

**Gannon Social Work Program  
Results for Assessment of Practice Competencies  
2015-2016 Academic Year (QPA scale 0 to 5)**

Executive Summary

In compliance with the Council on Social Work Education, Gannon University's Social Work Program embraces a competency-based outcomes oriented approach to curriculum design. The goal of the outcomes approach is to ensure that students are able to demonstrate the integration and application of the competencies in their social work practice. In the 2015-2016 academic year, social work practice competence was defined by ten interrelated competencies and component behaviors that are comprised of knowledge, values, skills and cognitive and affective processes.

Assessment of student learning outcomes is an essential component of competency-based education. Consistent with a University-wide commitment to excellence, the Gannon University Social Work Program has set a benchmark of 80% of the students to achieve a 4.0 or better (0 to 5 scale) on the core competencies. The result of the current student learning outcome assessment is most favorable. Student outcomes for 6 of the 10 competencies greatly exceeded the program's benchmark. Over 90% of students achieved a 4.0 or better on most the competencies. However, as noted below student outcomes were slightly below the 80% benchmark for one competency (EP 2.1.7) and a small portion of another competency (EP 2.1.10d). Note that student outcomes for competencies EP 2.1.10a through EP 2.1.10c all exceeded the benchmark.

Percent of Students  
Achieving Competency

78%	(EP 2.1.7) Apply knowledge of human behavior and the social environment
77%	(EP 2.1.10d) Engage, assess, intervene and <b><u>evaluate</u></b> with individuals, families, groups, organizations and communities

In an effort to improve in the areas in which student learning outcomes are slightly below the program's benchmark, the Gannon Social Work Program is modifying the curriculum design related to these two areas in a manner that will incorporate the 2105 Educational Policy and Accreditation Standards. Therefore, future student learning outcome assessments will reflect the nine new 2015 EPAS. In the pursuit of continual improvement in the quality of the Gannon Social Work Program, faculty and administrators are consulting with the instructional design staff and university assessment coordinator in the design of a blackboard-based, independent program outcome assessment.

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<b>Competency:</b> Identify as a professional social worker (EP 2.1.1)			
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean for Practice Behavior Measures (% Achieving min 4.0)</b>	<b>Percent Contribution to Benchmark</b>
<b>Minimum 4.0</b>	PB1. Advocate for client access to services	Self Eval 1.5      4.5625 (100%)	16.6%
		Inst.Eval 1.5      4.4375 (94%)	
		MEAN 4.5      97%	
	PB2. Practice personal reflection & self-correction	Comp. Quest VI A 4.6 (100%)	16.6%
		Self Eval 1.6      4.75 (100%)	
		Inst.Eval 1.6      4.375 (100%)	
		MEAN 4.575      100%	
	PB3. Attend to professional roles/boundaries	Comp. Quest VI.E 3.95 (50%)	16.6%
		Self Eval 1.7      4.8125 (100%)	
		Inst.Eval 1.7      4.5 (100%)	
		MEAN 4.4208      83%	
	PB4. Demonstrate professional demeanor in behavior, appearance, communication	Comp. Quest VI.D 4.7 (100%)	16.6%
Self Eval 1.8      4.8125 (100%)			
Inst.Eval 1.8      4.5625 (100%)			
MEAN 4.6916      100%			
PB5. Commitment to career-long learning & growth	Self Eval 1.4      4.75 (100%)	16.6%	
	Inst.Eval 1.4      4.6875 (100%)		
	MEAN 4.7187      100%		
PB6. Use supervision & consultation	Comp. Quest I.E 4.45 (94%)	16.6%	
	Self Eval 1.10      4.7333 (100%)		
	Inst.Eval 1.10      4.4375 (94%)		
	MEAN 4.5402      96%		
<b>Results for Competency:</b>	<b>Mean Score</b>	<b>Est. Percent of Students Achieving Competency</b>	
	<b>4.5743</b>	<b>96%</b>	

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<b>Competency: Apply social work ethical principles to guide professional practice (EP 2.1.2)</b>			
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean for Practice Behavior Measures (% Achieving min 4.0)</b>	<b>Percent Contribution to Benchmark</b>
<b>Minimum 4.0</b>	PB1. Recognize & manage personal values so professional values guide practice	Self Eval 2.4 4.6875 (100%)	<b>25%</b>
		Inst.Eval 2.4 4.4 (100%)	
		Comp Quest I.B.3 4.6 (94%)	
		Ethic. Dec. Pres. 4.75 (100%)	
		MEAN 4.6093 98.5%	
	PB2. Make ethical decisions by applying the SW Code of Ethics	Self Eval 2.2 4.625 (100%)	<b>25%</b>
		Inst.Eval 2.2 4.66 (100%)	
		Ethic Dec. Pres. 4.75 (100%)	
		MEAN 4.678 100%	
	PB3. Tolerate ambiguity in resolving ethical conflict	Self Eval 2.5 4.3125 (100%)	<b>25%</b>
		Inst.Eval 2.5 4.33 (100%)	
		MEAN 4.3212 100%	
	PB4. Apply strategies of ethical reasoning to arrive at principled decisions	Self Eval 2.6 4.5625 (100%)	<b>25%</b>
		Inst.Eval 2.6 4.6 (100%)	
		Ethic Dec. Pres. 4.75 (100%)	
		Comp Quest I.B.2 4.6 (94%)	
MEAN 4.6281 98.5%			
		<b>Mean Score</b>	<b>Est. Percent of Students Achieving Competency</b>
		<b>4.5591</b>	<b>99.25%</b>

