

Assessment Cycle 2022-23 (Academic Programs)

Social Work BSSW

Mission

The University of North Dakota's Bachelor of Social Work Program provides accessible, affordable, and high-quality undergraduate education that engages students in scholarly inquiry, preparing them for more advanced studies and for generalist practice with individuals, families, groups, organizations, and communities both locally and globally. Rooted in scientific inquiry, the liberal arts, the person-in-environment framework, and the strengths perspective, UND's BSSW Program prepares students to serve ethically and competently as effective and adaptive leaders in their communities as they strive to enhance the quality of life for all persons; to promote human rights, social, economic and environmental justice; to honor human diversity; to eliminate poverty and the mechanisms of discrimination and oppression; and to uphold the dignity and worth of all persons.

Academic Year 2022-23

Social Work BSSW Learning Outcomes

Competency 1 Ethical and Professional Behavior MET

Demonstrate Ethical and Professional Behavior.

1. make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context.
2. demonstrate professional behavior; appearance; and oral, written, and electronic communication.
3. use technology ethically and appropriately to facilitate practice outcomes.
4. use supervision and consultation to guide professional judgment and behavior.

MEASURES	RESULTS	ACTIONS
<p>Field Evaluation- C1</p> <p>Field Evaluation item #1-5 Direct - Other</p> <p>Target</p> <p>3 of 4 points (0-4 rating scale) on each criterion</p>	<p>MET</p> <p>Summary</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 100% of students reached the measure target/benchmark.</p> <p>Analysis</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 100% of students reached the measure target/benchmark.</p>	<p><i>No actions have been added.</i></p>
<p>SWK255- Ethical decision-making assignment</p> <p>SWK255- Ethical decision-making assignment Direct - Assignment</p> <p>Target</p> <p>80 of 100 points (80%) on each rubric line item</p>	<p>MET</p> <p>Summary</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 98% of students reached the measure target/benchmark.</p> <p>Analysis</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 98% of students reached the measure target/benchmark.</p>	<p><i>No actions have been added.</i></p>

Conclusion

Campus Option: $(100\% + 100\%) / 2 = 100\%$
 Online option: $(100\% + 98\%) / 2 = 99\%$

Competency 2 Advance Human Rights and Social Justice MET

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- Advance Human Rights and Social, Racial, Economic, and Environmental Justice.
1. advocate for human rights at the individual, family, group, organizational, and community system levels.
 2. engage in practices that advance human rights to promote social, racial, economic, and environmental justice.

MEASURES	RESULTS	ACTIONS
<p>Field Evaluation- C2</p> <p>Field evaluation item #9-10</p> <p>Target</p> <p>3 of 4 points (0-4 rating scale) on each criterion</p>	<p>MET</p> <p>Summary</p> <p>Campus option: 89% of students reached the measure target/benchmark. Online option: 93% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 89% of students reached the measure target/benchmark. Online option: 93% of students reached the measure target/benchmark</p>	<p><i>No actions have been added.</i></p>
<p>SWK357- Midterm Group Presentation Assignment</p> <p>Midterm Group Project- Cultural Diversity and Social Justice</p> <p>Direct - Assignment</p> <p>Target</p> <p>80 of 100 points (80%) on each rubric line item</p>	<p>MET</p> <p>Summary</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 95% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 95% of students reached the measure target/benchmark</p>	<p><i>No actions have been added.</i></p>

Conclusion

Campus option: $(89\% + 100\%) / 2 = 94.5\%$; Online option: $(93\% + 95\%) / 2 = 94\%$

Competency 3 Engage ADEI in Practice **MET**

- Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice.
1. demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels.
 2. demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.

