

## **Assessment Plan and 2005 Findings for Social Work**

The specific assessment plan for each objective is presented below, directly before the discussion of each objective. The assessment of each objective proceeds by a standard format. For each curriculum objective, 4 questions are posed for the indirect and direct data that has been gathered. Additionally, when pertinent, qualitative data from the 2005 Graduating Seniors' Exit Questionnaire is included.

- Does the trend in combined mean score for each relevant indirect item's "acceptable" and "well" categories show a significant trend over time? Over time, is the 85 percent threshold for success met for this objective?
- How do the Social Work Program's cumulative results for these indirect measures compare to nationally normed BEAP measures of similar items? [Note BEAP data is collected every other year; it was not collected during 2005 but will be in 2006. BEAP data for 2000-2003 is presented in shaded format, indicating that no analysis occurred in 2005]
- How does/do the direct performance measure(s) compare to the program's 85% threshold for success?
- Using the outcome data from all the measures relevant to this program objective, does the program accomplish this objective?

**PROGRAM OBJECTIVE #1: APPLY CRITICAL THINKING SKILLS WITHIN THE CONTEXT OF PROFESSIONAL SOCIAL WORK PRACTICE**

**Assessment Plan**

**Direct Performance Measures**

Social Work 371:

- Paper 2- Case History and Assessment
- Paper 3- Intervention Planning and Intervention
- Paper 4- Evaluation, Termination, and Self Assessment of Professional Competence.

**Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Item Q1.j- *Apply critical thinking skills...*

Calvin Practicum Instructor Survey of BSW Graduating Seniors and Program

- Item Q2.c-Assessment of Student's Competency: *Applying critical thinking skills...*

BEAP Cumulative Measures

- BEAP Alumni Survey: Item AC15S- *Skills of Generalist Interventions*
- BEAP Exit Survey: Item XD15S- *Skills of generalist interventions*

**Indirect Measures**

**Table 8.1A: Critical thinking skills as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                       | Practicum Instructors |             |             |      |      |      |                         |
|---|--------------------|-------------|-------------|------|------|------|-----------------------|-----------------------|-------------|-------------|------|------|------|-------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                   | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                      |
| <b>Well</b>                                   | 69                 | 90          | 82          |      |      |      | 80.33                 | 65                    | 79          | 73          |      |      |      | 72.33                   |
| <b>Acceptable</b>                             | 31                 | 10          | 18          |      |      |      | 19.66                 | 35                    | 17          | 27          |      |      |      | 26.33                   |
| <b>Poor</b>                                   | -                  | -           | -           |      |      |      |                       | -                     | 4           | -           |      |      |      | 1.33                    |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                   | 100<br>n=20           | 100<br>n=26 | 100<br>n=30 |      |      |      | 100                     |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>100</b><br>SD=0.00 |                       |             |             |      |      |      | <b>98.66</b><br>SD=2.31 |

**Table 8.1B: Comparison of cumulative skills of generalist interventions as reported by Calvin graduating seniors and alumni (2000 – 2003) with normed BEAP data**

|  | Graduating Seniors |                | Alumni |                |
|--|--------------------|----------------|--------|----------------|
|  | Calvin             | National norms | Calvin | National norms |
| <b>Mean Score: Skills of generalist interventions (XD15S; AC15S)</b> | 8.06               | 7.72           | 7.61   | 7.59           |

**Direct Measures**

|                    | Fall 2003 (n=36) | Fall 2004 (n=48) | Fall 2005 | Fall 2006 | Fall 2007 | Fall 2008 | Fall 2009 |
|--------------------|------------------|------------------|-----------|-----------|-----------|-----------|-----------|
| <b>Paper One</b>   | 86.1             | 89.3             |           |           |           |           |           |
| <b>Paper Two</b>   | 87.8             | 86.2             |           |           |           |           |           |
| <b>Paper Three</b> | 86.9             | 88.5             |           |           |           |           |           |

## **Discussion**

Over time, graduating seniors self-rate their application of critical thinking skills as “well” or “acceptable” at a mean of 100 percent. Practicum instructors support this high rating, placing 98.6 percent of their students over these same years at “well” or “acceptable” in application of critical thinking skills. Both of these meet the program’s 85 percent threshold.

The direct performance measures show that Calvin students meet the program’s standard (mean score is 85 percent or higher) for success when producing a written analytic product.

Qualitative data from the 2005 Graduating Seniors’ Exit Questionnaire does note a request from some students for more rigor in the program, something which faculty have been aware of and are working to address.

In summary, data from both indirect and direct measures of performance meet program standards. The program judges Objective #1 to be successfully implemented.

**PROGRAM OBJECTIVE #2: UNDERSTAND THE VALUE BASE OF THE PROFESSION AND ITS ETHICAL STANDARDS AND PRINCIPLES, AND PRACTICE ACCORDINGLY**

**Assessment Plan**

**Direct Performance Measures**

- Social Work 380 Practicum Paper: Ethical Dilemma Paper

**Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Item Q1.k- *Practice within the values and ethics of the social work profession.*

Calvin Practicum Instructor Survey of BSW Graduating Seniors and Program

- Item Q2.d- Assessment of Student’s Competency: *Practicing within the values and ethics of the social work profession.*

BEAP Cumulative Measures 2000 - 2003

- BEAP Employer, Item MVALUE- *Practices within the values and ethics of social work.*

**Indirect Measures**

**Table 8.1C: Understanding and practicing social work values and ethics as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                          | Practicum Instructors |             |             |      |      |      |                       |
|---|--------------------|-------------|-------------|------|------|------|--------------------------|-----------------------|-------------|-------------|------|------|------|-----------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                      | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                    |
| <b>Well</b>                                   | 63                 | 90          | 96          |      |      |      | 83                       | 70                    | 88.5        | 80          |      |      |      | 79.5                  |
| <b>Acceptable</b>                             | 37                 | 10          | 4           |      |      |      | 17                       | 30                    | 11.5        | 20          |      |      |      | 20.5                  |
| <b>Poor</b>                                   | -                  | -           | -           |      |      |      | -                        | -                     | -           | -           |      |      |      | -                     |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=30 |      |      |      | 100                      | 100<br>n=20           | 100<br>n=26 | 100<br>n=30 |      |      |      | 100                   |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>100.00</b><br>SD=0.00 |                       |             |             |      |      |      | <b>100</b><br>SD=0.00 |

**Table 8.1D: Comparison of cumulative practice within values and ethics of social work as reported by alumni employers with normed BEAP data**

|  | <b>Employers of Calvin Alumni (BEAP -MVALUE)</b> | <b>Employers – National Norms (BEAP -MVALUE)</b> |
|--|--|--|
| <b>Mean Score: Practice within values and ethics of social work (MVALUE)</b> | <b>8.61</b>                                      | <b>8.55</b>                                      |

**Direct Measures**

|                              | 2003-2004<br>n=30 | 2004-2005<br>n=44 | 2005-2006 | 2006-2007 | 2007-2008 |  |  |
|------------------------------|-------------------|-------------------|-----------|-----------|-----------|--|--|
| <b>Ethical Dilemma Paper</b> | 89.86             | 93.9              |           |           |           |  |  |

**Discussion**

Over time, graduating seniors self-rate their understanding and practice of social work values and ethics as “well” or “acceptable” at a mean of 100 percent. Practicum instructors consistently over time back up this high rating, placing 100 percent of their students over the years at "high" or "acceptable" in their abilities to practice within the values and ethics of the social work profession. Both of these meet the program’s 85 percent threshold.

The direct performance measures show that Calvin students meet the program’s standard for success when producing a written analytic product.

In summary, data from both indirect measures and direct measures of performance meet program standards. The program judges Objective #2 to be successfully implemented.

