

Assessment Plan

2019-20



Program (CBHS) - Social Work

University Mission: George Fox University, a Christ-centered community, prepares students spiritually, academically, and professionally to think with clarity, act with integrity, and serve with passion.

Program Mission: Prepare graduates for worldwide leadership and service as social work professionals who integrate the values, knowledge, and skills of social work with the highest competence and ethical integrity.

Alignment With GFU Mission: Directly aligns with local and global engagement (CT4), professional preparation (CT2), serving with passion, acting with integrity, and thinking with clarity.

Degree Outcomes: Graduates will:

- Acquire the social work ethics, values, skills and knowledge needed to analyze and understand the development and interrelationship of diverse world views, issues in social justice, and basic human needs
- Demonstrate knowledge, skills and values necessary to understand and affect the interrelationship between an individual and his/her environment at the macro, mezzo and micro levels
- Work effectively within diverse social contexts, structures and change processes in their practice
- Understand how their personal faith integrates with social work and apply that to their practice
- Be prepared for graduate social work education and will be committed to continual development in their professional field

Assessment Lead: Erin Johnson

Outcome: CSWE Competency 1

Demonstrate Ethical and Professional Behavior

Outcome Status: Active

Assessment Tools

Field Placement/Internship Evaluation - SWEAP FPPAI (Active)

Target: 90% of students achieve a minimum average of 3 of 5 points in the competency 1 section

Schedule for Data Collection: The final field assessment is used. It is completed at the end of each spring semester for senior level students.

Schedule for Data Analysis & Reporting: Every fall.

Writing Assignment - Know Thyself Reflection Paper

Course-embedded measure

SWRK 370: Foundations of Social Work Practice

•Students write a reflection paper on two weeks of “Know Thyself” class sessions and exercises. Students reflect on insights gained from self-assessment, potential barriers that may arise in practice, and how to maintain ethical and professional behavior when serving clients. (Active)

Target: 90% of students must score a scaled score of 3 or above out of 5

Schedule for Data Collection: Each Fall

Schedule for Data Analysis & Reporting: Spring

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Exam/Quiz - National/State - SWEAP Exit Curriculum (Active)

Target: Cohort at or above Mean National Section Score

Schedule for Data Collection: Every May

Schedule for Data Analysis & Reporting: Fall

Outcome: CSWE Competency 2

Engage Diversity and Difference in Practice

Outcome Status: Active

Assessment Tools

Field Placement/Internship Evaluation - SWEAP FPPAI (Active)

Target: 90% of student reach at least a 3 out of 5 points on the scale.

Schedule for Data Collection: Final field assessment used. Collected each spring semester.

Schedule for Data Analysis & Reporting: Results evaluated the following fall.

Writing Assignment - Social Justice Framework Paper

Course-embedded measure

SWRK 333: Human Rights and Social Justice

•Students write a paper in which they analyze the concepts of injustice and social justice. The discussion includes how a culture's structures and values lead to human rights violations, oppression, marginalization, alienation and the creation or enhancement of privilege and power. It further includes how diversity and difference shapes life experiences. (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 13 points on this section of the assignment).

Schedule for Data Collection: Fall semesters

Schedule for Data Analysis & Reporting: Analysis on cohort data is typically conducted in the fall.

Exam/Quiz - National/State - SWEAP Exit Curriculum (Active)

Target: Cohort at or above Mean National Section Score

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in fall.

Outcome: CSWE Competency 3

Advance Human Rights and Social, Economic, and Environmental Justice

Outcome Status: Active

Assessment Tools

Field Placement/Internship Evaluation - SWEAP FPPAI (Active)

Target: 90% of students must score a minimum of 3 out of 5 points.

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Typically following fall.

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Writing Assignment - Social Justice Framework Paper

Course-embedded measure

SWRK 333: Human Rights and Social Justice

•Students write a paper in which they present their personal social justice framework. Included in the discussion is how social workers should promote social justice and human rights. (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 18 points on this section of the assignment).

Conversion for scaled scores provided on rubric.

Schedule for Data Collection: Fall

Schedule for Data Analysis & Reporting: Cohort data is analyzed together in the fall.

Writing Assignment - Advocacy Letter to a Legislator

Course-embedded measure

SWRK 460: Social Welfare Policy

•Students choose a current human rights, social justice, or economic justice policy or issue to write their legislator about. In the letter students advocate for a particular action to be taken or change to be made. (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 24 points on this section of the assignment).