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<b>Competency:</b> Apply critical thinking to inform and communicate professional judgments (EP 2.1.3)			
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean for Practice Behavior Measures (% Achieving min 4.0)</b>	<b>Percent Contribution to Benchmark</b>
<b>Minimum 4.0</b>	PB1.Distinguish, appraise & integrate multiple sources of knowledge, including research-based knowledge and practice wisdom	Self Eval 3.8    4.3750 (81%)	<b>33.33%</b>
		Inst.Eval 3.8    4.3125 (94%)	
		Group Presentation    -----	
		ResMeth.Final Paper 4.4 (83%)	
		MEAN    4.363    86%	
	PB2.Analyze models of assessment, prevention, intervention & evaluation	Self Eval 3.9    4.3125 (88%)	<b>33.33%</b>
		Inst.Eval 3.9    4.25 (94%)	
		MEAN    4.2812    91%	
	PB3.Demonstrate effective oral & written communication	Self Eval 3.10/11 4.5312(97%)	<b>33.33%</b>
		Inst.Eval 3.10/11 4.2812 (84%)	
		Case study Pres. 4.6 (100%)	
		Res. Meth Present. 4.2 (92%)	
MEAN    4.4031    93.25%			
<b>Results for Competency:</b>		<b>Mean Score</b>	<b>Percent of Students Achieving Competency</b>
		<b>4.35</b>	<b>90%</b>

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<b>Competency: Engage diversity and difference in practice (EP 2.1.4)</b>			
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean for Practice Behavior Measures (% Achieving min 4.0)</b>	<b>Percent Contribution to Benchmark</b>
<b>Minimum 4.0</b>	PB1. Recognize how a culture's structure & values can oppress or privilege	Self Eval 4.3 4.375 (94%)	<b>25%</b>
		Inst.Eval 4.3 4.375 (100%)	
		Comp Exam I.C.1 4.3 (75%)	
		Homeless Sim 4.1 (85%)	
		Power – Privilege 3.5 (69%)	
		Happy Feet 3.7 (77%)	
		Cat – Teacher 4.5 (85%)	
	MEAN 4.12 83.5%		
	PB2. Gain self-awareness to eliminate influence of personal biases	Self Eval 4.4 4.5625 (100%)	<b>25%</b>
		Inst.Eval 4.4 4.4375 (94%)	
		Comp Exam I.C.2 4.2 (81%)	
		MEAN 4.4 91.6%	
	PB3. Recognize & communicate the importance of difference in shaping life experiences	Self Eval 4.5 4.8125 (100%)	<b>25%</b>
		Inst.Eval 4.5 4.4375 (94%)	
		Comp Exam I.C.3 4.05(75%)	
		MEAN 4.43 89.6%	
PB4. View self as learner & engage clients as informants	Self Eval 4.6 4.6875 (100%)	<b>25%</b>	
	Inst.Eval 4.6 3.5 (94%)		
	Comp Exam I.C.4 4.25 (94%)		
	MEAN 4.145 96%		
<b>Results for Competency:</b>		<b>Mean Score</b>	<b>Percent of Students Achieving Competency</b>
		<b>4.27</b>	<b>90%</b>

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<b>Competency:</b> Advance human rights and economic/social justice (EP 2.1.5)			
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean for Practice Behavior Measures (% Achieving min 4.0)</b>	<b>Percent Contribution to Benchmark</b>
<b>Minimum 4.0</b>	PB1. Understand forms & mechanisms of oppression & discrimination	Self Eval 5.3 4.5625 (100%)	<b>33.33%</b>
		Inst.Eval 5.3 4.4666 (93%)	
		Soc Prob Paper 4.5 (100 %)	
		Soc Prob. Pres 4.6 (100 %)	
		MEAN 4.5322 98.25%	
	PB2. Advocate for human rights & social/economic justice	Self Eval 5.4 4.6250 (94%)	<b>33.33%</b>
		Inst.Eval 5.4 4.2 (87%)	
		Soc Prob Paper 4.5 (100 %)	
		Soc Prob. Pres 4.6 (100 %)	
		Comp Exam I.A.7. 4.5(100%)	
	PB3. Engage in practices that advance social/economic justice	Self Eval 5.5 4.5625 (94%)	<b>33.33%</b>
		Inst.Eval 5.5 4.2 (87%)	
Comp Exam I.A.2 4.5 (100%)			
MEAN 4.4208 93.6%			
<b>Results for Competency:</b>		<b>Mean Score</b>	<b>Percent of Students Achieving Competency</b>
		<b>4.4793</b>	<b>97.01%</b>

