

Assessment Plan

Note: For definitions, examples and further amplification please refer to the [Assessment Manual \(link\)](#)

Academic Program Identification
<p>Program (major): Sociology – Social Work Academic Unit: Sociology and Social Work Assessment period: 2013 Point of Contact: Patricia Leslie, Ext 2676</p>
SOCIAL WORK MISSION STATEMENT
<p>Mission Statement (September 2014)</p> <p><i>The purpose of the social work program is to prepare competent social work professionals who are motivated to gracefully serve others as an expression of their faith. In the context of the intersection of the goals of the University and those of professional social work practice, this mission is further articulated: The mission of the baccalaureate social work program is to develop competent professionals who are committed to serving others through acquisition and integration of the essential knowledge, skills, and values that form the foundation of generalist practice in the social work profession; who are motivated to promote social justice; and who understand that a Wesleyan perspective, a desire for continuous personal development, and respectful engagement in the community that empowers others are integral components of the means for relating to God through service.¹</i></p>
<p>Changes to Mission Statement</p> <p>There are no changes to the mission statement.</p>
Academic Program Learning Outcomes (PLOs)
<p><i>Please list all the learning outcomes for the program. The PLOs should be the same as submitted for catalog copy. Show the alignment to PLNU Institutional Learning Outcomes (ILOs).</i></p>
<p>Program Learning Outcomes (September 2013)</p> <ol style="list-style-type: none"> a. Demonstrate understanding of integrated body of knowledge required of a "general practitioner" as defined by CSWE b. Demonstrate a command of the professional values and ethics required of a "general practitioner" c. Demonstrate competence in the concrete practice of professional skills, especially those skills required by CSWE of a "general practitioner" d. Demonstrate an awareness of the influence of Christian and Wesleyan perspectives on social work practice

¹ Website and student one page summaries

e. Prepared to transition to careers and/or graduate education in social work

Changes to Program Learning Outcomes

There are no changes to the Program Learning Outcomes identified

Program Curriculum Map

Identify the courses in the curriculum where students are provided opportunities in the curriculum to gain knowledge and skills pertinent to the designated outcomes, at the levels of I= Introduced, D=Developed, M=Mastered.

Curriculum Map (September 2013) attached (yes / no)

Yes

Changes to the Curriculum Map (may submit updates as an attachment)

There are no changes to the general curriculum map. See attached.

Program Assessment Plan

This identifies in which years the learning outcomes will be assessed. This can be easily developed based on the courses identified to be assessed in the curriculum map.

Assessment Schedule: attached (yes / no)

Yes.

Changes to the Assessment Schedule (may submit updates as an attachment)

There are significant changes in process and instruments used in the assessment plan. The Council on Social Work Education instituted a new system for evaluating social work programs and curriculum. The new system requires evidence of the attainment of Professional Competencies in ten domains, dual measures of 41 identified behaviors, and assessment of the students and program compared with those measures.

The program is adjusting its assessment protocols to mirror these changes:
 Replaced the BEAP with new standardized instruments from SWEAP including a Foundational Curriculum Assessment Instrument, updated entry-exit and alumni surveys, retained use of the ACSW sample exam, and the professional portfolio. The Final Field Evaluation completed by the MSW profession supervising practicum is in the process of revision to measure the new CSWE requirements. Samples of the revised matrix showing the relationship among PLNU ILO, PLOs, CSWE Competencies and individual measures and a detailed course assignments curricular map are included in the assessment material.

Program Assessment Methods

Indirect measures such as opinion surveys and instruments that gather self-reports and/ or third-party reports of student knowledge, direct measures of student learning are generated when students are evaluated in their performance of a stated objective. To obtain a direct measure of student learning, systematically gather data across student performances using scores on standardized or locally prepared examinations or activities, or scoring rubrics for performances, projects, etc. (adapted from CSU Fresno Annual Assessment Report Template).