**PROGRAM OBJECTIVE #3: PRACTICES WITHOUT DISCRIMINATION AND WITH RESPECT, KNOWLEDGE, AND SKILLS RELATED TO CLIENTS' AGE, CLASS, CULTURE, DISABILITY, ETHNICITY, FAMILY STRUCTURE, GENDER, MARITAL STATUS, NATION ORIGIN, RACE, RELIGION, SEX, AND SEXUAL ORIENTATION.**

**Assessment Plan**

**Direct Performance Measures**

- Social Work 371 - Paper #1: Practice with Diverse Populations

**Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Item Q1.1- *Practice with understanding of and respect for positive value of diversity.*

Calvin Practicum Instructor Survey of BSW Graduating Seniors and Program 1999-2004

- Item Q2.e- *Assessment of Student's Competency: Practicing without discrimination and with respect for positive...*

BEAP Cumulative Measures 2000 - 2003

- BEAP Employer, Item MDIVERSE- *Understands, respects, and appreciates diversity*
- BEAP Alumni Survey, Item AC1K- *Knowledge of Theories of Diversity*, Item AC13S- *Skills in Culturally Competent Interventions*, Item AC30V- *Respects cultural and social diversity*
- BEAP Exit Survey, Item XD1K- *Knowledge of Theories of Diversity*, Item XD13S- *Skills in Culturally Competent Interventions*, Item XD30V- *Respects cultural and social diversity*

## Indirect Measures

**Table 8.1E: Practice with understanding of and respect for positive value of diversity as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                      | Practicum Instructors |             |             |      |      |      |                          |
|---|--------------------|-------------|-------------|------|------|------|----------------------|-----------------------|-------------|-------------|------|------|------|--------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                  | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 |                          |
| <b>Well</b>                                   | 63                 | 90          | 96          |      |      |      | 83                   | 70                    | 88.5        | 80          |      |      |      | 79.5                     |
| <b>Acceptable</b>                             | 31                 | 10          | 4           |      |      |      | 15                   | 30                    | 11.5        | 20          |      |      |      | 20.5                     |
| <b>Poor</b>                                   | 6                  | -           | -           |      |      |      | 2                    | -                     | -           | -           |      |      |      | -                        |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                  | 100<br>n=20           | 100<br>n=26 | 100<br>n=30 |      |      |      | 100                      |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>98</b><br>SD=3.46 |                       |             |             |      |      |      | <b>100.00</b><br>SD=0.00 |

**Table 8.1F: Comparison of cumulative understands, respects, and appreciates diversity as reported by graduating seniors, alumni, and alumni employers with normed BEAP data**

|  | Graduating |                | Alumni |                | Alumni Employer |                |
|--|------------|----------------|--------|----------------|-----------------|----------------|
|  | Calvin     | National norms | Calvin | National norms | Calvin          | National norms |
| <b>Mean Score: Understands, respects, and appreciates diversity (XD30V; AC30V; MDIVERSE)</b> | 8.1        | 8.71           | 8.31   | 8.7            | 8.63            | 8.6            |

**Table 8.1G: Comparison of cumulative knowledge of theories and diversity as reported by graduating seniors and alumni with normed BEAP data**

|   | Graduating Seniors |                | Alumni |                |
|---|--------------------|----------------|--------|----------------|
|   | Calvin             | National norms | Calvin | National norms |
| <b>Mean Score: Knowledge of theories and diversity (XD1K; AC1K)</b> | 6.02               | 7.2            | 6.44   | 7.13           |

**Table 8.1H: Comparison of cumulative skills in culturally competent interventions as reported by graduating seniors and alumni with normed BEAP data**

|  | Graduating Seniors |                | Alumni |                |
|--|--------------------|----------------|--------|----------------|
|  | Calvin             | National norms | Calvin | National norms |
| <b>Mean Score: Skills in culturally competent interventions (XD13S; AC13S)</b> | 6.32               | 7.12           | 6.74   | 6.24           |

**Direct Measures**

|  | 2003-2004<br>n=36 | 2004-2005<br>n=48 | 2005-2006 | 2006-2007 | 2007-2008 | 2008-2009 |
|--|-------------------|-------------------|-----------|-----------|-----------|-----------|
| <b>Practice with Diverse Populations</b> | 89.6              | 89.3              |           |           |           |           |

**Discussion**

Over time, graduating seniors self-rate their understanding of and respect for the positive value of diversity “well” or “acceptable” at a mean of 98 percent. Practicum instructors back up this high rating, placing 100 percent of their students at “high” or “acceptable.” Both of these meet the program’s 85 percent threshold.

The direct performance measures show that Calvin students meet the program’s standard for success when producing a written analytic product.

In summary, data from both indirect measures and direct measures of performance meet program standards. The program judges Objective #3 to be successfully implemented.

**PROGRAM OBJECTIVE #4: UNDERSTAND THE FORMS AND MECHANISMS OF OPPRESSION AND DISCRIMINATION AND APPLY STRATEGIES OF ADVOCACY AND SOCIAL CHANGE THAT ADVANCE SOCIAL AND ECONOMIC JUSTICE**

**Assessment Plan**

**Direct Performance Measures**

- Social Work 372 - Community Analysis Paper

**Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Item Q1.m- *Understand the forms and mechanisms of oppression and discrimination.*
- Item Q1.n- *Understand the strategies of change that advance social and economic justice*

Calvin Practicum Instructor Survey of BSW Graduating Seniors and Program 1999-2004

- Item Q2.g- *Assessment of Student's Competency: Understanding the forms and mechanisms of oppression.*
- Item Q2h- *Assessment of Student's Competency: Understand the strategies of change that advance social and economic justice*

BEAP Cumulative Measures 2000 - 2003

- BEAP Alumni Survey: Item AC2K- *Knowledge of Oppression and Discrimination*, Item AC3K- *Knowledge of Social and Economic Justice*, Item AC17S- *Skills in impacting of social policies*, Item AC35V- *Promote Social and Economic Justice*
- BEAP Exit Survey: Item XD2K- *Knowledge of Oppression and Discrimination*, Item XD3K- *Knowledge of Social and Economic Justice*, Item XD17S- *Skills in impacting of social policies*, Item XD35V- *Promote Social and Economic Justice*

## Indirect Measures

**Table 8.1I: Understand form/mechanisms of oppression/discrimination as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                       | Practicum Instructors |             |             |      |      |      |                      |
|---|--------------------|-------------|-------------|------|------|------|-----------------------|-----------------------|-------------|-------------|------|------|------|----------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                   | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                   |
| <b>Well</b>                                   | 44                 | 83          | 82          |      |      |      | 69.67                 | 50                    | 60          | 59          |      |      |      | 56.33                |
| <b>Acceptable</b>                             | 38                 | 17          | 18          |      |      |      | 24.33                 | 50                    | 40          | 41          |      |      |      | 43.67                |
| <b>Poor</b>                                   | 18                 | -           | -           |      |      |      | 6                     | -                     | -           | -           |      |      |      | -                    |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                   | 100<br>n=20           | 100<br>n=26 | 100<br>n=29 |      |      |      | 100                  |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>94</b><br>SD=10.39 |                       |             |             |      |      |      | <b>100</b><br>SD=0.0 |

**Table 8.1J: Understand the change strategies that advance social and economic justice as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                       | Practicum Instructors |             |             |      |      |      |                         |
|---|--------------------|-------------|-------------|------|------|------|-----------------------|-----------------------|-------------|-------------|------|------|------|-------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                   | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                      |
| <b>Well</b>                                   | 73                 | 87          | 61          |      |      |      | 73.67                 | 60                    | 46          | 46          |      |      |      | 50.67                   |
| <b>Acceptable</b>                             | 27                 | 13          | 39          |      |      |      | 26.33                 | 40                    | 54          | 50          |      |      |      | 48                      |
| <b>Poor</b>                                   | -                  | -           | -           |      |      |      | -                     | -                     | -           | 4           |      |      |      | 1.33                    |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                   | 100<br>n=20           | 100<br>n=26 | 100<br>n=28 |      |      |      | 100                     |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>100</b><br>SD=0.00 |                       |             |             |      |      |      | <b>98.67</b><br>SD=2.31 |

**Table 8.1K: Comparison of cumulative knowledge, skills, and values relating to oppression/discrimination and justice as reported by graduating seniors and alumni with normed BEAP data**

|  | Graduating Seniors |                | Alumni |                |
|--|--------------------|----------------|--------|----------------|
|  | Calvin             | National norms | Calvin | National norms |
| <b>Mean Score: Knowledge of oppression and discrimination (XD2K; AC2K)</b> | 6.67               | 7.29           | 6.5    | 7.12           |
| <b>Mean Score: Knowledge of Social and Economic Justice (XD3K; AC3K)</b>   | 6.49               | 6.93           | 6.06   | 6.58           |
| <b>Mean Score: Skills in impacting of social policies (XD17S; AC17S)</b>   | 7.35               | 7.25           | 6.65   | 6.92           |
| <b>Mean Score: Promotes social and economic justice (XD35V; AC35V)</b>     | 8.13               | 8.38           | 7.77   | 8.18           |

### Direct Measures

|   | Fall 2003<br>n=15 | Spring 2004<br>n=28 | Fall 2004<br>n=23 | Spring 2005<br>n=18 |  |  |  |  |  |  |
|---|-------------------|---------------------|-------------------|---------------------|--|--|--|--|--|--|
| <b>Generalist Practice with Organizations and Communities</b> | 91.2              | 90.4                | 87.83             | 88.72               |  |  |  |  |  |  |

### Discussion

Graduating BSW students self-report their understanding of oppression and discrimination as “well” or “acceptable” at a mean of 94 percent (Table 8.1I) and application of strategies of advocacy and social change as “well” or “acceptable” at a mean of 100 percent (Table 8.1J). Practicum instructors validate student rating, ranking their students over the same years at “high” or “average” at a mean of 100 percent and 98.7 percent respectively. Both of these meet the program’s 85 percent threshold.

