

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)

UNIVERSITY OF VALLEY FORGE BACCALAUREATE SOCIAL WORK PROGRAM

ASSESSMENT OF STUDENT LEARNING OUTCOMES- Fall 2022- Spring 2023

Form AS 4(B): A form required for Reaffirmation, Candidacy, and ongoing compliance per AS 4.0.3.

Summary of the Program's Assessment Plan | Generalist Practice

All students are assessed using a minimum of two measures on their mastery of the nine competencies that comprise the Educational Policy and Accreditation Standards of the Council on Social Work Education and any additional competencies programs may choose to add. Summarize the program's competency-based assessment plan. Programs may add/delete rows to accurately reflect the number measures included in the data presented.

Assessment Measure #1: Ethical Dilemma Research Paper	
Dimension(s) assessed: Knowledge and Critical Thinking	Knowledge and Critical Thinking

When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF	SWK 403- Ethics in Practice
Who assessed student competence: Social Work Program Faculty	Faculty teaching SWK 403
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: 80% or better	144 out of 180 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 1: 80% of students	80% of students
Assessment Measure #2: Case Study and Presentation	
Dimension(s) assessed: Knowledge, Skills, Value	Knowledge, Skills, and Values
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF- Real	SWK 443: Senior Seminar II

Who assessed student competence: Director of Field Placement	Faculty teaching SWK 443
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1: 80% or better	80 out of 100 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1:80% of students	100% of students

Assessment Measure #3: Code of Ethics Paper	
Dimension(s) assessed: Knowledge, Critical Thinking, Values	Knowledge, Critical Thinking Skills, and Values
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF	SWK 123: Introduction to Social Work

Who assessed student competence: Social Work Program Faculty	Faculty teaching SWK 123
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1: 80% or better	64 out of 80 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1: 80% of students	100% of students
Assessment Measure #4: Social Worker Interaction(s)/Written Reflection	
Dimension(s) assessed: Knowledge and Skills	Knowledge and Skills
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF- Real	SWK 391: Social Work Practice III
Who assessed student competence: Social Work Faculty	Faculty teaching SWK 391
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1: 80% or better	32 out of 40 possible points

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:80% of students	80% of students
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Assessment Measure #5: Thesis Competency Paper	
Dimension(s) assessed: Knowledge, skills, Values, and Critical Thinking	
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF- Real	SWK 443 Senior Seminar II
Who assessed student competence: Social Work Program Faculty	Faculty teaching SWK 443
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: 80% or better	164 out of 205 possible points

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 80% of students	100% of students
Assessment Measure #6: Field Supervisor Evaluation	
Dimension(s) assessed: Knowledge, values, skills, cognitive and affective processes, and critical thinking	Knowledge, values, skills, cognitive and affective processes
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the field	SWK 433 Senior Field Seminar I
Who assessed student competence: Director of Field Placement	Faculty teaching SWK 433
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: 80% or better	5.6 (somewhat above average) out of 7 points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:80% of students	100% of students

Assessment Measure #7: Spirituality and Social Work Research paper

Dimension(s) assessed: Knowledge, Critical Thinking, and Values	Knowledge, Values, and Critical Thinking Skills
When/where students are assessed: 2022-2023 Fall/Spring Semester, online	SWK 303- Spirituality and Social Work
Who assessed student competence: Social Work Program Faculty	Faculty teaching SWK 303
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 2: 80% or better	72 out of 90 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 2:80% of students	100% of students

Assessment Measure #8: Interview with an Older Adult

Dimension(s) assessed: Skills and Critical Thinking	Skills and Critical Thinking
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF	SWK 243- Human Behavior in the Social Environment I
Who assessed student competence: Social Work Program Faculty	Faculty teaching SWK 403
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: 80% or better	144 out of 180 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 1: 80% of students	80% of students
Assessment Measure #9: Awareness Event Paper and Presentation	
Dimension(s) assessed: Skills and Critical Thinking Skills	Skills and Critical thinking Skills

When/where students are assessed:2022-2023 Fall/Spring Semester, in the classroom setting at UVF	SWK 323: Social Work Practice with Diverse Populations
Who assessed student competence: Social Work Faculty	Faculty teaching SWK 323
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 2: 80% or better	164 out of 205 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 2:80% of students	100% of students