MEASURES	RESULTS	ACTIONS
<p>Field Evaluation -C3</p> <p>Field evaluation item #6-8</p> <p>Direct - Other</p> <p>Target</p> <p>3 of 4 points (0-4 rating scale) on each criterion</p>	<p>MET</p> <p>Summary</p> <p>Campus option: 94% of students reached the measure target/benchmark. Online option: 93% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 94% of students reached the measure target/benchmark.</p>	<p><i>No actions have been added.</i></p>

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	Online option: 93% of students reached the measure target/benchmark	
<p>SWK257- Group PSA and Presentation assignment</p> <p>A portion of the group PSA and PowerPoint Presentation assignment</p> <p>Direct - Assignment</p> <p>Target</p> <p>80 of 100 points (80%) on each rubric line item</p>	<p>MET</p> <p>Summary</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 98% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 98% of students reached the measure target/benchmark</p>	<p><i>No actions have been added.</i></p>

Conclusion

Campus: $(94\% + 100\%) / 2 = 97\%$; $(93\% + 98\%) / 2 = 95.5\%$

Competency 4 Practice-Informed Research **NOT MET**

Engage In Practice-informed Research and Research-informed Practice.

1. apply research findings to inform and improve practice, policy, and programs.
2. identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work.

MEASURES	RESULTS	ACTIONS
<p>Field Evaluation- C4</p> <p>Field evaluation item #11-13</p> <p>Direct - Other</p> <p>Target</p> <p>3 of 4 points (0-4 rating scale) on each criterion</p>	<p>NOT MET</p> <p>Summary</p> <p>Campus option: 72% of students reached the measure target/benchmark. Online option: 87% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 72% of students reached the measure target/benchmark. (NOT MET) Online option: 87% of students reached the measure target/benchmark (MET)</p>	<p>Additional Training</p> <p>IN PROGRESS</p> <p>(1) Field Instructors, working with our students during their internship, will be trained on these competencies during our annual field instructor training. Assessment data and results will be reviewed, and discussion on each competency, along with suggestions for determining activities and evaluating student performance will be part of their training.</p> <p>(2) Faculty Field Liaisons, assigned to work with students and their field instructors, will also be trained on these same competencies along with discussion on ways to help the field instructors and students develop activities and ways to evaluate the competencies as part of their work with the students.</p> <p>(3) Discussion with teaching faculty of the courses pertaining to these competencies, to determine if students' classroom work could be augmented to better assist their implementation during field.</p>
<p>SWK317- Major assignments and essay in the final exam</p> <p>Five major assignments and essay part of the final exam</p> <p>Direct - Assignment</p> <p>Target</p> <p>80 of 100 points (80%) on each rubric line item</p>	<p>NOT MET</p> <p>Summary</p> <p>Campus option: 70% of students reached the measure target/benchmark. Online option: 97% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 70% of students reached the measure target/benchmark. (NOT MET)</p>	<p>Collaborate with another Department / Unit / Program</p> <p>IN PROGRESS</p> <p>The lead instructor planed to promote direct engagement with community agencies/organizations to inform and enhance students understanding of problems or issues they plan to cover in the signature assignment. It is anticipated that this direct engagement will result in the following:</p> <ul style="list-style-type: none"> • Enhance the relatability of various research concepts such as research questions and/or

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	<p>Online option: 97% of students reached the measure target/benchmark (MET)</p>	<p>hypothesis, variables, etc.</p> <ul style="list-style-type: none"> • Deepen students' appreciation of the practical connection between research and social work practice or services. <p>Additional Training IN PROGRESS</p> <p>The lead instructor planed to maintain the individualized student support meetings, to emphasize discussion of UND resources and student support services, particularly, the University Writing Center, and to reach out directly to students' faculty advisors so early support and assistance can be initiated.</p>
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General Outcome Actions

ACTIONS
<p>Additional Training Not Started</p> <p>While 92% online students met the outcome benchmark, only 71% of campus students met the benchmark. Campus students usually have less practice experiences than online students. Additional training will address how research informs practices and how practices link research. In Field, additional training (Faculty Field Liaisons) will discussion the ways to help the field instructors and students develop activities and ways to evaluate the competencies.</p>

Conclusion

Campus option: $(72\% + 70\%) / 2 = 71\%$; Online option: $(87\% + 97\%) / 2 = 92\%$.

Competency 5 Policy Practice **NOT MET**

Engage in Policy Practice.

1. use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services.
2. apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.

