



SOCIAL WORK DEPARTMENT

**College of Health Profession
Joan C. Edwards School of Medicine**

2007 ANNUAL ASSESSMENT REPORT

PROGRAM OF EXCELLENCE

by Marshall University Board of Governors

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**The Marshall University B.S.W. Program is fully
accredited by the Council on Social Work Education
until 2011.**

SOCIAL WORK DEPARTMENT YEARLY ASSESSMENT REPORT OCTOBER 2006

I. Assessment Activities

A. Program Goals

The mission of the Marshall University (MU) Social Work Program is to prepare students for beginning level of practice as social work generalists with an understanding and appreciation of the populations and institutions of Appalachia. Program goals are to:

- ✓ prepare students for entry level social work practice with individuals, families, groups, organizations and communities;
- ✓ provide students with the skill for continuing pursuit of knowledge and lifelong development of skills necessary for social work practice;
- ✓ provide content about the social contexts of social work practice, the changing nature of those contexts, the behavior of organizations, and the dynamics of change;
- ✓ infuse throughout the curriculum the values and ethics that guide professional social workers in their practice;
- ✓ provide students with an understanding of the dynamics and consequences of all forms of human oppression and discrimination and strategies to promote social justice; and
- ✓ prepare students to practice with diverse populations including Appalachian populations.

The program also has 14 learning outcomes. Students will be able to:

1. Apply critical thinking skills within the context of professional social work practice.
2. Practice within the values and ethics of the social work professional and with an understanding of and respect for the positive value of diversity
3. Demonstrate the professional use of self.
4. Understand the forms and mechanisms of oppression and discrimination and apply the strategies and skills of change that advance social and economic justice.
5. Understand the history of the social work profession and its current structures and issues.
6. Apply the knowledge and skills of generalist social work to practice with systems of all sizes.
7. Apply the knowledge of bio-psycho-social variables that affect the individual development and behavior, and use theoretical frameworks to

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- understand the interactions among individuals and between individuals and social systems (i.e., families, groups, organizations, and communities).
8. Analyze the impact of social policies on client systems, workers, and agencies.
 9. Evaluate research studies and apply findings to practice, and, under supervision, evaluate their own practice interventions and those of other relevant systems.
 10. Use communication skills differentially with a variety of client populations, colleagues, and members of the community.
 11. Use supervision appropriate to generalist practice.
 12. Understand the unique social problems and characteristics of Appalachia and apply practice skills and knowledge in working with populations and institutions in Appalachia.
 13. Function within the structure of organizations and service delivery systems, and under supervision, seek necessary organizational change.
 14. Apply learning skills in the pursuit of knowledge and professional development.

These goals and objectives were slightly revised in 1997 to assure consistency with new social work accreditation standards.

B. Learning Outcomes/Data Collection

The methods for assessment of each outcome are as follows:

Outcome	Exam Questions	Student Projects & Papers	Class Assignment Activities	Role Playing Videotaping	Field Evaluation	Exit Surveys	Follow-up Studies
1	✓	✓	✓		✓	✓	✓
2	✓	✓	✓	✓	✓	✓	✓
3				✓	✓	✓	✓
4	✓	✓	✓		✓	✓	✓
5	✓	✓				✓	
6	✓	✓	✓	✓	✓	✓	✓
7	✓	✓	✓	✓	✓	✓	✓
8		✓	✓		✓	✓	✓
9		✓	✓		✓	✓	✓
10	✓			✓	✓	✓	✓
11					✓	✓	✓
12	✓	✓	✓	✓	✓	✓	✓
13	✓	✓			✓	✓	✓
14		✓			✓	✓	✓

Follow-up surveys-utilize the Baccalaureate Education Assessment Package (BEAP) national survey. BEAP provides data on employment of graduates (including agency and geographic settings, salaries, and populations served), continuing education of graduates, and assessment of preparation for practice based on BSW curriculum content. The exit survey is given every year to graduating seniors while the alumni survey is given two years post graduation. The employer survey is given by consenting alumni to their supervisors who assess knowledge, values, and skills on a Likert scale.

Items related to knowledge, values, and skills in the BEAP are rated on a scale of 0 to 10 as follows:

Very Poor Poor Adequate Good Very Good Superb
 ___0___1 ___2___3 ___4___5 ___6___7 ___8___9 ___10

In addition, the MU exit survey is given to graduating seniors with 14 items added specifically for Social Work students. Each item relates to a program outcome objective and students are asked to rank their satisfaction that the Social Work Department has met that objective. The scale is as follows:

Not satisfied	Somewhat Dissatisfied	Somewhat satisfied	Very satisfied
1	2	3	4

In addition to the Likert scale benchmark, national data will eventually be available for comparison.

Benchmarks for internal assessment include making a satisfactory grade on each exam and project as well as in each course and maintaining a 2.5 GPA in social work courses. In addition, field supervisors complete a behavioral rating scale for each student as part of the field evaluation. Spring 2002, the BEAP Employer Survey was also used with field supervisors as faculty determined that the items on that survey were more closely related on program objectives. This was implemented as a pilot evaluation with permission from the BEAP committee. Results are reported on the Assessment of Student Outcomes chart. Graduating with 2.5 GPA in Social Work core courses. Maintain 2.00 in 34 pre-major required courses content courses:

- Science (4)
- Math (3)
- English and Communication (9)
- Humanities (3)
- Social Sciences (15)

Faculty monitors student progress closely and meet twice weekly to discuss student concerns. Faculty evaluation is driven by students, faculty input and changes to maximize the improvement of quality education. This ensures consistency, validity and reliability of the instrument used.

II. Results

Assessment data is used by faculty to enhance program quality. Data from follow-up studies is reviewed each semester by faculty and areas of strengths and potential growth are identified. As a result, computer content, group work content, and macro practice content has been enhanced. Results of exit, alumni, and employer surveys are presented below as related to each program outcome objective. Actions taken related to these results are discussed further in the Assessment of Student Outcomes Chart. As far as internal assessment tools (exams, assignments, fieldwork, etc), the faculty meet weekly to discuss any deficiencies and to determine if areas of the curriculum need to be enhanced. Individual student deficiencies are discussed with the student and a plan of improvement is developed.

A. Results by Outcome Objective

Objective #1: Apply critical thinking skills within the context of professional social work practice.

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
	'02 (N=8)	'03 (N=11)	'04 (N=14)	'05 (N=4)	'06 (N=10)
MU Exit Survey (scale 1-4)					
1. Apply critical thinking skills	3.67	3.64	3.62	3.50	3.64
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03 (N=18)	'04 (N=14)	'05 (N=4)	'06 (N=10)
D13 Apply interventions that include diversity issues to specific client situations	7.79	8.00	8.07	7.79	7.40
D15 Apply generalist interventions in practice with client systems	8.57	8.39	8.71	8.57	7.90
D16 Analyzing the impact of social policies	7.43	8.06	8.14	7.43	7.5
D19 Evaluating research studies	6.36	7.22	8.00	6.36	7.00
D21 Evaluating practice with supervision	7.86	8.28	8.29	7.86	8.00
BEAP Alumni Survey	'99 (N=11)	'03 (N=11)	'04 (N=14)	'05 (N=2)	'06 (N=10)
D15 Applying generalist intervention	7.33	8.00	8.00	8.50	7.90
D17 Analyzing impact of social policies	7.55	7.27	7.27	8.50	7.80
D19 Evaluating research studies	6.36	6.64	6.64	8.50	7.00
D21 Evaluating practice with supervision	8.00	7.91	7.91	8.50	8.00
BEAP Employer Survey (scale 0-10)	'99 (N=5)	'03 (N=5)	'04 (N=14)	'05 (N=4)	'06 (N=10)
11. Analyze impact of social policy on individuals, families, and groups	8.40	8.00	8.00	6.50	7.80

12 Analyze impact of social policies on organizations and communities	8.40	7.60	7.60	7.00	7.20
14 Applies research findings to practice	6.60	6.80	6.80	5.75	8.10
15 Evaluates own practice	7.60	8.60	8.20	6.50	8.00
16 Evaluates program effectiveness	7.40	8.40	7.40	7.50	8.00

Objective #2 Practice within the values and ethics of the social work profession and with an understanding and respect for the positive value of diversity.