Schedule for Data Collection: Fall

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Exam/Quiz - National/State - SWEAP Exit Curriculum (Active)

Target: Cohort at or above Mean National Section Score

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in fall.

Outcome: CSWE Competency 4

Engage In Practice-informed Research and Research-informed Practice

Outcome Status: Active

Assessment Tools

Field Placement/Internship Evaluation - SWEAP FPPAI (Active)

Target: 90% of students must score a minimum of 3 out of 5 points.

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Group Project - Research Proposal

Course-embedded measure

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SWRK 440: Social Work Research Methods

•Students create a research proposal. The proposal includes a literature review, theoretical foundations, methodology, instruments, data collection and analysis, and ethical considerations. (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 62 points on this section of the assignment).

Schedule for Data Collection: Fall

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Exam/Quiz - National/State - SWEAP Exit Curriculum (Active)

Target: Cohort students are at or above mean national section score.

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Outcome: CSWE Competency 5

Engage in Policy Practice

Outcome Status: Active

Assessment Tools

Field Placement/Internship Evaluation - SWEAP FPPAI (Active)

Target: 90% of students must score a minimum of 3 out of 5 points

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Writing Assignment - Policy Brief

Course-embedded measure

SWRK 460: Social Welfare Policy

•Students write a policy brief on a current bill proposed in Congress or the Oregon State Legislature. The brief includes a summary, purpose or goals, issue the policy is intending to address, groups working to address the bill and status of the bill. Students also submit talking points in support or opposition to the legislation. (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 32 points on this section of the assignment).

Schedule for Data Collection: Fall

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Writing Assignment - Social Policy Analysis

Course-embedded measure

SWRK 460: Social Welfare Policy

•Students write an analysis paper that identifies a social problem and a policy that implemented to address the problem. Students expound on the policy and its implementation, including discussion of congruence with social work values and how the policy could be improved to more effectively address the social problem and assist clients. (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 62 points on this section of the

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assignment).

Schedule for Data Collection: Fall

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Exam/Quiz - National/State - SWEAP Exit Curriculum (Active)

Target: Cohort at or above mean national section score.

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Outcome: CSWE Competency 6

Engage with Individuals, Families, Groups, Organizations, and Communities

Outcome Status: Active

Assessment Tools

Writing Assignment - Measuring Engagement with Individuals

Workbook Case Study Assignment

Course-embedded measure

SWRK 391: Social Work Practice I

- Throughout the workbook, students follow a written case example of working through the generalist model with an individual client. Student integrate their knowledge and skills of the stage of the process in their written responses to the client in the case scenario.
- For this specific measure, students apply engagement skills to working with an individual in the case example.
(Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 21 points on this section of the assignment).

Schedule for Data Collection: Fall

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Presentation/Performance - Measuring Engage with Families

Take-Home Final and In-Class Role Play

Course-embedded measure

SWRK 392: Practice II

- For the overall assignment, students write an assessment of the Lee family from *The Spirit Catches You and You Fall Down*. They then develop a role-play scenario of a social worker who is working with the Lee family.
- For this specific measure, students provide information about each of the family members and the home environment. Students also discuss the culture, immigration status, race, and religion of the family.
(Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 32 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

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Presentation/Performance - Measuring Engage with Groups

Theory Based Individual Project

Course-embedded measure

SWRK 392: Practice II

- For the overall assignment, students prepare a group intervention plan to cover six group sessions that addresses the needs of a specific population.
- For this specific measure students summarize the population, best practices and goals for the class. Students then lead one of the proposed group sessions with classmates playing the role of clients.

(Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 35 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Writing Assignment - Measuring Engage with Organizations

Agency Analysis Paper

Course-embedded measure

SWRK 393: Practice III

- For the overall assignment, students analyze their field placement agencies in an agency analysis paper.
- For this specific measure, students summarize services, provide demographics of clients, summarize formal and formal structure of the agency, and summarize inter-organizational linkages.

(Active)

Target: Students must score a scaled score of 3 or above (equivalent to a minimum of 28 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Writing Assignment - Measuring Engage with Communities

Community Evaluation and Change Innovation Project

Course-embedded measure

SWRK 393: Practice III

- For the overall assignment, students create a community asset map, a community needs assessment, and develop a theory of change.
- For this specific measure, students' overall community engagement throughout the entire assignment is evaluated.

(Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 11 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Typically cohort data is assessed in the fall.

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Exam/Quiz - National/State - SWEAP Exit Curriculum (Active)

Target: Cohort at or above mean national section score

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Typically cohort data is assessed in the fall.

Outcome: CSWE Competency 7

Assess Individuals, Families, Groups, Organizations, and Communities

Outcome Status: Active

Assessment Tools

Field Placement/Internship Evaluation - SWEAP FPPAI (Active)

Target: 90% of students must score a minimum of 3 out of 5 points.

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Typically cohort data is assessed in the fall.

Writing Assignment - Measuring Assess Individuals

Workbook Case Study Assignment

Course-embedded measure

SWRK 391: Social Work Practice I

- Throughout the workbook, students follow a written case example of working through the generalist model with an individual client. Student integrate their knowledge and skills of the stage of the process in their written responses to the client in the case scenario.

- For this specific measure, students apply assessment skills to working with an individual in the case example.
(Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 21 points on this section of the assignment).

Schedule for Data Collection: Fall

Schedule for Data Analysis & Reporting: Cohort data is typically assessed in the fall.

Presentation/Performance - Measuring Assess Families

Take-Home Final and In-Class Role Play

Course-embedded measure

SWRK 392: Practice II

- Students assess the Lee's family functioning, including stressors, roles, alliances, boundaries, problem solving, parenting styles, beliefs & supports. Students also assess the family's strengths and problems including individual strengths and problems, family subsystems, barriers, and strengths & evidence of resilience. (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 39 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Typically cohort data is analyzed in the fall.

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Writing Assignment - Measuring Assess Groups

Theory Based Individual Project

Course-embedded measure

SWRK 392: Practice II

- For the overall assignment, students prepare a group intervention plan to cover six group sessions that addresses the needs of a specific population.
 - For this specific measure students use research to develop the purpose of the group, the theoretical orientation used for the group, and the specific goals for the group.
- (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 21 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Typically cohort data is assessed in the fall.

Writing Assignment - Measuring Assess Organizations

Agency Analysis Paper

Course-embedded measure

SWRK 393: Practice III

- For the overall assignment, students analyze their field placement agencies in an agency analysis paper.
 - For this specific measure, students provide data on agency including history, changes in goals, administrative direction, and hiring practices. Students also analyze agency mandates, goals, and domain of work with constituents.
- (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 19 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Writing Assignment - Measuring Assess Communities

Community Evaluation and Change Innovation Project

Course-embedded measure

SWRK 393: Practice III

(Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 28 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Typically cohort data is analyzed in the fall.

Exam/Quiz - National/State - SWEAP Exit Curriculum (Active)

Target: Cohort at or above mean national section score.

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically assessed in the fall.

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Outcome: CSWE Competency 8

Intervene with Individuals, Families, Groups, Organizations, and Communities

Outcome Status: Active

Assessment Tools

Field Placement/Internship Evaluation - SWEAP FPPAI (Active)

Target: 90% of students must score a minimum of 3 out of 5 points.

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Typically, cohort data is assessed in the fall.

Writing Assignment - Measuring Intervene with Individuals

Workbook Case Study Assignment

Course-embedded measure

SWRK 391: Social Work Practice I

- Throughout the workbook, students follow a written case example of working through the generalist model with an individual client. Student integrate their knowledge and skills of the stage of the process in their written responses to the client in the case scenario.

- For this specific measure, students apply assessment skills to working with an individual in the case example. (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 21 points on this section of the assignment).

Schedule for Data Collection: Fall

Schedule for Data Analysis & Reporting: Generally cohort data assessment is done in the fall.

Presentation/Performance - Measuring Intervene with Families

Take-Home Final and In-Class Role Play

Course-embedded measure

SWRK 392: Practice II

- Students create and demonstrate a culturally appropriate family intervention. The demonstration role play includes culturally informed intervention and practices, and the exploration of strengths and resources. Students also use academic resources to create strategies for engagement, intervention, and communication with a diverse population group. (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 81 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Writing Assignment - Measuring Intervene with Groups

Theory Based Individual Project

Course-embedded measure

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SWRK 392: Practice II

- For the overall assignment, students prepare a group intervention plan to cover six group sessions that addresses the needs of a specific population.
 - For this specific measure students use research to develop six planned group session. Each session includes them, goals, materials needed, planned activities, time frame, and structure. Additionally, students create a promotional brochure that summaries information for a potential member.
- (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 53 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Assessment of cohort data is typically completed in the fall.