The direct performance measures show that Calvin students meet the program’s standard for success when producing a written analytic product

In summary, the program judges Objective #4 to be successfully implemented.

**PROGRAM OBJECTIVE #5: UNDERSTAND AND INTERPRET THE HISTORY OF THE SOCIAL WORK PROFESSION AND ITS CONTEMPORARY STRUCTURES AND ISSUES**

**Assessment Plan**

**Direct Performance Measures**

- Social Work 373 - Take-Home Assignment #6- Question 2
- Social Work 373 - Final Exam

**Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Item Q1.o- *Understanding the history of the social work profession,*
- Item Q1.p- *Understanding the current structures and issues of the social work profession.*

Calvin Practicum Instructor Survey of BSW Graduating Seniors and Program 1999-2004

- Item Q2.i- *Understanding the history of the social work profession,*
- Item Q2.j- *Understanding the current structures and issues of the social work profession.*

BEAP Cumulative Measures 2000 - 2003

- BEAP Alumni Survey: Item AC4K- *Knowledge of the history of Social Work...*, Item AC5K- *Knowledge of Social Work Professional Associations*, Item AC6K- *Knowledge of current issues in the Social Work profession*
- BEAP Exit Survey: Item XD4K- *Knowledge of the history of Social Work...*, Item XD5K- *Knowledge of Social Work Professional Associations*, Item XD6K- *Knowledge of Current issues in the Social Work profession*

**Indirect Measures**

**Table 8.1L: Understanding of history of the profession as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                         | Practicum Instructors |             |             |      |      |      |                         |
|---|--------------------|-------------|-------------|------|------|------|-------------------------|-----------------------|-------------|-------------|------|------|------|-------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                     | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                      |
| <b>Well</b>                                   | 50                 | 97          | 82          |      |      |      | 76.33                   | 27                    | 36.8        | 46          |      |      |      | 36.6                    |
| <b>Acceptable</b>                             | 50                 | 3           | 18          |      |      |      | 23.67                   | 73                    | 63.2        | 54          |      |      |      | 63.40                   |
| <b>Poor</b>                                   | -                  | -           | -           |      |      |      | -                       | -                     | -           | -           |      |      |      |                         |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=30 |      |      |      | 100                     | 100<br>n=15           | 100<br>n=19 | 100<br>n=26 |      |      |      | 100                     |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>100.00</b><br>SD=0.0 |                       |             |             |      |      |      | <b>100.00</b><br>SD=0.0 |

**Table 8.1M: Understanding of the current structures and issues of the profession as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                      | Practicum Instructors |             |             |      |      |      |                         |
|---|--------------------|-------------|-------------|------|------|------|----------------------|-----------------------|-------------|-------------|------|------|------|-------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                  | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                      |
| <b>Well</b>                                   | 56                 | 87          | 75          |      |      |      | 72.67                | 28                    | 61          | 50          |      |      |      | 46.33                   |
| <b>Acceptable</b>                             | 38                 | 13          | 25          |      |      |      | 25.33                | 72                    | 39          | 50          |      |      |      | 53.67                   |
| <b>Poor</b>                                   | 6                  | -           | -           |      |      |      | 2                    | -                     | -           | -           |      |      |      | -                       |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                  | 100<br>n=18           | 100<br>n=23 | 100<br>n=30 |      |      |      | 100                     |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>98</b><br>SD=3.46 |                       |             |             |      |      |      | <b>100.00</b><br>SD=0.0 |

**Table 8.1N: Comparison of cumulative knowledge of profession’s history, structure, and current issues as reported by graduating seniors and alumni with normed BEAP data**

|  | Graduating Seniors |                | Alumni |                |
|--|--------------------|----------------|--------|----------------|
|  | Calvin             | National norms | Calvin | National norms |
| <b>Mean Score: Knowledge of history of the profession (XD4K; AC4K)</b>             | 7.8                | 7.25           | 7.49   | 7.28           |
| <b>Mean Score: Knowledge of social work professional associations (XD4K; AC5K)</b> | 6.58               | 7.12           | 6.62   | 6.82           |
| <b>Mean Score: Knowledge of current issues in profession (XD6K; AC6K)</b>          | 7.26               | 7.36           | 6.79   | 7.08           |

**Direct Measures**

|                             | Fall 2003<br>n=15 | Spring<br>2004<br>n=28 | Fall 2004<br>N=18 | Spring<br>2005<br>N=24 |  |  |  |  |  |  |  |
|-----------------------------|-------------------|------------------------|-------------------|------------------------|--|--|--|--|--|--|--|
| <b>Take-Home Assignment</b> | 90                | 90                     | 98                | 91                     |  |  |  |  |  |  |  |
| <b>Final Exam</b>           | 88                | 89                     | 89                | 88                     |  |  |  |  |  |  |  |

**Discussion**

Graduating BSW students self-report their understanding of the history of the social work profession as “well” or “acceptable” at a mean of 100 percent across these years (Table 8.1L). Similarly, practicum instructors show a high mean rating of 100 percent in reporting students’ understanding of the history of the social work profession. Graduating BSW students self-report their understanding of the current structures and issues of the social work profession as “well” or “acceptable” at a mean of 98 percent across the years (Table 8.1M). Practicum instructors show a high mean rating of 100 percent in reporting students’ understanding of the current structures and issues of the social work profession.

The direct performance measures show that Calvin students meet the program’s standard for success when producing a written analytic product.

Overall, all data from Calvin's indirect performance measures for understanding and interpreting the history of the social work profession and its contemporary structures and issues report greater than 85 percent of students meeting the "well" or "acceptable" criteria. Therefore, the program judges Objective #5 to be successfully implemented.

## **PROGRAM OBJECTIVE #6: APPLY KNOWLEDGE AND SKILLS OF GENERALIST SOCIAL WORK PRACTICE WITH SYSTEMS OF ALL SIZES**

### **Assessment Plan**

#### **Direct Performance Measures**

Social Work 371 (Generalist Practice with Individuals, Families, and Groups)

- Paper 2- Case History and (Ecological Systems) Assessment
- Paper 3- Intervention Planning and Intervention
- Paper 4- Evaluation, Termination, and Self Assessment of Professional Competence
- Paper 5- Observations of a Support Groups
- 

Social Work 372 (Generalist Practice with Organizations and Communities)

- Mid-Term Exam, Essay on Planned Change Process

Social Work 373 (Vulnerable Populations)

- Program: Policy and Practice Paper

#### **Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Items: Q1.q- *Generalist practice with individuals*
- Q1.r-... *with families*
- Q1.s- ... *with groups*
- Q1.t-... *with organizations*
- Q1.u-... *with communities*

Calvin Practicum Instructor Survey of BSW Graduating Seniors and Program 1999-2004

- Q2.k-*Generalist practice with individuals*
- Q2.l-... *with families*
- Q2.m- ... *with groups*
- Q2.n-... *with organizations*
- Q2.o-... *with communities*

BEAP Cumulative Measures 2000 - 2003

- BEAP Employer Survey: Item MKOWGP-*Applies knowledge of generalist practice*, Item MSKILLGP-*Applies skills of generalist practice*
- BEAP Alumni Survey: Item AC12K- *Knowledge of interactions between systems*, Item AC15S- *Skills of generalist interventions*
- BEAP Exit Survey: Item XD12K- *Knowledge of interactions between systems*, Item XD15S-*Skills of generalist interventions*

**Indirect Measures**

**Table 8.10: Applying knowledge and skills of generalist social work practice with individuals as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                         | Practicum Instructors |             |             |      |      |      |                         |
|---|--------------------|-------------|-------------|------|------|------|-------------------------|-----------------------|-------------|-------------|------|------|------|-------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                     | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                      |
| <b>Well</b>                                   | 88                 | 93          | 89          |      |      |      | 90                      | 60                    | 84.6        | 79          |      |      |      | 74.53                   |
| <b>Acceptable</b>                             | 6                  | 7           | 11          |      |      |      | 8                       | 35                    | 15.4        | 21          |      |      |      | 23.8                    |
| <b>Poor</b>                                   | 6                  | -           | -           |      |      |      | 2                       | 5                     | -           | -           |      |      |      | 1.67                    |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                     | 100<br>n=20           | 100<br>n=26 | 100<br>n=29 |      |      |      | 100                     |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>98.00</b><br>SD=3.46 |                       |             |             |      |      |      | <b>98.33</b><br>SD=2.89 |