Direct Measures of Program Learning Outcomes (required for each PLO)

- *ACSW practice exam*
- *Successful completion of internship in social work setting*
- *Written test evaluated by external jury of professionals (students correctly identify six core values of NASW Code of Ethics for social work)*
- *Reflection paper evaluated jointly by Social Work Program Advisory Committee and PLNU Social Work faculty (students demonstrate awareness of influence of Christian and Wesleyan perspectives)*
- *Portfolio to include field notes and/or field reflection paper, evaluated by a jury of 3 professors, at least one from Philosophy and Religion (students identify, (students identify, reflect on and discuss their faith perspective*
- *Social Work Education Assessment Project Standardized (SWEAP) instruments*

Indirect Measures (including alumni and student surveys)

- *Internship evaluation by professional social worker using written standardized field evaluation tool*
- *CSWE-qualified field supervisor evaluation performed at mid-point and end of a 400-hour field practice, using a standardized tool*
- *Alumni survey (employment application success rates)*
- *Student resumes*
- *Alumni survey (graduate school acceptance rates)*

Assessment Activities (conducted during the current academic year):

Please provide information only on those PLOs which have been identified in the multi-year assessment schedule to be assessed for this academic year.

Program Learning Outcomes, Criteria for Success
<p><i>For each PLO assessed this year, please provide a description of the assessment methods and processes, and the criteria set for determining successful achievement of the learning outcome. Submit rubrics, exams, etc. in addition to this report as appropriate.</i></p>
<p>Assessment Schedule : attached (yes / no)</p>
<p>1. Program Learning Outcome assessed during this academic year: Demonstrate understanding of integrated body of knowledge required of a "general practitioner" as defined by CSWE</p> <p>Method of Assessment</p> <ul style="list-style-type: none"> • <i>ASWB practice exam. Administered in April annually. Analysis Included below and Data Comparison Spreadsheet is attached.</i> • <i>Successful completion of internship in social work setting, Internship Records and Evaluations</i> • <i>Internship evaluation by professional social worker using written standardized field evaluation tool</i> <p>Criteria for Success</p> <ul style="list-style-type: none"> • ASWB Testing: 100% of majors will score 60% or better on ASWB readiness test • Practicum Evaluation: 90% of social work majors will be scored as 2.75 or higher in overall assessment on Field Evaluation <p>2013 Results: ASWB Practice Exam – 100% of graduating student completed a sample ASWB exam. 100% scored at 60% or better with an average score of , a range from and mode of 70. These scores show slight improvement over the prior year. All three subject areas that fell below the Program Goal in 2012 improved in 2013. This year’s analysis was expanded to include identification of any specific test items which a majority of students answered incorrectly.</p>
<p>2. Program Learning Outcome assessed during this academic year: Demonstrate a command of the professional values and ethics required of a "general practitioner"</p> <p>Method of Assessment</p> <ul style="list-style-type: none"> • <i>CSWE-qualified field supervisor evaluation performed at mid-point and end of a 400-</i>

hour field practice, using a standardized tool

Criteria for Success

- 90% of students will be rated at 2.5 or higher in sections on diversity on professional field evaluations
- 90% of social work majors will correctly identify 100% of the six core values in written examinations
- The diversity subject score by will meet or exceed the aggregate goal for the overall program in the ASWB testing.

2013 Results:

Assessment results for 2013 professional field evaluations are pending receipt of final field evaluations for two students.

100% of students correctly identify 100% the core NASW values in written evaluations.

2013 ASWB diversity subject scores exceeded the goal by 11%.

3. Program Learning Outcome assessed during this academic year:

Demonstrate competence in the concrete practice of professional skills, especially those skills required by CSWE of a "general practitioner"

Method of Assessment

- *CSWE-qualified field supervisor evaluation performed at mid-point and end of a 400-hour field practice, using a standardized tool*

Criteria for Success

- 90% of students will be rated at 2.75 or higher in sections on values and ethics

4. Program Learning Outcome assessed during this academic year:

Demonstrate an awareness of the influence of Christian and Wesleyan perspectives on social work practice

Method of Assessment

- *Reflection essay jointly reviewed by Advisory Faculty and PLNU Social Work faculty (students demonstrate awareness of influence of Christian and Wesleyan perspectives)*
- *Portfolio to include field notes and/or field reflection paper, evaluated by faculty, students identify, reflect on and discuss their faith perspective.*