Writing Assignment - Measuring Intervene with Organizations

Agency Analysis Paper

Course-embedded measure

SWRK 393: Practice III

- For the overall assignment, students analyze their field placement agencies in an agency analysis paper.
 - For this specific measure, students discuss the process within the organization for intervening in organization change. Included in the discussion is the history of change implementation, hindrances and supporting systems for change innovation, and a discussion of the students proposed intervention.
- (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 12 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically assessed in the fall.

Writing Assignment - Community Evaluation and Change Innovation Project

Course-embedded measure

SWRK 393: Practice III

(Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 19 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort assessment data is generally analyzed in the fall.

Exam/Quiz - National/State - SWEAP Exit Curriculum (Active)

Target: Cohort at or above national section score

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically assessed in the fall.

Outcome: CSWE Competency 9

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Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Outcome Status: Active

Assessment Tools

Field Placement/Internship Evaluation - SWEAP FPPAI (Active)

Target: 90% of students must score a minimum of 3 out of 5 points.

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically assessed in the fall.

Writing Assignment - Measuring Evaluate Practice with Individuals

Workbook Case Study Assignment

Course-embedded measure

SWRK 391: Social Work Practice I

- Throughout the workbook, students follow a written case example of working though the generalist model with an individual client. Student integrate their knowledge and skills of the stage of the process in their written responses to the client in the case scenario.
- For this specific measure, students apply assessment skills to working with an individual in the case example (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 21 points on this section of the assignment).

Schedule for Data Collection: Fall

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Presentation/Performance - Measuring Evaluate Practice with Families

Take-Home Final and In-Class Role Play

Course-embedded measure

SWRK 392: Practice II

Students discuss personal response to the Lee's cultural and spiritual beliefs and create a plan for working with the family in a spiritually and culturally sensitive manner. Students further discuss how they will use what they have learned to have a spiritually and culturally aware practice. (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 21 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in fall.

Writing Assignment - Measuring Evaluate Practice with Groups

Measure 2C

Theory Based Individual Project

Course-embedded measure

SWRK 392: Practice II

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- For the overall assignment, students prepare a group intervention plan to cover six group sessions that addresses the needs of a specific population.
- For this specific measure students create an evaluation plan for the effectiveness of the group. Additionally, students reflect on their experience of being a group leader, including what went well, challenges, and what they would do differently next time.
(Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 21 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Writing Assignment - Measuring Evaluate Practice with Organizations

Agency Analysis Paper

Course-embedded measure

SWRK 393: Practice III

- For the overall assignment, students analyze their field placement agencies in an agency analysis paper.
- For this specific measure, students evaluate their agencies on historic and current implementation of social change, as well as, barriers to social change. Students also conduct and discuss a power analysis of their agency.
(Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 12 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically assessed in the fall.

Writing Assignment - Measuring Evaluate Practice with Communities

Community Evaluation and Change Innovation Project

Course-embedded measure

SWRK 393: Practice III

(Active)

Target: 90% of student must score a scaled score of 3 or above (equivalent to a minimum of 11 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Typically cohort data is assessed in the fall.

Exam/Quiz - National/State - SWEAP Exit Curriculum (Active)

Target: Cohort will score at or above mean national section score.

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically analyzed in the fall.

Outcome: CSWE Competency 10

Demonstrate Ethical Integration of Faith and Social Work Practice

Outcome Status: Active

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Assessment Tools

Field Placement/Internship Evaluation - SWEAP FPPAI (Active)

Target: 90% of students must score a minimum of 3 out of 5 points.

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Typically cohort data is assessed in the fall.

Writing Assignment - Position Paper

Course-embedded measure

SWRK 490: Senior Seminar

•Students write a paper outlining their position on the role of faith, religion, and spirituality in social work practice. (Active)

Target: 90% of students must score a scaled score of 3 or above (equivalent to a minimum of 46 points on this section of the assignment).

Schedule for Data Collection: Spring

Schedule for Data Analysis & Reporting: Cohort data is typically assessed in the fall.