

FAMOUS ASSESSMENT PLANNING FORM
Instructional Programs (IP)
2008-2009

SECTION I _ GENERAL INFORMATION	
Degree Program	Bachelor of Social Work (BSW)
College/ School	College of Arts and Sciences, Department of Social Work
Contact Person	Dr. Laura L. Myers, BSW Program Director
Date Submitted, Steps 1-3	October 27, 2008
Date Submitted, Steps 4-5	February 20, 2009 (Fall semester data only) June 3, 2009 (Draft - Fall and available Spring semester data)
Date Submitted, Step 6	June 3, 2009 (Draft) July 28, 2009 (Final Copy)

SECTION II _ INSTITUTIONAL MISSION/ GOALS CONNECTION	
Excerpt(s) Citing Linkage to University Mission Statement	Intellectual, moral, cultural, ethical, and student-centered environment with an emphasis on community based research and service through creative partnerships.
Excerpt(s) Citing Linkage to University Goal (s) Statements	Strategic Initiative 1: Enhance the processes of access, recruitment, enrollment, retention, progression, and graduation at the undergraduate and graduate levels. Strategic Initiative 3: Retain and enhance appropriate and necessary institutional resources (human, physical, financial, and technological)
Program Mission/ Goals	<p>Program Mission Statement</p> <p>The mission of the Bachelor of Social Work (BSW) program in the Department of Social Work is to provide a beginning generalist curriculum reflecting the history, knowledge, values, ethics and skills of the profession. We seek to educate students who will engage in the problem-solving process with individuals, groups and communities; promote social and economic justice for oppressed people; and demonstrate knowledge and sensitivity to human diversity. Program graduates will be prepared for beginning social work practice and/or advanced standing upon entry into a graduate program of study.</p> <p>Program Goals</p> <p>Specific learning domains encompassing both cognitive objectives and behavioral outcomes that are consistent with the BSW program's mission have been</p>

	<p>identified, and include the following:</p> <ol style="list-style-type: none"> 1. Foundation Knowledge: To provide a liberal arts base for foundation knowledge, effective communication, and critical thinking necessary for developing and implementing problem-solving processes with individuals, families, groups, organizations, and communities. 2. Ethical Practice: To socialize students in the ethics and values of the profession as framed by the NASW Code of Ethics. 3. Life-long Learning: To help students who are grounded in the history, purpose and philosophy of the profession understand the need for continuous professional development. 4. Dimensions of Human Development: To provide a knowledge base in the study of theories and human behavior and social environment with emphasis on populations at risk, human diversity, and women. 5. Social Policy: To focus on the public will, and the political and legislative processes used in developing and implementing social policy. 6. Social Research: To provide orientation to the methods of social research and the tools and procedures used in measurement of social behavior, and social work practice. 7. Generalist Practice Skills: To provide application of the generalist practice method with client systems including individuals, groups, communities, and organizations in diverse settings. 8. Commitment to Populations-at-Risk: To provide evaluative study of social movements and organizational programs promoting the general welfare of oppressed peoples. 9. Advocacy and Social Change: To promote successful strategies for political, social, and economic development of African Americans and their communities.
<p>Expected Education Outcomes</p>	<p>Expected Educational Outcomes for the BSW Program include:</p> <ol style="list-style-type: none"> 1. Communication Skills: Students will demonstrate proficiency in oral and in written communication about enhancing the social functioning and interactions of individuals, families, groups, organizations, and communities. 2. Critical Thinking Skills: Students will demonstrate the ability to use critical and creative thinking in analyzing, synthesizing, and evaluating social policies, services, and programs that meet basic human needs and support the development of human capacities. 3. Human Behavior and the Social Environment: Students will acquire the ability to cite and apply significant theories explaining human behavior, person-in-environment, personality development, physical development, human diversity, social dysfunction, emotional and behavioral disorders.