**Table 8.1.P: Applying knowledge and skills of generalist social work practice with families as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                      | Practicum Instructors |             |             |      |      |      |                         |
|---|--------------------|-------------|-------------|------|------|------|----------------------|-----------------------|-------------|-------------|------|------|------|-------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                  | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                      |
| <b>Well</b>                                   | 50                 | 90          | 61          |      |      |      | 67                   | 77                    | 52.6        | 64          |      |      |      | 64.53                   |
| <b>Acceptable</b>                             | 44                 | 10          | 36          |      |      |      | 30                   | 23                    | 47.4        | 32          |      |      |      | 34.13                   |
| <b>Poor</b>                                   | 6                  | -           | 4           |      |      |      | 3.33                 | -                     | -           | 4           |      |      |      | 1.33                    |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                  | 100<br>n=13           | 100<br>n=19 | 100<br>n=25 |      |      |      | 100                     |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>97</b><br>SD=3.06 |                       |             |             |      |      |      | <b>98.66</b><br>SD=2.31 |

**Table 8.1.Q: Applying knowledge and skills of generalist social work practice with groups as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                         | Practicum Instructors |             |             |      |      |      |                       |
|---|--------------------|-------------|-------------|------|------|------|-------------------------|-----------------------|-------------|-------------|------|------|------|-----------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                     | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                    |
| <b>Well</b>                                   | 13                 | 77          | 46          |      |      |      | 45.33                   | 57                    | 66.7        | 45          |      |      |      | 56.23                 |
| <b>Acceptable</b>                             | 81                 | 23          | 54          |      |      |      | 52.67                   | 43                    | 33.3        | 55          |      |      |      | 43.77                 |
| <b>Poor</b>                                   | 6                  | -           | -           |      |      |      | 2                       | -                     | -           | -           |      |      |      | -                     |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                     | 100<br>n=14           | 100<br>n=19 | 100<br>n=22 |      |      |      | 100                   |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>98.00</b><br>SD=3.46 |                       |             |             |      |      |      | <b>100</b><br>SD=0.00 |

**Table 8.1.R: Applying knowledge and skills of generalist social work practice with organizations as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                         | Practicum Instructors |             |             |      |      |      |                         |
|---|--------------------|-------------|-------------|------|------|------|-------------------------|-----------------------|-------------|-------------|------|------|------|-------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                     | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                      |
| <b>Well</b>                                   | 66                 | 74          | 64          |      |      |      | 68                      | 58                    | 57.1        | 46          |      |      |      | 53.00                   |
| <b>Acceptable</b>                             | 23                 | 23          | 36          |      |      |      | 27.33                   | 42                    | 42.9        | 50          |      |      |      | 44.97                   |
| <b>Poor</b>                                   | 11                 | 3           | -           |      |      |      | 4.67                    | -                     | -           | 4           |      |      |      | 1.33                    |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=30 |      |      |      | 100                     | 100<br>n=12           | 100<br>n=21 | 100<br>n=26 |      |      |      | 100                     |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>95.33</b><br>SD=5.69 |                       |             |             |      |      |      | <b>98.66</b><br>SD=2.31 |

**Table 8.1.S: Applying knowledge and skills of generalist social work practice with communities as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                         | Practicum Instructors |             |             |      |      |      |                         |
|---|--------------------|-------------|-------------|------|------|------|-------------------------|-----------------------|-------------|-------------|------|------|------|-------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                     | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                      |
| <b>Well</b>                                   | 54                 | 74          | 64          |      |      |      | 64                      | 36                    | 50          | 52          |      |      |      | 46                      |
| <b>Acceptable</b>                             | 31                 | 23          | 36          |      |      |      | 30                      | 64                    | 50          | 44          |      |      |      | 52.67                   |
| <b>Poor</b>                                   | 14                 | 3           | -           |      |      |      | 5.67                    | -                     | -           | 4           |      |      |      | 1.33                    |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                     | 100<br>n=11           | 100<br>n=18 | 100<br>n=25 |      |      |      | 100                     |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>94.33</b><br>SD=7.94 |                       |             |             |      |      |      | <b>98.66</b><br>SD=2.31 |

**Table 8.1T: Comparison of cumulative generalist practice knowledge and skills as reported by graduating seniors, alumni, and employers with normed BEAP data**

|   | Graduating Seniors |                | Alumni |                | Alumni Employers |                |
|---|--------------------|----------------|--------|----------------|------------------|----------------|
|   | Calvin             | National norms | Calvin | National norms | Calvin           | National norms |
| <b>Mean Score: Applies skills of generalist practice (XD15S;AC15S;MSKILLGP)</b> | 8.06               | 7.72           | 7.61   | 7.59           | 8.06             | 8.11           |
| <b>Mean Score: Applies knowledge of generalist practice (MKOWGP)</b>            | NA                 | NA             | NA     | NA             | 8.06             | 8.14           |

**Table 8.1U: Comparison of cumulative knowledge of interactions between systems as reported by graduating seniors and alumni with normed BEAP data**

|   | Graduating Seniors |                | Alumni |                |
|---|--------------------|----------------|--------|----------------|
|   | Calvin             | National norms | Calvin | National norms |
| <b>Mean Score: Knowledge of interactions between systems (XD12K; AC12K)</b> | 6.72               | 7.14           | 6.59   | 6.76           |

## Direct Measures

|                                       | Fall 2003 | Spring 2004 | Fall 2004  | Spring 2005 |  |  |  |  |
|---------------------------------------|-----------|-------------|------------|-------------|--|--|--|--|
| <b>371 Paper Two</b>                  | 86.1 n=36 | NA          | 86.2 n=48  | NA          |  |  |  |  |
| <b>371 Paper Three</b>                | 87.8 n=36 | NA          | 88.5 n=48  | NA          |  |  |  |  |
| <b>371 Paper Four</b>                 | 86.9 n=36 | NA          | 85.7 n=48  | NA          |  |  |  |  |
| <b>371 Paper Five</b>                 | 89.3 n=29 | NA          | 88.3 n=48  | NA          |  |  |  |  |
| <b>372 Mid-Term</b>                   | 91 n=21   | 90 n=26     | 89.91 n=23 | 88.72 n=18  |  |  |  |  |
| <b>373 Program &amp; Policy Paper</b> | 88 n=15   | 89 n=28     | 89.0 n=18  | 88.0 n=24   |  |  |  |  |

## Discussion

Over time, graduating seniors self-rate their application of generalist practice knowledge and skills well above the program's 85 percent threshold. Practicum instructors support these high ratings as well.

The direct performance measures show that Calvin students meet the program's standard (mean score is 85 percent or higher) for success when producing a written analytic product.

In summary, data from both indirect and direct measures of performance meet program standards. The program judges Objective #6 to be successfully implemented.

**PROGRAM OBJECTIVE #7: USE THEORETICAL FRAMEWORKS SUPPORTED BY EMPIRICAL EVIDENCE TO UNDERSTAND INDIVIDUAL DEVELOPMENT AND BEHAVIOR ACROSS THE LIFE SPAN AND THE INTERACTIONS AMONG INDIVIDUALS AND BETWEEN INDIVIDUALS AND FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES**

**Assessment Plan**

**Direct Performance Measures**

Social Work 372 (Generalist Practice with Organizations and Communities)

- Major Paper: Community Analysis
- Exam essay- Question # 2

Social Work 371 (Generalist Practice with Individuals, Families, and Groups)

- Paper 2- Case History and Ecological Assessment

Social Work 373 (Vulnerable Populations)

- Take Home Assignment #6- Question 1
- Program Policy and Practice Paper- Theoretical Models

**Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Item Q1.v- *Applying knowledge of bio-psycho-social variables...*
- Item Q1.w- *Using theoretical frameworks to understand the interactions among individuals and social systems...*

Calvin Practicum Instructor Survey of BSW Graduating Seniors and Program 1999-2004

- Item Q2.p- *Applying a knowledge of bio-psycho-social variables...*
- Item Q2.q- *Using theoretical frameworks in practice...*

