



**Program: Social Work**

**Assessed by: Elizabeth P. Roe**

**Date (June 2018-June 2019):**

**SOCIAL WORK PROGRAM MISSION STATEMENT**

**The Malone University Social Work Program draws on its unique context as an Evangelical Friends institution with access to urban, rural, and international practice opportunities to prepare entry-level social work practitioners who are capable of culturally appropriate practice across populations who promote social justice and who can ethically integrate Christian faith with social work practice. This foundation fosters the growth of practice wisdom and scientific inquiry with an overarching purpose of enhancing the quality of life for micro, mezzo, and macro systems in relation to their environment.**

**Program Goals:**

1. Prepare students for beginning generalist social work practice. This includes developing entry level competency across system levels, meeting licensure requirements, and developing an awareness of the importance of ongoing professional development
2. Assist students to recognize their own heritage and traditions and to gain knowledge and perspective to engage people from cultures, ethnic groups, and religions different from their own.
3. Assist students to understand the interface between personal faith and social work, and to be able to make appropriate applications of each.

**PLEASE NOTE:**

The department held field supervisor trainings on the EPAS competencies to be fulfilled within the SWK440 senior field placement, a 450 hour social service field placement where students are supervised by a licensed social worker. In 2018/2019, the department moved to utilizing SWEAP as the instrument of data collection. The below are results of the final assessment completed by senior field supervisors on these elements. Students met the benchmark scores at or above 100% of the time for both the 2017/2018 and 2019/2020 academic years.

Program Intended Learning Outcomes (PILO)	Means of Program Assessment & Criteria for Success	Summary of Data Collected (On a scale of 1-5)	Use of Results
<p><b>Competency 1</b></p> <p>Graduates of the Malone University Social Work Program will apply Social Work Competency 1:</p> <p><b>Demonstrate Ethical and Professional Behavior</b></p>	<ul style="list-style-type: none"> <li>• make ethical decisions by applying the 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;</li> <li>• use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;</li> <li>• demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;</li> <li>• use technology ethically and appropriately to facilitate practice outcomes; and</li> <li>• use supervision and consultation to guide professional judgment and behavior.</li> </ul>	<p>The mean score for supervisor evaluation on this item was 4.08 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 3.92 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 4.12 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 4.15 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 4.69 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p>	<p>In this category, all criteria exceeded criteria for success. The results will be utilized in the following ways:</p> <ul style="list-style-type: none"> <li>• Continue to ensure that students have required supervision at field placements.</li> <li>• Continue to implement professional assignments and ethics assignment and discussions in courses.</li> <li>• Continue to review each student progress, GPA, and any concerns at the end of each year.</li> <li>• Keep abreast of Social Work Code of Ethics changes that are upcoming and highlight/discuss changes.</li> <li>• Require each student to sign that they have read the NASW code of ethics and student handbook during their social work interview.</li> <li>• Continue to discuss technology concerns in social work by implementing material in SWK262.</li> <li>• Continue implementation of SWEAP assessment of curriculum at program entrance and exit.</li> </ul>

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<p><b>Competency 6</b></p> <p>Graduates of the Malone University Social Work Program will apply Social Work Competency 6:</p> <p><b>Engage with individuals, Families, Groups, Organizations, and Communities</b></p>	<ul style="list-style-type: none"> <li>• apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and</li> <li>• use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.</li> </ul>	<p>The mean score for supervisor evaluation on this item was 4.38 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 4.62 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p>	<p>In this category, all criteria exceeded criteria for success. The results will be utilized in the following ways:</p> <ul style="list-style-type: none"> <li>• SWK courses will continue to implement and monitor assignments that enhance these assessment measures. This includes role-plays, writing assignments, and field placement learning contract.</li> <li>• The SWK460 syllabus went through major revision to specifically evaluate this CSWE EPAS competency through a case study assignment in 2018/2019. We have made more updates in 2019/2020 to continue to meet goals.</li> <li>• Senior placement learning contracts will continue to develop objectives for students to achieve during field placements.</li> <li>• Supervisors will continue to be trained to support students in their progress on these competencies.</li> <li>• Additional preparation for licensure exam will be implemented so that passage rates reflect students' competency.</li> </ul>