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
MU Exit Survey (scale 1-4)	'02 (N=8)	'03 (N=11)		'05 (N=4)	'06 (N=10)
Practice within the values and ethics of the social work profession and with an understanding and respect for the positive value of diversity.	3.80	3.53	3.50	3.50	3.53
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03 (N=18)	'04 (N=14)	'05	'06 (N=10)
D1 Knowledge of theories of diversity	7.79	8.33	8.00	7.50	7.90
D13 Skills in applying interventions that include issues about diversity to specific client situations	7.79	8.00	8.07	9.00	7.40
D22 Using communication skills based on needs related to diversity and different abilities	8.00	8.44	8.21	9.50	8.00
D26 Respecting the dignity of clients	9.20	9.00	9.07	10.00	8.60
D27 Upholding client confidentiality	9.43	9.50	8.93	10.00	8.90
D28 Respecting client self-determination	9.43	9.17	9.00	10.00	8.90
D29 Relating to clients in a non-judgmental manner	9.29	9.06	9.14	9.50	8.50
D30 Respecting cultural and social diversity	9.14	9.22	9.21	10.00	8.90
D31 Ensuring primary responsibility to clients	9.21	8.83	9.07	9.50	8.80
D32 Working with colleagues in social work	9.00	8.44	8.86	9.50	8.70
D33 Working with colleagues in other fields	8.57	7.94	8.07	9.50	8.30
D34 Maintaining a professional relationship with clients	9.29	9.11	9.00	10.00	8.90
D35 Promoting social and economic justice	8.86	8.78	8.86	10.00	8.80

Objective 2 - continued

BEAP Alumni Survey (scale 0-10)	'99 (N=11)	'03 (N=11)	'04 (N=14)	'05 (N=2)	'06 (N=10)
C1 Knowledge of theories about clients of diversity	6.82	7.55	8.00	7.50	7.90
C13 Applying culturally competent interventions to specific client situations	6.18	8.09	8.07	9.00	7.40
C22 Using communication skills based on needs related to diversity and different abilities	8.09	8.27	8.21	9.50	8.00
C26 Respecting the dignity of clients	8.91	9.00	9.07	10.00	8.60
C27 Upholding client confidentiality	9.09	9.18	8.93	10.00	8.90
C28 Respecting client self determination	9.18	9.00	9.00	10.00	8.90
C29 Relating to clients non-judgmentally	9.09	9.09	9.14	9.50	8.50
C30 Respecting cultural and social diversity	9.00	9.18	9.21	10.00	8.90
C31 Ensuring primary responsibility to clients	8.73	9.09	9.07	9.50	8.80
C32 Working with colleagues in social work	8.55	9.09	8.86	9.50	8.70
C33 Working with colleagues from other fields	8.00	8.91	8.07	9.50	8.30
C34 Maintaining a professional relationship with clients	9.18	9.18	9.00	10.00	8.90
C35 Promoting social and economic justice	8.27	8.82	8.86	10.00	8.80
BEAP Employer Survey (scale 0-10)	'99 (N=5)	'03(N=11)	'04 (N=14)	'05 (N=4)	'06 (N=10)
1 Practices within the values and ethics of the social work profession	9.00	8.40	8.20	8.25	8.50
2 Practices with an understanding, respect, and appreciation for diversity	8.80	8.40	8.40	8.50	8.50

Objective #3 Demonstrate professional use of self.

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
MU Exit Survey (scale 1-4)	'02 (N=15)	'03 (N=11)	'04 (N=14)	'05 (N=4)	'06 (N=10)
3 Demonstration of professional use of self	3.67	3.72	3.60	3.50	3.8
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03 (N=18)	'04 (N=14)	'05 (N=4)	'06 (N=10)
D14 Demonstrating professional use of self with clients	8.57	8.78	8.71	8.30	7.60
BEAP Alumni Survey (scale 0-10)	'99 (N=11)	'03 (N=11)	'04 (N=14)	'05 (N=2)	'06 (N=10)
C14 Demonstrating professional use of self with clients	8.00	8.64	8.00	9.00	7.60
BEAP Employer Survey (scale 0-10)	'99 (N=5)	'03 (N=5)	'04 (N=14)	'05 (N=4)	'06 (N=10)
3 Demonstrates professional use of self	8.80	8.00	7.80	7.50	7.60

Objective #4 Understand the forms and mechanisms of oppression and discrimination and apply the strategies and skills of change that advance social and economic justice.

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
MU Exit Survey (scale 1-4)	'02 (N=15)	'03 (N=11)	'04 (N=14)	'05 (N=4)	'06 (N=10)
4 Understand the forms and mechanisms of oppression and discrimination, and apply the strategies and skills of change that advance social and economic justice	3.53	3.53	3.40	3.75	3.20
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03 (N=18)	'04 (N=14)		'06 (N=10)
D2 Knowledge of forms and mechanisms of oppression and discrimination	7.71	8.11	8.36		7.80
D3 Knowledge of theories and policy in advancing social and economic justice	6.50	7.56	8.14		8.00
D15 Applying generalist interventions in practice with client systems	8.57	8.39	8.71		7.40

D17 Analyzing the impact of social policies on client systems	6.36	7.83	8.00		7.40
D25 Seeking necessary organization change with supervision	7.86	7.76	8.14		7.60
D35 Promoting social and economic justice	8.86	8.78	8.86		8.80
BEAP Alumni Survey (scale 0-10)	'99(N=11)	'03(N=11)		'05 (N=2)	'06 (N=10)
C2 Knowledge of forms and mechanisms of oppression and discrimination	7.18	7.36		9.00	7.40
C3 Knowledge of theories and policy in advancing social and economic justice	7.00	7.00		8.00	8.00
C15 Applying generalist interventions in practice with client systems	7.73	8.00		8.50	7.40
C17 Analyzing the impact of social policies on client systems	7.55	7.27		8.50	7.40
C25 Seeking necessary organizational change with supervision	6.64	7.64		8.00	7.60
C35 Promoting social and economic justice	8.27	8.82		10.00	8.80
BEAP Employer Survey (scale 0-10)	'99 (N=5)	'03 (N=5)		'05 (N=4)	'06 (N=10)
2 Practices with an understanding, respect, and appreciation for diversity	8.80	8.40		8.50	9.20
11 Analyzes impact of social policies on individuals, families, and groups	8.40	8.00		6.50	8.50
12 Analyzes impact of social policies on organizations and communities	8.40	7.60		7.00	8.20
13 Advocates for changes in agency policies, procedures, or practices	8.80	7.60		7.25	7.40

Objective #5 Understand the history of the social work profession and its current structures and issues.

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
	'02 (N=15)	'03 (N=11)		'05 (N=4)	'06 (N=10)
MU Exit Survey (scale 1-4)					
5 Understand the history of the social work profession and its current structures and issues	3.53	3.53		3.75	3.40
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03 (N=18)	'04 (N=14)		'06 (N=10)

D4 Knowledge of history of social work	6.85	6.61	8.43		5.60
D5 Knowledge of current organizations and associations in the social work profession	7.00	7.50	8.07		7.20
D6 Knowledge of current issues of the social work profession	7.71	8.00	8.14		7.60
BEAP Alumni Survey (scale 0-10)	'99 (N=11)	'03 (N=11)		'05 (N=2)	'06 (N=10)
C4 Knowledge of history of social work	7.64	6.91		9.50	5.6
C5 Knowledge of current organizations and associations in the social work profession	7.18	7.64		9.00	7.20
C6 Knowledge of current issues of the social work profession	7.55	8.09		8.50	7.60
BEAP Employer Survey (scale 0-10)	'99 (N=5)	'03 (N=5)		'05 (N=4)	'06 (N=10)
4 Understands current issues in social work	8.60	7.60		7.25	7.6

Objective #6 Apply the knowledge and skills of generalist social work practice with systems of all sizes.

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
MU Exit Survey (scale 1-4)	'02 (N=15)	'03 (N=11)		'05 (N=4)	'06 (N=10)
6 Apply the knowledge and skills of generalist social work to practice with systems of all sizes	3.87	3.64		3.75	3.36
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03 (N=18)	'04 (N=14)	'05	'06
D7 Knowledge of theories about the bio-psycho-social development of individuals	7.50	8.06	8.07		7.80
D8 Knowledge of theories of family development	8.42	8.39	8.36		8.40
D9 Knowledge of theories about group development	8.36	8.33	8.21		7.80
D10 Knowledge of theories about organizational development	7.71	8.06	8.21		7.60
D11 Knowledge of theories about community development	7.79	7.89	8.07		7.60
D12 Knowledge about the interactions among different sized systems	8.07	7.94	8.29		8.00
D16 Skills in using bio-psycho-social theories in interventions with individuals	7.43	8.06	8.14		7.80
D24 Functioning within organizational structures and policies	8.14	8.06	8.29		7.00
D25 Seeking necessary organizational change with supervision	7.86	7.76	8.14		7.40
BEAP Alumni Survey (scale 0-10)	'99 (N=11)	'03 (N=11)		'05 (N=2)	'06
C7 Knowledge of theories about the bio-psycho-social development of individuals	7.18	7.82		8.50	7.80
C8 Knowledge of theories about family development	7.36	7.91		9.00	8.40
C9 Knowledge of theories about group development	6.82	7.90		8.50	7.80
C10 Knowledge of theories about organizational development	6.18	7.27		9.00	7.60

C11 Knowledge of theories about community development	6.27	7.45		8.50	7.60
C12 Knowledge of the interactions among different sized systems	6.64	7.45		9.50	8.00
C16 Skills in using bio-psycho-social theories in interventions with individuals	6.73	7.73		8.50	7.80
C24 Skills in functioning within organizational structures and policies	7.36	7.91		9.00	7.00
C25 Skills in seeking necessary organizational change with supervision	6.64	7.64		8.00	7.40

Objective 6 - continued

BEAP Employer Survey (scale 0-10)	'99 (N=5)	'03 (N=5)		'05 (N=4)	'06 (N=10)
5 Applies knowledge of generalist practice	8.60	8.40		7.25	8.40
6 Applies skills of generalist practice	8.20		8.40	7.25	8.40

Objective # 7 Apply knowledge of bio-psycho-social variables that affect the individual development and behavior, and use theoretical frameworks to understand the interactions among individuals and between individuals and social systems (i.e. families, groups, organizations, and communities).

