Results for Assessment of Student Learning Outcomes
University of Cincinnati BSW Program
Academic Year 2015-16

How to read the table. We present findings from our assessment using the “What Are the Findings?” form for AS 4.0.2 (formerly 4.0.5) as provided by CSWE. On this form we report percentage of students attaining the outcome measure benchmark for each practice behavior and each competency. All practice behaviors are rated on a 5 point scale (with 5 as the highest rating for achievement of that practice behavior). A rating of 4 out of 5 was set as the benchmark for each practice behavior outcome measure. Attainment of a competency is determined by averaging the percentage of students achieving the benchmark for each practice behavior outcome measure that comprises that competency, with 75% indicating attainment, as described in our original self-study of April 2012.

As required by AS4.0.1, we report multiple Outcome Measures for each practice behavior. We measure all practice behaviors through a Student Self-Efficacy Survey and a Field Instructor Evaluation. We use a third auxiliary measure, embedded course-specific Signature Assignments, to provide an additional perspective on achievement of competencies. Assessment instruments are found in the Appendix.

- Outcome Measure 1 (M1) is based on the BSW Student Self-Efficacy Survey (SSES) for social work practice behaviors, which was completed in Spring Semester 2016 by graduating seniors. Students are asked to rate their confidence in performing each practice behavior on a scale ranging from 1 (“least confident”) to 5 (“most confident”).
- Outcome Measure 2 (M2) is based on BSW Field Instructor Evaluation (FIE) of student achievement of social work practice behaviors, completed for graduating seniors in Spring Semester 2016. Field Instructors rate students’ performance of each practice behavior on a scale ranging from 1 (“consistently fails to demonstrate expected professional performance”) to 5 (“consistently demonstrates expected professional performance”).
- Outcome Measure 3 (M3) is the auxiliary measure and is based on BSW Course Instructor Evaluation (CIE) of student achievement of practice behaviors embedded within course-specific Signature Assignments (SA), ongoing throughout AY2015-16. These evaluations use a scale ranging from 1 (lowest score possible) to 5 (highest score possible) and are rubric-based, with the rubric delineating gradations in demonstration of the practice behavior’s achievement specific to the assignment. The specific course and signature assignment for each practice behavior can be found in the original BSW Self-Study, vol.1, pages 124-125 (April 2012).

The percentage of students achieving the benchmark for each of these three Outcome Measures for each competency is reported. All the Outcome Measures for a competency are then averaged to determine the percentage of students achieving the competency. That percentage is then compared to the 75% benchmark to determine if the competency has been attained.
**Accreditation Standard 4.0.2:** The program provides summary data and outcomes for the assessment of each of its competencies, identifying the percentage of students achieving each benchmark.

<table>
<thead>
<tr>
<th>Competency</th>
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<th>Practice Behavior</th>
<th>Outcome Measure Benchmark</th>
<th>% Attaining</th>
<th>% of Students Achieving Competency</th>
<th>Competency Attained?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1.1. Identify as a professional social worker and conduct oneself accordingly.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Advocate for client access to the services of social work.</td>
<td>M1: 4+ on SSES(^a) (1) M2: 4+ on B-FIE(^b) (1a) M3: 4+ on B-CIE(^c) (SA)</td>
<td>63</td>
<td>98 100</td>
<td>yes</td>
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<td></td>
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<td>B. Practice personal reflection and self-correction to assure continual professional development.</td>
<td>M1: 4+ on SSES (2) M2: 4+ on B-FIE (1b) M3: 4+ on B-CIE (SA)</td>
<td>97</td>
<td>98 100</td>
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<td>C. Attend to professional roles and boundaries.</td>
<td>M1: 4+ on SSES (3) M2: 4+ on B-FIE (1c) M3: 4+ on B-CIE(SA)</td>
<td>92</td>
<td>98 99</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>D. Demonstrate professional demeanor in behavior, appearance, and communication.</td>
<td>M1: 4+ on SSES (4) M2: 4+ on B-FIE (1d) M3: 4+ on B-CIE (SA)</td>
<td>95</td>
<td>98</td>
<td></td>
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<td>F. Use Supervision and consultation.</td>
<td>M1: 4+ on SSES (6) M2: 4+ on B-FIE (1f) M3: 4+ on B-CIE (SA)</td>
<td>87</td>
<td>98 100</td>
<td></td>
</tr>
</tbody>
</table>

