

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]
 [2012-2013]

<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 (2013 version)	91% (N=52)			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)	95% (N=52)			
	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 517 Biopsychosocial-spiritual video	100% (N=52)			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	92% (N=52)			
	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	96% (N=52)			The program has met the criteria for success with the exception of one outcome measure. Program improvements include more in-class practice/education regarding how to write concise progress notes and early identification of students struggling with completing paperwork and managing workloads.
		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)		86% (N=44)	100% (N=8)	

	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	92% (N=52)			None: The program met 2 of the three objectives with one falling slightly below the benchmark. It should be noted that we only had 8 policy students, one of which received an average rating of 3.83 just missing the 4-point cut-off. With such a small sample size one lower score made a big difference in the overall percentage.	
		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		91% (N=44)	88% (N=8)		
	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		91% (N=44)	100% (N=8)		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=52)				
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=52)			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		91% (N=44)	100% (N=8)		
C. Apply critical thinking to inform and communicate professional	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)		91% (N=44)	100% (N=8)	None. The program has met the criteria for success.	

judgments.		90% of students will obtain a grade of B- or above on the Research Proposal Project in SOWK 548	94% (N=52)			
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	96% (N=52)			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		95% (N=44)	100% (N=8)	
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=52)			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 (2013 version)	97% (N=52)			
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		88% (N=44)	100% (N=8)	The program has met the criteria for success with the exception of one of five outcomes measure that was slightly below the established benchmark. Recommendations are to increase emphasis on applying research to clinical practice by infusing research knowledge and skills within the practice courses.
		90% of students will obtain a grade of B- or above on the Research Proposal Project in SOWK 548	94% (N=52)			
		90% of students will obtain a grade of B- or above on the Single Subject Design Project in SOWK 695A		92% (N=44)	100% (N=8)	

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	95% (N=52)			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	97% (N=52)			
		90% of students will obtain a grade of B- or above on the Group Development Project in SOWK 518	97% (N=52)			
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.	85% of students will obtain a score of 4 or above on the Student Survey Question 5	100% (N=52)			None. The program has met the criteria for success.
		90% of students will obtain a grade of B- or above in SOWK 514 policy paper.	90% (N=52)			
		70% of students will obtain a score of 4 or above on their Foundation Field Evaluation: Section III, Question 6	92% (N=52)			
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 (Clinical) or the Policy Term Paper Project in 676B (Policy)		100% (N=44)	100% (N=8)	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		91% (N=44)	100% (N=8)	

	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 15-25 (the extent to which the MSW program prepared them for professional practice)	96% (N=52)			None. The program has met the criteria for success.
		85% of alumni will report that they are currently employed as a social worker	92% (N=52)			
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		89% (N=44)		None: The program has met the criteria for success with the exception of one outcome measure that was slightly below the established benchmark. In reviewing the data it appears that there were 5 students who received an average score of 3.64 instead of the 4 rating required in this area. Although an average score of 3.64 is still well within passing, it is below the high standards set by the program. As such, these students were identified and provided with additional supports prior to graduation. Also more observed practice labs were added to the clinical curriculum.
		90% of students will obtain a grade of B- or above on the CBT Simulation Session (Engagement Section) in SOWK 662		90% (N=44)		
Practice Assessment (Clinical)	4.1 Demonstrate the ability to independently assess, diagnose and treat clients, emphasizing evidence-	90% of students will obtain a grade of B- or above in SOWK 613 Psychopathology, Psychopharmacology and Diagnosis of Behavioral Health Conditions		100% (N=44)		None. The program has met the criteria for success.

