

ASSESSMENT RESULTS

This section presents obtained outcome results for each of the Program's Learning Outcomes and their associated CSWE Core Competency. Also included is the respective benchmark along with a list of resulting program changes as appropriate. Please see the assessment matrix below.

Loma Linda University: Assessment Matrix
 [School of Behavioral Health: Master of Social Work]
 [2014-2015]

<i>CSWE Core Competencies</i>	<i>Performance Indicator</i>	<i>Competency/ Performance Indicator Benchmark</i>	<i>Percentage of Students Achieving Benchmark</i>			<i>Resulting Program Changes if Necessary</i>
			<i>Generalist Curriculum (All Students)</i>	<i>Clinical Practice Concentration</i>	<i>Policy, Planning and Administration Concentration</i>	
A. Identify as a professional social worker and conduct oneself accordingly.	1.3: Understand and interpret the history of the social work profession and its contemporary structures and issues.	85% of students will obtain a score of 4 or above on the Student Survey Question 6 (2015 version)	89% (N=27)			None. The program has met the criteria for success.
		90% of students will obtain a grade of B- or above in SOWK 514 Social Policy I midterm (focus on history)	97% (N=33)			
	1.4: Apply the knowledge and skills of a generalist social work perspective to practice with systems of all sizes.	90% of students will obtain a grade of B- or above in SOWK 613 Biopsychosocial-spiritual assessment.	91% (N=34)			None. The program has met the criteria for success.
		70% of students will obtain a score of 4 or above on their Foundation Field Evaluation: Section VI Questions 1-10	83% (N=30)			
	1.7: Use effective communication skills differentially across client populations, colleagues, and/or communities.	70% of students will obtain a score of 4 or above on their Foundation Field Evaluation: Section IV Questions 4-6	97% (N=30)			None. The program has met the criteria for success.
		90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Section IV Questions 1-6 (clinical) 1-5 (policy)		97% (N=29)	100% (N=4)	

	1.8: Use supervision and consultation appropriate to social work practice.	70% of students will obtain a score of 4 or above on their Foundation Field Evaluation: Section II Questions 1-11	90% (N=30)			None. The program has met the criteria for success.
		90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Section II Questions 3,4,8,10,12 & 14		100% (N=29)	100% (N=4)	
	1.9: Identify organizational structures and service delivery systems, as well as the mechanisms required for organizational or systems change.	90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Section III, Questions 1-6		100% (N=29)	100% (N=4)	None. The program has met the criteria for success.
		90% of students will obtain a grade of B- or above on the Community Organization Paper in SOWK 519	100% (N=30)			
B. Apply social work ethical principles to guide professional practice.	1.2: Understand the value base of the profession and its ethical standards and principles; and practice accordingly.	90% of students will obtain a course grade of B- or above in SOWK 682 Legal and Ethical Issues	100% (N=34)			None. The program has met the criteria for success.
		90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Section I, Questions 1-6		97% (N=29)	100% (N=4)	
C. Apply critical thinking to inform and communicate professional judgments.	1.1: Apply critical thinking skills within the context of professional social work practice.	90% of students will obtain a grade of B- or above on the Psychodynamic Case Formulation assignment in SOWK 661 (Clinical) or the Policy Analysis Paper in SOWK 683 (Policy)		95% (N=28)	100% (N=4)	One of the three measures of this outcome was not met. Upon review it is suggested that the research proposal may not be the best measure of critical thinking given its early placement in the program when skills are still emerging (1 st year, 2 nd quarter). As such, a more summative measure will be identified.
		90% of students will obtain a grade of B- or above on the Research Proposal Project in SOWK 548	84% (N=32)			

D. Engage diversity and difference in practice.	2.2: Practice without discrimination and with respect, knowledge, and skills related to clients' age, physical and mental ability, gender, transgender, sexual orientation, color, culture, race ethnicity, national origin, religion, and spirituality.	70% of students will obtain a score of 4 or above on their Foundation Field Evaluation: Section I, Question 4 and Section V, Question 2	97% (N=30)			None. The program has met the criteria for success.
		90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Section I, Question 4		97% (N=29)	100% (N=4)	
E. Advance human rights and social and economic justice.	2.1: Understand the theories, forms and mechanisms of oppression and discrimination and apply strategies of advocacy and social change that advance social and economic justice.	90% of students will obtain a grade of B- or above on the Global Practice Paper in SOWK 521	100% (N=32)			None. The program has met the criteria for success.
		85% of students will obtain a score of 4 or above on the Student Survey Questions 9-11 (2015 version)	89% (N=27)			
F. Engage in research-informed practice and practice-informed research.	3.1: Evaluate research studies, apply research findings to practice, and assess their own practice interventions.	90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Section II, Questions 5, 7 and 13		97% (N=29)	100% (N=4)	None. The program has met the criteria for success.
		90% of students will obtain a grade of B- or above on the Single Subject Design Project in SOWK 695A or Thesis (N=2)		93% (N=27)	100%(N=4)	

G. Apply knowledge of human behavior and the social environment.	1.5 Use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities.	90% of students will obtain a grade of B- or above on their Human Development Project in SOWK 513	100% (N=29)			None. The program has met the criteria for success.
		70% of students will obtain a score of 4 or above on their Foundation Field Evaluation: Section V, Questions 1, 2, 3	90% (N=30)			
		90% of students will obtain a grade of B- or above on the Group Development Project in SOWK 518	94% (N=33)			
H. Engage in policy practice to advance social and economic well-being and to deliver effective social work services.	1.6 Analyze and evaluate social policies that have been designed to resolve or prevent social and human problems and formulate recommendations for the improvement of social policies and service delivery systems.	90% of students will obtain a grade of B- or above in SOWK 514 policy paper.	100% (N=30)			None. The program has met the criteria for success.
		70% of students will obtain a score of 4 or above on their Foundation Field Evaluation: Section III, Question 6	87% (N=30)			
I. Respond to contexts that shape practice.	5.1: Demonstrate the ability to engage in cooperative and collaborative intradisciplinary and interdisciplinary practice.	90% of students will obtain a grade of B- or above on the Supervisory Model Paper in SOWK 675.		100% (N=30)	100% (N=4)	None. The program has met the criteria for success.
		90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Section III, Questions 4 & 5		100% (N=29)	100% (N=4)	