Notes for tables 1.1.1 through 1.2.10(d) below: \(^a\) Student Self-Efficacy Survey with item indicated in parentheses. \(^b\) BSW Field Instructor Evaluation with item indicated in parentheses. \(^c\) BSW Course Instructor Evaluation via Signature Assignment (SA). \(^d\) Unweighted calculation based on the assumption that approximately the same number of students are represented within each practice behavior and outcome measure.
### Competency: 1.1.2. Apply social work ethical principles to guide professional practice.

- **Benchmark:** 75% of students will demonstrate this competency.
- **Practice Behavior:**
  - A. *Apply social work ethical principles to guide professional practice.*
  - B. *Make ethical decisions by applying standards of the NASW Code of Ethics and, as applicable, of the IFSW/IASSWESS Statement of Principles.*
  - C. *Tolerate ambiguity in resolving ethical conflicts.*
  - D. *Apply strategies of ethical reasoning to arrive at principled decisions.*
- **Outcome Measure Benchmark:**
  - M1: 4+ on SSES (7)
  - M2: 4+ on B-FIE (2a)
  - M3: 4+ on B-CIE (SA)
- **Measure:**
  - M1: 4+ on SSES (8)
  - M2: 4+ on B-FIE (2b)
  - M3: 4+ on B-CIE (SA)
- **Measure:**
  - M1: 4+ on SSES (9)
  - M2: 4+ on B-FIE (2c)
  - M3: 4+ on B-CIE (SA)
- **Measure:**
  - M1: 4+ on SSES (10)
  - M2: 4+ on B-FIE (2d)
  - M3: 4+ on B-CIE (SA)
- **Benchmark % Attaining:**
  - 84
  - 98
  - 92
  - 100
  - 71
  - 100
  - 94
  - 84
  - 96
  - 100
- **% of Students Achieving Competency:**
  - 92.63%
  - yes
- **Competency Attained?**

### Competency: 1.1.3 Apply critical thinking to inform and communicate professional judgments.

- **Benchmark:** 75% of students will demonstrate this competency.
- **Practice Behavior:**
  - A. *Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom.*
  - B. *Analyze models of assessment, prevention, intervention, and evaluation.*
  - C. *Demonstrate effective oral and written communication in.*
- **Outcome Measure Benchmark:**
  - M1: 4+ on SSES (11)
  - M2: 4+ on B-FIE (3a)
  - M3: 4+ on B-CIE (SA)
- **Measure:**
  - M1: 4+ on SSES (12)
  - M2: 4+ on B-FIE (3b)
  - M3: 4+ on B-CIE (SA)
- **Measure:**
  - M1: 4+ on SSES (13)
  - M2: 4+ on B-FIE (3c)
- **Benchmark % Attaining:**
  - 79
  - 96
  - 100
  - 76
  - 96
  - 100
  - 92
  - 96
- **% of Students Achieving Competency:**
  - 92.77%
  - yes
- **Competency Attained?**

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3
working with individuals, families, groups, organizations, communities, and colleagues.

M3: 4+ on B-CIE (SA) 100

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>1.1.4 Engage diversity and difference in practice.</td>
<td>75% of students will demonstrate this competency.</td>
<td>A. Recognize the extent to which a culture’s structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.</td>
<td>M1: 4+ on SSES (14) M2: 4+ on B-FIE (4a) M3: 4+ on B-CIE (SA)</td>
<td>79</td>
<td>98</td>
<td>100</td>
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<tr>
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<td>B. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.</td>
<td>M1: 4+ on SSES (15) M2: 4+ on B-FIE (4b) M3: 4+ on B-CIE (SA)</td>
<td>95</td>
<td>96</td>
<td>100</td>
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<tr>
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<td>C. Recognize and communicate their understanding of the importance of difference in shaping life experiences.</td>
<td>M1: 4+ on SSES (16) M2: 4+ on B-FIE (4c) M3: 4+ on B-CIE (SA)</td>
<td>92</td>
<td>96</td>
<td>94.36%</td>
</tr>
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<td>D. View themselves as learners and engage those with whom they work as informants.</td>
<td>M1: 4+ on SSES (17) M2: 4+ on B-FIE (4d) M3: 4+ on B-CIE (SA)</td>
<td>84</td>
<td>98</td>
<td>100</td>
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</tbody>
</table>
### 1.1.5 Advance human rights and social and economic justice.