BEAP Cumulative Measures 2000 - 2003

- BEAP Alumni Survey: Item AC7K-*Knowledge of bio-psycho-social development*, AC8K- *Knowledge of family development*, AC9K- *Knowledge of group development*, AC10K- *Knowledge of organizational development*, AC11K- *Knowledge of community development*, AC12K- *Knowledge of interactions among different sized systems*, AC16S- *Using bio-psycho-social theories in individual development*
- BEAP Exit Survey: Item XD7K-*Knowledge of bio-psycho-social development*, XD8K- *Knowledge of family development*, XD9K- *Knowledge of group development*, XD10K- *Knowledge of organizational development*, XD11K- *Knowledge of community development*, XD12K- *Knowledge of interactions among different sized systems*, XD16S- *Using bio-psycho-social theories in individual development*
- BEAP Employer Survey: Item MTHINDIV-*Uses theory to understand individuals*, Item MTHEFAM – *Uses theory to understand families*, Item MTHGRPS – *Uses theory to understand groups*, Item MTHORGS – *Uses theory to understand organizations*

**Indirect Measures**

**Table 8.1.V: Applying knowledge of bio-psycho-social variables as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                         | Practicum Instructors |             |             |      |      |      |                       |
|---|--------------------|-------------|-------------|------|------|------|-------------------------|-----------------------|-------------|-------------|------|------|------|-----------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                     | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                    |
| <b>Well</b>                                   | 63                 | 87          | 75          |      |      |      | 75                      | 50                    | 54.2        | 61          |      |      |      | 55.07                 |
| <b>Acceptable</b>                             | 25                 | 13          | 25          |      |      |      | 21                      | 50                    | 45.8        | 39          |      |      |      | 44.93                 |
| <b>Poor</b>                                   | 12                 | -           | -           |      |      |      | 4                       | -                     | -           | -           |      |      |      | -                     |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                     | 100<br>n=19           | 100<br>n=24 | 100<br>n=28 |      |      |      | 100                   |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>96.00</b><br>SD=6.93 |                       |             |             |      |      |      | <b>100</b><br>SD=0.00 |

**Table 8.1.W: Using theoretical frameworks in practice as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                      | Practicum Instructors |             |             |      |      |      |                         |
|---|--------------------|-------------|-------------|------|------|------|----------------------|-----------------------|-------------|-------------|------|------|------|-------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                  | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                      |
| <b>Well</b>                                   | 31                 | 87          | 75          |      |      |      | 64.33                | 30                    | 64          | 41          |      |      |      | 45                      |
| <b>Acceptable</b>                             | 69                 | 13          | 25          |      |      |      | 35.67                | 70                    | 32          | 55          |      |      |      | 52.33                   |
| <b>Poor</b>                                   | -                  | -           | -           |      |      |      | -                    | -                     | 4           | 3           |      |      |      | 2.33                    |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                  | 100<br>n=20           | 100<br>n=25 | 100<br>n=29 |      |      |      | 100                     |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>100</b><br>SD=0.0 |                       |             |             |      |      |      | <b>97.67</b><br>SD=2.08 |

**Table 8.1X: Comparison of cumulative knowledge and skills in theory as reported by graduating seniors, alumni, and employers with normed BEAP data**

|   | Graduating Seniors |                | Alumni |                | Alumni Employers |                |
|---|--------------------|----------------|--------|----------------|------------------|----------------|
|   | Calvin             | National norms | Calvin | National norms | Calvin           | National norms |
| <b>Mean Score: Knowledge of bio-psycho-social development (XD7K; AC7K;MTHINDIV)</b> | 8.19               | 7.46           | 8.17   | 7.48           | 7.7              | 7.61           |
| <b>Mean Score: Knowledge of family development (XD8K; AC8K; MTHEFAM)</b>            | 6.99               | 7.42           | 7.56   | 7.27           | 7.76             | 7.67           |
| <b>Mean Score: Knowledge of group development (XD9K; AC9K; MTHGRPS)</b>             | 6.98               | 7.38           | 7.38   | 7.14           | 7.55             | 7.54           |
| <b>Mean Score: Knowledge of organizational development (XD10K; AC 10K; MTHORGS)</b> | 5.76               | 7.08           | 6.45   | 6.73           | 7.26             | 7.35           |
| <b>Mean score: Knowledge of community development (XD11K; AC11K)</b>                | 5.98               | 7.12           | 6.56   | 6.83           | NA               | NA             |
| <b>Mean score: Knowledge of interactions between systems (XD12K; AC12K)</b>         | 6.72               | 7.14           | 6.51   | 6.76           | NA               | NA             |
| <b>Mean score: Skills in using bio-</b>   | 7.83               | 7.26           | 7.36   | 7.14           | NA               | NA             |

|   |  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|--|
| psycho-social theories in ind. development (XD16S; AC16S) |  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|--|

### Direct Measures

|  | Fall 2003 | Spring 2004 | Fall 2004  | Spring 2005 |  |  |  |  |
|--|-----------|-------------|------------|-------------|--|--|--|--|
| <b>371 Paper 2</b>                     | 86.1 n=36 | NA          | 86.2 n=48  | NA          |  |  |  |  |
| <b>372 Community Analysis Paper</b>    | 91.2 n=21 | 89.3 n=26   | 87.83 n=23 | 88.72 n=18  |  |  |  |  |
| <b>372 Exam Essay</b>                  | 96 n=21   | 93.3 n=26   | 91.65 n=23 | 91 n=18     |  |  |  |  |
| <b>373 Take-Home Assignment</b>        | 90 n=15   | 88 n=28     | 98.0 n=18  | 96.0 n=24   |  |  |  |  |
| <b>373 Policy &amp; Practice Paper</b> | 88 n=15   | 86 n=28     | 89.0 n=18  | 88.0 n=24   |  |  |  |  |

### Discussion

Over time, graduating seniors self-rate their knowledge of bio-psycho-social variables “well” or “acceptable” at a mean of 96 percent and their use of theoretical frameworks at a mean of 100 percent. Practicum instructors support these high ratings, placing 100 percent of their students over these same years at “well” or “acceptable” in application of knowledge of bio-psycho-variables, and 97.67 in their use of theoretical frameworks. All of these meet the program’s 85 percent threshold.

The direct performance measures show that Calvin students meet the program’s standard (mean score is 85 percent or higher) for success when producing a written analytic product.

In summary, data from both indirect and direct measures of performance meet program standards. The program judges Objective #7 to be successfully implemented.

**PROGRAM OBJECTIVE #8: ANALYZE, FORMULATE, AND INFLUENCE SOCIAL POLICIES**

**Assessment Plan**

**Direct Performance Measures**

- Social Work 373 - Major Paper: Social Policy Analysis

**Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Item Q1.x-*Analyzing the impact of social policies on client systems, workers, and agencies.*

Calvin Practicum Instructor Survey of BSW Graduating Seniors and Program 1999-2004

- Item Q2.r- *Analyzing the impact of social policies on client systems, workers, and agencies.*

BEAP Cumulative Measures 2000 - 2003

- BEAP Employer Survey: Item MPOLIFG- *Analyzes impact of social policies on individuals, groups, and families,* and Item MPOLOC- *Analyzes impact of social policies on organizations and communities*
- BEAP Alumni Survey: Item AC17S- *Skills in impacting of social policies*
- BEAP Exit Survey: Item XD17S- *Skills in impacting of social policies*

**Indirect Measures**

**Table 8.1.Y: Analyze social policies as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                         | Practicum Instructors |             |             |      |      |      |                         |
|---|--------------------|-------------|-------------|------|------|------|-------------------------|-----------------------|-------------|-------------|------|------|------|-------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                     | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                      |
| <b>Well</b>                                   | 53                 | 87          | 57          |      |      |      | 65.67                   | 40                    | 48          | 52          |      |      |      | 46.67                   |
| <b>Acceptable</b>                             | 47                 | 13          | 39          |      |      |      | 33                      | 50                    | 48          | 48          |      |      |      | 48.67                   |
| <b>Poor</b>                                   | -                  | -           | 4           |      |      |      | 1                       | 10                    | 4           | -           |      |      |      | 4.67                    |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 1.33                    | 100<br>n=20           | 100<br>n=25 | 100<br>n=25 |      |      |      | 100                     |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>98.67</b><br>SD=2.31 |                       |             |             |      |      |      | <b>95.33</b><br>SD=5.03 |

**Table 8.1Z: Comparison of cumulative skills in impacting of social policies as reported by graduating seniors and alumni with normed BEAP data**

|   | Graduating Seniors |                | Alumni |                |
|---|--------------------|----------------|--------|----------------|
|   | Calvin             | National norms | Calvin | National norms |
| <b>Mean Score: Skills in impacting social policies (XD17S; AC17S)</b> | 7.35               | 7.25           | 6.65   | 6.92           |

**Table 8.1AA: Comparison of cumulative policy analysis skills as reported by employers with normed BEAP data**

|  | Calvin Alumni Employers | National Norms - Employers |
|--|-------------------------|----------------------------|
| <b>Mean Score: Analyzes impact of social policies on individuals, groups, and families (MPOLIFG)</b> | 7.44                    | 7.61                       |
| <b>Mean Score: Analyzes impact of social policies on organizations and communities (MPOLOC)</b>      | 7.22                    | 7.41                       |

### **Direct Measures**

|  | Fall 2003<br>n=15 | Spring 2004<br>n=28 | Fall 2004<br>n=18 | Spring 2005<br>n=24 |  |  |  |  |  |
|--|-------------------|---------------------|-------------------|---------------------|--|--|--|--|--|
| <b><i>Social Policy Analysis Paper</i></b> | 88                | 87                  | 89                | 88                  |  |  |  |  |  |

### **Discussion**

Over time, graduating seniors self-rate their ability to analyze social policies as “well” or “acceptable” at a mean of 98.67 percent. Practicum instructors support this high rating, placing 95.33 percent of their students over these same years at “well” or “acceptable” in analyzing social policies. Both of these meet the program’s 85 percent threshold.

