

Annual Goals for Social Work

2011-2012

Goal 1:	Strengthen Assessment Planning, Implementation and Continuous Improvement for CSWE and SACs Compliance
Description:	i. Continuous improvement of the BSW curriculum by refining measurement criteria and systematically collecting performance data in order to assess departmental effectiveness. ii. Update data reporting and tracking system. iii. Use assessment results to make curricular and co-curricular changes to enhance student performance and thereby close the loop to ensure program renewal.
Budget:	0.00
University Goals Supported:	1
Strategic Goals Supported:	
Responsibility:	Chair
Participation:	Faculty
Results:	The Department utilizes an integrated assessment plan to assess its effectiveness in meeting its mission and goals. The Department's assessment plan is a comprehensive ongoing process that utilizes qualitative and quantitative data to measure program and student outcomes. Procedures used to aggregate, analyze, and review the data acquired from these measures, provide outcome information, which guides the Department's continuous improvement efforts. The Department has an Assessment Committee chaired by a faculty member who is responsible for coordinating the Assessment Plan. The Department's Assessment Plan is a collaborative process involving all faculty members and facilitated by the Department Chair.(See Assessment Plan Flow Chart)
Actions/Improvements:	The Department's Annual Faculty Meeting Retreat will be held on July 11,2012 where results of the Department's Assessment Review and Outcomes will be reported by Dr. Joy Borah , Department Chair and Freda Coleman-Reed, MSW, LCSW, Assessment Chair, and necessary program changes discussed. The Integrated Assessment Plan (with multiple measures to assess the attainment of the 10 SLOs and Departmental Mission and Goals) will be reviewed.

Future Actions/Improvements: The Course Assessment Plan for Core Competencies and Practice Behaviors (CAPCC) results were reviewed and changes were made to course content for areas that fell below established benchmarks. For example, In SW 316 Human Behavior in the Social Environment, a critical thinking component was implemented specifically targeted at tangible application of theoretical concepts to understand person in environment theories. (See attached Integrated Assessment Plan).

Goal 2: Promote Student Centered Environment for Teaching, Research and Community Service

Description: i. Recruit and retain an outstanding and diverse student body. ii. Sponsor Annual Social Work Conference to build scholarship and professional practice activity. iii. Promote Community Service Learning opportunities at various levels of the Social Work major. iv. Revise the Social Work Student Handbook which is an important component of advising in the Department. v. Continue to facilitate the operation of the North Alabama Girls Group Home sponsored by the Department of Youth Services and UNA (State-funded Grant).

Budget: 0.00

University Goals Supported: 2

Strategic Goals Supported:

Responsibility: Chair

Participation: Faculty and Staff

Results: i. Recruitment and retention of a diverse student body is a continuous goal of the department. As a result of the Department's recruitment efforts, such as participation in career fairs, student enrollment increased from 168 in 2009-2010, 187 in 2010-2011 and 206 in 2011-12. The Department has established specific policies for academic advisement and professional mentoring for all social work majors to aid in retention. ii. The Department of Social Work hosts the Annual Social Work Conference in March in celebration of National Social Work Month. (Conference Brochure) iii. Community Service Learning which is a required component was enhanced in social work classes.

Actions/Improvements: The Annual Social Work Conference "Celebrating Inclusiveness" was held on March 16, 2011. New Service-learning opportunities were added to courses such as SW 316 Human Behavior and the

Social Environment. Grant funding for the North Alabama Group Home for Girls (NAGH), was cut by the state Alabama Department of Youth Services, as a result of which the Group Home closed its doors on April 1, 2012 after eighteen years of service.

**Future
Actions/Improvements:**

Goal 3:	Promote Diversity and Global Perspectives
Description:	i.Prepare students as leaders for a diverse and rapidly changing world. ii.Act as a resource for organizations seeking a more diverse workforce.
Budget:	0.00
University Goals Supported:	3
Strategic Goals Supported:	
Responsibility:	Chair
Participation:	Faculty
Results:	i. Department members individually implemented various means of increasing awareness of global issues within the social work curriculum to increase students' awareness of the world. ii.Service learning opportunities continue to be enhanced in selected core curriculum courses. Field Internship is a required component of the the professional social work curriculum,requiring approximately 500 hours during the semester with the student being in the social services agency four days each week for a total of 32 hours.
Actions/Improvements:	i.The Social Work curriculum was reviewed and designed to include content on understanding of and respect for diversity which is infused throughout the core courses and reflected in each of the course objectives. ii.BSW graduates in general, and the Field Internship program, in particular is an important resource for area agencies seeking a qualified, competent and diverse workforce. Field interns have provided valuable service to agencies facing budget cuts in the current environment of economic downturn. Social Work graduates work in varied settings including government agencies such as Alabama Department of Human Resources and Alabama Department of Public Health as well as non-profit agencies such as hospitals, hospice care, Safeplace Inc, Riverbend, Healing Place, nursing homes in the tri-city area and beyond.

Future Actions/Improvements: Infusion of global issues in the social work curriculum continues to be an area of enhancement for the Department. Service learning continues to be enhanced through additional opportunities in select agencies.

Goal 4: Enhance University Community

Description: i.Active participation of the Department in the SACS Re-affirmation process. ii.Active involvement of Department faculty and students in University Committees, faculty senate, campus organizations and honor societies. iii. Partner with Continuing Education to sponsor professional development programs. iv. Continued involvement with the Presidential Mentor Academy program which seeks to recruit and retain qualified minority students at UNA.

Budget: 0.00

University Goals Supported: 4

Strategic Goals Supported:

Responsibility: Chair

Participation: Faculty Team

Results: i.The Department is actively involved in the SACS process:faculty served on the Institutional Effectiveness and Assessment committee; the Department's integrative professional writing model has been selected as one of two models for the University SACS Quality Enhancement Plan (QEP). ii. Social work faculty are involved on campus in a variety of activities and committees such as the Faculty Senate, Arts and Sciences Faculty Development and Research Grants Committee,and other duties and committees as requested by the Administration. The Department's relationship with staff in Admissions, Records, Student Development Services, Counseling and Career Services, Library and Continuing Education and Outreach is excellent. Department faculty are well known to these University units and have a close working relationship with their staff.Program faculty are involved in community service, ranging from agency boards of directors to consultants in a variety of service agencies. iii.The Department of Social Work provides continuing education hours for the professional development of licensed social workers and other professionals by offering workshops and conferences independently as well as in conjunction with the University of North Alabama Office of Continuing Studies and

Outreach. iv. A faculty member is actively involved in the Presidential Mentor Academy program which serves to recruit and retain young scholars from minority communities to the University of North Alabama.

Actions/Improvements: The Department of Social Work participated in offering continuing education units (ceus) for several workshops this year, a list of which is attached. A list of workshops for area professionals organized by the Social Work Alumni Association is attached.

**Future
Actions/Improvements:**

Long-Term Goals for Social Work

2011-2012

Title:	Reaffirmation of Accreditation till 2019
Description:	The Department will receive full Re-affirmation of Accreditation by the Council on Social Work Education for the next 8 years.
Budget:	0
University Goals:	1,2,4,5
Accomplished:	In October 2011, the Department of Social Work was awarded full Accreditation status by the national Council on Social Work Education (CSWE) for the entire eight-year cycle through October 2019, without a single issue or concern in both its self-study documents as well as in the site visit reports.
Spent:	\$0.00

Student Learning Outcomes for Social Work

2011-2012

Outcome 1:	1. Identify as a professional social worker and conduct oneself accordingly
Description:	Social workers: a. Advocate for client access to the services of social work. b. Practice personal reflection and self-correction to assure continual professional development. c. Attend to professional roles and boundaries. d. Demonstrate professional demeanor in behavior, appearance, and communication. e. Engage in career-long learning. f. Use supervision and consultation.
Budget:	\$0.00
Core Competencies Supported:	1
Assessed How Often:	Per semester
Assessed this Year?	Yes
Responsibility:	Department Chair/ Assessment Chair
Participation:	Faculty Team
Direct Assessments	Course Related Baccalaureate Education Assessment Project (BEAP) Course Related, Field Evaluation Field Instruction Integration Portfolio (FIIP)
Indirect Assessments	Department Graduate Exit Exam Bi-Annual Department Employer Survey Bi-Annual Department Alumni Survey Bi-Annual Department Alumni Survey Benchmarking

