



**Mississippi
College**

A CHRISTIAN UNIVERSITY

DEPARTMENT OF SOCIAL WORK

A Profession of Service.....

Inspiring Hope.....

Strengthening Lives.....

Promoting Change.....

Social Work

Program Outcomes

2011 – 2012

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. In the past, evaluation of the program was conducted through alumni surveys, the senior exit exam, and the field supervisor evaluation of program effectiveness. Within the past year, evaluation of the program has been done through the senior exit exam and the field supervisor evaluation of program effectiveness. Strategies are being made to further evaluate the program using a senior exit survey, alumni survey, the social work licensure exam, and other measures as well that will address how the program may further enhance attainment of social work competencies and practice behaviors.

Table 1. Assessment of Undergraduate Practice Behaviors.

Assessment of Under Practice Behaviors	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;		X
2. Practice personal reflection and self-correction to assure continual professional development;		X
3. Attend to professional roles and boundaries;	X	X
4. Demonstrate professional demeanor in behavior, appearance, and communication;	X	X
5. Engage in career-long learning; and	X	X
6. Use supervision and consultation	X	X
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;	X	X
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;	X	X
3. Tolerate ambiguity in resolving ethical conflicts; and		X
4. Apply strategies of ethical reasoning to arrive at principled decisions.	X	X
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;	X	X

Assessment of Under Practice Behaviors	Exit Exam	Field Evaluation
<i>2. Analyze models of assessment, prevention, intervention, and evaluation; and</i>	X	X
<i>3. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.</i>	X	X
2.1.4 Engage diversity and difference in practice.		
<i>1. 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>	X	X
<i>2. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups;</i>		X
<i>3. Recognize and communicate their understanding of the importance of differences in shaping life experiences; and</i>	X	X
<i>4. View themselves as learners and engage those with whom they work as informants.</i>		X
2.1.5 Advance human rights and social and economic justice.		
<i>1. Social workers understand the forms and mechanisms of oppression and discrimination;</i>		X
<i>2. Advocate for human rights and social and economic justice;</i>		X
<i>3. Engage in practices that advance social and economic justice.</i>		X
2.1.6 Engage in research-informed practice and practice-informed research.		
<i>1. Social workers use practice experience to inform scientific inquiry; and</i>		X
<i>2. Use research evidence to inform practice.</i>	X	X

Assessment of Under Practice Behaviors	Exit Exam	Field Evaluation
2.1.7 Apply knowledge of human behavior and the social environment		
1. Social workers utilize conceptual frameworks to guide the process of assessment, intervention, and evaluation; and	X	X
2. Critique and apply knowledge to understand person and environment.	X	X
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		X
2. Collaborate with colleagues and clients for effective policy action.	X	
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		X
2. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.		X
2.1.10(a) Engagement		
1. Social workers collect, organize, and interpret client data;	X	X
2. Assess client strengths and limitations;	X	X
3. Develop mutually agreed-on intervention goals and objectives;	X	X
4. Select appropriate intervention strategies.	X	X

Assessment of Under Practice Behaviors	Exit Exam	Field Evaluation
2.1.10(b) Assessment		
1. <i>Social workers collect, organize, and interpret client data;</i>	X	X
2. <i>Assess client strengths and limitations;</i>	X	X
3. <i>Develop mutually agreed-on intervention goals and objectives;</i>	X	X
4. <i>Select appropriate intervention strategies.</i>	X	X
2.1.10(c) Intervention		
1. <i>Social workers initiate actions to active organizational goals;</i>		X
2. <i>Implement prevention interventions that enhance client capacities;</i>	X	X
3. <i>Help clients resolve problems;</i>		X
4. <i>Negotiate, mediate, and advocate for clients; and</i>		X
5. <i>Facilitate transitions and endings.</i>		X
2.1.10(d) Evaluation		
1. <i>Social workers critically analyze, monitor, and evaluate their interventions.</i>	X	X

Procedures

The program director was responsible for administering and grading the senior exit examination. The director of field instruction is responsible for administering and compiling the results of the field evaluation.

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.

Exit exam rates

Currently the program director administers a standardized exit examination to seniors one month before graduation. If the student earns a failing grade, they are given a chance to take another standardized exam. The director compiles a report on subject areas to show student strengths and limitations upon completing the exam, which also implicates areas for instructor improvement within the program. Students will begin taking the license exam provided by the state licensure board Spring 2014, which will serve as a more accurate comparative benchmark with other institutions as a measure of our student's preparation.

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. Social workers recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power;	90%	80%
2. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups;		80%
3. Recognize and communicate their understanding of the importance of differences in shaping life experiences; and	90%	85%
4. View themselves as learners and engage those with whom they work as informants.		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. Social workers understand the forms and mechanisms of oppression and discrimination;		80%
2. Advocate for human rights and social and economic justice;		80%
3. Engage in practices that advance social and economic justice.		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. Social workers use practice experience to inform scientific inquiry; and		80%
2. Use research evidence to inform practice.	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. Social workers utilize conceptual frameworks to guide the process of assessment, intervention, and evaluation; and	90%	90%
2. Critique and apply knowledge to understand person and environment.	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. <i>Analyze, formulate, and advocate for policies that advance social well-being; and</i>		85%
2. <i>Collaborate with colleagues and clients for effective policy action.</i>	90%	
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.		

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. <i>Social workers continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging-societal trends to provide relevant services; and</i>		90%
2. <i>Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.</i>		85%
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.		

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.