


Memorandum

To: Dr. Teresa LaGrange

CC: Dr. Rosemary Sutton

From: Dr. Maggie Jackson 

Date: 6/12/2007

Re: The School of Social Work

Enclosed you will find an update of the assessment for the School of Social Work. You will find the mission, program objectives and the instruments to be used in the process as well as BEAP outcomes through 2007. BEAP is the undergraduate tool recommended for all BSW Programs.

**BSW School of Social Work
2006-2007**

MISSION

To prepare students for generalist social work practice in systems of all sizes with and on behalf of diverse groups and at-risk urban populations to promote human well being, economic and social justice, and equality. The method is through development of students' knowledge, skills, and values, as well as their ability to analyze and think critically. The School is committed to collaborating and entering into partnerships with the lay and professional communities to ensure the quality of life for all people in the region and globally.

PROGRAM OBJECTIVES

How?
will we know
when these
are met?

1. Develop critical thinking skills through course work and field experiences as measured by classroom assignments, BEAP assessments, and field evaluations. (*Program Goal IV*)
2. Develop an awareness of and ability to analyze social policy with an appreciation for the context of social work history, values, ethics, and economic justice as measured by classroom assignments, BEAP assessments, and field evaluations. (*Program Goals II, III, & V*)
3. Develop an understanding of bio-psycho-social factors that affect individual development over the life span in an ecological context as measured by classroom assignments, BEAP assessments, and field evaluations. (*Program Goal I*)
4. Develop students' knowledge of and skills in research methods to evaluate generalist social work practice as measured by classroom assignments, BEAP assessments, and field evaluations. (*Program Goals III & IV*)
5. Develop respectful, helpful, culturally sensitive relationships and intervention strategies with clients as measured by classroom assignments, BEAP assessments, and field evaluations. (*Program Goals II, III, & IV*)
6. Develop knowledge of organizations and service delivery systems functioning and promote necessary organizational change for effective client services as measured by classroom assignments, BEAP assessments, and field evaluations. (*Program Goals I, II, III, & IV*)
7. Develop knowledge of the dynamics and consequences of social and economic injustice, address forms and mechanisms of human oppression and discrimination, and take appropriate initiatives to identify and initiate strategies for change as measured by classroom assignments, BEAP assessments, and field evaluations. (*Program Goals I, II, III, & V*)
8. Develop and maintain a heightened awareness of personal values and ethics in order to build professional relationships with regard for individual worth, dignity, and respect as measured by classroom assignments, BEAP assessments, and field evaluations. (*Program Goals I, II, III, IV, & V*)

BSW Program Evaluation 2005-2010

Syllabi Update

With 2006-2007 School and Program Objectives (updated and approved by School Faculty 8/06), every syllabi is being updated with the PO's connecting these through sequence objectives, course objectives, and course assignments (measures).

Field Placement

1. Added pre-test to field evaluation post-test student survey – began Fall 2006.
 - a. Field Placement Committee making changes to field instructor training (Spring 2007).
2. Seminar course focus groups began Spring 2006 – learning/integration improvement.
 - a. **Current discussion with Curriculum Committee of modifying 395 and 495 (capstone).**
3. Continue building database of alumni.
4. **Educational learning improvement driven by Field Education Committee using this data.**

Alumni/Employer Survey (BEAP)

1. **Built School of Social Work database of alumni to rectify the 2005 .5% 2005 BEAP survey response rate.**
 - a. **Work with Field Education resources.**
 - i. **Field placement list from Fall 2003 to Fall 2006 alumni list of graduated students (send BEAP).**
 - ii. **Informal tracking survey being pursued (Spring 2007) – descriptive data.**
 - b. **This lead to a more successful alumni/employer survey results gathered in Spring 2007.**

Student Evaluations of courses

1. Student evaluations at end of courses.
2. **Need peer-reviewed and ongoing evaluation of teaching.**
3. Richard Yakes (aggregate sequence and course data) (x7214)
4. Next step is to cross-reference all updated syllabi (with new Program, Sequence, and Course objectives) with course evaluations and BEAP outcomes.

Research Sequence	Policy Sequence	HBSE Sequence	Practice Sequence
304	200	302	350
305	201	303	385
	300		395
			485 & 495

Curriculum

1. Continue utilization of BEAP entrance (SWK 200) and exit surveys (SWK 485).
 - a. Baseline covered 2004/2005 and 2005/2006
 - b. **Compare this to the next stage: 2006/2007 and 2007/2008 for BEAP measured changes!**
2. **Integrate the BEAP outcomes into faculty course planning.**
3. **Assess course objectives with the BEAP outcomes.**
4. **Integrate student evaluations and feedback into course syllabus planning.**
5. **Show integration of licensure exam material.**
6. **Holden Scale?**

BEAP Outcomes (Summer 2006 through Spring 2007)

Entrance Survey (n = 68)

86.7% female 13.3% male Median age = 27	Freshman = 10.3% Sophomore = 20.6% Junior = 41.2% Senior = 27.9%	Overall median GPA = 3.0 Months of SW volunteer exp. = 2 Months paid SW experience = 3.5 Plans to be employed during School = 87.0% Expected hours/week = 28.0	Caucasian (not Hispanic) = 35.3% African descent/Black = 57.4% Native North American = 1.5% Other Hispanic/Latino = 2.9% Puerto Rican = 2.9%
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Social Work Values Inventory