Student and Community Advisory Boards

Results:	Through a process of curriculum mapping, this competency was assessed at different points in the Program. Benchmarks at 80% or better were established to assess attainment of specific learning outcomes. All benchmarks were met or exceeded indicating student success in meeting the learning outcome. The attached depicts results for Student Learning Outcomes.
Curriculum Actions/Improvements:	2010 - 2011 Faculty review of courses resulted in the addition of Critical Thinking assignments related to ethical practice in Welfare Policy which resulted in minimal change. 2011 - 2012 This change resulted in the benchmark being met for the fiscal year. 2011 - 2012 The continued inclusion of application assignments such as critical thinking concerning the Bio/Psycho/Social Perspective facilitated acquisition and use of professional assessment of the client's environment. Application assignments predicated on advancing critical thinking skills supports students identification with the profession of Social Work; and, thereby their attainment of established student learning outcome benchmarks. The attached chart displays the Department's explicit and implicit curriculum assessment plan measures and the semesters administered.
Other Actions/Improvements:	Matriculation Self-Assessment Survey (MASS) instrument for students use as a self-evaluation measure discontinued. Instrument will be modified for use as a quantitative measure for FY 2012-2013.
Future Actions:	Field Students re-evaluate their attainment of this student learning outcome through pre/posttest. No action needs to be taken.

Outcome 2:	2. Apply social work ethical principles to guide professional practice.
Description:	Social workers a. recognize and manage personal values in a way that allows professional values to guide practice; b. make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics 2 and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles;3 c. tolerate ambiguity in resolving ethical conflicts; and d. apply strategies of ethical reasoning to arrive at principled decisions.
Budget:	\$0.00
Core Competencies	2

Supported:

Assessed How Often: Per semester

Assessed this Year? Yes

Responsibility: Program Chair/ Assessment Chair

Participation: Faculty Team

Direct Assessments

Course Related

Baccalaureate Education Assessment Project (BEAP)

Course Related, Field Evaluation

Field Instruction Integration Portfolio (FIIP)

Indirect Assessments

Results: Through a process of curriculum mapping, this competency was assessed at different points in the Program. Benchmarks at 80% or better were established to assess attainment of specific learning outcomes. The results were that in all but one course, target Benchmarks were met or exceeded indicating student success in meeting the learning outcome. The attached depicts results for Student Learning Outcomes 2.

Curriculum Actions/Improvements: The Department's explicit and implicit curriculum assessment plan measures including results, changes made, and actions taken for continuous improvement is attached.

Other Actions/Improvements: No additional actions were needed.

Future Actions: No additional actions were needed.

Outcome 3: 3. Apply critical thinking to inform and communicate professional

Description: Social workers a. distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom; b. analyze models of assessment, prevention, intervention, and evaluation; and c. demonstrate effective oral and

written communication in working with individuals, families, groups, organizations, communities, and colleagues.

Budget: \$0.00

Core Competencies Supported: 2

Assessed How Often: Per semester

Assessed this Year? Yes

Responsibility: Program Chair/ Assessment Chair

Participation: Faculty Team

Direct Assessments

Course Related

Baccalaureate Education Assessment Project (BEAP)

Course Related, Field Evaluation

Field Instruction Integration Portfolio (FIIP)

Indirect Assessments

Results: Through a process of curriculum mapping, this competency was assessed at different points in the Program. Benchmarks at 80% or better were established to assess attainment of specific learning outcomes. All target Benchmarks were met or exceeded indicating student success in meeting the learning outcome. The attached depicts results for Student Learning Outcomes 3. the Department's external and internal curriculum assessment plan measures including results, changes made, and actions taken for continuous improvement.

Curriculum Actions/Improvements: The Department's explicit and implicit curriculum assessment plan measures including results, changes made, and actions taken for continuous improvement is attached.

Other Actions/Improvements: No additional actions were needed.

Future Actions: No additional actions were needed.

Outcome 4:	4. Engage diversity and difference in practice
Description:	Social workers a. recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power; b. gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups; c. recognize and communicate their understanding of the importance of difference in shaping life experiences; and d. view themselves as learners and engage those with whom they work as informants.
Budget:	\$0.00
Core Competencies Supported:	5
Assessed How Often:	Per semester
Assessed this Year?	Yes
Responsibility:	Program Chair/ Assessment Chair
Participation:	Faculty Team
Direct Assessments	
	Course Related
	Baccalaureate Education Assessment Project (BEAP)
	Course Related, Field Evaluation
	Field Instruction Integration Portfolio (FIIP)
Indirect Assessments	
	Department Graduate Exit Exam
	Bi-Annual Department Employer Survey
	Bi-Annual Department Alumni Survey
	Bi-Annual Department Alumni Survey
	Benchmarking
	Student and Community Advisory Boards
Results:	Through a process of curriculum mapping, this competency was assessed at different points in the Program. Benchmarks at 80% or

better were established to assess attainment of specific learning outcomes. The results were that in all courses target Benchmarks were met or exceeded indicating student success in meeting the learning outcome. The attached depicts results for Student Learning Outcomes 4.

Curriculum Actions/Improvements: The Department's explicit and implicit curriculum assessment plan measures including results, changes made, and actions taken for continuous improvement is attached.

Other Actions/Improvements: No additional actions were needed.

Future Actions: No additional actions were needed.

Outcome 5: 5. Advance human rights and social and economic justice

Description: Social workers a. understand the forms and mechanisms of oppression and discrimination; b. advocate for human rights and social and economic justice; and c. engage in practices that advance social and economic justice.

Budget: \$0.00

Core Competencies Supported: 1

Assessed How Often: Per semester

Assessed this Year? Yes

Responsibility: Program Chair/ Assessment Chair

Participation: Faculty Team

Direct Assessments

Course Related

Baccalaureate Education Assessment Project (BEAP)

Course Related, Field Evaluation

Field Instruction Integration Portfolio (FIIP)

Indirect Assessments

Department Graduate Exit Exam

Bi-Annual Department Employer Survey

Bi-Annual Department Alumni Survey

Bi-Annual Department Alumni Survey

Benchmarking

Student and Community Advisory Boards

Results:

Through a process of curriculum mapping, this competency was assessed at different points in the Program. Benchmarks at 80% or better were established to assess attainment of specific learning outcomes. The results were that in all courses target Benchmarks were met or exceeded indicating student success in meeting the learning outcome. The attached depicts results for Student Learning Outcomes 5.

**Curriculum
Actions/Improvements:**

The Department's explicit and implicit curriculum assessment plan measures including results, changes made, and actions taken for continuous improvement is attached.

**Other
Actions/Improvements:**

No additional actions were needed.

Future Actions:

No additional actions were needed.

Outcome 6:

6. Engage in research-informed practice and practice-informed research

Description:

Social workers a. use practice experience to inform scientific inquiry and b. use research evidence to inform practice.

Budget:

\$0.00

**Core Competencies
Supported:**

5

Assessed How Often:

Per semester

Assessed this Year?

Yes

Responsibility:

Program Chair/ Assessment Chair

Participation:

Faculty Team

Direct Assessments

Course Related

Baccalaureate Education Assessment Project (BEAP)

Course Related, Field Evaluation

Field Instruction Integration Portfolio (FIIP)

Indirect Assessments

- Department Graduate Exit Exam
- Bi-Annual Department Employer Survey
- Bi-Annual Alumni Survey
- Bi-Annual Department Alumni Survey
- Benchmarking
- Student and Community Advisory Boards

Results: Through a process of curriculum mapping, this competency was assessed at different points in the Program. Benchmarks at 80% or better were established to assess attainment of specific learning outcomes. FY 2010 - 2011 one course did not meet benchmarks; but with curriculum changes in FY 2011 - 2012 all Benchmarks were met or exceeded indicating student success in meeting the learning outcome. The attached depicts results for Student Learning Outcomes 6.