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<b>Competency:</b> Engage in research-informed practice and practice-informed research (EP 2.1.6)			
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean for Practice Behavior Measures (% Achieving min 4.0)</b>	<b>Percent Contribution to Benchmark</b>
<b>Minimum 4.0</b>	PB1. Use practice experience to inform scientific inquiry (research)	Self Eval 6.1 4.0625 (81%)	<b>50%</b>
		Inst. Eval 6.1 4.2 (87%)	
		Comp Exam IV.A. 4.6 (94%)	
		MEAN 4.2875 87.3%	
	PB2. Use research findings to improve practice	Self Eval 6.4 4.125 (88%)	<b>50%</b>
		Inst. Eval 6.4 4.0 (80%)	
		Comp Exam IV.A. 4.6 (94%)	
		Empirical Article Portfolio 4.15 (73%)	
		Res. Meth Paper 4.4 (83%)	
		Res Meth Present. 4.2 (73%)	
		MEAN 4.2458 81.83%	
<b>Results for Competency:</b>		<b>Mean Score</b>	<b>Percent of Students Achieving Competency</b>
		<b>4.2666</b>	<b>84.56%</b>

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<b>Competency:</b> Apply knowledge of human behavior and the social environment (EP 2.1.7)			
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean for Practice Behavior Measures (% Achieving min 4.0)</b>	<b>Percent Contribution to Benchmark</b>
<b>Minimum 4.0</b>	PB1. Utilize conceptual frameworks to guide the process of assessment, intervention, evaluation	Comp Exam IV.B 3.9 (44%)	<b>50%</b>
		Self Eval 7.5 4.5 (94%)	
		Inst.Eval 7.5 4.3125 (94%)	
		MEAN 4.2375 77.3%	
	PB2. Critique & apply knowledge to understand person and environment	Individual Essay 4.3 (88%)	<b>50%</b>
		HBSE Final 4.3 (81%)	
		Video Guide: Dad 4.1 (67 %)	
		MEAN 4.23 78.7%	
<b>Results for Competency:</b>		<b>Mean Score</b>	<b>Percent of Students Achieving Competency</b>
		<b>4.23</b>	<b>78%</b>



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<b>Competency:</b> Engage in policy practice to advance social and economic well-being and to deliver effective social work services (EP 2.1.8)			
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean for Practice Behavior Measures (% Achieving min 4.0)</b>	<b>Percent Contribution to Benchmark</b>
<b>Minimum 4.0</b>	PB1. Analyze, formulate & advocate for social policies that advance social well-being	Self Eval 8.6 4.2 (93%)	<b>50%</b>
		Inst.Eval 8.6 4.2143 (86%)	
		Policy Present 4.4 (92%)	
		Policy Paper 4.6 (92%)	
	MEAN 4.3545 90.75%		
	PB2.Collaborate w/ colleagues/clients for effective policy action	Self Eval 8.7 4.1333 (80%)	<b>50%</b>
		Inst.Eval 8.7 4.2 (87%)	
		MEAN 4.1666 83.5%	
<b>Results for Competency:</b>		<b>Mean Score</b>	<b>Percent of Students Achieving Competency</b>
		<b>4.2605</b>	<b>87.12%</b>

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<b>Competency:</b> Respond to contexts that shape practice (EP 2.1.9)			
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean for Practice Behavior Measures (% Achieving min 4.0)</b>	<b>Percent Contribution to Benchmark</b>
<b>Minimum 4.0</b>	PB1. Discover, appraise & attend to changes (locale, populations, scientific, technological developments, and emerging societal trends to provide relevant services.	Self Eval 9.3 4.5625 (100%)	<b>33.33%</b>
		Inst.Eval 9.3 4.3125 (88%)	
		Soc Prob Paper 4.5 (100 %)	
		Soc Prob. Pres 4.6 (100 %)	
		MEAN 4.4937 97%	
	PB2. Provide leadership in promoting sustainable change to improve services	Self Eval 9.4 4.375 (94%)	<b>33.33%</b>
		Inst.Eval 9.4 4.1875 (88%)	
		MEAN 4.2812 91	
	PB3. Recognize that the context of practice is dynamic and has knowledge and skills to respond proactively	Self Eval 9.2 4.1875 (81%)	<b>33.33%</b>
		Inst.Eval 9.2 4.375 (88%)	
		MEAN 4.2812 84.5%	
	<b>Results for Competency:</b>		<b>Mean Score</b>
<b>4.352</b>			<b>90.83%</b>