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
	'02 (N=15)	'03 (N=11)		'05 (N=4)	'06 (N=10)
7 Apply knowledge of bio-psycho-social variables that affect the individual development and behavior, and use theoretical frameworks to understand the interactions among individuals and social systems (i.e. families, groups, organizations, and communities)	3.93	3.45		3.75	3.60
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03 (N=18)	'04 (N=14)	'05 (N=4)	'06 (N=10)
D7 Knowledge of theories	7.80	8.06	8.07	8.50	7.80

about the bio-psycho-social development of individuals					
D8 Knowledge of theories about family development	8.43	8.39	8.36	9.00	8.40
D9 Knowledge of theories about group development	8.36	8.33	8.21	8.50	7.80
D10 Knowledge of theories about organizational development	7.71	8.06	8.21	9.00	7.60
D11 Knowledge of theories about community development	7.79	7.89	8.07	8.50	7.60
D12 Knowledge of the interactions among different sized social systems	8.07	7.94	8.29	9.50	8.00
BEAP Alumni Survey (scale 0-10)	'99(N=11)	'03(N=11)		'05(N=2)	'06 (N=10)
C7 Knowledge of theories about the bio-psycho-social development of individuals	7.18	7.82		8.50	7.80
C8 Knowledge of theories about family development	7.36	7.91		9.00	8.40
C9 Knowledge of theories about group development	6.82	7.90		8.50	7.80
C10 Knowledge of theories about organizational development	6.18	7.27		9.00	7.60
C11 Knowledge of theories about community development	6.27	7.45		8.50	7.60
C12 Knowledge of the interactions among different sized social systems	6.64	7.45		9.50	8.00

Objective 7 - continued

BEAP Employer Survey (scale 0-10)	'99 (N=5)	'03(N=5)		'05(N=4)	'06 (N=10)
7 Uses theoretical frameworks to understand individual development	8.20	8.00		7.00	8.40
8 Uses theoretical frameworks to understand families	8.00	8.00		6.75	8.40
9 Uses theoretical frameworks to understand groups	7.40	7.80		6.50	7.80
10 Uses theoretical frameworks to understand organizations	7.20	8.00		6.25	7.60

Objective #8 Analyze the impact of social policies on client systems, workers, and agencies.

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
	'02 (N=15)	'03(N=11)		'05 (N=4)	'06 (N=10)
MU Exit Survey (scale 1-4)					
8 Analyze the impact of social policies on client systems, workers, and agencies	3.33	3.18		3.50	3.40
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03 (N=18)	'04 (N=14)	'05 (N=4)	'06 (N=10)
D3 Knowledge of theories and policy in advancing social and economic justice	6.50	7.56	8.14	8.00	7.20
D10 Knowledge of theories about organizational development	7.71	8.06	8.21	9.00	7.60
D11 Knowledge of theories about community development	7.79	7.89	8.07	8.50	7.60
D12 Knowledge of the interactions among different sized systems	8.07	7.94	8.29	8.50	8.00
D25 Seeking necessary organizational change with supervision	7.86	7.76	8.14	9.00	7.40
D28 Respecting client self-determination	9.43	9.17	9.00	8.00	9.20
D30 Respecting cultural and social diversity	9.14	9.22	9.21	10.00	9.20
D35 Promoting social and economic justice	8.86	8.78	8.86	10.00	8.80
BEAP Alumni Survey (scale 0-10)	'99(N=11)	'03(N=11)		'05(N=2)	'06 (N=10)
C3 Knowledge of theories about clients of diversity	6.82	7.55		8.00	7.90
C10 Knowledge of theories about organizational development	6.18	7.27		9.00	7.70
C11 Knowledge of theories about community development	6.27	7.45		8.50	7.60
C17 Analyzing the impact of social policies on client systems	7.55	7.27		8.50	7.80

C18 Using knowledge to influence organizational policies	6.27	6.91		9.00	7.00
C25 Seeking necessary organizational change with supervision	6.64	7.64		8.00	7.50
C28 Respecting client self-determination	9.18	9.00		10.00	8.90
C30 Respecting cultural and social diversity	9.00	9.18		10.00	8.90
C35 Promoting social and economic justice	8.27	8.82		10.00	8.80
BEAP Employer Survey (scale 0-10)	'99 (N=5)	'03(N=5)		'05(N=2)	'06 (N=10)
11 Analyzes impact of social policies on individuals, families, and groups	8.40	8.00		6.50	7.80
12 Analyzes impact of social policies on organizations and communities	8.40	7.60		7.00	7.20
13 Advocates appropriately for changes in agency policies, procedures, or practices	8.80	7.60		7.25	8.50

Objective # 9 Evaluate research studies and apply findings to practice, and, under supervision, evaluate their own practice interventions and those of other relevant systems.

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
	'02 (N=15)	'03 (N=11)		'05 (N=4)	'06 (N=10)
MU Exit Survey (scale 1-4)					
9 Evaluate research studies and apply findings to practice, and under supervision, evaluate own practice interventions and those of relevant systems	3.27	2.90		3.25	3.60
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03 (N=18)	'04 (N=14)	'05 (N=4)	'06 (N=10)
D19 Evaluating research studies	6.36	7.22	8.00	8.10	7.00
D21 Evaluating practice with supervision	7.86	8.28	8.29	8.00	8.00
BEAP Alumni Survey (scale 0-10)	'99 (N=11)	'03 (N=11)		'05 (N=2)	'06 (N=10)
C19 Evaluating research studies	7.36	6.64		8.50	7.00

C21 Evaluating own practice with supervision	8.00	7.91		8.50	8.00
BEAP Employer Survey (scale 0-10)	'99 (N=5)	'03(N=5)		'05 (N=4)	'06 (N=10)
14 Applies research findings to practice	6.60	6.80		5.75	8.10
15 Evaluates effectiveness of own practice	7.60	8.60		6.50	9.00
16 Evaluates effectiveness of programs	7.40	8.40		7.50	6.11

Objective #10 Use communication skills differentially with a variety of client populations, colleagues, and members of the community.

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
MU Exit Survey (scale 1-4)	'02 (N=15)	'03 (N=11)		'05 (N=4)	'06 (N=10)
10 Use communication skills differentially with client populations, colleagues, and members of the community	3.73	3.72		3.75	3.80
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03 (N=18)	'04 (N=14)	'05 (N=4)	'06 (N=10)
D13 Apply interventions that include issues about diversity to specific client situations	7.79	8.00	8.07	9.00	7.40
D14 Demonstrate professional use of self	8.57	8.78	8.71	9.00	7.70
D15 Apply generalist interventions in practice with client systems	8.57	8.39	8.71	8.5	7.90
D22 Use communication skills based on needs related to diversity and different abilities	8.00	8.44	8.21	9.5	8.00
D26 Respect the dignity of clients	9.29	9.00	9.07	10.00	8.60
D29 Relate to clients in a non-judgmental manner	9.29	9.06	9.14	9.50	8.50
D32 Work with colleagues in social work	9.00	8.44	8.86	9.50	8.70
D33 Work with colleagues in other fields	8.57	7.94	8.07	9.50	8.30
BEAP Alumni Survey (scale 0-10)	'99 (N=11)	'03 (N=11)		'05 (N=2)	'06 (N=10)
C13 Apply culturally competent interventions to client situations	6.18	8.09		9.00	7.40
C14 Demonstrate professional use of self	7.91	8.64		9.00	7.70
C15 Apply generalist interventions in practice with client systems	7.73	8.00		8.5	7.90
C22 Use communication skills based on needs related to diversity and different abilities	8.09	8.27		9.5	8.00

C26 Respect the dignity of clients`	8.91	9.00		10.00	8.60
C29 Relate to clients in a nonjudgmental manner	9.09	9.09		9.50	8.50
C32 Work with colleagues in social work	8.55	9.09		9.50	8.70
C33 Work with colleagues in other fields	8.00	8.91		9.50	8.30
BEAP Employer Survey (scale 0-10)	'99(N=5)	'03(N=5)		'05 (N=4)	'06 (N=10)
3 Demonstrates professional use of self	8.80	8.00		7.50	9.50
17 Uses communication skills appropriately with different groups/client systems	8.80	8.20		6.75	8.00

Objective #11: Use supervision appropriate to generalist practice.

