1. Assessment information collected

The Council on Social Work education clearly outlines intended objectives social work programs are to assess. These objectives are referred to as competencies. There are a total of nine competencies. These competencies are consistent with our mission and goals. Each of the competencies describes the knowledge, values, skills, and cognitive and affective processes that comprise the competency and is followed by a set of measurable behaviors that integrate these competencies. (See the attached description of Competencies and measurable practice behaviors.)

Intended Objective #1: **Demonstrate Ethical and Professional Behavior**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the knowledge necessary for professional social work. Twenty-two students completed the FCAI, and 95% of those students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Twenty students were assessed in AY18-19. Two of the 5 behaviors measure the cognitive & affective process that comprise this competency, and an aggregate score shows that 87% of students assessed meet or exceed the set benchmark. Two additional behaviors measure skill, and an aggregate score shows that 80% of students meet or exceed this competency benchmark.

An aggregate score of the two measures shows that 87% of students assessed meet or exceed the set benchmark for competency #1.

Intended Objective #2: **Engage Diversity and Difference in Practice**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Twenty-two students completed the FCAI, and 77% of those students meet or exceed the set benchmark.
Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Twenty students were assessed in AY18-19. Three of the 4 behaviors measure skills that comprise this competency, and an aggregate score shows that 82% of students assessed meet or exceed the set benchmark. Additionally, one behavior measures the cognitive & affective process, and reflects 90% of students meet or exceed this competency.

An aggregate score of the two measures shows that 83% of students assessed meet or exceed the set benchmark for competency #2.

Intended Objective #3: **Advance Human Rights and Social, Economic, and Environmental Justice**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Twenty-two students completed the FCAI, and 91% of those students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Twenty students were assessed in AY18-19. Both behaviors measure skills utilized in a practice situation, and an aggregate score shows that 65% of students meet or exceed this competency benchmark.

An aggregate score of the two measures shows that 78% of students assessed meet or exceed the set benchmark for competency #3.

Intended Objective #4: **Engage in Practice-informed Research and Research-informed Practice**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Twenty-two students completed the FCAI, and 64% of those students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Twenty students were assessed in AY18-19. All three behaviors measure the cognitive and affective process, and an aggregate score shows that 78% of students meet or exceed this competency benchmark.

An aggregate score of the two measures shows that 71% of students assessed meet or exceed the set benchmark for competency #4.
Intended Objective #5: **Engage in Policy Practice**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Twenty-two students completed the FCAI, and 64% of those students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Twenty students were assessed in AY18-19. One behavior measures the cognitive & affective process, one behavior measures skills, and one behavior measures the cognitive and affective process. An aggregate score shows that 85% of students meet or exceed the benchmark set for this competency.

An aggregate score of the two measures shows that 74% of students assessed meet or exceed the set benchmark for competency #5.

Intended Objective #6: **Engage with Individuals, Families, Groups, Organizations, and Communities.**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Twenty-two students completed the FCAI, and 59% of those students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Twenty students were assessed in AY18-19. Both behaviors measure cognitive and affective process. An aggregate score shows that 90% of students meet or exceed this competency benchmark.

An aggregate score of the two measures shows that 75% of students assessed meet or exceed the set benchmark for competency #6.

Intended Objective #7: **Assess Individuals, Families, Groups, Organizations, and Communities.**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Twenty-two students completed the FCAI, and 91% of those students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related
behavior. Twenty students were assessed in AY18-19. All four behaviors measure cognitive and affective process. An aggregate score shows that 86% of students meet or exceed this competency benchmark.

An aggregate score of the two measures shows that 89% of students assessed meet or exceed the set benchmark for competency #7.

Intended Objective #8: **Intervene with Individuals, Families, Groups, Organizations, and Communities**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Twenty-two students completed the FCAI, and 86% of students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Twenty students were assessed in AY18-19. Two behaviors measure cognitive and affective process. An aggregate score shows that 78% of students meet or exceed this competency benchmark. Three other behaviors are a direct measure of skills, and an aggregate score shows that 80% of students meet or exceed the competency benchmark.

An aggregate score of the two measures shows that 81% of students assessed meet or exceed the set benchmark for competency #8.

Intended Objective #9: **Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

Measure #1: Foundation Curricular Assessment Instrument (FCAI). This is a measurement of how well our program prepares students with the necessary knowledge for professional social work. Twenty-two students completed the FCAI, and 77% of students meet or exceed the set benchmark.

Measure #2: Field Practicum Placement Assessment Instrument (FPPAI). This is a direct measurement designed to assess students practice of each competency and related behavior. Twenty students were assessed in AY18-19. Three behaviors measure cognitive and affective process. An aggregate score shows that 70% of students meet or exceed this competency benchmark. One other behavior is a direct measure of skill, and reflects 65% of students meet or exceed the competency benchmark.

An aggregate score of the two measures shows that 71% of students assessed meet or exceed the set benchmark for competency #9.
2. Conclusions drawn from the information summarized above

Students are assessed on their mastery of the competencies that comprise the accreditation standards of the Council on Social Work Education (CSWE). These competencies are dimensions of social work practice that all social workers are expected to master during their professional training. A measurement benchmark is set for each competency and an assessment score at or above the set benchmark is considered to represent mastery of that particular competency. The aggregate score of the two measures utilized to assess student achievement of the programs nine competencies falls between 71% and 89%, indicating that the majority of students are meeting or exceeding the standards for learning outcomes.

Scores from five of the nine competencies reflect that fewer than the desired 80% of students are achieving the desired outcome—falling between 59%–77%, while the remaining four scores are at an acceptable outcome varying between 86% and 95% of students meeting the set benchmark. It should be noted that CSWE considers students to be successful when able to correctly answer 50% of questions. Our program has set a more ambitious goal of 80%. While we have easily met CSWE required goals we fell just shy of our program goal.

The desired outcome was achieved on all but three of the measurable practice behaviors that integrate each of the nine competencies as measured by the Field Practicum Placement Assessment Instrument (FPPAI). However, we believe it is necessary to mention that while no fewer than 90% of students meet the expected outcome for each of the 9 competencies, our effort is for students to exceed the benchmark set by CSWE. To this end we believe we have been successful. The majority of students assessed exceeded the set outcome—falling between 65% - 90%.

3. Curricular changes resulting from conclusions drawn above

At the current time no curricular changes have been made as a result of the conclusions drawn. In February, 2016, the CSWE Commission on Accreditation voted to reaffirm accreditation under the 2008 Educational Policies and Accreditation Standards (EPAS). As of this writing, the program continues transitioning to the 2015 EPAS. Syllabi revision has been completed, and deeper curricular alignment discussions will ensue.
4. Identify the faculty members involved in reaching the conclusions drawn above and agreeing upon the curricular changes resulting

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