Curriculum Actions/Improvements: The Department's explicit and implicit curriculum assessment plan measures including results, changes made, and actions taken for continuous improvement is attached.

Other Actions/Improvements: No additional actions were needed.

Future Actions: No additional actions were needed.

Outcome 7: 7. Apply knowledge of human behavior and the social environment

Description: Social workers a. utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation; and b. critique and apply knowledge to understand person and environment.

Budget: \$0.00

Core Competencies Supported: 4

Assessed How Often: Per semester

Assessed this Year? Yes

Responsibility: Program Chair/ Assessment Chair

Participation: Faculty Team

Direct Assessments

Course Related

Baccalaureate Education Assessment Project (BEAP)

Course Related, Field Evaluation

Field Instruction Integration Portfolio (FIIP)

Indirect Assessments

Department Graduate Exit Exam

Bi-Annual Department Employer Survey

Bi-Annual Department Alumni Survey

Bi-Annual Department Alumni Survey

Benchmarking

Student and Community Advisory Boards

Results: Through a process of curriculum mapping, this competency was assessed at different points in the Program. Benchmarks at 80% or better were established to assess attainment of specific learning outcomes. The results were that in all courses met or exceeding Benchmarks indicating student success in meeting the learning outcome. The attached depicts results for Student Learning Outcomes 7.

Curriculum Actions/Improvements: FY 2010 - 2011 Faculty made changes to course curriculum to Social Work terminology/ Vocabulary assignments to facilitate acquisition and use of professional language to support students identification with the profession of Social Work. FY 2011 - 2012 change in curriculum resulted in Benchmarks consistently being met and thereby attain student learning outcomes. The Department's explicit and implicit curriculum assessment plan measures including results, changes made, and actions taken for continuous improvement is attached.

Other Actions/Improvements: The Matriculation Self-Assessment Survey (MASS) was discontinued for FY 2011 - 2012. Revisions will be made to in the instrument to convert the document to a quantitative measure.

Future Actions: Field Students re-evaluate their attainment of this student learning outcome through pre/posttest.

Outcome 8: 8. Engage in policy practice to advance social and economic well-being and to deliver effective social work services

Description: Social workers a. analyze, formulate, and advocate for policies that advance social well-being; and b. collaborate with colleagues and clients for effective policy action.

Budget: \$0.00

Core Competencies Supported: 2

Assessed How Often: Per semester

Assessed this Year? Yes

Responsibility: Program Chair/ Assessment Chair

Participation: Faculty Team

Direct Assessments

Course Related

Baccalaureate Education Assessment Project (BEAP)

Course Related, Field Evaluation

Field Instruction Integration Portfolio (FIIP)

Indirect Assessments

Department Graduate Exit Exam

Bi-Annual Department Employer Survey

Bi-Annual Department Alumni Survey

Bi-Annual Department Alumni Survey

Benchmarking

Student and Community Advisory Boards

Results: Through a process of curriculum mapping, this competency was assessed at different points in the Program. Benchmarks at 80% or better were established to assess attainment of specific learning outcomes. The results were that in all courses target Benchmarks

were met or exceeded indicating student success in meeting the learning outcome. The attached depicts results for Student Learning Outcomes 8.

Curriculum Actions/Improvements: The Department's explicit and implicit curriculum assessment plan measures including results, changes made, and actions taken for continuous improvement is attached.

Other Actions/Improvements: No additional actions were needed.

Future Actions: No additional actions were needed.

Outcome 9: 9. Respond to contexts that shape practice

Description: Social workers a. continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services; and b. provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.

Budget: \$0.00

Core Competencies Supported: 4

Assessed How Often: Per semester

Assessed this Year? Yes

Responsibility: Program Chair/ Assessment Chair

Participation: Faculty Team

Direct Assessments

Course Related

Baccalaureate Education Assessment Project (BEAP)

Course Related, Field Evaluation

Field Instruction Integration Portfolio (FIIP)

Indirect Assessments

Department Graduate Exit Exam

Bi-Annual Department Employer Survey

Bi-Annual Department Alumni Survey

Bi-Annual Department Alumni Survey

Benchmarking

Student and Community Advisory Boards

Results:

Through a process of curriculum mapping, this competency was assessed at different points in the Program. Benchmarks at 80% or better were established to assess attainment of specific learning outcomes. The results were that in all courses target Benchmarks were met or exceeded indicating student success in meeting the learning outcome. The attached depicts results for Student Learning Outcomes 9.

Curriculum

Actions/Improvements:

The Department's explicit and implicit curriculum assessment plan measures including results, changes made, and actions taken for continuous improvement is attached.

Other

Actions/Improvements:

No additional actions were needed.

Future Actions:

No additional actions were needed.

Outcome 10:

10. Engage, assess, intervene, and evaluate with individuals, families, groups, organizations and communities.

Description:

Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice. Educational Policy 2.1.10(a)—Engagement Social workers a. substantively and affectively prepare for action with individuals, families, groups, organizations, and communities; b. use empathy and other interpersonal skills; and c. develop a mutually agreed-on focus of work and desired outcomes. Educational Policy 2.1.10(b)—Assessment Social workers a. collect, organize, and interpret client data; b. assess client strengths and limitations; c. develop mutually agreed-on intervention goals and objectives; and d. select appropriate intervention strategies. Educational Policy 2.1.10(c)—Intervention Social workers a. initiate actions to achieve

organizational goals; b. implement prevention interventions that enhance client capacities; c. help clients resolve problems; d. negotiate, mediate, and advocate for clients; and e. facilitate transitions and endings. Educational Policy 2.1.10(d)—Evaluation Social workers a. critically analyze, monitor, and evaluate interventions.

Budget: \$0.00

Core Competencies Supported: 2

Assessed How Often: Per semester

Assessed this Year? Yes

Responsibility: Program Chair/ Assessment Chair

Participation: Faculty Chair

Direct Assessments

Course Related

Baccalaureate Education Assessment Project (BEAP)

Course Related, Field Evaluation

Field Instruction Integration Portfolio (FIIP)

Indirect Assessments

Department Graduate Exit Exam

Bi-Annual Department Employer Survey

Bi-Annual Department Alumni Survey

Bi-Annual Department Alumni Survey

Benchmarking

Student and Community Advisory Boards

Results: Through a process of curriculum mapping, this competency was assessed at different points in the Program. Benchmarks at 80% or better were established to assess attainment of specific learning outcomes. The results were that in all courses target Benchmarks were met or exceeded indicating student success in meeting the learning outcome. The attached depicts results for Student Learning Outcomes 10.

Curriculum

Actions/Improvements:

The Department's explicit and implicit curriculum assessment plan measures including results, changes made, and actions taken for continuous improvement is attached.

Other

Actions/Improvements:

No further action needed.

Future Actions:

No action needed

Attachment 1 for Outcome 1

**Annual Assessment of Student Learning Outcomes FY 2011 - 2012
Chart 1: Student Learning Outcome 1**

1. SW 305 Social Welfare Policy and Services
2. SW 315 Human Behavior and the Social Environment I
3. SW 316 Human Behavior and the Social Environment II
4. SW 324 Diversity Issues in Social Work
5. SW 360 Methods of Social Work Practice I
6. SW 361 Methods of Social Work Practice II
7. SW 362 Methods of Social Work Practice III
8. SW 370 Methods of Social Work Research
9. SW 432/ 433 Field Instruction and Seminar

Student Learning Outcome 1	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
Identify as a professional social worker and conduct oneself accordingly.	1. Advocate for client access	1-3 (SW 305)	SW 305 – Policy Analysis	80>	100%	Mean 81
			SW 305 - Issue/ Debate Assignment	80>	100%	Mean 84
		2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
			SW 315-Exam 1	80%>	100%	Mean 85
		2,4,6 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
			SW 360-Social History and Activities	80%>	100%	Mean 94
		2-6, 9, 10 (SW 370)	SW 370 –Agency Research Needs Paper	80%>	100%	Mean 82
	SW 370-Journal Article Reviews		80%>	100%	Mean 80	
	2. Personal reflection	1-3 (SW 305)	SW 305 – Policy Analysis	80>	100%	Mean 81
			SW 305 - Issue/ Debate Assignment	80>	100%	Mean 84
		2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
			SW 315-Exam 1	80%>	100%	Mean 85
		1 – 10 (SW 432/433)	SW 432/433-Assignment IV	80%>	100%	Mean 93
			SW 432/433-Final Evaluation	80%>	100%	Mean 94