Assessment Measure #10: Final Course Evaluation	
Dimension(s) assessed: Knowledge and Skill	Knowledge and Skills

When/where students are assessed: 2023 Spring Semester, in the field	SWK 423 Human Behavior and the Social Environment II- Real
Who assessed student competence: Director of Field Placement	Faculty teaching SWK 463
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 3: 80% or better	80 out of 100 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 3: 80% of students	100% of students
Assessment Measure #11: Research Project, Paper, and Presentation	
Dimension(s) assessed: Critical Thinking and Skills	Critical Thinking and Skill
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF and in the field	SWK 411: Social Work Research

Who assessed student competence: Social Work Faculty	Faculty teaching SWK 391
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 4: 80% or better	172 out of 215 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 4:80% of students	100% of students

Assessment Measure #12: Biography or Autobiography Book and Reflection Paper/Presentation

Dimension(s) assessed: Knowledge, Values, and Critical Thinking	Knowledge, Values, and Critical Thinking
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF	SWK 233 Substance Abuse

Who assessed student competence: Social Work Program Faculty	Faculty teaching SWK 233
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 4: 80% or better	104 out of 130 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 4: 80% of students	100% of students
Assessment Measure #13: Policy Analysis Paper and Oral Presentation	
Dimension(s) assessed: Knowledge and values	Knowledge and values
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF	SWK 263 Social Welfare Policy and Services
Who assessed student competence: Social Work Faculty	Faculty teaching SWK 263
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 5: 80% or better	80 out of 100 points

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 5:80% of students	100% of students
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Assessment Measure #14: Learning Agreement	
Dimension(s) assessed: Knowledge and Critical Thinking	Knowledge and Critical Thinking
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF	SWK 453 Senior Field Practicum
Who assessed student competence: Social Work Program Faculty	Faculty teaching SWK 453
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 5,9: 80% or better	8 out of 10 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 5,9: 80% of students	80% of students

Assessment Measure #15: Final Video Role Play, Process Recording, Reflection Paper, and Presentation

Dimension(s) assessed: Critical Thinking and Skills	Critical Thinking and Skills
When/where students are assessed:2022-2023 Fall/Spring Semester, in the classroom setting at UVF	SWK 383: Social Practice II- Simulated
Who assessed student competence: Social Work Faculty	Faculty teaching SWK 383
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6: 80% or better	200 out of 250 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6:80% of students	100% of students

Assessment Measure #16: Process Recording

Dimension(s) assessed: Knowledge, Skills, and Evaluation of Judgement	Knowledge, Skills, and Evaluation of Judgement
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF	SWK 443: Senior Seminar II- Real
Who assessed student competence: Social Work Program Faculty	Faculty teaching SWK 443
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6: 80% or better	80 out of 100 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6: 80% of students	68.42% of students
Assessment Measure #17: Family Case Study with Genogram	
Dimension(s) assessed: Knowledge, Exercise of Judgement, and Critical Thinking	Knowledge, Exercise of Judgement, and Critical Thinking

When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF	SWK 383: Social Work Practice II
Who assessed student competence: Social Work Faculty	Faculty teaching SWK
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 7: 80% or better	80 out of 100 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 7:80% of students	80% of students

Assessment Measure #18: Agency Assessment and Paper and Presentation	
Dimension(s) assessed: Knowledge and Critical Thinking	
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF	SWK 383 Social Work Practice III

Who assessed student competence: Social Work Program Faculty	Faculty teaching SWK 383
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 7: 80% or better	120 out of 150 possible points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 7: 80% of students	100% of students
Assessment Measure #19: Preparation and Execution of Group Work	
Dimension(s) assessed: Knowledge, values, skills, cognitive and affective processes, and critical thinking	Knowledge, values, skills, cognitive and affective processes
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF	SWK 383 Social Work Practice II
Who assessed student competence: Social Work Faculty	Faculty teaching SWK 383

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 8: 80% or better	80 out of 100 points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 8:80% of students	100% of students