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
	'02 (N=15)	'03 (N=11)		'05 (N=4)	'06 (N=10)
MU Exit Survey (scale 1-4)					
11 Use supervision appropriate to generalist practice	3.82	3.45		3.50	2.92
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03 (N=18)	'04 (N=14)	'05	'06 (N=10)
D23 Using supervision in practice	8.07	8.39	8.36	8.50	7.30
D24 Function within organizational structures and policies	8.14	8.06	8.29	9.00	7.40
D25 Seeking necessary organizational change with supervision	7.86	7.76	8.14	8.00	7.50
D32 Working with colleagues in social work	9.00	7.94	8.86	9.50	8.70
BEAP Alumni Survey (scale 0-10)	'99 (N=11)	'03(N=11)		'05 (N=2)	'06 (N=10)
C23 Use supervision in practice	7.36	8.00		8.50	7.30
C24 Function within organizational structures and policies	7.36	7.91		9.00	7.40
C25 Seeking necessary organization change with supervision	6.64	7.64		8.00	7.50
C32 Work with colleagues in social work	8.00	8.91		9.50	8.72
BEAP Employer Survey (scale 1-4)	'99 (N=5)	'03(N=5)		'05 (N=4)	'06 (N=10)

18 Uses supervision appropriately	7.60	8.00		7.00	7.30
19 Functions effectively within organization structure and policies	9.00	8.20		7.75	7.40

Objective #12 Understand the unique social problems and characteristics of Appalachia and apply practice skills and knowledge in working with populations and institutions in Appalachia.

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
MU Exit Survey (scale 1-4)	'02 (N=15)	'03 (N=11)		'05 (N=4)	'06 (N=10)
12 Understand the unique social problems and characteristics of Appalachia and apply practice skills and knowledge in working with populations and institutions in Appalachia	3.47	3.45		3.50	3.60
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03 (N=18)	'04 (N=14)	'05 (N=4)	'06 (N=10)
D1 Knowledge of theories about clients of diversity	7.79	8.33	8.00	7.50	7.90
D13 Apply interventions that include issues about diversity to specific client situations	7.79	8.00	8.07	9.00	7.40
D30 Respect cultural and social diversity	9.14	9.22	9.21	10.000	8.90
BEAP Alumni Survey (scale 0-10)	'99 (N=11)	'03 (N=11)		'05 (N=2)	'06 (N=10)
C1 Knowledge of theories about clients of diversity	6.82	7.55		7.50	7.90
C13 Apply culturally competent interventions to specific client situations	6.18	8.09		9.00	7.40
C30 Respect cultural and social diversity	9.03	9.18		10.000	8.90
BEAP Employer Survey (scale 0-10)	'99 (N=5)	'03(N=5)		'05 (N=4)	'06 (N=10)
2 Practices within the values and ethics of social work profession	9.00	8.40		8.50	8.50

Objective #13 Functions within the structure of organizations and service delivery systems, and under supervision, seek necessary organizational change.

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
MU Exit Survey (scale 1-4)	'02 (N=15)	'03 (N=11)		'05 (N=4)	'06 (N=10)
Function within the structure of organizations and service delivery systems, and, under supervision, seek necessary organizational change	3.13	3.27		3.50	3.60
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03(N=18)	'04 (N=14)	'05 (N=4)	'06 (N=10)
D24 Function within organizational structures and policies	8.14	8.06	8.29	9.00	7.40
D25 Seek necessary organizational change with supervision	7.86	7.76	8.14	8.00	7.50
BEAP Alumni Survey (scale 0-10)	'99 (N=11)	'03(N=11)		'05 (N=2)	'06 (N=10)
C24 Function within organizational structures and policies	7.36	7.91		9.00	7.40
C25 Seek necessary organizational change with supervision	6.64	7.64		8.00	7.50
BEAP Employer Survey (scale 0-10)	'99 (N=5)	'03(N=5)		'05 (N=4)	'06 (N=10)
13 Advocates for changes in agency policies, procedures, or practices	8.80	8.60		5.75	7.50
19 Functions effectively within organization structure and policies	9.00	8.20		7.00	7.40

Objective #14 To apply learning skills in the continuing pursuit of knowledge and professional development

Assessment Instrument/Scale/Item	Mean Scores (Class Year)				
MU Exit Survey (scale 1-4)	'02 (N=15)	'03 (N=11)		'05 (N=4)	'06 (N=10)

14 Applies research findings to practice	3.67	3.53		4.00	4.00
BEAP Exit Survey (scale 0-10)	'02 (N=14)	'03 (N=18)	'04 (N=14)	'05 (N=2)	'06 (N=10)
D19 Evaluate research studies	6.36	7.22	8.00	8.50	7.00
D20 Apply findings of research studies to practice	6.64	7.22	8.50	8.50	8.10
D23 Use supervision in practice	8.07	8.39	8.36	8.50	7.30
BEAP Alumni Survey (scale 0-10)	'99 (N=11)	'03(N=11)		'05 (N=2)	'06 (N=10)
C19 Evaluate research studies	7.36	6.64		8.50	7.00
C20 Apply findings of research studies to practice	7.45	6.45		8.50	8.10
C23 Use supervision in practice	7.36	8.00		8.50	7.30
D7 Preparation for graduate education	7.50	7.50		9.00	9.00
BEAP Employer Survey (scale 0-10)	'99 (N=5)	'03(N=5)		'05 (N=4)	'06 (N=10)
14 Applies research findings to practice	6.60	6.80		8.75	8.10
18 Uses supervision appropriately	7.60	8.00		7.00	7.30

B. Discussion

The Social Work Department has been accredited by the Council on Social Work Education for the next four years.

Outcome data indicate that the social work program meets objectives and graduating seniors, alumni, and employers all rank the program very favorably. Results of MU exit survey show that all 14 objectives except objective #11 (scale of 2.92) received a mean score between 3 (somewhat satisfied) and 4 (very satisfied) with the majority of items receiving a mean score above scale of 3.5. The BEAP package of surveys show all mean scores are between 7.45 (Good) and 8.75 (Superb) except objective which is 6.80.

The program has been responsive to student input in past years by adding content related to computers and enhancing practice activities. Additionally, students are taught SPSS and other software relevant to their classes. The program has decided to develop a technological-based practicum. We have already discussed this with field supervisors and are willing to train them if need be. While national comparative data is not yet available for this assessment period, the program has fared extremely well in BEAP data.

Alumni and exit surveys indicate that last year 100% of respondents were employed and the average length of time to obtain employment after graduation is 2.5 months with students reporting a range from 0 to 12 months. Mean income two years after graduation is \$27,215.27 with a minimum of \$20,000 and a maximum of \$43,000 reported. All respondents to the alumni survey had obtained a social work position with 73% (8) working in West Virginia and 18% (2) working in Ohio. Approximately one third report working with elderly populations, while 18% work in child welfare and 18% in schools. Twenty-seven percent either had completed a master's degree or were currently a student while 73% indicated they planned to get a masters degree. The mean score (1-10) related to how well prepared they were for graduate education was 7.5. The mean score (1-10 scale) for rating of preparation for entry-level social work practice was 7.5 (6 is good, 8 is very good, 10 is superb).

The data received from the West Virginia Board of Examiner in April, 2007 for 5 years (July, 2002 – December, 2006) revealed that out of the 44 students tested 34 passed, this is 77% pass rate (better than WV and national results). Also, between Spring 2006 and Spring 2007, 5 students took the exam with 80% pass rate at first attempt.

The faculty continually seeks ways to enhance, enrich and build on program success. Recent initiatives have included enrichment and infusion of aging

content in conjunction with a statewide Geriatric Enrichment Project (funded by John Hartford Foundation), increased attention to international content (including addition of a project matching social work students with international students for an assignment), and furthering partnerships with other accredited social work programs and public agencies in the state. The need for a master in social work (MSW) program continues to be documented and the department is working on development. Community service and advocacy partnerships and opportunities continue to expand and enrich the opportunities for students in direct services and policy practices. Students select their best products from their Junior year and present and defend in a spring academic product showcase.

III. Board of Trustees Initiative Three Compliance

The Social Work Department uses a national outcome instrument which allows comparison between MU and other programs nationally. Because the instruments are relatively new, the national data is not yet available.

IV. Plans for the Current Year

The program is continuing with the yearly assessment package. Exit surveys are given each semester and the alumni and employer surveys will be mailed to 2007 graduates.

V. Assistance Needs

More effective follow-up surveys of graduates and employer satisfaction surveys will take place with additional resources.

VI. Most Important Thing Learned

The department has been pleased with the assessment results and will continue to improve even though it has attained a Program of Excellence.