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<b>Competency:</b> <u>Engage</u> , assess, intervene and evaluate with individuals, families, groups, organizations and communities (EP 2.1.10a)			
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean for Practice Behavior Measures (% Achieving min 4.0)</b>	<b>Percent Contribution to Benchmark</b>
Minimum 4.0	<b>Engagement:</b> PB1. Demonstrates skill at engaging (developing positive relationship with) clients—individuals, families, groups, organizations and/or communities	Self Eval 10.7to11; 4.37 (87%)	33.33%
		Inst.Eval 10.7to11; 4.20 (84%)	
		MEAN 4.285 85.5%	
	PB2. Use empathy & other Interpersonal skills	Interviews-cuml 4.6 (92%)	33.33%
		Interview-final 4.45 (92%)	
		MEAN 4.55 92%	
	PB3. Develop mutually agreed upon focus of work & desired outcomes	Interviews-cuml 4.6 (92%)	33.33%
		Interview-final 4.45 (92%)	
		MEAN 4.55 92%	
<b>Results for Competency:</b>		<b>Mean Score</b>	<b>Percent of Students Achieving Competency</b>
		<b>4.462</b>	<b>89.83%</b>

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<b>Competency:</b> Engage, <u>assess</u> , intervene and evaluate with individuals, families, groups, organizations and communities (EP 2.1.10b)			
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean for Practice Behavior Measures (% Achieving min 4.0)</b>	<b>Percent Contribution to Benchmark</b>
<b>Minimum 4.0</b>	<b>Assessment:</b> PB1. Collect, organize, Interpret client data	Groups-Final Paper 4.6(100%)	<b>33.33%</b>
		DAP Sheets 4.95 (100%)	
		MEAN 4.78 100%	
	PB2. Assess strengths & limitations of client	CompQuest III.b 4.65 (94%)	<b>33.33%</b>
		Gen Practice Assignment 3.7 (69%)	
		MEAN 4.175 82%	
	PB3. Demonstrate skill at assessing clients— individuals, families, groups and/or communities	Self Eval 10.12-16; 4.3117 (83%)	<b>33.33%</b>
		Inst.Eval 10.12-16; 4.087 (75%)	
		MEAN 4.1993 79%	
<b>Results for Competency:</b>		<b>Mean Score</b>	<b>Percent of Students Achieving Competency</b>
		<b>4.385</b>	<b>87%</b>

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<b>Competency:</b> Engage, assess, <u>intervene</u> and evaluate with individuals, families, groups, organizations and communities (EP 2.1.10c)			
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean for Practice Behavior Measures (% Achieving min 4.0)</b>	<b>Percent Contribution to Benchmark</b>
<b>Minimum 4.0</b>	<b>Intervention:</b> PB1. Initiate actions to achieve organizational goals	Maco Paper 4.55 (94%)	25%
		Macro Final -----	
		MEAN 4.55 94%	
	PB 2. Implement prevention interventions that enhance client capacities	Comp Exam III. C and D 4.5 (88%)	33.3%
		HBSEGroupPres 4.75 (100%)	33.3%
		MEAN 4.625 94%	
	PB3. Demonstrate skill at providing effective services to clients— individuals, families, groups, organizations and/or communities	Self Eval 10.17-21; 4.37 (87%)	33.4%
		Instruct. Eval 10.17-21; 4.1875 (80%)	
		MEAN 4.279 83.5%	
	<b>Results for Competency:</b>		<b>Mean Score</b>
<b>4.485</b>			<b>91%</b>

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<b>Competency:</b> Engage, assess, intervene and <u>evaluate</u> with individuals, families, groups, organizations and communities (EP 2.1.10d)			
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean for Practice Behavior Measures (% Achieving min 4.0)</b>	<b>Percent Contribution to Benchmark</b>
Minimum 4.0	<b>Evaluation:</b> PB1. Critically , analyze, monitor & evaluate interventions	Self Eval 10.3-4 4.4482 (93%)	100%
		Inst.Eval 10.3-4 4.133 (77%)	
		Comp Exam IV.B 3.9 (44%)	
		Macro Paper 4.55 (94%)	
		MEAN 4.2578 77%	
<b>Results for Competency:</b>		<b>Mean Score</b>	<b>Percent of Students Achieving Competency</b>
		<b>4.2578</b>	<b>77%</b>

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