Student Learning Outcome 1	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		2,4,6 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1 - 10 (SW 370) 1-10 (SW 370)	SW 370 –Agency Research Needs Paper SW 370-Journal Article Reviews	80%> 80%>	100% 100%	Mean 82 Mean 80
		1 – 10 (SW 432/ 433)	SW432/43-Assignment IV SW432/433-Final Evaluation	80%> 80%>	100%> 100%	Mean 93 Mean 93
	3. Professional roles & boundaries.	1-3 (SW 305)	SW 305 – Policy Analysis SW 305 - Issue/ Debate Assignment	80> 80>	100% 100%	Mean 81 Mean 84
		2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
		1 (SW 315)	SW 315-Exam 1	80%>	100%	Mean 85
		2,4,6 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1 - 10 (SW 370) 1-10 (SW 370)	SW 370 –Agency Research Needs Paper SW 370-Journal Article Reviews	80%> 80%>	100% 100%	Mean 82 Mean 80
		1 – 10 (SW 432/ 433)	SW432/43-Assignment IV SW432/433-Final Evaluation	80%> 80%>	100%> 100%	Mean 93 Mean 93
	4. Professional demeanor.	1-3 (SW 305)	SW 305 – Policy Analysis SW 305 - Issue/ Debate Assignment	80> 80>	100% 100%	Mean 81 Mean 84
		2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
		1 (SW 315)	SW 315-Exam 1	80%>	100%	Mean 85
		2,4,6 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94

Student Learning Outcome 1	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1 - 10 (SW 370)	SW 370 –Agency Research Needs Paper	80%>	100%	Mean 82
		1-10 (SW 370)	SW 370-Journal Article Reviews	80%>	100%	Mean 80
		1 – 10 (SW 432/ 433)	SW 432/43-Assignment IV	80%>	100%>	Mean 93
			SW 432/433-Final Evaluation	80%>	100%	Mean 93
	5. Career-long learning.	1-3 (SW 305)	SW 305 – Policy Analysis	80>	100%	Mean 81
			SW 305 - Issue/ Debate Assignment	80>	100%	Mean 84
2,4,6 (SW 360)		SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88	
		1 - 10 (SW 370)	SW 370 –Agency Research Needs Paper	80%>	100%	Mean 82
		1-10 (SW 370)	SW 370-Journal Article Reviews	80%>	100%	Mean 80
		1 – 10 (SW 432/ 433)	SW 432/43-Assignment IV	80%>	100%>	Mean 93
			SW 432/433-Final Evaluation	80%>	100%	Mean 93
	6. Supervision & consultation.	1-3 (SW 305)	SW 305 – Policy Analysis	80>	100%	Mean 81
			SW 305 - Issue/ Debate Assignment	80>	100%	Mean 84
		2,4,6 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
		1 (SW 315)	SW 315-Exam 1	80%>	100%	Mean 85
	1 - 10 (SW 370)	SW 370 –Agency Research Needs Paper	80%>	100%	Mean 82	
	1-10 (SW 370)	SW 370-Journal Article Reviews	80%>	100%	Mean 80	
	1 – 10 (SW 432/ 433)	SW 432/43-Assignment IV	80%>	100%>	Mean 93	
		SW 432/433-Final Evaluation	80%>	100%	Mean 93	

Attachment 2 for Outcome 1

Curriculum Assessment Measures Mapping 2011 -2012

Assessment/ Instrument	Benchmark	Description
Quizzes and Examinations	80% or greater	Quizzes and examinations, which include both multiple choice and essay type, help students to further their analytical skills within and across content areas.
Group Work	80% or greater	Many social work classes require students to work in small groups which provide students the opportunity to use a team approach in problem solving.
Presentations	80% or greater	Presentations are related to course work completed by a student or a group of students. Presentations are done in front of the class and provide a way to assess students' communication skills as well as their ability to synthesize and present a particular topic in a professional manner.
Writing Assignments	80% or greater	Writing assignments are an important component of the curriculum. Faculty assesses students' understanding of the core content areas and core values of the social work profession. Faculty uses these assignments to provide feedback to students on their written communication skills.
Class Participation	80% or greater	Class participation is another way by which faculty assess student performance. Participation in class discussions and experiential learning exercises provide ways to assess student's skill and interest levels, professional use of self, and understanding of the concepts being taught. It also provides faculty with insight related to students' attitudes, values, and beliefs in reference to particular content areas such as oppression and diverse populations.
Role Plays	80% or greater	Role playing is another method used in social work teaching. Students are given feedback by their instructors and peers.

Explicit and Implicit Curriculum Assessment Measures Mapping 2011 - 2012

Community Service Learning	80% or greater	Participation in a Community Service Learning project is a required component of some social work classes. Service-learning is a structured learning experience that combines community service with preparation and reflection. It provides faculty ways to assess students' ability to integrate theory learned in the classroom with practice in the community. Students engaged in service-learning learn about the context in which service is provided, the connection between their service and their academic coursework, and their roles as citizens. Service learning projects offer students ways to help communities in need and give students a chance to develop leadership skills.
Interviews	80% or greater	Students in social work classes conduct interviews with clients that are documented for instructor feedback.
Autobiographical Essay by Students	80% or greater	Students in SW 315 write a paper that is an autobiographical sketch addressing pertinent issues regarding Social Work. These essays are reviewed by faculty members as part of the matriculation process.
Portfolio	80% or greater	The Field Instruction Integration Portfolio (FIIP) is a feature of the evaluation process compiled by students beginning in their second course as a major and culminating in their last course.
Student Conference	Interview occurs	Field faculty hold individual conferences with students completing their internship as a way of assessing integration of knowledge, values, and skills into practice, cultural competence, and professional ethics. Faculty obtains feedback from students regarding the program.
Field Director Evaluation	80% or greater	The Field Director determines the student's grade for Field Instruction after assessing the evaluation form completed by Field Supervisor and student submitted learning assignments.
Evaluation of Field Performance	< 3 on a 5 point Likert scale	The Field Supervisor evaluates the Field student's Field Performance on an inverse likert scale, thus the lower the score the better the student's performance. Assessment of the overall preparation of students for professional practice utilizing the 10 core competencies and associated practice behaviors to measure attainment of the knowledge values and skills of a new beginning professional social worker is made. Evaluative findings are used on an on-going basis to make program and curriculum changes.

Implicit Curriculum Assessment Measures Mapping and Annual Outcomes

Measure	Frequency/ Start Date	Collection Method	Responsible Entities	Findings/ Location	Results FY 2011 –
Faculty Meeting	Bi-weekly, as needed	Paper	Department Chairperson	Agenda and Minutes with outcomes are maintained in the Department Chairs' Office and Social Work Groups page.	Faculty meetings were held and as needed basis. Agenda item. Meeting University groups page.
Students Evaluation Of Teaching	December and April	Paper	Social Work Students	Submitted to the Office of Institutional Research	Student evaluation results for teaching above the average.
Faculty Performance Evaluation	Annually	Paper	Department Chair	Submitted to the Dean of Arts and Sciences	Each faculty member receives a letter or greater on Faculty Performance Evaluation.
BEAP Exit Survey	December and April	Paper and Web based	Field Director	Assessment Chair maintains and reports in Faculty Meeting	BEAP Exit Surveys are conducted. Summary data is on file in the Office.
BEAP Alumnae Survey	Every two years	Web based	Assessment Chair	Maintained by Assessment Chair	BEAP Alumnae Survey conducted in Spring 2011. Summary data on file in Assessment Chairs Office.
BEAP Employer Survey	Every two years	Web based	Assessment Chair	Maintained by Assessment Chair	86% of Employers view the University of North Alabama as a place to work favorably with respect to the practice of Professional Social Work.
Matriculation Assessment Self-Survey	Once a semester	Paper	Two Faculty members who are not an advisor	Maintained in Student Files in the Social Work Department	MASS administered exit exam with students during the semester.
Department Exit Exam	Senior Year April	Paper	Faculty	Maintained by Assessment Chair	Fall and Spring 2011 Exit Exam results correlated to content in the Exit Exam results correlated to behaviors captured in the Exit Exam made in course content. 316, SW 362.
Department Alumnae Survey	March Bi-Annually	Paper Mail Out	Research Methods Class	Maintained by Assessment Chair	71% of Alumnae who were employed in Social Work. 75% of respondents believe that the University of North Alabama is a good place to employment. And, 75% of respondents believe that the University of North Alabama is a good place to employment.
Department Employer Survey	October Bi-Annually	Paper Mail Out	Research Methods Class	Maintained by Assessment Chair	78% of Employers view the University of North Alabama as a place to work favorably with respect to the practice of Professional Social Work.
Student Advisory Board	Two times per Academic Year	Paper	Department Chair	Maintained by Department Chair	Fall 2011 – Fall SWO organized and coordinated.
Community Advisory Board	Two times per Academic Year	Paper	Department Chair	Maintained by Department Chair	Fall 2011/ Spring 2012 identified organizations and coordinated with the Association.