The direct performance measures show that Calvin students meet the program’s standard (mean score is 85 percent or higher) for success when producing a written analytic product.

In summary, data from both indirect and direct measures of performance meet program standards. The program judges Objective #8 to be successfully implemented.

## **PROGRAM OBJECTIVE #9: EVALUATE RESEARCH STUDIES, APPLY RESEARCH FINDINGS TO PRACTICE, AND EVALUATE THEIR OWN PRACTICE INTERVENTION**

### **Assessment Plan**

#### **Direct Performance Measures**

Social Work 320 (Social Research)

- Major Paper: Research Report

Social Work 371 (Generalist Practice with Individuals, Families, and Groups)

- Paper 4- Evaluation, Termination, and Self Assessment of Professional Competence

Social Work 373 (Vulnerable Populations)

- Program: Policy and Practice Paper- Research Outcomes

#### **Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Item Q1.y- *Evaluating research studies and applying findings to practice*

Calvin Practicum Instructor Survey of BSW Graduating Seniors and Program 1999-2004

- Item Q2.s- *Evaluating research studies and applying findings to practice.*

BEAP Cumulative Measures 2000 - 2003

- BEAP Employer Survey: Item MRESEARC- *Applies research findings...*, Item MEVALOWN- *Evaluates effectiveness of own practice intervention*
- BEAP Alumni Survey: Item AC19S- *Skills in Evaluating Research Studies*, Item AC20S- *Skills in applying findings of research*, Item AC21S- *Skills in evaluating own practice with supervision*
- BEAP Exit Survey: Item XD19S- *Skills in Evaluating Research Studies*, Item XD20S- *Skills in applying findings of research*, Item XD21S- *Skills in Evaluating own practice with supervision*

## Indirect Measures

**Table 8.1.BB: Evaluates research studies and applies findings to practice as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                         | Practicum Instructors |             |             |      |      |      |                         |
|---|--------------------|-------------|-------------|------|------|------|-------------------------|-----------------------|-------------|-------------|------|------|------|-------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                     | 2003                  | 2004        | 2005        | 2006 | 2007 | 2009 | Av                      |
| <b>Well</b>                                   | 75                 | 83          | 68          |      |      |      | 75.33                   | 53                    | 48          | 36          |      |      |      | 45.67                   |
| <b>Acceptable</b>                             | 25                 | 14          | 24          |      |      |      | 21                      | 33                    | 52          | 64          |      |      |      | 49.67                   |
| <b>Poor</b>                                   | -                  | 3           | 8           |      |      |      | 3.67                    | 14                    | -           | -           |      |      |      | 4.67                    |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                     | 100<br>n=15           | 100<br>n=21 | 100<br>n=22 |      |      |      | 100                     |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>96.33</b><br>SD=4.04 |                       |             |             |      |      |      | <b>95.33</b><br>SD=8.08 |

**Table 8.1.CC: Comparison of cumulative research skills as reported by graduating seniors, alumni, and employers with normed BEAP data**

|   | Graduating Seniors |                | Alumni |                | Alumni Employers |                |
|---|--------------------|----------------|--------|----------------|------------------|----------------|
|   | Calvin             | National norms | Calvin | National norms | Calvin           | National norms |
| <b>Mean Score: Skills in applying research (XD20S; AC20S; MRESEARC)</b> | 7.29               | 6.77           | 6.43   | 6.36           | 7.13             | 7.01           |
| <b>Mean Score: Skills in evaluating own practice (XD21S; AC21S)</b>     | 7.44               | 7.34           | 7.28   | 7.22           | 7.94             | 7.79           |
| <b>Mean Score: Skills in evaluating research studies (XD19S; AC19S)</b> | 7.27               | 6.73           | 6.52   | 6.42           | NA               | NA             |

### Direct Measures

|  | Fall 2003  | Spring 2004 | Fall 2004           | Spring 2005           |  |  |
|--|------------|-------------|---------------------|-----------------------|--|--|
| <b>320 Major Paper</b>                 | 85.04 n=23 | 86.2 n=46   | 87 n=[not reported] | 91.8 n=[not reported] |  |  |
| <b>371 Paper 4</b>                     | 87.75 n=36 | NA          | 85.7 n=48           | NA                    |  |  |
| <b>373 Policy &amp; Practice Paper</b> | 88 n=15    | 89 n=28     | 89 n=18             | 88 n=24               |  |  |

### Discussion

Over time, graduating seniors self-rate their ability to evaluate research studies and apply to practice as “well” or “acceptable” at a mean of 96.33 percent. Practicum instructors support these high ratings, placing 95.33 percent of their students over these same years at “well” or “acceptable.” Both of these meet the program’s 85 percent threshold.

The direct performance measures show that Calvin students meet the program’s standard (mean score is 85 percent or higher) for success when producing a written analytic product.

Qualitative data from the 2005 Graduating Seniors’ Exit Questionnaire indicates continued concern over the structure of the SW 320 course, an issue which should be taken up by the Social Work Program Committee in the near future.

In summary, data from both indirect and direct measures of performance meet program standards. The program judges Objective #9 to be successfully implemented.

## **PROGRAM OBJECTIVE #10: USE COMMUNICATION SKILLS DIFFERENTIALLY ACROSS CLIENT POPULATIONS, COLLEAGUES, AND COMMUNITIES**

### **Assessment Plan**

#### **Direct Performance Measures**

Social Work 320 (Research Methods)

- Oral Community Presentation of Research Report

Social Work 370 (The Helping Interview)

- Interviewing Lab Performance

#### **Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Item Q1.aa- *Using communication skills differently...*

Calvin Practicum Instructor Survey of BSW Graduating Seniors and Program 1999-2004

- Item Q2.u- *Using communication skills differently...*

BEAP Cumulative Measures 2000 - 2003

- BEAP Employer Survey: Item MCOMMUNI- *Uses communication skills appropriately with different clients*
- BEAP Alumni Survey: Item AC22S- *Skills in communicating based on diversity and ability*
- BEAP Exit Survey: Item XD22S- *Skills in communicating based on diversity and ability*

## Indirect Measures

**Table 8.1.DD: Uses communication skills differentially as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                       | Practicum Instructors |             |             |      |      |      |                      |
|---|--------------------|-------------|-------------|------|------|------|-----------------------|-----------------------|-------------|-------------|------|------|------|----------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                   | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                   |
| <b>Well</b>                                   | 69                 | 90          | 79          |      |      |      | 79.33                 | 63                    | 73          | 69          |      |      |      | 68.33                |
| <b>Acceptable</b>                             | 31                 | 10          | 21          |      |      |      | 20.67                 | 37                    | 23          | 28          |      |      |      | 29.33                |
| <b>Poor</b>                                   | -                  | -           | -           |      |      |      | -                     | -                     | -           | 3           |      |      |      | 1.0                  |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                   | 100<br>n=20           | 100<br>n=26 | 100<br>n=29 |      |      |      | 100                  |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>100</b><br>SD=0.00 |                       |             |             |      |      |      | <b>99</b><br>SD=1.73 |

**Table 8.1.EE: Comparison of cumulative communication skills as reported by graduating seniors, alumni, and employers with normed BEAP data**

|  | Graduating Seniors |                | Alumni |                | Alumni Employers |                |
|--|--------------------|----------------|--------|----------------|------------------|----------------|
|  | Calvin             | National norms | Calvin | National norms | Calvin           | National norms |
| <b>Mean Score: Skills in communicating based on diversity (XD22S; AC22S; MCOMMUNI)</b> | 7.3                | 7.56           | 7.33   | 7.5            | 8.54             | 8.31           |

## Direct Measures

|  | Fall 2003  | Spring 2004 | Fall 2004           | Spring 2005         |  |  |  |  |
|--|------------|-------------|---------------------|---------------------|--|--|--|--|
| <b>320 Oral Community Presentation Research Report</b> | 100 n=23   | 98 n=46     | 98 n=[not reported] | 97 n=[not reported] |  |  |  |  |
| <b>370 Interviewing Lab Performance</b>                | 92.15 n=26 | NA          | NA                  | 92.3 n=41           |  |  |  |  |

## **Discussion**

Over time, graduating seniors self-rate their ability to use communication skills differentially as “well” or “acceptable” at a mean of 100 percent. Practicum instructors support this high rating, placing 99 percent of their students over these same years at “well” or “acceptable.” Both of these meet the program’s 85 percent threshold.

