; and</i>	90%	90%
2. <i>Critique and apply knowledge to understand person and environment.</i>	90%	90%

There are indicators that students are developing an emerging mastery in this area. Again, there is a stronger focus on theoretical frameworks informing research based evidence in practice in SWK 333 and 334.

Table 9. BSSW 2.1.8 Competency Outcomes

Undergraduate Practice Behaviors Outcomes	Exit Exam	Field Evaluation
2.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work services.		
1. Analyze, formulate, and advocate for policies that advance social well-being; and		85%
2. Collaborate with colleagues and clients for effective policy action.	90%	
<p>Many students do not have an opportunity to fulfill this role while in practice; however, we have implemented more content in the policy analysis course, SWK 426, to better prepare them in this role.</p>		

Table 10. BSSW 2.1.9 Competency Outcomes

Undergraduate Practice Behaviors Outcomes	Exit Exam	Field Evaluation
2.1.9 Respond to contexts that shape practice.		
1. Social workers continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging-societal trends to provide relevant services; and		90%
2. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.		85%
<p>Field instructors indicate that students are somewhat prepared in this area; however, more practice experience is needed to completed the mastery of leadership. Implementation of more courses in practice and policy have been put into place to better prepare students in this area.</p>		

Table 11. BSSW 2.1.10(a) Competency Outcomes

Undergraduate Practice Behaviors Outcomes	Exit Exam	Field Evaluation
2.1.10(a) Engagement		
1. Social workers collect, organize, and interpret client data;	90%	94%
2. Assess client strengths and limitations;	90%	94%
3. Develop mutually agreed-on intervention goals and objectives;	90%	94%
4. Select appropriate intervention strategies.	90%	94%

Data indicates mastery in this area; however, social work practice courses in the curriculum have been redesigned to include four practice courses instead of two, SWK 331, 341, 433 and 434. Each course has its own focal point – with individuals, families, groups and organizations and communities.

Table 12. BSSW 2.1.10(b) Competency Outcomes

Undergraduate Practice Behaviors Outcomes	Exit Exam	Field Evaluation
2.1.10(b) Assessment		
1. Social workers collect, organize, and interpret client data;	90%	90%
2. Assess client strengths and limitations;	90%	90%
3. Develop mutually agreed-on intervention goals and objectives;	90%	90%
4. Select appropriate intervention strategies.	90%	94%

Again, data indicates mastery in this area; however enhancement in practice courses and courses in human behavior have further enhanced these skills.

Table 13. BSSW 2.1.10 (c) Competency Outcomes

Undergraduate Practice Behaviors Outcomes	Exit Exam	Field Evaluation
2.1.10(c) Intervention		
1. Social workers initiate actions to active organizational goals;		90%
2. Implement prevention interventions that enhance client capacities;	90%	94%
3. Help clients resolve problems;		94%
4. Negotiate, mediate, and advocate for clients; and		85%
5. Facilitate transitions and endings.		94%

Mastery in this area is evident in the reported data. Once again, the addition and improvement of practice courses will further enhance skills in the area of social work practice.

Table 14. BSSW 2.1.10(d) Competency Outcomes

Undergraduate Practice Behaviors Outcomes	Exit Exam	Field Evaluation
2.1.10(d) Evaluation		
1. Social workers critically analyze, monitor, and evaluate their interventions.	90%	80%

Mastery in this area requires more exposure to learning the skills of critical analysis, as well as evaluating interventions. The recently implemented practice courses will help students to further improve skills and mastery in the area of service evaluation.

Conclusion

Reported data shows that assessment of the BSW program indicate positive outcomes related to student's practice behavior. Students show an understanding and commitment to maintaining professional values, demonstrate competency in practice areas found within the problem solving model, as well as some form of advocacy. Most improvement in preparing students for entry level generalist practice lies within critical analysis of theoretical knowledge and the "fit" of research in practice. The program is a strong program, but has undergone an assessment of courses, thus causing a "revamping" of many courses, the sequence of courses taught, and more rigorous requirements in order to better prepare students for entry level generalist social work.