MEASURES	RESULTS	ACTIONS
<p>Field Evaluation - C5</p> <p>Field evaluation item #14-16 Direct - Other</p> <p>Target</p> <p>3 of 4 points (0-4 rating scale) on each criterion</p>	<p>NOT MET</p> <p>Summary</p> <p>Campus option: 78% of students reached the measure target/benchmark. Online option: 80% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 78% of students reached the measure target/benchmark. Online option: 80% of students reached the measure target/benchmark</p>	<p>Additional Training IN PROGRESS</p> <p>(1) Field Instructors, working with our students during their internship, will be trained on these competencies during our annual field instructor training. Assessment data and results will be reviewed, and discussion on each competency, along with suggestions for determining activities and evaluating student performance will be part of their training.</p> <p>(2) Faculty Field Liaisons, assigned to work with students and their field instructors, will also be trained on these same competencies along with discussion on ways to help the field instructors and students develop activities and ways to evaluate the competencies as part of their work with the students.</p> <p>(3) Discussion with teaching faculty of the courses pertaining to these competencies, to determine if students' classroom work could be augmented to better assist their implementation during field.</p>
<p>SWK442- A comprehensive multiple-choice exam</p>	<p>NOT MET</p> <p>Summary</p>	<p>Modify Policies / Procedures IN PROGRESS</p>

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<p>A comprehensive multiple-choice exam Direct - Exam (Course)</p> <p>Target</p> <p>80 of 100 points (80%) on each rubric line item</p>	<p>Campus option: 80% of students reached the measure target/benchmark. Online option: 83% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 80% of students reached the measure target/benchmark. Online option: 83% of students reached the measure target/benchmark</p>	<p>The embedded measure for this class is the final exam that is cumulative and timed. Each semester, this instructor has used the class period before the exam to play the review game "Jeopardy" to cover the material expected on the exam. This instructor utilized the same questions and format for each semester. There may have been too much emphasis placed on the review questions. It appeared the students did not read the exam questions and just assumed the review answers were the exam answers. The game was intended as a study guide and not the exam. Thus, the plan is to utilize the review game again, but change the discussion around the game questions. The intent of the game as a study guide will be emphasized</p>
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General Outcome Actions

ACTIONS
<p>Revise Measurement / Assessment</p> <p>Not Started</p> <ul style="list-style-type: none"> Developed a comprehensive four-part scaffolded assignment as the new embedded measure. Worked individually with each student to help them connect this assignment meaningfully to their Field placements and included an analysis of social justice and DEI considerations for their policy to better connect to other competencies which the course is responsible to covering (in addition to the policy competency)
<p>Gather Additional Data</p> <p>Not Started</p> <p>(1) Surveyed students about specific desired policy units in advance of the class to be more responsive to student needs and to add depth as well as breadth to the course. (2) New assignment asked students to draft learning objectives for their Field Learning Plan as a course assignment to aid their thinking about addressing this policy competency in Field, and to look for opportunities to meaningfully connect their Field placements with classroom assignments in this course. Instructor provided timely feedback to support students with Learning Plan completion in Field.</p>

Conclusion

Campus option: $(78\% + 80\%) / 2 = 79\%$; Online option: $(80\% + 83\%) / 2 = 81.5\%$.

Competency 6 Engage with Others **MET**

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

- apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies.
- use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies.

MEASURES	RESULTS	ACTIONS
<p>Field Evaluation- C6</p> <p>Field evaluation item #17-18 Direct - Other</p> <p>Target</p> <p>3 of 4 points (0-4 rating scale) on each criterion</p>	<p>MET</p> <p>Summary</p> <p>Campus option: 94% of students reached the measure target/benchmark. Online option: 100% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 94% of students reached the measure target/benchmark. Online option: 100% of students reached the measure target/benchmark</p>	<p><i>No actions have been added.</i></p>

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<p>SWK424- Final Project</p> <p>Final Project- Evaluate and Engage a “hypothetical client”</p> <p>Direct - Assignment</p> <p>Target</p> <p>80 of 100 points (80%) on each rubric line item</p>	<p>MET</p> <p>Summary</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 100% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 100% of students reached the measure target/benchmark</p>	<p><i>No actions have been added.</i></p>
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Conclusion

Campus option: $(94\% + 100\%) / 2 = 97\%$; Online option: $(100\% + 100\%) / 2 = 100\%$.