The direct performance measures show that Calvin students meet the program’s standard (mean score is 85 percent or higher) for success when speaking publicly.

In summary, data from both indirect and direct measures of performance meet program standards. The program judges Objective #10 to be successfully implemented.

## **PROGRAM OBJECTIVE #11: USE SUPERVISION AND CONSULTATION APPROPRIATE TO SOCIAL WORK PRACTICE**

### **Assessment Plan**

#### **Direct Performance Measures**

(no direct performance measures apply)

#### **Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Item Q1.bb- *Using supervision appropriate to generalist practice*

Calvin Practicum Instructor Survey of BSW Graduating Seniors and Program 1999-2004

- Item Q2.v- *Using supervision appropriate to generalist practice*

BEAP Cumulative Measures 2000 - 2003

- BEAP Employer Survey: Item MSUPERV- *Uses supervision appropriately*
- BEAP Alumni Survey: Item AC23S- *Skills in using supervision in practice*
- BEAP Exit Survey: Item XD23S- *Skills in using supervision in practice*

## Indirect Measures

**Table 8.1.FF: Uses supervision appropriately as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                      | Practicum Instructors |             |            |      |      |      |                         |
|---|--------------------|-------------|-------------|------|------|------|----------------------|-----------------------|-------------|------------|------|------|------|-------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                  | 2003                  | 2004        | 2005       | 2006 | 2007 | 2008 | Av                      |
| <b>Well</b>                                   | 50                 | 77          | 79          |      |      |      | 68.67                | 53                    | 69          | 75         |      |      |      | 65.67                   |
| <b>Acceptable</b>                             | 44                 | 23          | 21          |      |      |      | 29.33                | 32                    | 27          | 21         |      |      |      | 26.67                   |
| <b>Poor</b>                                   | 6                  | -           | -           |      |      |      | 2                    | 15                    | 4           | 4          |      |      |      | 7.67                    |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                  | 100<br>n=19           | 100<br>n=26 | 100<br>n=4 |      |      |      | 100                     |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>98</b><br>SD=3.46 |                       |             |            |      |      |      | <b>92.33</b><br>SD=6.35 |

**Table 8.1.GG: Comparison of cumulative *skills in using supervision* as reported by graduating seniors, alumni, and employers with normed BEAP data**

|  | Graduating Seniors |                | Alumni |                | Alumni Employers |                |
|--|--------------------|----------------|--------|----------------|------------------|----------------|
|  | Calvin             | National norms | Calvin | National norms | Calvin           | National norms |
| <b>Mean Score: Skills in using supervision in practice (XD23S; AC23S; MSUPERV)</b> | 6.73               | 7.17           | 7.52   | 7.45           | 8.53             | 8.35           |

## Direct Measures

No direct measures are identified for this objective

## Discussion

Over time, graduating seniors self-rate their ability to use supervision appropriately as “well” or “acceptable” at a mean of 98 percent. Practicum instructors support this high rating, placing 92.33 percent of their students over these same years at “well” or “acceptable.” Both of these meet the program’s 85 percent threshold. The program judges Objective #11 to be successfully implemented.

**PROGRAM OBJECTIVE #12: FUNCTION WITHIN THE STRUCTURE OF THE ORGANIZATION AND SERVICE DELIVERY SYSTEMS AND SEEK ORGANIZATIONAL CHANGE**

**Assessment Plan**

**Direct Performance Measures**

Social Work 380 - Practicum Performance Grade

**Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Item Q1. cc- *Functioning within the structure of organizations and service delivery systems*

Calvin Practicum Instructor Survey of BSW Graduating Seniors and Program 1999-2004

- Q2.w- *Functioning effectively within the structure of organizations and service delivery systems*
- Item Q2.x- *Under supervision, seeking necessary organizational change*

BEAP Cumulative Measures 2000 - 2003

- BEAP Employer Survey: Item MWINORG- *Functions effectively within organizational structures and policies*
- BEAP Alumni Survey: Item AC18S- *Skills in influencing organizational policies*, Item AC24S- *Skills in functioning within organizational structures and policies*, Item AC25S- *Skills in seeking organization change with supervision*
- BEAP Exit Survey: Item XD18S- *Skills in influencing organizational policies*, Item XD24S- *Skills in functioning within organizational structures and policies*, Item XD25S- *Skills in seeking organization change with supervision*

**Indirect Measures**

**Table 8.1.HH: Function within the structure of the organization/service delivery system as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                      | Practicum Instructors |             |             |      |      |      |                       |
|---|--------------------|-------------|-------------|------|------|------|----------------------|-----------------------|-------------|-------------|------|------|------|-----------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                  | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                    |
| <b>Well</b>                                   | 50                 | 83          | 89          |      |      |      | 74                   | 55                    | 65.4        | 70          |      |      |      | 63.47                 |
| <b>Acceptable</b>                             | 44                 | 17          | 11          |      |      |      | 24                   | 45                    | 34.6        | 30          |      |      |      | 36.53                 |
| <b>Poor</b>                                   | 6                  | -           | -           |      |      |      | 2                    | -                     | -           | -           |      |      |      | -                     |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                  | 100<br>n=20           | 100<br>n=26 | 100<br>n=30 |      |      |      | 100                   |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>98</b><br>SD=3.46 |                       |             |             |      |      |      | <b>100</b><br>SD=0.00 |

**Table 8.1.II: Seeks organizational change, under supervision, as reported by graduating seniors and practicum instructors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                      | Practicum Instructors |             |             |      |      |      |                         |
|---|--------------------|-------------|-------------|------|------|------|----------------------|-----------------------|-------------|-------------|------|------|------|-------------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                  | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                      |
| <b>Well</b>                                   | 64                 | 87          | 75          |      |      |      | 75.3                 | 50                    | 50          | 58          |      |      |      | 52.67                   |
| <b>Acceptable</b>                             | 22                 | 13          | 25          |      |      |      | 13.3                 | 50                    | 45.5        | 38          |      |      |      | 44.50                   |
| <b>Poor</b>                                   | 12                 | -           | -           |      |      |      | 6.0                  | -                     | 4.5         | 4           |      |      |      | 1.33                    |
| <b>Total</b>                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                  | 100<br>n=14           | 100<br>n=22 | 100<br>n=24 |      |      |      | 100                     |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>94</b><br>SD=1.15 |                       |             |             |      |      |      | <b>98.67</b><br>SD=3.76 |

**Table 8.1.JJ: Comparison of cumulative functioning within organizational structures/policies as reported by graduating seniors, alumni, and employers with normed BEAP data**

|  | Graduating Seniors |                | Alumni |                | Alumni Employers |                |
|--|--------------------|----------------|--------|----------------|------------------|----------------|
|  | Calvin             | National norms | Calvin | National norms | Calvin           | National norms |
| <b>Mean Score: Skills in functioning within organizational structures/policies (XD24S; AC24S; MWINORG)</b> | 7.46               | 7.4            | 7.11   | 7.17           | 8.72             | 8.43           |

**Table 8.1.KK: Comparison of cumulative organizational change skill as reported by graduating seniors, alumni, and employers with normed BEAP data**

|  | Graduating Seniors |                | Alumni |                | Alumni Employers |                |
|--|--------------------|----------------|--------|----------------|------------------|----------------|
|  | Calvin             | National norms | Calvin | National norms | Calvin           | National norms |
| <b>Mean Score: Skills in seeking organizational change with supervision (XD25S; AC25S)</b> | 6.53               | 7.06           | 6.49   | 6.78           | NA               | NA             |
| <b>Mean Score: Skills in influencing organizational policies (XD18S; AC18S)</b>            | 6.38               | 6.98           | 5.81   | 6.47           | NA               | NA             |
| <b>Mean Score: Advocates for changes in agency policies and practices (MADVOCAT)</b>       | NA                 | NA             | NA     | NA             | 8.35             | 7.60           |

**Direct Measures**

|                              |           |                   |  |  |  |  |  |  |
|------------------------------|-----------|-------------------|--|--|--|--|--|--|
|                              | 2003-2004 | 2004-2006<br>n=44 |  |  |  |  |  |  |
| <b>Practicum Performance</b> | 94.3      | 97.0              |  |  |  |  |  |  |

## **Discussion**

Over time, graduating seniors self-rate their functioning within the organization's delivery system as "well" or "acceptable" at a mean of 98 percent, and their ability to seek organizational change at a mean of 94 percent. Practicum instructors support these high ratings, placing 100 percent of their students over these same years at "well" or "acceptable" in service delivery functioning, and 98.67 in seeking organization change. All of these meet the program's 85 percent threshold.