Criteria for Success

- 80% of students will score 75% or higher

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5. Program Learning Outcome assessed during this academic year:

Prepared to transition to careers and/or graduate education in social work

Method of Assessment

- *Alumni survey (employment application success rates)*
- *Student resumes*
- *Alumni survey (graduate school acceptance rates)*

Criteria for Success

- 50% of Social Work graduates who apply for social work positions will be hired
- 100% graduates will prepare a resume reflecting entry level requirements for at least two locally advertised social work positions
- 50% of Social Work graduates who apply to graduate school will be accepted

2013 RESULTS:

100% of students who have completed final internship and seminar submitted portfolios containing an appropriate resume.

Closing the Loop – Summary Analysis, Curriculum Adjustment, and Program Improvement

Summary of Data collected/ Analysis of Findings:

Present and discuss the results of the assessment conducted. Provide conclusions based on analysis of the data. Please include dis

The Social Work Program has just completed its first full academic year post Council on Social Work Education Accreditation. CSWE is apparent in the outcomes described below. All students who applied for graduate study were accepted, nearly all the graduating class excepted local employment in social work.

100% of PLNU graduates in social work in 2013 who applied for Graduate Study have been accepted in accredited Master's programs including two alumni who applied for Advanced Standing in Masters Program were accepted.

Graduate who enrolled in advanced standing MSW programs that began in May or June 2012 have now passed comprehensive degrees by the end of May 2013.

One 2012 Program Graduate who is completing the first year of the MSW program in Military Social Work at USC has been awarded a Navy Scholarship. Only ten such awards are granted annually.

Prior to graduation, 2013 Social Work graduates were offered and accepted entry-level professional positions in local inst

work, and foster care and adoption services, and homeless services. All four students transitioned to these positions upon

Use of Results (Recommendations and Planning Change):

Describe any changes that are going to be made based on the assessment process or result for this academic year or proposals submitted based on assessment results. If no changes were found necessary, please state this.

The 2012 Report identified paid internships as an area for growth. This year, two students were able to participate in paid internships and completed both paid and unpaid hours to reach a minimum of 400 practicum hours.

CSWE rules require the PLNU program to move to the 2008 Educational Performance Standards prior to reaffirmation in 2014. An amendment to program guidelines to be effective not later than the end of 2014. Program administration has initiated discussions and should accommodate the revised standards

Social Work Multiyear Assessment Plan

- *Graduate Record Exam (GRE)*
- *ACSW practice exam*
- *Successful completion of internship in social work setting*
- *Internship evaluation by professional social worker using written standardized field evaluation tool*
- *CSWE-qualified field supervisor evaluation performed at mid-point and end of a 400-hour field practice, using a standardized tool*
- *Written test evaluated by external jury of professionals (students correctly identify six core values of NASW Code of Ethics for social work)*
- *CSWE-qualified field supervisor evaluation performed at mid-point and end of a 400-hour field practice, using a standardized tool*
- *Reflection paper evaluated jointly by Social Work Program Advisory Committee and PLNU Social Work faculty (students demonstrate awareness of influence of Christian and Wesleyan perspectives)*
- *Portfolio to include field notes and/or field reflection paper, evaluated by a jury of 3 professors, at least one from Philosophy and Religion (students identify, (students identify, reflect on and discuss their faith perspective)*
- *Alumni survey (employment application success rates)*
- *Student resumes*

Alumni survey (graduate school acceptance rates)

Assessment Activities: *This section will be completed annually for each PLO measured during this*

The ASWB Test helps to assess individual student readiness to enter professional social work practice. Evaluation. Aggregate scores of student are used to indicate program level success in preparing students to enter the social work profession in states that require certification. (California does not have title protection at the bachelor's or masters level for social work and does not require certification.)

Assessment shows that the majority of subject areas tested by the ASWB exceed the established goal. In 2012, three subject areas fell below the program ASWB performance goal. The 2013 assessment data shows improvement in all three areas identified in 2012, however, two of the three subject areas identified remain marginally below the goal (2-3 % below).

For additional detail, please see attachment titled : "ASWB Program Level Outcomes 2012-2013".