A. Assessment of Student Outcomes Chart

The chart that follows indicates, for each objective, what outcome measures are used (for each survey instrument the specific items related to that objective are listed), the results (mean scores are the mean of all items related to that objective) and action taken. The actual survey instruments are included in the Appendix.

RESEARCH DESIGN:

The purpose of this report is to evaluate how the fourteen objectives of BSW are successfully met. The objectives are :

1. Apply critical thinking skills within the context of professional social work practice
2. Practice within the values and ethics of the profession and with an understanding of and respect for the positive value of diversity
3. Demonstrate professional use of self
4. Understand the forms and mechanisms of oppression and discrimination and apply the strategies and skills of change that advance social and economic justice.
5. Understand the history of the profession and its current structures and issues
6. Apply the knowledge and skills of generalist social work to practice with systems of all sizes
7. Apply knowledge of bio-psycho-social variables that affect human development and behavior; and use theoretical frameworks to understand the interactions among individuals and between individuals and social systems
8. Analyze the impact of social policies on client systems, workers, and agencies
9. Evaluate research studies and apply findings to practice, and, under supervision evaluate their own practice interventions and those of other relevant systems

-
10. Use communication skills differentially with a variety of client populations, colleagues, and members of the community
 11. Use supervision appropriate to generalist practice
 12. Understand the unique social problems and characteristics of Appalachia and apply practice skills and knowledge in working with populations and institutions in Appalachia
 13. Function within the structure of organizations and service delivery systems, and under supervision, seek necessary organizational change.
 14. To apply learning skills in the continuing pursuit of knowledge and professional development

The targets of the evaluation are:

- Students
- Alumni
- Employer of Social Work Graduate

The Instruments used to collect the data are :

Marshal University Exit Survey: Every Fall and Spring, MU exit Survey is given to graduating seniors with 14 items added specifically for Social Work students. Each item relates to a program outcome objective and students are asked to rank their satisfaction on the program objectives

Baccalaureate Education Assessment Package (BEAP) Exit Survey: This is provided every year to graduating senior to monitor and improve BEAP strategy implemented by the Department for Social Work Program.

Baccalaureate Education Assessment Package (BEAP) Alumni Survey:

Alumni survey is the two years post graduation evaluation report of Social Work graduates.

Baccalaureate Education Assessment Package (BEAP) Employer Survey : The BEAP employer survey is given by consenting alumni to

their supervisors who assess knowledge, values, and skills on a 10 points scale.

Others:

(1) Practicum I & II:

- Expectation paper by Students (Find sample attached)
- Meeting Student Field supervisors six times/year to evaluate students ability to integrate theory into practice.
- Updating faculty on suggestion to improve program

(2) Social Work License Outcome

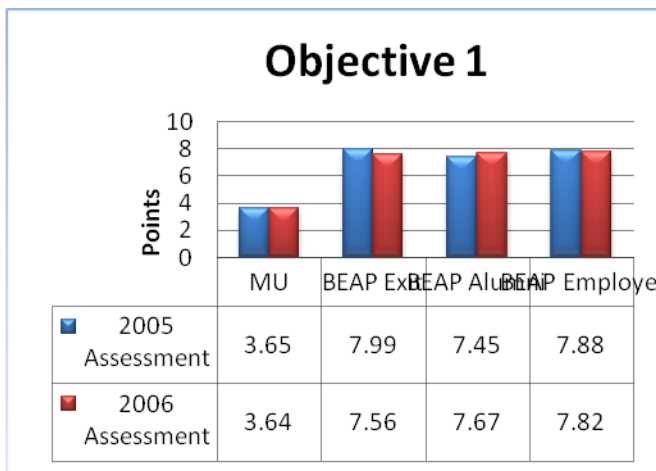
The Results, Outcomes and Actions :

Objective #1:

Apply critical thinking skills within the context of professional social work practice

Result/Outcome:

The outcome of this objective for MU exit survey is 3.64 points on a scale of 4.00, which is 85% average success for 10 students' case study assessment. Similarly, mean BEAP exit survey, Alumni, and Employer survey revealed a range of 7.40 - 8.00 point on a scale of 10. These outcomes showed overall 82% success rate of the objective but our goal for continuous improvement requires the following strategic implementation plans:



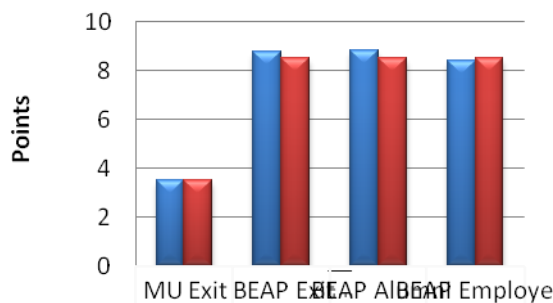
- Presentation of research papers by students
- Encouraging students in grant writing skills
- Analysis and evaluation agencies case studies

Objective #2 Practice within the values and ethics of the social work profession and with an understanding and respect for the positive value of diversity.

Results/Outcome:

MU exit survey's students' performance revealed an average of 3.53 points on a scale of 4.00, which is considered a good result for this objective. The mean BEAP exit survey, Alumni and Employer was 8.5 points on a scale of 10. The overall mean value is 80% success rate. This is considered very good result. The plans for improvement towards excellent performance are as below:

Objective 2



- Strengthening exposure of students to NASW code of ethics in class

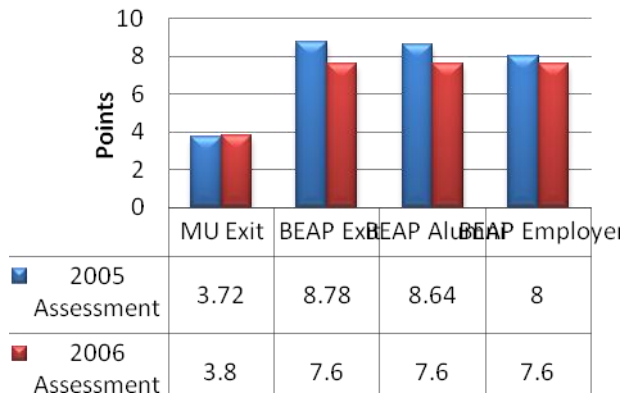
Objective #3

Demonstrate professional use of self.

Results/Outcome:

At this time the data from the 10 student case study assessments revealed 3.8 points out of 4.00 scale. The mean BEAP exit, Alumni and Employer survey was 7.6 points on a scale of 10. The overall performance is 85% success rate. This is a satisfactory result but we have proposed the following actions for continuous of improvement:

Objective 3



- The duration of field practicum will include demonstration of professional skills as part of the yearly training of field supervisor

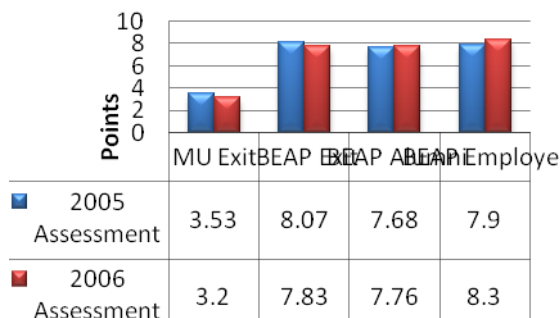
Objective #4

Understand the forms and mechanisms of oppression and discrimination and apply the strategies and skills of change that advance social and economic justice

Results/Outcome:

The result of this assessment revealed 3.2 points on a scale of 4.0, though lower compared to the previous year 3.75 points. This can be attributed to the number of student which was 10 this year instead of 4 used the previous year. If we consider the 150% increase in the number of student used for the assessment, this performance is still excellent. Also, mean BEAP exit, Alumni, and Employer survey was in a range of 7.76- 8.30. The mean overall performance is 80% success rate. The following actions are proposed toward the Department continuous improvement strategy;

Objective 4



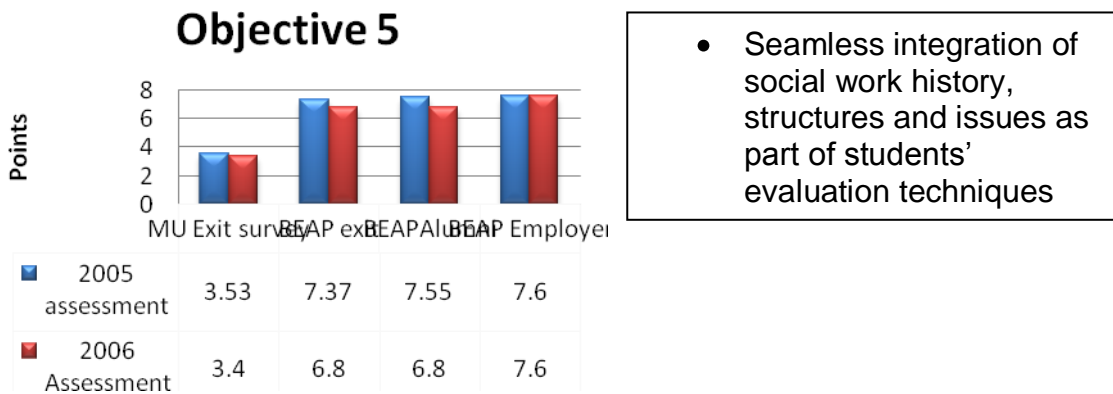
- More case studies on oppression and discrimination will be promoted

Objective #5

Understands the history of the social work profession and its current structures and issues.