The direct performance measures show that Calvin students meet the program's standard (mean score is 85 percent or higher) for success when producing a written analytic product.

In summary, data from both indirect and direct measures of performance meet program standards. The program judges Objective #12 to be successfully implemented.

**PROGRAM OBJECTIVE #13: UNDERSTAND AND APPLY THE PRINCIPLES OF THE STRENGTHS PERSPECTIVE TO GENERALIST PRACTICE WITH CLIENT SYSTEMS OF ALL SIZES**

**Assessment Plan**

**Direct Performance Measures**

Social Work 371 (Generalist Practice with Individuals, Families, and Groups)

- Paper 2- Case History and Strengths Assessment

Social Work 370 (The Helping Interview)

- Interviewing Lab Performance

Social Work 372 (Generalist Practice with Organizations and Communities)

- Community Analysis Paper

**Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Item Q1.ee- *Understanding the principles of the strengths perspective*
- Item Q1.ff – *Apply the strengths perspective to generalist practice with ....*

Calvin Practicum Instructor Survey of BSW Graduating Seniors and Program 1999-2004

- Q2.y- *Recognizing and working with the strengths of clients...*

BEAP Cumulative Measures 2000 - 2003

(no items applicable)

**Indirect Measures**

**Table 8.1.LL: Understand strengths perspective with client systems of all sizes as reported by graduating seniors and practicum instructors**

| Percent Responding                     | Graduating Seniors |             |             |      |      |      |                       | Practicum Instructors |             |             |      |      |      |                          |
|--|--------------------|-------------|-------------|------|------|------|-----------------------|-----------------------|-------------|-------------|------|------|------|--------------------------|
|  | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                   | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                       |
| Well                                   | 100                | 100         | 96          |      |      |      | 98.67                 | 79                    | 92          | 77          |      |      |      | 82.67                    |
| Acceptable                             | -                  | -           | 4           |      |      |      | 1.3                   | 21                    | 8           | 23          |      |      |      | 17.33                    |
| Poor                                   | -                  | -           | -           |      |      |      | -                     | -                     | -           | -           |      |      |      | -                        |
| Total                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                   | 100<br>n=19           | 100<br>n=25 | 100<br>n=30 |      |      |      | 100                      |
| Combined Well and Acceptable Responses |                    |             |             |      |      |      | <b>100</b><br>SD=0.00 |                       |             |             |      |      |      | <b>100.00</b><br>SD=0.00 |

**Table 8.1.MM: Apply strengths perspective with client systems of all sizes as reported by graduating seniors and practicum instructors**

| Percent Responding                     | Graduating Seniors |             |             |      |      |      |                       | Practicum Instructors |             |             |      |      |      |                          |
|--|--------------------|-------------|-------------|------|------|------|-----------------------|-----------------------|-------------|-------------|------|------|------|--------------------------|
|  | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Av.                   | 2003                  | 2004        | 2005        | 2006 | 2007 | 2008 | Av                       |
| Well                                   | 100                | 100         | 96          |      |      |      | 98.67                 | 79                    | 92          | 77          |      |      |      | 82.67                    |
| Acceptable                             | -                  | -           | 4           |      |      |      | 1.33                  | 21                    | 8           | 23          |      |      |      | 17.33                    |
| Poor                                   | -                  | -           | -           |      |      |      | -                     | -                     | -           | -           |      |      |      | -                        |
| Total                                  | 100<br>n=16        | 100<br>n=30 | 100<br>n=28 |      |      |      | 100                   | 100<br>n=19           | 100<br>n=25 | 100<br>n=30 |      |      |      | 100                      |
| Combined Well and Acceptable Responses |                    |             |             |      |      |      | <b>100</b><br>SD=0.00 |                       |             |             |      |      |      | <b>100.00</b><br>SD=0.00 |

**Direct Measures**

|                                  | Fall 2003  | Spring 2004 | Fall 2004  | Spring 2005 |  |  |  |  |
|----------------------------------|------------|-------------|------------|-------------|--|--|--|--|
| 370 Interviewing Lab Performance | 92.15 n=26 | 92.15 n=26  |            | 92.3 n=41   |  |  |  |  |
| 371 Paper 2                      | 86.14 n=36 | NA          | 86.2 n=48  | NA          |  |  |  |  |
| 372 Community Analysis Paper     | 91.2 n=21  | 93 n=26     | 87.83 n=23 | 88.72 n=18  |  |  |  |  |

## **Discussion**

Over time, graduating seniors self-rate their knowledge of a strengths perspective as “well” or “acceptable” at a mean of 100 percent, and their application of a strengths perspective also at a mean of 100 percent. Practicum instructors support these high ratings, placing 100 percent of their students over these same years at “well” or “acceptable” in both understanding and application of a strengths perspective. All of these meet the program’s 85 percent threshold.

The direct performance measures show that Calvin students meet the program’s standard (mean score is 85 percent or higher) for success when producing a written analytic product.

In summary, data from both indirect and direct measures of performance meet program standards. The program judges Objective #13 to be successfully implemented.

## **PROGRAM OBJECTIVE #14: INTEGRATES A REFORMED CHRISTIAN PERSPECTIVE**

### **Assessment Plan**

#### **Direct Performance Measures**

- Social Work 381- Integrative Seminar - Christian Faith and Practice Paper

#### **Indirect Survey Measures**

Calvin Graduating Senior Exit Questionnaire

- Item Q1.gg- *Integrating a Reformed-Christian perspective...*

## Indirect Measures

**Table 8.1.NN: Integrates a Reformed Christian perspective as reported by graduating seniors**

| Percent Responding                            | Graduating Seniors |             |             |      |      |      |                      |
|---|--------------------|-------------|-------------|------|------|------|----------------------|
|   | 2003               | 2004        | 2005        | 2006 | 2007 | 2008 | Average              |
| <b>Well</b>                                   | 69                 | 90          | 79          |      |      |      | 79.33                |
| <b>Acceptable</b>                             | 25                 | 10          | 21          |      |      |      | 8.67                 |
| <b>Poor</b>                                   | 6                  | -           | -           |      |      |      | 2                    |
| <b>Total</b>                                  | 100<br>n = 16      | 100<br>n=30 | 100<br>n=30 |      |      |      | 100                  |
| <b>Combined Well and Acceptable Responses</b> |                    |             |             |      |      |      | <b>98</b><br>SD:3.46 |

## Direct Measures

|                                     | Interim 2004<br>n=23 | Interim 2005<br>N=44 |  |  |  |  |  |  |  |
|-------------------------------------|----------------------|----------------------|--|--|--|--|--|--|--|
| <b>Christian Faith and Practice</b> | 92                   | 87.4                 |  |  |  |  |  |  |  |

## Discussion

Over time, graduating seniors self-rate their ability to integrate a Reformed perspective as “well” or “acceptable” at a mean of 100 percent. Practicum instructors are not asked this question because the program judges that it is not the responsibility of, nor is it appropriate to ask or expect the agency or the practicum instructor to teach content or provide learning opportunities with regard to a Reformed Christian perspective. The direct performance measures show that Calvin students meet the program’s standard (mean score is 85 percent or higher) for success when producing a written analytic product.

Qualitative data from the senior exit questionnaire strongly suggests that the program re-visit the capstone course offered during interim and revise; this work is already underway.

In summary, data from both indirect and direct measures of performance meet program standards. The program judges Objective #14 to be successfully implemented.

## **FINAL COMMENTS**

The Social Work Program Committee's work in preparing for re-accreditation appears to have paid off in the 2004-2005 academic year. All direct and indirect measures for each program objective are met well above the program's 85 percent threshold.

One area for further attention is specific 2005 data from students and practicum instructors. For nearly every objective, the percent of "well" responses fell several percentage points from the previous years as evaluated by students and/or practicum instructors. While the combined score is still above the 85 percent threshold, the drop in "well" responses is worth more careful consideration.