Entrance Surveys (n = 68)	Confidentiality Scale	Self Determination Scale	Social Justice Scale	Total SWVI Score
CSU Students	68.5	57.0	86.0	207.0
National Norm Comparison	75.2; st. dev. = 11	66.5; st. dev. = 11.9	87.9; st. dev. = 12.7	208.7; st. dev. = 26.7

Exit Surveys (n = 60)	Confidentiality Scale	Self Determination Scale	Social Justice Scale	Total SWVI Score
CSU Students	70.0	63.0	79.0	209.0
National Norm Comparison ³	Average gain is 5 points from pre-test = 80.0	Average gain is 5 points from pre-test = 71.5	Average gain is 5 points from pre-test = 92.9	Average gain is 5 points from pre-test = 213.7

³ All reported statistics are medians. Students' entrance scores are all within one standard deviation of the national norm (including over 40 other Schools of Social Work). National norm comparisons total score has a Cronbach's alpha of .81. This scale compares students' adherence to professional values in relation to the profession's population of BSW students. Student exit survey scores are also all within national norms except for social justice values score which dropped during the assessment time frame and is slightly over two standard deviations from the mean.

Product

Exit Survey (n = 60)

<p>Basic BSW Graduate Information:</p> <p>Overall GPA at graduation = 3.49 GPA in SWK Major = 3.70</p> <p>82.9% are planning on graduate school studies (73.4% plan on MSW degrees – 81% full-time; 15.6% other masters degree; 4.7% Ph.D.)</p> <p>Worked during BSW program = 74.0% Average hours/week = 25.0</p> <p>Current annual social work salary = \$18,806 (mean) \$20,000 (median)</p> <p>Employment Information:</p> <p>Currently employed at graduation = 97.6% with 98.0% working in an urban setting.</p> <p>50.4% utilizing BSW in employment:</p> <p>33.3% in generalist practice</p> <p>22.2% in direct practice</p> <p>11.0% in training 6.7% in administration</p> <p>6.7% in research</p> <p>Agency Setting:</p> <p>28% in private nonprofit, non-religious setting</p> <p>30% in public agency setting</p> <p>16% in private, for profit organizations</p> <p>26% in private, nonprofit religious organizations</p>	<p>Client Population:</p> <p>10% work with preschool clients 6% with elementary school age 26% work with adolescent clients 10% with young adults 12% work with middle-aged clients 16% work with senior clients 20% work with no typical ages</p> <p>Specific Client Problem Areas:</p> <p>7.5% working in criminal justice 3.8% in adult protective services 7.5% in aging/gerontology 9.4% in substance abuse 13.2% in child welfare 1.9% in crisis intervention 5.7% in education/training 11.3% in youth services 5.7% in MR/DD 3.8% in health/medical care 3.8% in school social work 7.5% in family services 3.8% in victim assistance</p> <p>Client System:</p> <p>37.6% with individual clients 28.2% with family clients 17.6% with group clients 8.2% with community clients 7.1% with organization clients 1.2% with “other” clients</p> <p>54.9% of all clients lived below poverty line 13.7% of clients lived > poverty and < middle 2.0% of clients were middle income or above</p> <p>School of SW Assessment:</p> <p>Curriculum planning advising = 6.0⁴ Career planning advising = 6.0 Professional advising = 6.0</p>	<p>Preparation for further studies = 6.0 Diversity = 7.0 Oppression = 7.0 Social/Economic Justice = 6.0 History of Social Work = 7.0 SW Professional Assoc. = 8.0 Current SW Issues = 7.0</p> <p>Bio-psycho-social development = 8.0 Family development = 7.0 Group development = 7.0 Organizational development = 7.0 Community development = 7.0 Systems interactions = 7.0</p> <p>Cultural competence skills = 7.0 Professional use of self = 8.0 Generalist interventions = 7.0 Applying bio-psycho-social = 6.0</p> <p>Respect client dignity = 8.0 Uphold client confidentiality = 9.0 Respect self-determination = 9.0 Non-judgmental manner = 9.0 Respect diversity = 9.0 Ensure responsibility to clients = 9.0 Promote social justice = 9.0 Maintain professional relationship = 9.0</p> <p>Impact of social policies = 6.0 Influence or organizational practices = 6.0 Evaluating research studies = 6.0 Applying research findings = 6.0 Utilized research in practice = 1 time Utilized program evaluation = 2 times</p> <p>Evaluating my own practice w/supervision = 7.0 Communicate based on diversity/ability = 7.0 Use supervision in practice = 7.0 Function within organization = 7.0 Seek organizational change w/supervision = 6.0</p>
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⁴ 2 = poor; 4 = adequate; 6 = good; 8 = very good; 10 = superb

**Cleveland State University and the University of Akron
Masters in Social Work Program**

2007-2008

Program Evaluation Plan

1. Faculty retreat needed in August 2007 to review and revise MSW Program Objectives.
2. Based upon these revised Program Objectives, all MSW sequence faculty will revise sequence objectives and corresponding course objectives for Fall 2007 courses.
3. Completion of this task will move the program toward Model Syllabi for utilization across the program.
4. Implementation of field evaluation surveys for the 2007-2008 academic year (pre and post).
5. Continuation of exit surveys for all graduating MSW students (Spring 2008).
6. Conduct alumni and employer interviews (ongoing) Spring 2008.
7. Conduct faculty (sequence) focus groups to document the changes faculty have made over the past 4 years to their courses. This on-going process of updates, assignment modifications, etc., should be documented because it shows continued evaluation focus and Program improvement that we do year in and year out.