Outcome/Result:

The outcome of the assessment revealed 3.40 points on a scale of 4.00 for 10 students' case study assessment. The mean BEAP exit , Alumni and Employer survey revealed a range of 6.80 -7.60 . The mean overall performance is 80% success rate. The objective is achieved but following actions will be implemented for continuous improvement:



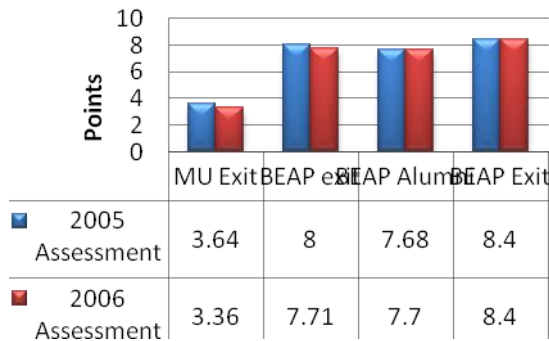
Objective #6

Apply the knowledge and skills of generalist social work practice with systems of all sizes.

Outcome/Results:

At this time, MU exit survey result is 3.36 points on a scale of 4.00. Although this is lower compared to the previous year's 3.64, increased in number of students used for the assessment by 150% was considered as the reason for the differences. The mean BEAP exit, Alumni and Employer survey was in a range of 7.70 – 8.40. The mean overall performance is 80.5% success rate. This result is satisfactory but following actions will be implemented for continuous improvement of the Department;

Objective 6



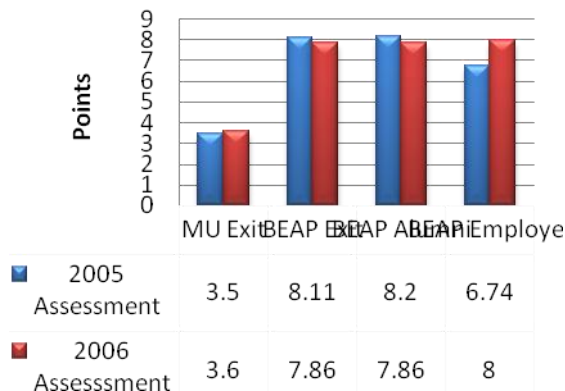
Objective # 7

Apply knowledge of bio-psycho-social variables that affect the individual development and behavior, and use theoretical frameworks to understand the interactions among individuals and between individuals and social systems (i.e. families, groups, organizations, and communities).

Results/Outcome

The outcome of this assessments revealed MU exit survey mean score value of 3.60 points on a scale of 4.00. This was 90% success rate on the objective. Similarly, the mean BEAP exit, Alumni and Employer survey revealed a range of 7.80 – 8.0. The overall performance is 82% success rate. The outcome is satisfactory but following action for continuous improvement will be implemented;

Objective 7

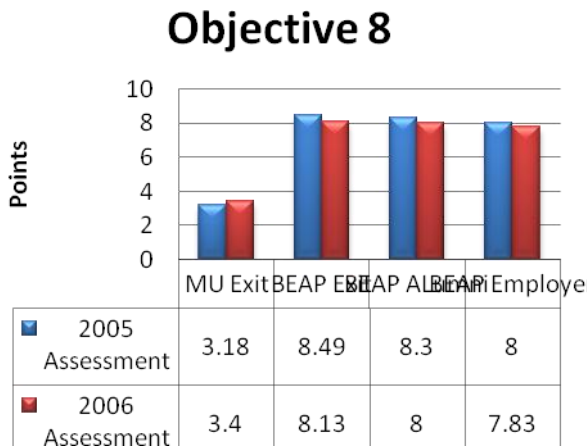


Objective #8

Analyze the impact of social policies on client systems, workers, and agencies.

Results/Outcome:

On the basis of 10 students case study assessment, the outcome was 3.4 points on a scale of 4.00. The Mean BEAP exit, Alumni and Employer range was 7.83-8.13. The overall mean performance is 81.5% success rate. This is a good result for the objective while actions for continuous improvement will be implemented as below:



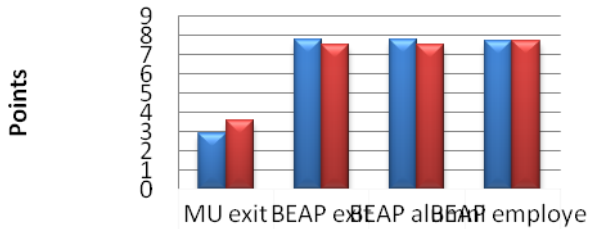
Objective # 9

Evaluate research studies and apply findings to practice, and, under supervision, evaluate their own practice interventions and those of other relevant systems.

Results/Outcomes

The result revealed 3.60 points on a scale of 4.00 with 10 students case study assessment. Also, the mean BEAP exit , Alumni and Employer survey was in a range of 7.50 and 7.70. This is a substantial improvement compared to the previous year with a result of 3.25 on a scale of 4.00, with 4 students' case study. The overall mean score performance is 79.25%. We have the following actions towards our continuous improvement strategy.

Objective 9



Assessment Year	MU exit	BEAP exit	BEAP alumni	BEAP employer
2005 Assessment	2.9	7.75	7.75	7.68
2006 Assessment	3.6	7.5	7.5	7.7

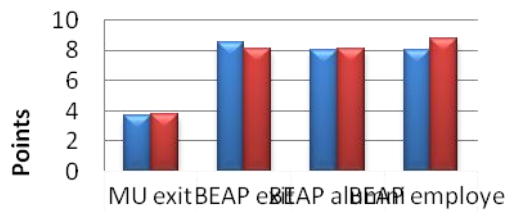
Objective #10

Use communication skills differentially with a variety of client populations, colleagues, and members of the community.

Results/Outcome

The case study assessment of 10 students indicated 3.80 points on a scale of 4.00. Improvement was recorded compared to the previous year result of 3.75 (N=4). The mean BEAP exit, Alumni and Employer was in a range of 8.10 – 8.75. The mean overall performance is 86.2% success rate. The continuous improvement actions to be implemented for this objective are:

Objective 10



Assessment Year	MU exit	BEAP exit	BEAP alumni	BEAP employer
2005 Assessments	3.73	8.5	8	8.05
2006 Assessment	3.8	8.14	8.1	8.75

Objective #11

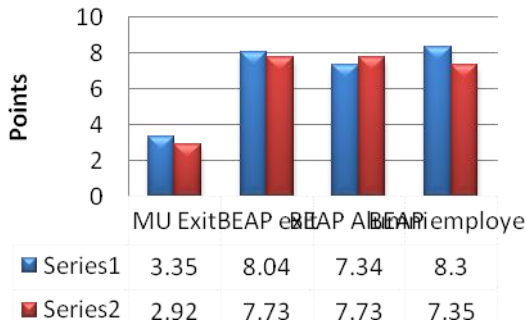
Use supervision appropriate to generalist practice

Results/Outcome

The result revealed 2.92 points on a scale of 4.0 and 10 students case study assessment. The mean BEAP exit, Alumni and Employer survey report was in a range of 7.35 -7.70. The mena overall performance is 75.3% success rate. This

result is considerably lower to the previous year 's result. The following actions will be implemented to address the problem with the reduced performance;

Objective 11



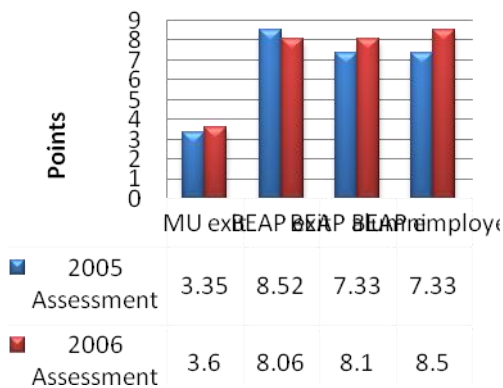
Objective #12

Understand the unique social problems and characteristics of Appalachia and apply practice skills and knowledge in working with populations and institutions in Appalachia.

