

Social Work Program (BSW) Assessment Plan

Department of Social Work
College of Liberal Arts and Sciences

INTRODUCTION

Park University's Social Work Program, where students may earn the fully accredited Bachelor's degree in Social Work (BSW) is committed to the ongoing assessment, data collection, analysis, and integration of new learning to consistently enrich, enhance, and improve the curriculum. Toward this end the six program competencies are consistent with the standards for accreditation as set forth by the Council on Social Work Education (CSWE). The competencies are also designed to reflect the mission and vision of Park University. The Departmental Assessment Plan includes tools to gather data that will allow us to empirically measure the extent to which our graduating students have demonstrated their mastery of the core competencies which characterize effective delivery of culturally competent generalist social work practice.

Mission Statement

The Department of Social Work is guided by the values of the social work profession. These include a respect for the worth of the individual, a rich appreciation for human diversity, a commitment to the alleviation of social and economic justice, and the transformation of structural mechanisms of oppression, discrimination, and exclusion which serve as barriers to the poor and vulnerable to the realization of their full potential and to participate actively in social discourse.

Vision Statement

To prepare students to assume roles in entry level generalist social work practice with individuals, families, groups, organizations, neighborhoods, communities and the world. Graduates of the social work program will possess the values, knowledge, and skills to work collaboratively with multiple constituencies to work toward increased opportunities and access to needed resources for all people.

Goals

The Department of Social Work is committed to the achievement four goals:

1. To graduate students who are prepared to deliver generalist social work practice in a competent, ethical, and efficient manner with diverse populations and across multiple levels of the system.
2. To graduate students who are able to recognize and effectively respond to various forms of oppression, exclusion, and discrimination while working to promote social and economic justice in a global society.
3. To graduate students who are able to think critically and who have embraced the philosophy of life-long learning.
4. To graduate students who are prepared to continue their education in graduate and post graduate education and are prepared to assume leadership roles in their chosen field.

Program Competencies

1. Demonstrate an understanding of the core values in Social Work and apply these values to resolve ethical dilemmas in generalist social work practice.
2. Understand the process of Social Welfare Policy formulation, and critically analyze a social program designed to implement this policy.
3. Demonstrate an understanding of multiple theories relating to the range of human behavior in the social environment.
4. Apply the core functions of generalist social work practice with individuals, families, groups, organizations and communities.
5. Demonstrate knowledge of research design, data gathering, critical analysis and implications for evidence-based practice in generalist social work practice.
6. Apply course learning through effective delivery of services while becoming integrated as a collaborative team member within the social work agency.

EVALUATION OF COMPETENCIES

The main venue for the assessment of the students' mastery of the six program competencies are the two field practicum courses. These courses are SW 420: Field Instruction I and 430: Field Instruction II. The students are closely supervised by a BSW or MSW level practitioner. They are expected to spend at least 256 hours at the community agency, hospital, mental health center, etc. each semester. Each student is given direct feedback on their progress in each of the program competencies at least two times each semester, at mid-term and at the end of the semester. This feedback takes place at an on site meeting with the student, Mr. Bachman our Director of Field Practicum, and the Social Work Field Instructor. The field instructor is an experienced generalist social worker who holds a BSW or an MSW degree from an accredited program. The tool that is used to gather data on the students' attainment of the program competencies is the Field Practicum Evaluation Tool (see appendix). This tool is completed by the students, the field instructor, and the director of practicum. It is a Likert-type tool that provides a quantitative rating on a scale of 1 through 7. There are rating items that address each of the six competencies. The ratings for each item are discussed, the rationale for the assessment is shared, and plans are continuously developed to provide students with hand-on opportunities to improve their skills.

The data from the field practicum assessment tool will also be aggregated. This will help the program to identify those competency areas that need to be enhanced and more fully addressed in the curriculum.

ADDITIONAL PROGRAM ASSESSMENT TOOLS

State BSW Licensure Examination

Entry level generalist social workers who receive their degree from a CSWE accredited university may sit for the BSW licensure examination. This exam is usually developed and administered by state level behavioral science regulatory boards. The results for Park University students are sent to the Department. We also follow-up with graduates one year post graduation to gather data regarding licensure, their chosen field of social work practice, the extent to which they felt prepared to assume the roles expected in their agency, and whether they have gone on for their Masters degree (MSW) or related field.

Employers Assessment

We have a survey that has been developed by Directors of BSW programs around the country. This survey is designed to gain data from employers once a student has graduated and is working in the Field. There are nineteen questions on this survey which relate directly to the six core program competencies. These are rated on a ten point scale ranging from 0 = very poor, 2 = poor, 4 = adequate, 6= good, 8 = very good, and 10= superb. Examples of the dimensions include:

Practices within the values and ethics of the social work profession.

Applies knowledge of generalist social work practice

Applies skills of generalist social work practice.

Uses theoretical frameworks to understand various levels of social work practice.

Evaluates effectiveness of practice and programs.

Uses communication skills appropriately with different groups/client systems.

Applies research findings to practice.

SUMMARY

The Department of Social Work recognizes the importance of rigorous and continuous assessment of all aspects of the curriculum. The field of social work is constantly adapting to social, political, legal, and economic forces. As social workers strive to assist others in their ability to adapt in a healthy and socially responsible manner, so to must curricula constantly adapt. This process is essential if we are to be successful in accomplishing our mission, vision, and goals. We shall review the data generated in our program review on an annual basis. The analysis and implications for refinement of the curriculum shall be reported following the guidelines established by the University Assessment Committee.

Respectfully submitted to Dean Thimios Zaharopoulos by

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