Assessment Measure #20: Weekly Field Report	
Dimension(s) assessed: Knowledge and Affective Reactions	Knowledge and affective processes
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the classroom setting at UVF	SWK 443 Senior Field Seminar II-Real
Who assessed student competence: Director of Field Placement	Faculty teaching SWK 443
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 8: 80% or better	16 out of 20 points

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 8:80% of students	71.12% of students
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Assessment Measure #21: Field Director Visit	
Dimension(s) assessed: Skills	Skills
When/where students are assessed: 2022-2023 Fall/Spring Semester, in the field	SWK 443 Senior Field Seminar II-Real
Who assessed student competence: Director of Field Placement	Faculty teaching SWK 443
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 8,0: 80% or better	80 out of 100 points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 8,9:80% of students	100% of students

Assessment Data Collection and Specific Changes during the Academic Year (2022-2023)

COMPETENCY	COMPETENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		CHANGES MADE
		<p align="center">BSW Program</p> <p align="center">n = (2-10 students)</p>	<p align="center">BSW Program</p> <p align="center">(Location: In the classroom and during Field Placement. Delivery Method: Oral and</p>	<p>Specific changes made in the program based on these assessment outcomes with clear links to the data for</p>

			<p>written assessment, as well as role play).</p> <p>n = (Number of students)</p>	<p>each program option.</p>
<p>Competency 1: Demonstrate Ethical and Professional Behavior</p>	<p>80% of students will demonstrate competence inclusive of 2 or more measures.</p>	<p>n=2-8 students</p> <p>Students met the benchmark 80% or better</p>	<p>Classroom and Field Placement</p> <p>Oral</p> <p>Written</p> <p>n=2-8 students</p>	<p>Overall consistency with meeting this benchmark, in the 2022-2023 academic year students met the benchmark. This is thought to reflect the highly relational approach in teaching social work, and thus resulted in the students'</p>

			<p>continued excelling in this area. Students seem responsive to integration of a Christian worldview and applying ethical standards to the micro, mezzo, and macro levels of practice. Social Work Faculty have increased frequency of case study oral presentations to allow more in-depth practice of skills in a supportive environment.</p>
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				The program has increased frequency and improved rubrics focusing on critical thinking skills.
Competency 2: Engage Diversity and Difference in Practice	80% of students will demonstrate competence inclusive of 2 or more measures.	n=2-8 students Students met the benchmark 80% or better	Classroom and Field Placement Oral Written n=2-8 students	Overall consistency with meeting this benchmark, in the 2022-2023 academic year students met the benchmark. A transition from only in-class learning to field trips, guest speakers, and campus wide events seems to have

			<p>increased the students' ability to learn and practice multicultural social work. The program has increased diversity of speakers' cultural backgrounds and social work experience in the classroom. The program will provide students with the opportunity to attend the NASCW conference.</p>
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<p>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</p>	<p>80% of students will demonstrate competence inclusive of 2 or more measures.</p>	<p>n=2-8 students</p> <p>Students met the benchmark 80% or better</p>	<p>Classroom and Field Placement</p> <p>Oral</p> <p>Written</p> <p>n=2-8 students</p>	<p>Overall consistency with meeting this benchmark, in the 2022-2023 academic year students met the benchmark.</p> <p>One change made to address lacking areas in competency 3 include a new method of learning was integrated during the 2022-2023 academic year. Students were required to complete a macro level</p>
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			<p>research study involving the campus. Students form a task group, decide the social issue addressed and how it will be measured and propose problem-solving methods. Students learn to work with different personalities, identify strengths, problem-solving methods, and learn that research is needed and valid and the</p>
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				<p>limitations of research.</p> <p>One change approved was changing the course number from SWK 323 to SWK 423 to address the level of expectation and standard placed on students during the course.</p>
<p>Competency 4: Engage in Practice-informed Research and Research- informed Practice</p>	<p>80% of students will demonstrate competence inclusive of 2 or more measures.</p>	<p>n=2-8 students</p> <p>Students met the benchmark 80% or better</p>	<p>Classroom and Field Placement</p> <p>Oral</p> <p>Written</p> <p>n=2-8 students</p>	<p>Starting during the 2021-2022 academic year, the Director of School Work Program reassessed the format of SWK 411 Social Work</p>

			<p>Research, to more effectively fit UVF social work student population. The research project is broken down into four steps to allow students to complete the project/paper in manageable time frames. During class time, students are also allotted designated time in the library to utilize the resources, as well as the Librarian.</p>
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Weekly homework

assignments will be implemented to allow for a higher frequency of research skill practice.