Results/outcome

At this time, this assessment recorded an improvement from 3.50 points on a scale of 4.00 previous year (N=4), to a 3.6 points with 10 students case study assessment. Also the BEAP exit ,Alumni and Employer survey was in range of 8.06-8.50 . The mean overall performance is 84% success rate. The outcome of the Objective is very good but following actions are required for continuous improvement of the Department towards excellent mark ;

Objective 12



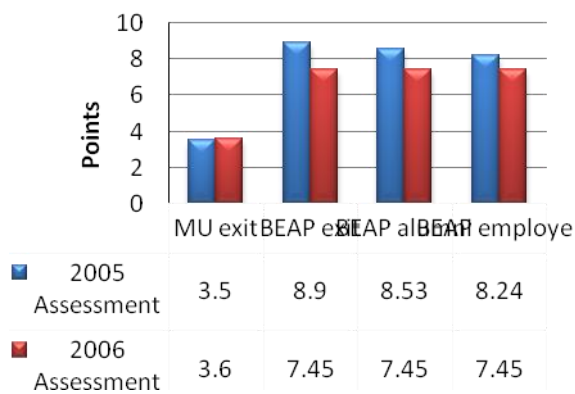
Objective #13

Functions within the structure of organizations and service delivery systems, and under supervision, seek necessary organizational change.

Result/Outcome

The outcome revealed 3.60 points out of 4.00. This is 90% success rate with substantial improvement over the previous year. Similarly, the mean BEAP exit, Alumni and Employer survey was 7.45 . This is a satisfactory result. The mean overall performance is 78.3% success rate. The following actions are to be implemented for improvement towards the excellent mark of the Department:

Objective 13



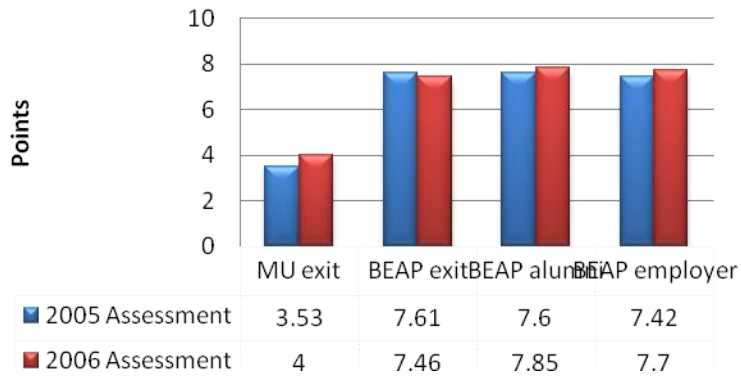
Objective #14

To apply learning skills in the continuing pursuit of knowledge and professional development.

Results/Outcomes:

At this time, the outcome is 4.00 out of 4.00. The mean BEAP exit, Alumni and Employer survey is in a range of 7.46 – 7.85. The mean overall performance e is 82.5% success rate. This result is excellent but some improvement room is still available. The following actions will be taken to improve this result;

Objective 14



Marshall University
Assessment of Student Outcomes: Component/Course/Program Level

Component Area/Program/Discipline

Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Results/ Analysis	Results 2005	Action Taken
1. Apply critical thinking skills within the context of professional social work practice	SWK faculty	MU Exit survey –Item 1	Likert scale-1-4 4=highest	Mean: 3.64	Mean: 3.64	All means on the BEAP instruments are within the very good to superb range – when faculty identify a student who is having difficulty with critical thinking, a Critical Skills Workbook may be used to help that student individually. Virtually all assignments and class discussions require critical thinking.
		BEAP Exit Survey D13,D15,D17,D19,D21	Scale 0-10 10=highest	Mean (all items): 7.56	Mean (all items): 7.99	
		BEAP Alumni Survey – C13,C15,C17,C19,C21	Scale 0-10 10=highest	Mean (all items): 7.67	Mean (all items): 7.45	
		BEAP Employer Survey – 11,12,14,15,16	Scale 0-10 10=highest	Mean (all items): 7.82	Mean (all items): 7.88	
		In class measures: exams, class discussions, and assignments such as journals, research papers, case analyses, field logs	Scale 0-10 10=highest	Field eval: mean: 8.19		
			Students must have 2.5 GPA in social work courses to graduate			
			Field eval. – 0-10 10 highest			

November 10, 2005

Form borrowed in part from Oakton Community College, Des Plaines, IL 60016

Prepared by the Office of Program Review and Assessment, Office of Academic Affairs, Marshall University, Huntington, WV 25755-2003

Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Result (2006)	Result (2005)	Action Taken
2. Practice within the values and ethics of the profession and with an understanding of and respect for the positive value of diversity	Faculty	MU Exit Survey – Item 2	Likert scale-1-4 4=highest	Mean: 3.53	Mean: 3.53	These items are scored in the very good to superb range – this is seen as an area of strength for the Program and faculty continue to enhance and monitor content in this area. Faculty is recognized as experts in the area and provides training for the state.
		BEAP Exit Survey – D1, D13, D22, D26, D27, D28, D29, D31, D32, D33, D34, D35	Scale 0-10 10=highest	Mean: 8.50	Mean: 8.76	
		BEAP Alumni Survey – C1, C13, C22, C26, C27, C28, C29, C30, C31, C32, C33, C34, C35	Scale 0-10 10=highest	Mean: 8.50	Mean: 8.80	
		BEAP Employer Survey – 1,2	Students must have 2.5 GPA in social work courses to graduate	Mean: 8.50	Mean: 8.40	
		In class measures: exams, discussion, assignments including , assessments, case reviews, weekly field logs & evaluation	Field eval. – 0-10 10 highest		:	

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Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Results (2006)	Result (2005)	Action Taken
3. Demonstrate professional use of self.	Faculty	MU Exit Survey – Item 3	scale-1-4 4=highest	Mean: 3.80	Mean: 3.72	This is another area in which the Program consistently scores high (very good to superb range).
		BEAP Exit Survey – D14	Scale 0-10 10=highest	Mean: 7.60	Mean: 8.78 Mean: 8.64	
		BEAP Alumni survey – C14	Scale 0-10 10=highest	Mean: 7.60	Mean: 8.00	
		BEAP Employer Survey – 3	Scale 0-10 10=highest	Mean: 7.60		
		In class: role playing, journals, social history, assessments, field logs, intervention demonstration, field evaluation	Students must have 2.5 GPA in social work courses to graduate Field eval. – 0-10 10 highest			

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Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Results (2006)	Result (2005)	Action Taken
4. Understand the forms and mechanisms of oppression and discrimination and apply the strategies and skills of change that advance social and economic justice.	Faculty	MU Exit Survey; - Item 4	Likert scale-1-4 4=highest	Mean: 3.20	Mean: 3.53	This area is rated high – emphasis on this content in policy and practice classes will continue. This area is strengthened by providing an annual Tri-State Organizing conference courses on Africana Studies have been developed as electives to support this objective.
		BEAP Exit Survey- D2, D3, D15, D17, D25, D35	Scale 0-10 10=highest	Mean: 7.83	Mean: 8.07	
		BEAP Alumni Survey – C2, C3, C15, C17, C25, C35	Scale 0-10 10=highest	Mean: 7.76	Mean: 7.68	
		BEAP Employer Survey – 2,11,12,13	Students must have 2.5 GPA in social work courses to graduate	Mean: 8.30	Mean: 7.90	
		In class: exams, assignments such as multicultural paper, journals, macro intervention project, field logs & evaluation	Field eval. – 0-10 10 highest			

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Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Results (2006)	Result (2005)	Action Taken
5. Understand the history of the profession and its current structures and issues.	Faculty	MU Exit Survey – Item 5	scale-1-4 4=highest	Mean: 3.40	Mean: 3.53	Good to superb range – faculty will continue to update course content to reflect current practice issues. Content on welfare reform/domestic violence/Geriatrics has been enhanced.
		BEAP Exit Survey – D4, D5, D6	Scale 0-10 10=highest	Mean: 6.80	Mean: 8.07	
		BEAP Alumni Survey – C4, C5, C6	Scale 0-10 10=highest	Mean: 6.80	Mean: 7.68	
		BEAP Employer survey – 4	Scale 0-10 10=highest	Mean: 7.60	Mean: 7.90	
		In class: exams, research paper, case analyses, field eval./expectations paper	Students must have 2.5 GPA in social work courses to graduate Field eval. – 0-10 10 highest			

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Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Results (2006)	Result (2005)	Action Taken
6. Apply the knowledge and skills of generalist social work to practice with systems of all sizes.	Faculty	MU Exit Survey – 6	Scale-1-4 4=highest	Mean: 3.36	Mean: 3.64	Most items rated in very good to superb range – a couple items were rated in the good to very good range – the most recent graduating class and the field instructors and employees rated all in the very good to superb range. The expectation paper has been improved so that it intergrades values/skills/knowledge/strengths/ areas of potential growth. Additionally, technological based practicum is being developed.
		BEAP Exit – D7, D8, D9, D10, D11, D12, D16, D24, D25	Scale 0-10 10=highest	Mean: 7.71	Mean: 8.06	
		BEAP Alumni – C7, C8, C9, C10, C11, C12, C16, C24, C25	Scale 0-10 10=highest	Mean: 7.70	Mean: 7.68	
		BEAP Employer-5,6	Scale 0-10 10=highest	Mean: 8.40	Mean: 8.40	
		In class: exams, reaction papers, journals, projects, case analyses, field evaluation	Students must have 2.5 GPA in social work courses to graduate Field eval. – 0-10 10 highest			