<table>
<thead>
<tr>
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<th>% of Students Achieving Competency</th>
<th>Competency Attained?</th>
</tr>
</thead>
</table>
| 75% of students will demonstrate this competency.

A. *Understand the forms and mechanisms of oppression.*

- M1: 4+ on SSES (18)
- M2: 4+ on B-FIE (5a)
- M3: 4+ on B-CIE (SA)

<table>
<thead>
<tr>
<th>M1</th>
<th>M2</th>
<th>M3</th>
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<tbody>
<tr>
<td>95</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

B. *Advocate for human rights and social and economic justice.*

- M1: 4+ on SSES (19)
- M2: 4+ on B-FIE (5b)
- M3: 4+ on B-CIE (SA)

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<thead>
<tr>
<th>M1</th>
<th>M2</th>
<th>M3</th>
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<tbody>
<tr>
<td>84</td>
<td>96</td>
<td>100</td>
</tr>
</tbody>
</table>

C. *Engage in practices that advance social and economic justice.*

- M1: 4+ on SSES (20)
- M2: 4+ on B-FIE (5c)
- M3: 4+ on B-CIE (SA)

<table>
<thead>
<tr>
<th>M1</th>
<th>M2</th>
<th>M3</th>
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<tbody>
<tr>
<td>82</td>
<td>98</td>
<td>100</td>
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</table>

### 1.1.6 Engage in research-informed practice and practice-informed research.

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<thead>
<tr>
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<th>Competency Attained?</th>
</tr>
</thead>
</table>
| 75% of students will demonstrate this competency.

A. *Use practice experience to inform scientific inquiry.*

- M1: 4+ on SSES (21)
- M2: 4+ on B-FIE (6a)
- M3: 4+ on B-CIE (SA)

<table>
<thead>
<tr>
<th>M1</th>
<th>M2</th>
<th>M3</th>
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<tbody>
<tr>
<td>50</td>
<td>98</td>
<td>92</td>
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</table>

B. *Use research evidence to inform practice.*

- M1: 4+ on SSES (22)
- M2: 4+ on B-FIE (6b)
- M3: 4+ on B-CIE (SA)

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<tr>
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<tbody>
<tr>
<td>84</td>
<td>96</td>
<td>100</td>
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### 1.1.7 Apply knowledge of human behavior and the social environment.

<table>
<thead>
<tr>
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</thead>
</table>
| 75% of students will demonstrate this competency.

A. *Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation.*

- M1: 4+ on SSES (23)
- M2: 4+ on B-FIE (7a)
- M3: 4+ on B-CIE (SA)

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<tr>
<td>79</td>
<td>98</td>
<td>98</td>
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</tbody>
</table>

B. *Critique and apply knowledge to understand person and environment.*

- M1: 4+ on SSES (24)
- M2: 4+ on B-FIE (7b)
- M3: 4+ on B-CIE (SA)

<table>
<thead>
<tr>
<th>M1</th>
<th>M2</th>
<th>M3</th>
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</thead>
<tbody>
<tr>
<td>100</td>
<td>96</td>
<td>96</td>
</tr>
<tr>
<td>Competency</td>
<td>Competency Benchmark</td>
<td>Practice Behavior</td>
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</table>
| 1.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work services. | 75% of students will demonstrate this competency. | A. Analyze, formulate, and advocate for policies that advance social well-being. | M1: 4+ on SSES (25)  
M2: 4+ on B-FIE (8a)  
M3: 4+ on B-CIE (SA) | 76  
94 | 91.8% | yes |
| | | B. Collaborate with colleagues and clients for effective policy action. | M1: 4+ on SSES (26)  
M2: 4+ on B-FIE (8b)  
M3: 4+ on B-CIE (SA) | 95  
94  
100 | | |
| 1.1.9 Respond to contexts that shape practice. | 75% of students will demonstrate this competency. | A. Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services. | M1: 4+ on SSES (27)  
M2: 4+ on B-FIE (9a)  
M3: 4+ on B-CIE (SA) | 71  
96  
100 | 85.8% | yes |
| | | B. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services. | M1: 4+ on SSES (28)  
M2: 4+ on B-FIE (9b)  
M3: 4+ on B-CIE (SA) | 58  
90  
100 | | |
1.1.10(a) Engagement.