Annual Assessment of Student Learning Outcomes FY 2011 - 2012
Chart 2: Student Learning Outcome 2

1. SW 305 Social Welfare Policy and Services
2. SW 315 Human Behavior and the Social Environment I
3. SW 316 Human Behavior and the Social Environment II
4. SW 324 Diversity Issues in Social Work
5. SW 360 Methods of Social Work Practice I
6. SW 361 Methods of Social Work Practice II
7. SW 362 Methods of Social Work Practice III
8. SW 370 Methods of Social Work Research
9. SW 432/ 433 Field Instruction and Seminar

Student Learning Outcome 2	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
Apply social work ethical principles to guide professional practice.	7. Recognize personal and professional values	2, 4	230-Exam 3	80%>	100%	Mean 82
		1, 3	230-Analysis of Assigned Readings	80%>	100%	Mean 80
		2,4,6	SW 360-Evaluation of Practice Setting	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1 - 10 (SW 370)	370 –Agency Research Needs Paper	80%>	100%	Mean 82
		1-10 (SW370)	370-Journal Article Reviews	80%>	100%	Mean 80
		1-10 (SW432/433)	SW432/43-Assignment II	80%>	100%	Mean 90
	8. Tolerate ambiguity	2, 4 (SW 230)	SW 230-Exam 3	80%>	100%	Mean 82
		1, 3 (SW 230)	SW 230-Analysis of Assigned Readings	80%>	100%	Mean 80
		2,4,6 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1 - 10 (SW 370)	370 –Agency Research Needs Paper	80%>	100%	Mean 82
		1-10 (SW370)	370-Journal Article Reviews	80%>	100%	Mean 80
		1-10 (SW432/433)	SW432/43-Assignment II SW432/433-Final Evaluation	80%> 80%>	100% 100%	Mean 90 Mean 93

Student Learning Outcome 2	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
	9. Resolve ethical conflicts	2, 4 (SW 230)	SW 230-Exam 3	80%>	100%	Mean 82
		1, 3 (SW 230)	SW 230-Analysis of Assigned Readings	80%>	100%	Mean 80
		2,4,6 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1 - 10 (SW 370)	SW 370 –Agency Research Needs Paper	80%>	100%	Mean 82
		1-10 (SW370)	SW 370-Journal Article Reviews	80%>	100%	Mean 80
		1-10 (SW432/433)	SW432/43-Assignment II SW432/433-Final Evaluation	80%> 80%>	100% 100%	Mean 90 Mean 93
	10. Ethical reasoning	2, 4 (SW 230)	SW 230-Exam 3	80%>	100%	Mean 82
		1, 3 (SW 230)	SW 230-Analysis of Assigned Readings	80%>	100%	Mean 80
		2,4,6 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit)	80>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80>	100%	Mean 94
		1 - 10 (SW 370)	SW 370 –Agency Research Needs Paper	80%>	100%	Mean 82
		1-10 (SW370)	SW 370-Journal Article Reviews	80%>	100%	Mean 80
		1-10 (SW432/433)	SW432/43-Assignment II SW432/433-Final Evaluation	80%> 80%>	100% 100%	Mean 90 Mean 93

Annual Assessment of Student Learning Outcomes FY 2011 - 2012
Chart 3: Student Learning Outcome 3

1. SW 305 Social Welfare Policy and Services
2. SW 315 Human Behavior and the Social Environment I
3. SW 316 Human Behavior and the Social Environment II
4. SW 324 Diversity Issues in Social Work
5. SW 360 Methods of Social Work Practice I
6. SW 361 Methods of Social Work Practice II
7. SW 362 Methods of Social Work Practice III
8. SW 370 Methods of Social Work Research
9. SW 432/ 433 Field Instruction and Seminar

Student Learning Outcome 3	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
Apply critical thinking to inform and communicate professional judgments.	11. Distinguish sources of knowledge	2, 4 (SW 230)	SW 230-Exam 3	80%>	100%	Mean 82
		1, 3 (SW 230)	SW 230-Analysis of Assigned Readings	80%>	100%	Mean 80
		1-3 (SW 305)	SW 305 –Policy Analysis	80>	100%	Mean 84
			SW 305 -Issue/ Debate Assignment	80>	100%	Mean 87
		1,6 (SW 324)	SW 324 MT exam SW 324 GP assessment	80>	100%	Mean 82
		1,2,3,4,5,6 (SW 361)	SW 361-Role Plays (interviews, written assessments, ISP, class discussions)	80%>	100%	Mean 92
			SW 361-Home Visits (interviews, case records, class discussions)	80%>	100%	Mean 95
		1-10 (SW432/433)	SW432/43-Assignment II SW432/433-Final Evaluation	80%> 80%>	100% 100%	Mean 90 Mean 93
	12. Analyze models of assessment	2, 4 (SW 230)	SW 230-Exam 3	80%>	100%	Mean 82
		1, 3 (SW 230)	SW 230-Analysis of Assigned Readings	80%>	100%	Mean 80
		1-3 (SW 305)	SW 305 –Policy Analysis	80>	100%	Mean 84
			SW 305 –Agency Analysis	80>	100%	Mean 87
		1,6 (SW 324)	SW 324 MT exam SW 324 GP assessment	80>	100%	Mean 82

Student Learning Outcome 3	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures	
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, ISP, class discussions)	80%>	100%	Mean 92	
			SW 361-Home Visits (interviews, case records, class discussions)	80%>	100%	Mean 95	
	13. Effective communication	1-10 (SW432/433)	1,2,3,4,5,6 (SW361)	SW 432/43-Assignment II	80%>	100%	Mean 90
				SW432/433-Final Evaluation	80%>	100%	Mean 93
		2, 4 (SW 230)	1, 3 (SW 230)	SW 230-Exam 3	80%>	100%	Mean 82
				SW 230-Analysis of Assigned Readings	80%>	100%	Mean 80
		1-3 (SW 305)	1,2,3,4,5,6 (SW361)	SW 305 –Policy Analysis	80>	100%	Mean 84
				SW 305 -Issue/ Debate Assignment	80>	100%	Mean 87
		1,6 (SW324)	1,2,3,4,5,6 (SW361)	SW 324 MT exam SW 324 GP assessment	80>	100%	Mean 82
		1-10 (SW432/433)	1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, ISP, etc.)	80%>	100%	Mean 92
SW 361-Home Visits (interviews, case records, etc.)	80%>			100%	Mean 95		
1-10 (SW432/433)	1,2,3,4,5,6 (SW361)	SW 432/43-Assignment II	80%>	100%	Mean 90		
		SW432/433-Final Evaluation	80%>	100%	Mean 93		