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<p><b>Competency 7</b></p> <p>Graduates of the Malone University Social Work Program will apply Social Work Competency 7:</p> <p><b>Assess Individuals, Families, Groups, Organizations, and Communities</b></p>	<ul style="list-style-type: none"> <li>• collect and organize data, and apply critical thinking to interpret information from clients and constituencies;</li> <li>• apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies;</li> <li>• develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and</li> <li>• select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.</li> </ul>	<p>The mean score for supervisor evaluation on this item was 4.23 for student self-evaluation. 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 4.08 and. 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 4.0 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 3.92 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p>	<p>In this category, all criteria exceeded criteria for success. The results will continue to be utilized in the following ways</p> <ul style="list-style-type: none"> <li>• Continue to use SWEAP assessment of curriculum at program entrance and exit.</li> <li>• Senior placement learning contracts will continue to develop objectives for students to achieve during field placement. Field liaisons will review objectives during field visits.</li> <li>• Supervisors will continue to be trained to support students in their progress on these competencies.</li> <li>• The SWK460 syllabus went through major revision to specifically evaluate this CSWE EPAS competency through a case study assignment in 2018/2019. In 2019/2020 a few more revisions were made to more accurately assess student learning during their final semester.</li> </ul>

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<p><b>Competency 8</b></p> <p>Graduates of the Malone University Social Work Program will apply Social Work Competency 8:</p> <p><b>Intervene with Individuals, Families, Groups, Organizations, and Communities</b></p>	<ul style="list-style-type: none"> <li>• critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;</li> <li>• apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;</li> <li>• use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;</li> <li>• negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and</li> <li>• facilitate effective transitions and endings that advance mutually agreed-on goals.</li> </ul>	<p>The mean score for supervisor evaluation on this item was 4.23 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 4.23 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 3.92 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 4.08 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 4.31 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p>	<p>In this category, all criteria exceeded criteria for success. The results will be utilized in the following ways</p> <ul style="list-style-type: none"> <li>• A lecture on trauma informed care was implemented in SWK345 to prepare students for work within this emerging trend with clients.</li> <li>• Implementation of SWEAP assessment of curriculum at program entrance and exit.</li> <li>• Senior placement learning contracts will continue to develop objectives for students to achieve during field placement. Field liaisons will review these objectives to make sure they are realistic and measurable.</li> <li>• The SWK460 syllabus went through major revision to specifically evaluate this CSWE EPAS competency through a case study assignment in 2018/2019. In 2019/2020 a few more revisions were made to more accurately assess student learning during their final semester.</li> </ul>

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<p><b>Competency 9</b></p> <p>Graduates of the Malone University Social Work Program will apply Social Work Competency 9:</p> <p><b>Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b></p>	<ul style="list-style-type: none"> <li>• select and use appropriate methods for evaluation of outcomes;</li> <li>• apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;</li> <li>• critically analyze, monitor, and evaluate intervention and program processes and outcomes; and</li> <li>• apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.</li> </ul>	<p>The mean score for supervisor evaluation on this item was 3.92 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 4.0 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 3.92 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 3.77 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p>	<p>In this category, all criteria exceeded criteria for success. The results will be utilized in the following ways</p> <ul style="list-style-type: none"> <li>• Students will continue to learn about 1) use of supervision in evaluating practice (SWK460), and 2) types of client data monitoring (SWK372)</li> <li>• Students will continue to have licensed social workers as field supervisors.</li> <li>• Continued implementation of SWEAP assessment of curriculum at program entrance and exit.</li> <li>• Senior placement learning contracts will continue to develop objectives for students to achieve during field placement.</li> <li>• The SWK460 syllabus went through major revision to specifically evaluate this CSWE EPAS competency through a case study assignment in 2018/2019. In 2019/2020 a few more revisions were made to more accurately assess student learning during their final semester.</li> </ul>

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<p><b>Malone University Social Work Program Core Competency #10</b></p> <p>Graduates of the Malone University Social Work Program will apply Malone University Social Work Program Core Competency #10</p> <p><b>Appropriately Integrate Christian Faith with Professional Social Work Practice and Recognize the Importance of Spirituality to the Human Experience</b></p>	<ul style="list-style-type: none"> <li>• understand the Christian faith’s commitment to caring for and empowering poor, disenfranchised, marginalized, and/or oppressed people groups</li> <li>• are able to articulate points of convergence and divergence between orthodox Christianity and the profession of social work</li> <li>• recognize the importance of spirituality to the human experience</li> </ul>	<p>The mean score for supervisor evaluation on this item was 4.53 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 4.6 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p> <p>The mean score for supervisor evaluation on this item was 4.6 and 100% were at or above the criteria of 3 for this item. The criteria for success were met.</p>	<p>In this category, all criteria exceeded criteria for success. The results will be utilized in the following ways</p> <ul style="list-style-type: none"> <li>• The SWK 460 syllabus underwent major revision and a related assignment was moved to SWK401 to prepare them earlier for this competency.</li> <li>• Senior placement learning contracts will continue to develop objectives for students to achieve during field placements. Field supervisors will continue to evaluate students on these competencies, so that we have feedback based on their practice experiences.</li> <li>• Supervisors and students will be encouraged to review the faith integration paper during supervision.</li> <li>• This material will continue to be emphasized in all assignments in the social work curriculum.</li> </ul>