- 75% of students will demonstrate this competency.

**A. Substantively and effectively prepare for action with individuals, families, groups, organizations, and communities.**
- M1: 4+ on SSES (29)
- M2: 4+ on B-FIE (10a)
- M3: 4+ on B-CIE (SA)

**B. Use empathy and other interpersonal skills.**
- M1: 4+ on SSES (30)
- M2: 4+ on B-FIE (10b)
- M3: 4+ on B-CIE (SA)

**C. Develop a mutually agreed-on focus of work and desired outcomes.**
- M1: 4+ on SSES (31)
- M2: 4+ on B-FIE (10c)
- M3: 4+ on B-CIE (SA)

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</table>
| 1.1.10(b) Assessment. | 75% of students will demonstrate this competency. | **D. Collect, organize, and interpret client data.** | M1: 4+ on SSES (32)  
M2: 4+ on B-FIE (10d)  
M3: 4+ on B-CIE (SA) | **89**  
100 | yes |  |
| | | **E. Assess client strengths and limitations.** | M1: 4+ on SSES (33)  
M2: 4+ on B-FIE (10e)  
M3: 4+ on B-CIE (SA) | **100**  
100 | 95.37% | yes |  |
| | | **F. Develop mutually agreed-on goals and objectives.** | M1: 4+ on SSES (34)  
M2: 4+ on B-FIE (10f)  
M3: 4+ on B-CIE (SA) |  **95**  
98 |  |
| | | **G. Select appropriate intervention strategies.** | M1: 4+ on SSES (35)  
M2: 4+ on B-FIE (10g)  
M3: 4+ on B-CIE (SA) | **87**  
94 |  |
<table>
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</table>
| 1.2.10(c) Intervention. | 75% of students will demonstrate this competency. | H. Initiate actions to achieve organizational goals. | M1: 4+ on SSES (36)  
M2: 4+ on B-FIE (10h)  
M3: 4+ on B-CIE (SA) | 92  
94  
100 | 92.84% | yes |
| | | I. Implement prevention interventions that enhance client capacities | M1: 4+ on SSES (37)  
M2: 4+ on B-FIE (10i)  
M3: 4+ on B-CIE (SA) | 84  
94  
97 |  | |
| | | J. Help clients resolve problems. | M1: 4+ on SSES (38)  
M2: 4+ on B-FIE (10j)  
M3: 4+ on B-CIE (SA) | 100  
94  
98 |  | |
| | | K. Negotiate, mediate, and advocate for clients. | M1: 4+ on SSES (39)  
M2: 4+ on B-FIE (10k)  
M3: 4+ on B-CIE (SA) | 98 |  | |
| | | L. Facilitate transitions and endings. | M1: 4+ on SSES (40)  
M2: 4+ on B-FIE (10l)  
M3: 4+ on B-CIE (SA) | 66  
96  
94 |  | |
| 1.2.10(d) Evaluation. | 75% of students will demonstrate this competency. | M. Analyze, monitor, evaluate interventions. | M1: 4+ on SSES (41)  
M2: 4+ on B-FIE (10m)  
M3: 4+ on B-CIE (SA) | 74  
96  
100 | 90% | yes |
| 1.1.10(a)–(d)—Engage, assess, intervene, and evaluate with individuals, | 75% of students will demonstrate | Please see above tables 1.1.10(a) through 1.1.10(d) | Please see above tables 1.1.10(a) through 1.1.10(d) |  |  | |
| families, groups, organizations, and communities. | this competency. |  |  |  |  |