Annual Assessment of Student Learning Outcomes FY 2011 - 2012

Chart 4: Student Learning Outcome 4

1. SW 305 Social Welfare Policy and Services
2. SW 315 Human Behavior and the Social Environment I
3. SW 316 Human Behavior and the Social Environment II
4. SW 324 Diversity Issues in Social Work
5. SW 360 Methods of Social Work Practice I
6. SW 361 Methods of Social Work Practice II
7. SW 362 Methods of Social Work Practice III
8. SW 370 Methods of Social Work Research
9. SW 432/ 433 Field Instruction and Seminar

Student Learning Outcome 4	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
Engage diversity and difference in practice.	14. Recognize structures of power and oppression	1-6 (SW 316)	SW 316 – Test #1 SW 316 - Project #2	80> 80>	100% 100%	Mean 87 Mean 89
		1,6 (SW324)	SW 324 MT exam SW 324 GP assessment	80>	100%	Mean 82

Student Learning Outcome 4	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.)	80%>	100%	Mean 92
			SW 361-Home Visits (interviews, case records, etc)	80%>	100%	Mean 95
		1 - 10 (SW 370)	SW 370 –Agency Research Needs Paper	80%>	100%	Mean 84
		1-10 (SW370)	SW 370-Journal Article Reviews	80%>	100%	Mean 90
		1 – 10 (SW 432/ 433)	SW432/43-Assignment IV	80%>	100%>	Mean 93
			SW432/433-Final Evaluation	80%>	100%	Mean 93
	15. Gain self-awareness	1-6 (SW 316)	SW 316 – Test #1	80>	100%	Mean 87
			SW 316 - Project #2	80>	100%	Mean 89
		1,6 (SW324)	SW 324 MT exam	80>	100%	Mean 82
			SW 324 GP assessment			

Student Learning Outcome 4	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures	
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.)	80%>	100%	Mean 92	
			SW 361-Home Visits (interviews, case records, etc.)	80%>	100%	Mean 95	
		1 - 10 (SW 370)	SW 370 –Agency Research Needs Paper	80%>	100%	Mean 84	
		1-10 (SW370)	SW 370-Journal Article Reviews	80%>	100%	Mean 90	
		1 – 10 (SW 432/ 433)	SW432/43-Assignment IV	80%>	100%>	Mean 93	
			SW432/433-Final Evaluation	80%>	100%	Mean 93	
		16. Understand differences	1-6 (SW 316)	SW 316 – Project #3	80>	100%	Mean 87
				SW 316 - Test #2	80>	100%	Mean 82
		1,6 (SW324)	SW 324 MT exam	80>	100%	Mean 82	

Student Learning Outcome 4	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
			SW 324 GP assessment			
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.)	80%>	100%	Mean 92
			SW 361-Home Visits (interviews, case records)	80%>	100%	Mean 95
		1 - 10 (SW 370)	SW 370 –Agency Research Needs Paper	80%>	100%	Mean 84
		1-10 (SW 370)	SW 370-Journal Article Reviews	80%>	100%	Mean 90
		1 – 10 (SW 432/ 433)	SW432/43-Assignment IV	80%>	100%>	Mean 93
			SW432/433-Final Evaluation	80%>	100%	Mean 93
	17. View themselves as learners	1-6 (SW 316)	SW 316 – Project #2	80>	100%	Mean 87
			SW 316 – Project #3	80>	100%	Mean 81

Student Learning Outcome 4	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1,6 (SW324)	SW 324 MT exam SW 324 GP assessment	80>	100%	Mean 82
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.) SW 361-Home Visits (interviews, case records)	80%> 80%>	100% 100%	Mean 92 Mean 95
		1 - 10 (SW 370)	SW 370 –Agency Research Needs Paper	80%>	100%	Mean 84
		1-10 (SW 370)	SW 370-Journal Article Reviews	80%>	100%	Mean 90
		1 – 10 (SW 432/ 433)	SW432/43-Assignment IV	80%>	100%>	Mean 93
			SW432/433-Final Evaluation	80%>	100%	Mean 93

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Chart 5: Student Learning Outcome 5

1. SW 305 Social Welfare Policy and Services
2. SW 315 Human Behavior and the Social Environment I
3. SW 316 Human Behavior and the Social Environment II
4. SW 324 Diversity Issues in Social Work
5. SW 360 Methods of Social Work Practice I
6. SW 361 Methods of Social Work Practice II
7. SW 362 Methods of Social Work Practice III
8. SW 370 Methods of Social Work Research
9. SW 432/ 433 Field Instruction and Seminar

Student Learning Outcome 5	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
Advance human rights and social and economic justice.	18. Understand mechanisms of discrimination;	2, 4 (SW 230)	SW 230-Exam 3	80%>	100%	Mean 82
		1, 3 (SW 230)	SW 230-Analysis of Assigned Readings	80%>	100%	Mean 80
		1-3 (SW 305)	SW 305 –Policy Analysis	80>	100%	Mean 84
			SW 305 -Issue/ Debate	80>	100%	Mean 87

Student Learning Outcome 5	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
			Assignment			
		1,6 (SW324)	SW 324 MT exam SW 324 GP assessment	80>	100%	Mean 82
		1-11 (SW 362)	SW 362 – Test #1 SW 362 – Community Analysis	80> 80>	100% 100%	Mean 90 Mean 87
		1 – 10 (SW 432/ 433)	SW432/43-Assignment IV SW432/433-Final Evaluation	80%> 80%>	100%> 100%	Mean 93 Mean 93
	19. Advocate for human rights	2, 4 (SW 230)	SW 230-Exam 3	80%>	100%	Mean 82
		1, 3 (SW 230)	SW 230-Analysis of Assigned Readings	80%>	100%	Mean 80
		1-3 (SW 305)	SW 305 –Policy Analysis SW 305 -Issue/ Debate Assignment	80> 80>	100% 100%	Mean 84 Mean 87

Student Learning Outcome 5	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1,6 (SW324)	SW 324 MT exam SW 324 GP assessment	80>	100%	Mean 82
		1-11 (SW 362)	SW 362 – Test #1 SW 362 – Community Analysis	80>	100%	Mean 90
		1 – 10 (SW 432/ 433)	SW432/43-Assignment IV SW432/433-Final Evaluation	80%>	100%>	Mean 93
				80%>	100%	Mean 93
		2, 4 (SW 230)	SW 230-Exam 3 SW 230-Analysis of Assigned Readings	80%>	100%	Mean 82
				80%>	100%	Mean 80
	1-3 (SW 305)	SW305 –Policy Analysis SW305 -Issue/ Debate Assignment	80>	100%	Mean 84	
			80>	100%	Mean 87	
	1,6 (SW324)		SW 324 MT exam SW 324 GP assessment	80>	100%	Mean 82

Student Learning Outcome 5	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1-11 (SW 362)	SW 362 – Test #1	80>	100%	Mean 90
			SW 362 – Community Analysis	80>	100%	Mean 87
		1 – 10 (SW 432/ 433)	SW432/43-Assignment IV	80%>	100%>	Mean 93
			SW432/433-Final Evaluation	80%>	100%	Mean 93

Annual Assessment of Student Learning Outcomes FY 2011 - 2012
Chart 6: Student Learning Outcome 6

1. SW 305 Social Welfare Policy and Services
2. SW 315 Human Behavior and the Social Environment I
3. SW 316 Human Behavior and the Social Environment II
4. SW 324 Diversity Issues in Social Work
5. SW 360 Methods of Social Work Practice I
6. SW 361 Methods of Social Work Practice II
7. SW 362 Methods of Social Work Practice III
8. SW 370 Methods of Social Work Research
9. SW 432/ 433 Field Instruction and Seminar

Student Learning Outcome 6	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
Engage in research-informed practice and practice-informed research.	21. Use practice experience to inform research	2,4,6 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1 - 10 (SW 370)	SW 370 –Agency Research Needs Paper	80%>	100%	Mean 82
		1-10 (SW370)	SW 370-Journal Article Reviews	80%>	100%	Mean 81
		1 – 10 (SW 432/ 433)	SW432/43-Assignment III	80%>	100%>	Mean 93
			SW432/433-Final Evaluation	80%>	100%	Mean 94
	22. Use research evidence to inform practice	2,4,6 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit)	80>	87% (13 of 15 students)	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80>	87% (13 of 15 students)	Mean 94
		1 - 10 (SW 370)	SW 370 –Agency Research Needs Paper	80%>	100%	Mean 82
		1-10 (SW370)	SW 370-Journal Article Reviews	80%>	100%	Mean 81
		1 – 10 (SW 432/ 433)	SW432/43-Assignment III	80%>	100%>	Mean 90
			SW432/433-Final Evaluation	80%>	100%	Mean 93