	based practices that reflect advanced social work practice in varying roles, agencies, and institutions.	70% of students will obtain a score of 3 or above on the Qualifying Review Question 6	72% (N=52)			
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		89% (N=44)		None: The program has met the criteria for success with the exception of one outcome measure that was slightly below the established benchmark. In reviewing the data it appears that there were 5 students who received an average score of 3.23 instead of the 4 rating required in this area. Although an average score of 3.23 is still well within passing, it is below the high standards set by the program. As such, these students were identified and provided with additional supports prior to graduation. Also more observed practice labs were added to the clinical curriculum.
		90% of students will obtain a grade of B- or above on the Crisis Simulation Video in SOWK 663		100% (N=44)		
Practice Evaluation (Clinical)	4.1 Demonstrate the ability to independently assess, diagnose and treat clients, emphasizing evidence-	90% of students will obtain a score of 4 or above on their Advanced Field Evaluation: Clinical Section II, Question 7		91% (N=44)		None. The program has met the criteria for success.

	based practices that reflect advanced social work practice in varying roles, agencies, and institutions.	90% of students will obtain a course grade of B- or above in SOWK 695A: Single Subject Design		95% (N=44)		
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=8)	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=8)	
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=8)	None: The program met 1 of the 2 objectives with one falling slightly below the benchmark. It should be noted that we only had 8 policy students, one of which received an average rating of 3.67 just missing the 4-point cut-off. With such a small sample size one lower score made a big difference in the overall percentage.
		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			88% (N=8)	
Practice Intervention (Policy)	4.4 Demonstrate the knowledge, values, and skills required of social work administrators, including the design,	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			75% (N=8)	The program met 1 of the 2 objectives with one falling below the benchmark. A review of the field evaluations indicted 2

	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 Policy Analysis Paper in SOWK 683			100% (N=8)	students who received less than a 4 in this area. Supervisor comments suggested lower scores were more reflective of the limited amount of time to focus on this area than a skills deficit. Another comment suggested improvement in being able to integrate material from the classroom into the field placement. As such, recommendations are to more closely monitor policy field placements to ensure that there is ample time to develop skills in all required areas and to include a policy assignment that requires the student to integrate field and classroom knowledge.
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			88% (N=8)	None: The program met 1 of the 2 objectives with one falling slightly below the benchmark. It should be noted that we only had 8 policy students, one of which received an average rating of 3.67 just missing the 4-point cut-off. With such a small sample size one lower score made a big difference in the overall percentage.
		90% of policy students will obtain a course grade of B- or above in SOWK 695C Program Evaluation			100% (N=8)	

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 a few objectives that fell just below the **exceedingly high benchmarks** set by the program. It should also be noted that there were three students in the clinical cohort that consistently struggled and were provided extra academic and practice support as appropriate. Also, there was one policy student who was consistently rated in the average range in his field placement despite glowing comments regarding his performance. The outcomes for these students were included in all calculations but recommendations for program improvement are limited to areas that were not affected by these students. The LLU MSW Program is highly committed to the continuous improvement process and to the ongoing quality of our program.

CSWE Core Competency - Identify as a professional social worker and conduct oneself accordingly.

Program SLO 1.7: Use effective communication skills differentially across client populations, colleagues, and/or communities.

Recommendations to improve performance in student field evaluation results related to use of effective communication skills include (3 out of 4 benchmarks in this area were met):

- More in-class practice and education regarding how to write concise progress notes within the first year curriculum. This is to take place in the field seminar class.
- Early identification of students who are struggling with completing paperwork within their practicum settings and further mentoring regarding time management and workload priorities.

CSWE Core Competency - Engage in research-informed practice and practice-informed research.

Program SLO 3.1: Evaluate research studies, apply research findings to practice, and assess their own practice interventions.

Recommendations to improve performance in student field evaluation results related to use of effective communication skills include (4 out of 5 benchmarks in this area were met):

- The program will be revising the research assignments to be more practical to the clinical setting.
- The field seminar class will require student to be more intentional in integrating research informed solutions when dealing with clinical issues.

CSWE Core Competency - Practice Intervention – Policy, Planning, and Administration Concentration

Program SLO 4.2 (intervention only): 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.

Recommendations to improve performance in student field evaluation results related to use of policy practice include (1 out of 2 benchmarks in this area were met):

- The program will more closely monitor policy field placements to ensure that students are given ample time and opportunity to develop skills in all required learning areas.
- Policy instructors will be encouraged to alter and/or include policy and administrative assignments requiring students to integrate field and classroom knowledge.