Competency 7 Assessment **MET**

- Assess Individuals, Families, Groups, Organizations, and Communities.
1. apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies.
 2. demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.

MEASURES	RESULTS	ACTIONS
<p>Field Evaluation- C7</p> <p>Field evaluation item #19-22</p> <p>Direct - Other</p> <p>Target</p> <p>3 of 4 points (0-4 rating scale) on each criterion</p>	<p>MET</p> <p>Summary</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 100% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 100% of students reached the measure target/benchmark</p>	<p><i>No actions have been added.</i></p>
<p>SWK424- Assessment assignment</p> <p>written assessment assignment</p> <p>Direct - Assignment</p> <p>Target</p> <p>80 of 100 points (80%) on each rubric line item</p>	<p>NOT MET</p> <p>Summary</p> <p>Campus option: 95% of students reached the measure target/benchmark. Online option: 73% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 95% of students reached the measure target/benchmark.(MET). Online option: 73% of students reached the measure target/benchmark (NOT MET).</p>	<p>Revise Measurement / Assessment</p> <p>IN PROGRESS</p> <p>Research assignments and MindTap application to replace the current embedded measure of the written assessment assignment for the measurement of competency #7. Consideration will be given to develop a two-part scaffolded assignment as the new embedded measure.</p>

Conclusion

Campus option: $(100\% + 95\%) / 2 = 97.5\%$;
Online option: $(100\% + 73\%) / 2 = 86.5\%$.

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Competency 8 Intervene **MET**

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

1. engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals.
2. incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.

MEASURES	RESULTS	ACTIONS
<p>Field Evaluation- C8</p> <p>Field evaluation item #23-27</p> <p>Direct - Other</p> <p>Target</p> <p>3 of 4 points (0-4 rating scale) on each criterion</p>	<p>MET</p> <p>Summary</p> <p>Campus option: 83% of students reached the measure target/benchmark. Online option: 93% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 83% of students reached the measure target/benchmark. (NOT MET) Online option: 93% of students reached the measure target/benchmark (MET)</p>	<p><i>No actions have been added.</i></p>
<p>SWK434- Group Development assignment</p> <p>Group Development Assignment</p> <p>Direct - Assignment</p> <p>Target</p> <p>80 of 100 points (80%) on each rubric line item</p>	<p>MET</p> <p>Summary</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: .. % of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: .. % of students reached the measure target/benchmark</p>	<p><i>No actions have been added.</i></p>

Conclusion

Campus option: $(83\% + 100\%) / 2 = 91.5\%$;

Competency 9 Evaluation **MET**

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

1. select and use culturally responsive methods for evaluation of outcomes.
2. critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.

MEASURES	RESULTS	ACTIONS
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<p>Field Evaluation- C9</p> <p>Field evaluation item #28-31 Direct - Other</p> <p>Target</p> <p>3 of 4 points (0-4 rating scale) on each criterion</p>	<p>MET</p> <p>Summary</p> <p>Campus option: 89% of students reached the measure target/benchmark. Online option: 87% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 89% of students reached the measure target/benchmark. Online option: 87% of students reached the measure target/benchmark</p>	<p><i>No actions have been added.</i></p>
<p>SWK454- Final project- a Grant proposal</p> <p>A portion of final project- a grant proposal Direct - Assignment</p> <p>Target</p> <p>80 of 100 points (80%) on each rubric line item</p>	<p>MET</p> <p>Summary</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 96% of students reached the measure target/benchmark</p> <p>Analysis</p> <p>Campus option: 100% of students reached the measure target/benchmark. Online option: 96% of students reached the measure target/benchmark</p>	<p><i>No actions have been added.</i></p>

Conclusion

Campus option: $(89\% + 100\%) / 2 = 94.5\%$; Online option: $(87\% + 96\%) / 2 = 91.5\%$