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Chart 7: Student Learning Outcome 7

1. SW 305 Social Welfare Policy and Services
2. SW 315 Human Behavior and the Social Environment I
3. SW 316 Human Behavior and the Social Environment II
4. SW 324 Diversity Issues in Social Work
5. SW 360 Methods of Social Work Practice I
6. SW 361 Methods of Social Work Practice II
7. SW 362 Methods of Social Work Practice III
8. SW 370 Methods of Social Work Research
9. SW 432/ 433 Field Instruction and Seminar

Student Learning Outcome 7	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
Apply knowledge of human behavior and the social environment.	23. Utilize conceptual frameworks	2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
		1 (SW 315)	SW 315-Exam 1	80%>	100%	Mean 85
		1-6 (SW 316)	SW 316 – Project #3	80>	100%	Mean 87
			SW 316 - Test #2	80>	100%	Mean 82

Student Learning Outcome 7	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.)	80%>	100%	Mean 92
			SW 361-Home Visits (interviews, case records, etc.)	80%>	100%	Mean 95
		1 – 10 (SW 432/ 433)	SW432/43-Assignment III	80%>	100%>	Mean 90
			SW432/433-Final Evaluation	80%>	100%	Mean 93
	24. Knowledge of person and environment	2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
		1 (SW 315)	SW 315-Exam 1	80%>	100%	Mean 85
		1-6	SW 316 – Project #3	80>	100%	Mean 87

Student Learning Outcome 7	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		(SW 316)	SW 316 - Test #2	80>	100%	Mean 82
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.) SW 361-Home Visits (interviews, case records, etc.)	80%> 80%>	100% 100%	Mean 92 Mean 95
		1-10 (SW432/433)	Assignment II Final Evaluation	80%> 80%>	100% 100%	Mean 90 Mean 93

Annual Assessment of Student Learning Outcomes FY 2011 – 2012

Chart 8: Student Learning Outcome 8

1. SW 305 Social Welfare Policy and Services
2. SW 315 Human Behavior and the Social Environment I
3. SW 316 Human Behavior and the Social Environment II
4. SW 324 Diversity Issues in Social Work
5. SW 360 Methods of Social Work Practice I
6. SW 361 Methods of Social Work Practice II
7. SW 362 Methods of Social Work Practice III
8. SW 370 Methods of Social Work Research
9. SW 432/ 433 Field Instruction and Seminar

Student Learning Outcome 8	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
Engage in policy practice to advance social and economic well-being and to deliver effective social work services.	25. Analyze and formulate policies	1,6 (SW324)	SW 324 MT exam SW 324 GP assessment	80>	100%	Mean 82
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.)	80%>	100%	Mean 92
	SW 361-Home Visits (interviews, case records, etc.)		80%>	100%	Mean 95	

Student Learning Outcome 8	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1-11 (SW 362)	SW 362 – Agency Analysis	80%>	100%	Mean 85
			SW 362 – Community Analysis	80%>	100%	Mean 88
		1-10 (SW432/433)	Assignment li	80%>	100%	Mean 90
			Final Evaluation	80%>	100%	Mean 93
		1-10 (SW 305)	SW 305 – Policy Analysis	80>	100%	Mean 84
			SW 305 - Issue/ Debate Assignment	80>	100%	Mean 87
	26. Collaborate for policy action.	1,6 (SW324)	SW 324 MT exam SW 324 GP assessment	80>	100%	Mean 82
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.)	80%>	100%	Mean 92
			SW 361-Home Visits (interviews, case records,			

Student Learning Outcome 8	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
			etc.)	80%>	100%	Mean 95
		1-11 (SW 362)	SW 362 – Agency Analysis	80%>	100%	Mean 85
			SW 362 – Community Analysis	80%>	74%	Mean 88
		1-10 (SW432/433)	Assignment I	80%>	100%	Mean 90
			Final Evaluation	80%>	100%	Mean 93

Annual Assessment of Student Learning Outcomes FY 2011 - 2012

Chart 9: Student Learning Outcome 9

1. SW 305 Social Welfare Policy and Services
2. SW 315 Human Behavior and the Social Environment I
3. SW 316 Human Behavior and the Social Environment II
4. SW 324 Diversity Issues in Social Work
5. SW 360 Methods of Social Work Practice I
6. SW 361 Methods of Social Work Practice II
7. SW 362 Methods of Social Work Practice III
8. SW 370 Methods of Social Work Research
9. SW 432/ 433 Field Instruction and Seminar

Student Learning Outcome 9	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
Respond to contexts that shape practice.	27. Provide relevant services	1-6 (SW 316)	SW 316 – Project #3	80>	100%	Mean 87
			SW 316 - Test #2	80>	100%	Mean 82

Student Learning Outcome 9	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1-11 (SW 362)	SW 362 – Agency Analysis	80%>	100%	Mean 85
			SW 362 – Community Analysis	80%>	100%	Mean 88
		1 – 10 (SW 432/ 433)	SW432/43-Assignment IV	80%>	100%>	Mean 93
			SW432/433-Final Evaluation	80%>	100%	Mean 94
	28. Provide leadership	1-6 (SW 316)	SW 316 – Project #3	80>	100%	Mean 87
		SW 316 - Test #2	80>	100%	Mean 82	
	1-11 (SW 362)	SW 362 – Agency Analysis	80%>	100%	Mean 85	
		1 – 10 (SW 432/ 433)	SW432/43-Assignment IV	80%>	100%>	Mean 93
			SW432/433-Final			

Student Learning Outcome 9	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
			Evaluation	80%>	100%	Mean 93

Annual Assessment of Student Learning Outcomes FY 2011 - 2012

Chart 10: Student Learning Outcome 10

1. SW 305 Social Welfare Policy and Services
2. SW 315 Human Behavior and the Social Environment I
3. SW 316 Human Behavior and the Social Environment II
4. SW 324 Diversity Issues in Social Work
5. SW 360 Methods of Social Work Practice I
6. SW 361 Methods of Social Work Practice II
7. SW 362 Methods of Social Work Practice III
8. SW 370 Methods of Social Work Research
9. SW 432/ 433 Field Instruction and Seminar

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
SLO 10(a) - (d) - Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities						
SLO 10(a) - Engagement	29. Prepare for action	2,3 1 (SW 315)	315- Service Learning Experience 315-Exam 1	80% > 80%>	100% 100%	Mean 92 Mean 85

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		2,4,6	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.)	80%>	100%	Mean 92
			SW 361-Home Visits (interviews, case records, etc.)	80%>	100%	Mean 95
		1-11 (SW 362)	SW 362 – Agency Analysis	80%>	100%	Mean 89
			SW 362 – Community Analysis	80%>	74%	Mean 77
		1 – 10 (SW 432/ 433)	SW432/43-Assignment IV	80%>	100%>	Mean 90
			SW432/433-Final Evaluation	80%>	100%	Mean 93
		30. Use empathy	2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1 (SW 315)	SW 315-Exam 1	80%>	100%	Mean 85
		2,4,6 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.) SW 361-Home Visits (interviews, case records, etc.)	80%> 80%>	100% 100%	Mean 92 Mean 95
		1-11 (SW 362)	SW 362 – Agency Analysis SW 362 – Community Analysis	80%> 80%>	100% 100%	Mean 85 Mean 88

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1 - 10	SW432/43-Assignment II	80%>	100%>	Mean 90
	31. Develop mutually desirable outcomes	2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
		1 (SW 315)	SW 315-Exam 1	80%>	100%	Mean 85
		2,4,6 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.)	80%>	100%	Mean 92
			SW 361-Home Visits (interviews, case records, etc.)	80%>	100%	Mean 95