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Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Results (2006)	Results (2005)	Action Taken
7. Apply knowledge of bio-psycho-social variables that affect human development and behavior; and use theoretical frameworks to understand the interactions among individuals and between individuals and social systems.	Faculty	MU Exit Survey: 7	Likert scale 1-4 (4 highest)	Mean: 3.60	Mean: 3.50	Develop even more sophisticated tools and approaches to apply this outcome
		BEAP Exit Survey- D7, D8, D9, D10, D11, D12	0-10 (10 highest)	Mean: (all items): 7.86	Mean: (all items): 8.11	
		BEAP Alumni Survey: C7, C8, C9, C10, C11, C12	0-10 (10 highest)	Mean: (all): 7.86	Mean: (all): 6.74	
		BEAP Employer Survey: 7,8,9,10	0-10 (10 highest)	Mean: (all): 8.00	Mean: (all): 7.86	
		In class: assignments, exams, case examples, field evaluation	2.5 GPA in SWK classes to graduate	Field eval. Likert scale 0-10 (10 highest)		

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Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Results (2006)	Results (2005)	Action Taken
8. Analyze the impact of social policies on client systems, workers, and agencies.	Faculty	MU Exit survey – 8	Likert scale 1-4 (4 highest)	Mean: 3.40	Mean: 3.18	Rated high. Continue to stretch the student's social policies analysis frameworks.
		BEAP exit survey: D3,D10, D11,D12, D25, D28, D30, D35	0-10 (10 highest)	Mean (all items): 8.13	Mean (all items): 8.30	
		BEAP alumni survey: C3, C10, C11, C17, C18, C25, C28, C30, C35	0-10 (10 highest)	Mean (all items): 8.00	Mean (all items): 7.83	
		BEAP employer survey: 11,12,13	0-10 (10 highest)	Mean (all items): 7.83		
		In class: exams, assignments, field logs and field eval.	2.5 GPA in SWK classes to graduate Field eval. Likert scale 0-10 (10 highest)			

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Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Results (2006)	Result (2005)	Action Taken
9. Evaluate research studies and apply findings to practice, and, under supervision evaluate their own practice interventions and those of other relevant systems.	Faculty	MU exit: 9	Likert scale 1-4 (4 highest)	Mean: 3.60	Mean: 2.90	The research paper in the 2 nd practice class was added in 2001 to help strengthen students' understanding of the importance of research based practice.
		BEAP exit: D19, D21	0-10 (10 highest)	Mean: 7.50	Mean: 7.75	
		BEAP alumni: C19, C21	0-10 (10 highest)	Mean: 7.50	Mean: 7.68	
		BEAP employer survey: 14,15, 16	0-10 (10 highest)	Mean (all items): 7.70	Mean (all items): 7.68	
		In class: assignments, exams, thesis, field evaluation	2.5 GPA in SWK classes to graduate Field eval. Likert scale 0-10 (10 highest)			

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Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Results (2006)	Results (2005)	Action Taken
10. Use communication skills differentially with a variety of client populations, colleagues, and members of the community.	faculty	MU exit survey: 10	Likert scale 1-4 (4 highest)	Mean: 3.80	Mean: 3.73	Area rated high.
		BEAP exit survey: D19, D21	0-10 (10 highest)	Mean: 8.14	Mean: 8.50	Continue to expand the diverse populations or our students.
		BEAP alumni survey: C19, C21	0-10 (10 highest)	Mean: 8.10	Mean: 8.05	
		BEAP employer survey: 14, 15, 16	0-10 (10 highest)	Mean (all items): 8.75	Mean: 8.05	
		In class: role playing, class discussions, assessments, field logs and evaluation	2.5 GPA in SWK classes to graduate Field eval. Likert scale 0-10 (10 highest)			

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Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Results (2006)	Results (2005)	Action Taken
11. Use supervision appropriate to generalist practice.	Faculty	MU exit survey: 11	Likert scale 1-4 (4 highest)	Mean: 2.92	Mean: 3.35	Students and graduates appeal to use supervision appropriately and function well within organizations – No action taken. Students demonstrate their knowledge/skills/ and values in their educationally directed practicum under a MSW supervisors.
		BEAP exit: D23, D24, D25, D32	0-10 (10 highest)	Mean: 7.73	Mean: 8.04	
		BEAP Alumni : C23, C24, C25, C32	0-10 (10 highest)	Mean: 7.73	Mean: 7.34	
		BEAP employer: 18, 19	0-10 (10 highest)	Mean: 7.73		
		In class: field practicum logs and evaluation instrument	2.5 GPA in SWK classes to graduate Field eval. Likert scale 0-10 (10 highest)	Mean: 7.35	Mean: 8.30	

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Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Results (2006)	Result (2005)	Action Taken
12. Understand the unique social problems and characteristics of Appalachia and apply practice skills and knowledge in working with populations and institutions in Appalachia.	Faculty	MU exit survey: 12	Likert scale 1-4 (4 highest)	Mean: 3.60	Mean: 3.35	This area is consistently rated high.
		BEAP exit survey: D1, D13, D30	0-10 (10 highest)	Mean: 8.06	Mean: 8.52	
		BEAP alumni survey: C1, C13, C30	0-10 (10 highest)	Mean: 8.10	Mean: 7.33	
		BEAP employer survey: 2	0-10 (10 highest)	Mean (all items): 8.50	Mean: 7.33	
		In class: exams, discussions, role playing, field logs and evaluation instrument and community student door to door interaction.	2.5 GPA in SWK classes to graduate Field eval. Likert scale 0-10 (10 highest)			

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Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Results (2006)	Results (2005)	Action Taken
13. Function within the structure of organizations and service delivery systems, and under supervision, seek necessary organizational change.	Faculty	MU exit survey: 13	Likert scale 1-4 (4 highest)	Mean (all items): 3.60	Mean: 8.90	No action necessary – area ranked high.
		BEAP exit survey: D24,D25				
		BEAP alumni survey: C24, C25	0-10 (10 highest)	Mean: 7.45	Mean: 8.24	
		BEAP employer survey: 13, 19	0-10 (10 highest)	Mean; 7.45	Mean; 8.53	
		In class: exams, discussions, policy proposals, lobbying project, political project, field logs and field evaluation	0-10 (10 highest)	Mean: 7.45	Mean: 8.24	
			2.5 GPA in SWK classes to graduate			
			Field eval. Likert scale 0-10 (10 highest)			

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Student Outcome	Person or Office Responsible	Assessment Tool or Approach	Standards/Benchmark	Results/ Analysis	Results 2005	Action Taken
14. To apply learning skills in the continuing pursuit of knowledge and professional development.	Faculty	MU exit survey: 14	Likert scale 1-4 (4 highest)	Mean: 4.00	Mean: 3.53	Students who go on to graduate school report being well prepared.
		BEAP exit survey: D19, D20, D23	0-10 (10 highest)	Mean: 7.46	Mean: 7.61	
		BEAP alumni survey: C19, C20, C23, D7	0-10 (10 highest)	Mean: 7.85	Mean: 7.42	
		BEAP employer survey: 14, 18	0-10 (10 highest)	Mean: 7.70	Mean 8.22	
		In class: research papers, capstone thesis, field evaluation	2.5 GPA in SWK classes to graduate Field eval. Likert scale 0-10 (10 highest)			

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Instructions:

(Column I) Student outcomes. Please list the student outcomes/competencies to be demonstrated by your graduates. These should be in your assessment plan.

(Column II) Person/office responsible. If someone specific has been designated to collect the various pieces of evidence, please list their names in this column.

(Column III) Assessment Tool or Approach. Here you will need to designate the assessment measures you are using to assess the particular outcome. Measures/tools may include term papers, parts of essay tests, internship results; class projects; objective tests; standardized/normed or other licensure tests, or a variety of other measures which indicate competence in a particular objective.

(Column IV) Standards/Benchmark. Here you may indicate a particular set of standards you have set for completion or if you are developing benchmarks, please indicate what those are. If you are using a national test, what are the indicators of competence? This also pertains to BOT Initiative #3 which asks us to measure students against some national standard.

(Column V) Results/Analysis. Indicate what the results were utilizing the assessment tool/measure and applying it against the benchmarks set. Please be fairly specific here.

(Column VI) Action Taken. Indicate any action taken based on the results/analysis you have completed.

PLEASE REMEMBER. Not all objectives have to be measured every semester or every year. All of your objectives should be measured in a two to three year cycle. Sometimes it depends on when particular courses are offered as to when objectives can be measured. A helpful tool may be implementation of the courses/objective matrix. Some programs have completed this some have not. If you are interested in completing one for your program, please let me know and I will supply you with the forms and assist in completing this document.