

**MARS HILL COLLEGE SOCIAL WORK PROGRAM  
OUTCOMES MEASUREMENTS\*  
FALL 2012**

All Council on Social Work Education programs measure and report student learning outcomes. Students are assessed on their mastery of the competencies that comprise the accreditation standards of the Council on Social Work Education. These competencies are dimensions of social work practice that all social workers are expected to master during their professional training. A measurement benchmark is set by the social work programs for each competency. An assessment score at or above that benchmark is considered by the program to represent mastery of that particular competency.

<b>COMPETENCY</b>	<b>COMPETENCY BENCHMARK</b>	<b>PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK</b>
Identify as a Professional Social Worker	<b>7.63</b>	<b>100%</b>
Apply Ethical Principles	<b>7.42</b>	<b>100%</b>
Apply Critical Thinking	<b>7.3</b>	<b>100%</b>
Engage Diversity in Practice	<b>7.52</b>	<b>100%</b>
Advance Human Rights/ Social and Economic Justice	<b>7.62</b>	<b>100%</b>
Engage Research Informed Practice/ Practice Informed Research	<b>7.5</b>	<b>100%</b>
Apply Human Behavior Knowledge	<b>7.5</b>	<b>100%</b>
Engage Policy Practice to Advance Well-Being and Deliver Services	<b>7.42</b>	<b>100%</b>
Respond to Practice Contexts	<b>7.15</b>	<b>100%</b>
Practice Engagement	<b>7.61</b>	<b>100%</b>
Practice Assessment	<b>7.59</b>	<b>100%</b>
Practice Intervention	<b>7.38</b>	<b>100%</b>
Practice Evaluation	<b>7.33</b>	<b>100%</b>

\* **Mastery of Competencies and Practice Behaviors.** Mastery of competencies will be measured on an 8 point scale, combining the rating on the Field Instructor Evaluation of Intern and the Senior Competency Assessment scores for each practice behavior. The benchmark for competency is 6 on the 8 point scale.

There is one item for each practice behavior on the Field Instructor Evaluation of Intern. The rating scale for each item is:

- 1=The intern has not met expectations in this area, and does not give indications s/he will do so in the near future.
- 2=The intern has not yet met the expectations in this area, but gives indication s/he will do so in the near future.
- 3=The intern has met the expectations for interns in this area.
- 4=The intern is functioning above expectations for interns in this area.
- 5=The intern has excelled in this area.

In the event the field instructor assigns “na” (not applicable, as the intern has not had the opportunity to demonstrate competence in this area) on any items on the evaluation, the Field Director will rate the student based on seminar performance relevant to those items. The Field Director will review all ratings provided by the field instructor and has the final authority in rating the intern.

There are three items for each practice behavior on the Senior Competency Assessment. On our 8 point scale, the student receives “1” for a correct item and “0” for an incorrect item. The benchmark for competency for each practice behavior is a minimum score of 6 on an 8 point scale, combining the rating of 1-5 on the Field Instructor Evaluation of Intern item and the combined score (0-3) of the three items on the Senior Competency Assessment. The following is an example:

Student A:

SW 500 Field Instructor Evaluation of Intern on Practice Behavior Item 1.1 (score of 1-5): 3

SW 500 Senior Competency Assessment on Practice Behavior 1: Item 1: 1 (correct); Item 2: 1 (correct); Item 3: 1 (correct) = 3.

Combined score for practice behavior 1 is  $3 + 3 = 6$ .

This student has met the competency benchmark of a score of 6 on the 8 point scale.

Student Z:

SW 500 Field Instructor Evaluation of Intern on Practice Behavior Item 1.1 (score of 1-5): 4

SW 500 Senior Competency Assessment on Practice Behavior 1: Item 1: 0 (incorrect); Item 2: 1 (correct); Item 3: 1 (correct) = 2.

Combined score for practice behavior 1 is  $4 + 2 = 6$ .

This student has met the competency benchmark for practice behavior 1 by scoring 6 on the 8 point scale.

Social work faculty will use the outcomes of these instruments to inform teaching and curriculum planning within the social work program.