The Thesis Research paper used to assess the outcome for Competency #4 encompasses all competencies, dimensions and dimensions of the social work program. The standards utilized to assess the outcome have continued to be developed

				during the 2021-2022 and 2022-2023 academic years. Social work faculty divided the assignment in sections and focused on students' time management.
Competency 5: Engage in Policy Practice	80% of students will demonstrate competence inclusive of 2 or more measures.	n=2-8 students Students met the benchmark 80% or better	Classroom and Field Placement Oral Written n=2-8 students	Changes made during the 2021-2022 academic year to SWK 411 Social Work Research rubric have increased students' understanding of the importance

				and effect of policy changes and evaluation on client's treatment.
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures.	n=2-8 students Students met the benchmark 80% or better	Classroom and Field Placement Oral Written Role Play n=2-8 students	The outcome reflects significant changes to the Social Work Practice courses, i.e. SWK 373 Social Work Practice I, SWK 383 Social Work Practice II, and SWK 391 Social Work Practice III. The Social Work Faculty assessed the effectiveness of teaching,

			<p>modeling, and applying the Generalist Intervention Model (competencie s #6-9) during the Practice courses. All three practice courses used a different textbook, which did not allow for continuity of learning. The Director of the Social Work Program and Director of Field Placement made the decision to assign the same required reading/text book to</p>
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Practice I and Practice II.

The required text for these two classes is split between the two courses.

Practice I focuses on the first six chapters and Practice II targets the remainder of chapters. The courses have since displayed a consistent teaching model from engagement through assessment. The courses clearly prepare the students for Practice III and Human

				Behavior in the Social Environment II (macro level practice).
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures.	n=2-8 students Students met the benchmark 80% or better	Classroom and Field Placement Oral Written n=2-8 students	Overall consistency with meeting this benchmark, in the 2022-2023 academic year students met the benchmark. Professional practice skills, specifically assessing individuals, families, groups, organizations, and communities,

			<p>Social Work Faculty modified the previous Junior Placement (SWK 391 Practice III) hours with field trips and speakers. The minimal and ineffective amount of hours required for Junior Field Placement was replaced with off-campus visits to increase exposure to various areas of social work. Students visit: Access-overview of 5 programs, heard from 5</p>
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supervisors
and 2 field
placement
students and
Chariots for
Hope-
international
agency that
focuses on
holistic organ
care based
out of Kenya,
Africa.

Students are
provided the
opportunity
to hear from
3 speakers
practicing in
diverse fields,
i.e. foster
care, hospice,
and children
and
adolescence
in the public
school
setting.

<p>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</p>	<p>80% of students will demonstrate competence inclusive of 2 or more measures.</p>	<p>n=2-8 students</p> <p>Students met the benchmark 80% or better</p>	<p>Classroom and Field Placement</p> <p>Oral</p> <p>Written</p> <p>n=2-8 students</p>	<p>The program did not meet the overall benchmark, in the 2022-2023 academic year. The program instituted an increased focus on group work, specifically weekly role plays. The students' are exposed to various formats of group therapy work via media, speakers, agency visits, in-class, and video.</p>
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<p>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</p>	<p>80% of students will demonstrate competence inclusive of 2 or more measures.</p>	<p>n=2-8 students</p> <p>Students met the benchmark 80% or better</p>	<p>Classroom and Field Placement</p> <p>Oral</p> <p>Written</p> <p>n=2-8 students</p>	<p>Overall consistency with meeting this benchmark, in the 2022-2023 academic year students met the benchmark.</p> <p>Evaluation stage of the GIM, students' written and oral communication skills have been targeted during in-class and in the field opportunities, such as field trips, speakers, time slots in the library</p>
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			<p>and use of resources. Students' are provided, modeled, and assessed time management skills and an increased focus on integration of classroom materials and micro and mezzo level practice.</p>
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