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1-11 (SW 362)	SW 362 – Agency Analysis	80%>	100%	Mean 85
			SW 362 – Community Analysis	80%>	100%	Mean 88
		1 – 10 (SW 432/433)	SW432/43-Assignment II	80%>	100%>	Mean 90
			SW432/433-Final Evaluation	80%>	100%	Mean 93
10(b) - Assessment	32. Client data	2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
		1 (SW 315)	SW 315-Exam 1	80%>	100%	Mean 85
		2,4,6	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.)	80%>	100%	Mean 92
		SW 361-Home Visits (interviews, case records, etc.)	80%>	100%	Mean 95	
		1-11 (SW 362)	SW 362 – Agency Analysis	80%>	100%	Mean 85
		SW 362 – Community Analysis	80%>	100%	Mean 88	
		1 – 10 (SW 432/433)	SW432/43-Assignment II	80%>	100%>	Mean 90
		SW432/433-Final Evaluation	80%>	100%	Mean 93	
	33. Assess client strengths and limitations	2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
	1 (SW 315)	SW 315-Exam 1	80%>	100%	Mean 85	

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		2,4,6	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.)	80%>	100%	Mean 92
			SW 361-Home Visits (interviews, case records, etc.)	80%>	100%	Mean 95
		1-11 (SW 362)	SW 362 – Agency Analysis	80%>	100%	Mean 89
			SW 362 – Community Analysis	80%>	74%	Mean 77
		1 – 10 (SW 432/433)	SW432/43-Assignment II	80%>	100%>	Mean 90
			SW432/433-Final Evaluation	80%>	100%	Mean 93

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
	34. Develop mutually agreed-on intervention goals and objectives	2,3 (SW 315) 1 (SW 315)	SW 315- Service Learning Experience SW 315-Exam 1	80% > 80%>	100% 100%	Mean 92 Mean 85
		2,4,6 (SW 360) 1,3 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit) SW 360-Social History and Activities	80%> 80%>	100% 100%	Mean 88 Mean 94
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.) SW 361-Home Visits (interviews, case records, etc.)	80%> 80%>	100% 100%	Mean 92 Mean 95
		1-11 (SW 362)	SW 362 – Agency Analysis	80%> 80%>	100% 74%	Mean 89 Mean 77

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
			SW 362 – Community Analysis			
		1 – 10 (SW 432/433)	SW432/43-Assignment II	80%>	100%>	Mean 90
			SW432/433-Final Evaluation	80%>	100%	Mean 93
	35. Select appropriate intervention strategies	2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
		1 (SW 315)	SW 315-Exam 1	80%>	100%	Mean 85
		2,4,6	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.)	80%>	100%	Mean 92
		SW 361-Home Visits (interviews, case records,				

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
			etc.)	80%>	100%	Mean 95
		1-11 (SW 362)	SW 362 – Agency Analysis	80%>	100%	Mean 89
			SW 362 – Community Analysis	80%>	74%	Mean 77
		1 – 10 (SW 432/433)	SW432/43-Assignment II	80%>	100%>	Mean 90
			SW432/433-Final Evaluation	80%>	100%	Mean 93
10(c) - Intervention	36. Initiate actions	2,3 (SW 315) 1 (SW 315)	SW 315- Service Learning Experience SW 315-Exam 1	80% > 80%>	100% 100%	Mean 92 Mean 85
		2,4,6 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3	SW 360-Social History and Activities	80%>	100%	Mean 94

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		(SW 360)				
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.) SW 361-Home Visits (interviews, case records, etc.)	80%> 80%>	100% 100%	Mean 92 Mean 95
		1-11 (SW 362)	SW 362 – Agency Analysis SW 362 – Community Analysis	80> 80>	100% 74%	Mean 89 Mean 77

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1 – 10 (SW 432/433)	SW432/43-Assignment II SW432/433-Final Evaluation	80%> 80%>	100%> 100%	Mean 90 Mean 93
	37. Implement prevention interventions	2,3 (SW 315) 1 (SW 315)	SW 315- Service Learning Experience SW 315-Exam 1	80% > 80%>	100% 100%	Mean 92 Mean 85
		2,4,6 1,3 (SW 360)	SW 360-Evaluation of Practice Setting (paper; agency visit) SW 360-Social History and Activities	80%> 80%>	100% 100%	Mean 88 Mean 94
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.) SW 361-Home Visits (interviews, case records, etc.)	80%> 80%>	100% 100%	Mean 92 Mean 95

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1-11 (SW 362)	SW 362 – Agency Analysis	80%>	100%	Mean 89
			SW 362 – Community Analysis	80%>	74%	Mean 77
		1 – 10 (SW 432/ 433)	SW432/43-Assignment II	80%>	100%>	Mean 90
			SW432/433-Final Evaluation	80%>	100%	Mean 93
	38. Help clients resolve problems	2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
		1 (SW 315)	SW 315-Exam 1	80%>	100%	Mean 85
		2,4,6	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.)	80%>	100%	Mean 92

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
			SW 361-Home Visits (interviews, case records, etc.)	80%>	100%	Mean 95
		1-11 (SW 362)	SW 362 – Agency Analysis	80%>	100%	Mean 89
			SW 362 – Community Analysis	80%>	74%	Mean 77
		1 – 10 (SW 432/433)	SW432/43-Assignment II	80%>	100%>	Mean 90
			SW432/433-Final Evaluation	80%>	100%	Mean 93
	39. Negotiate, mediate, and advocate for clients	2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
		1 (SW 315)	SW 315-Exam 1	80%>	100%	Mean 85
		2,4,6	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
			SW 360-Social History			

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		1,3 (SW 360)	and Activities	80%>	100%	Mean 94
		1,2,3,4,5,6 (SW 361)	SW 361-Role Plays (interviews, written assessments, etc.) SW 361-Home Visits (interviews, case records, etc.)	80%> 80%>	100% 100%	Mean 92 Mean 95
		1-11 (SW 362)	SW 362 – Agency Analysis SW 362 – Community Analysis	80%> 80%>	100% 74%	Mean 89 Mean 77
		1 – 10 (SW 432/433)	SW432/43-Assignment II SW432/433-Final Evaluation	80%> 80%>	100%> 100%	Mean 90 Mean 93
		2,3 (SW 315) 1 (SW 315)	SW 315- Service Learning Experience SW 315-Exam 1	80% > 80%>	100% 100%	Mean 92 Mean 85
	40. Facilitate transitions and endings					

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
		2,4,6	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1,2,3,4,5,6 (SW361)	SW 361-Role Plays (interviews, written assessments, etc.)	80%>	100%	Mean 92
			SW 361-Home Visits (interviews, case records, etc.)	80%>	100%	Mean 95
		1-11 (SW 362)	SW 362 – Agency Analysis	80%>	100%	Mean 89
			SW 362 – Community Analysis	80%>	74%	Mean 77
		1 – 10 (SW 432/433)	SW432/43-Assignment II	80%>	100%>	Mean 90
			SW432/433-Final	80%>	100%	Mean 93

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
			Evaluation			
10(d) - Evaluation	41. Critically evaluate interventions	2,3 (SW 315)	SW 315- Service Learning Experience	80% >	100%	Mean 92
		1 (SW 315)	SW 315-Exam 1	80%>	100%	Mean 85
		2,4,6	SW 360-Evaluation of Practice Setting (paper; agency visit)	80%>	100%	Mean 88
		1,3 (SW 360)	SW 360-Social History and Activities	80%>	100%	Mean 94
		1,2,3,4,5,6 (SW 361)	SW 361-Role Plays (interviews, written assessments, etc.) SW 361-Home Visits (interviews, case records, etc.)	80%>	100%	Mean 92
		1-11 (SW 362)	SW 362 – Agency Analysis	80%>	100%	Mean 89
				80%>	74%	Mean 77

Student Learning Outcome 10	Practice Behaviors (Abbreviated)	Course Objectives # in Syllabus	Measures	Benchmarks	Results	Analysis Procedures
			SW 362 – Community Analysis			
		1 – 10 (SW 432/433)	SW432/43-Assignment II SW432/433-Final Evaluation	80%> 80%>	100%> 100%	Mean 90 Mean 93