	5.2: Understand and prepare for leadership roles in the future.	85% of alumni will obtain a score of 4 or above on Alumni survey questions 23-31 (the extent to which the MSW program prepared them for professional practice). LiveText 2014	98% (N=15)			None. The program has met the criteria for success.
		85% of alumni will report that they are currently employed as a social worker. LiveText 2014	87% (N=15)			
J. Practice Engagement (Clinical)	4.2 Ability to engage in self-critical analysis for the purpose of integrating therapeutic use of self with diverse client populations.	90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Clinical: Section V, Question 7 Section VII, Questions 9 - 12		93% (N=29)		None. The program has met the criteria for success.
		90% of students will obtain a grade of B- or above on the CBT Simulation Session in SOWK 662		97% (N=30)		
Practice Assessment (Clinical)	4.1 Demonstrate the ability to independently assess, diagnose and treat clients, emphasizing evidence-based practices that reflect advanced social work practice in varying roles, agencies, and institutions.	90% of students will obtain a grade of B- or above in SOWK 613 Psychopathology, Psychopharmacology and Diagnosis of Behavioral Health Conditions		97% (N=34)		None. The program has met the criteria for success.
		70% of students will obtain a score of 3 or above on the Qualifying Review Question 6	80% (N=35)			

Practice Intervention (Clinical)	4.1 Demonstrate the ability to independently assess, diagnose and treat clients, emphasizing evidence-based practices that reflect advanced social work practice in varying roles, agencies, and institutions.	90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Clinical Section VII Questions 1-8		93% (N=29)		None. The program has met the criteria for success.
		90% of students will obtain a grade of B- or above on the Crisis Simulation Presentation and Paper in SOWK 663		100% (N=29)		
Practice Evaluation (Clinical)	4.1 Demonstrate the ability to independently assess, diagnose and treat clients, emphasizing evidence-based practices that reflect advanced social work practice in varying roles, agencies, and institutions.	90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Clinical Section II, Question 7		100% (N=29)		None. The program has met the criteria for success.
		90% of students will obtain a course grade of B- or above in SOWK 695A: Single Subject Design		100% (N=33)		

Practice Engagement (Policy)	4.3 Demonstrate understanding of both the conceptual and analytical requirements of policy analysis used in considering human needs and applying policy choices that promote policy solutions.	90% of policy students attending Lobby Days will obtain a course grade of B- or above in SOWK 684: Advanced Policy Projects: NASW Legislative Lobby Days			100% (N=1)	None. The program has met the criteria for success.
		90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Policy, Planning and Administration Section V, Questions 1 and 2			100% (N=4)	
Practice Assessment (Policy)	4.4 Demonstrate the knowledge, values, and skills required of social work administrators, including the design, planning, implementation and monitoring of effective service delivery systems in behavioral health institutions and agencies.	90% of policy students will obtain a grade of B- or above on the Organizational Analysis Paper in SOWK 672			100% (N=4)	None. The program has met the criteria for success.
		90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Policy, Planning and Administration Section VI, Questions 1-6			100% (N=4)	
Practice Intervention (Policy)	4.4 Demonstrate the knowledge, values, and skills required of social work administrators, including the design, planning, implementation and monitoring of effective service delivery systems in behavioral health institutions and agencies.	90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Policy, Planning and Administration Section VII, Questions 1 a-d and 2 and Section VIII 1-5			100% (N=4)	None. The program has met the criteria for success.
		90% of policy students will obtain a grade of B- or above on the Policy Analysis Paper in SOWK 683			100% (N=4)	

Practice Evaluation (Policy)	4.4 Demonstrate the knowledge, values, and skills required of social work administrators, including the design, planning, implementation and monitoring of effective service delivery systems in behavioral health institutions and agencies.	90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Policy, Planning and Administration Section II, Question 7 and 13			100% (N=4)	None. The program has met the criteria for success.
		90% of policy students will obtain a course grade of B- or above in SOWK 695C Program Evaluation			100% (N=4)	

Discussion of Findings and Objective-Specific Recommendations

Overview

A careful review of the findings indicates that the program meets or exceeds the standards for all but one objective that fell slightly below the **exceedingly high benchmarks** set by the program. The LLU MSW Program is highly committed to the continuous improvement process and to the ongoing quality of our program. See specific program recommendations below.

CSWE Core Competency - Apply critical thinking to inform and communicate professional judgments.

Program SLO 1.1: Apply critical thinking skills within the context of professional social work practice

Recommendations to improve students' critical thinking in making professional judgments include the following:

- Upon review it is suggested that the research proposal may not be the best measure of critical thinking given its early placement in the program when skills are still emerging (1st year, 2nd quarter). As such, a more summative measure will be identified.
- All instructors will be encouraged to design assignments that develop and expand critical thinking skills. As such, assignments are and will continue to be reviewed on a regular basis.
- Students who are struggling in the area of critical thinking will be identified early in the program and offered extra academic and clinical supports.
- The program will incorporate a critical thinking rubric so that students know more specifically what is expected.