	<p>4. Social Welfare Policy and Services: Students will demonstrate knowledge of social policy development, determination of the impact of various forces on political/legislative support for social issues, knowledge of the governmental system of social services, and capacity for using the political system in support of appropriate social issues.</p> <p>5. Research Methods: Students will demonstrate cognizance of research processes and ability to utilize the research of others, capacity to formulate simple research study and the measurement of variables, program objectives, and practice interventions, and familiarity with the characteristics of populations-at-risk.</p> <p>6. Generalist Practice Skills: Students will demonstrate a cognitive understanding of generalist practice skills, and a confident presentation of self, including accessibility, resourcefulness, and continuous self-assessment.</p> <p>7. Human Diversity: Students will be able to articulate knowledge of characteristics, sensitivities, and social barriers experienced by minority group members, and will understand their own experiences surrounding discrimination and prejudice, and the importance of active promotion of social and economic justice.</p> <p>8. Social Work Values and Ethics: Students will be familiar with the values and ethics used in the Social Work profession, will be able to apply these ethics and values in their practicum and classroom activities, and will understand how they relate to the larger agency and community.</p>
<p>Expected Research Outcomes</p>	<p><i>This section is on hold until we hear further from the Chair of the Assessment Committee.</i></p> <p>Expected Research Outcomes for the BSW Program include:</p> <ol style="list-style-type: none"> 1. BSW Faculty will maintain a consistent publication record and disseminate knowledge reflecting research endeavors and participation in national journals and learned/scholarly professional meetings. 2. The Department will develop additional supports and resources to aid faculty in efforts to conduct research and submit research proposals to funding bodies. 3. The Department will develop a strategic plan for clarifying and refining its' overall mission and program objectives as such applies to building and supporting research endeavors of faculty and students.
<p>Expected Community Service Outcomes</p>	<p><i>This section is on hold until we hear further from the Chair of the Assessment Committee.</i></p> <p>Expected Community Service Outcomes for the BSW Program include:</p> <ol style="list-style-type: none"> 1. The BSW faculty will demonstrate a clear commitment and investment in making meaningful contributions to professional and community service at a local, regional, and national level.

	<ol style="list-style-type: none">2. The Department will be perceived as a leader and facilitator of community-based practice within the Tallahassee and Leon County area.3. The BSW program will instill a sense of commitment to community-based practice and service within its students that will be manifested in the actions and attitudes of current students and alumni.
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SECTION III _ FAMOUS SIX STEPS		
EXPECTED EDUCATIONAL OUTCOME # 1		
Step 1	Formulate Outcome	<p>Communication Skills: Students will demonstrate proficiency in oral and in written communication about enhancing the social functioning and interactions of individuals, families, groups, organizations, and communities.</p>
Step 2	Ascertain Criteria for Success	<p>Direct Measure(s)</p> <p>Students will be assessed based on demonstration of their knowledge of social policy development, forces on support for social issues, knowledge of the governmental system, and use of the political system. Students will be graded on a range from: "A" Exemplary/Excellent, "B" Accomplished/Good, "C" Developing/Average, or "D/F" Beginning (Poorest Performance).</p> <p>Specifically, student grades in SOW 3350 <i>Interviewing and Recording</i> will be used as criteria for success.</p> <p>Grades on <i>Diversity Powerpoint Presentation</i> in SOW 3801 <i>Self Awareness</i> will be used to assess communication skills, including oral communication, Powerpoint skills, content, organization, grammar, spelling, and pronunciation.</p> <p>Grades on <i>Self-Analysis Paper</i> in SOW 3801 <i>Self Awareness</i> will be used to assess communication skills, including ability to self-reflect through the use of words, organization, grammar, and spelling.</p> <p>Grades on <i>Individual Biopsychosocial Evaluation</i> in SOW 3341 <i>Practice I: Social Work Practice with Individuals</i> will be used to assess communication skills, including organization, clarity, conciseness, grammar, and spelling.</p> <p>Grades on the <i>Mock Treatment Group Facilitation</i> in SOW 4322 <i>Practice II: Social Work Practice with Groups</i> will be used to assess communication skills, including students' ability to articulate and communication in a group setting.</p> <p>Grades on <i>Weekly Field Program Notes</i> in SOW 4522 <i>Integrative Seminar</i> will be used to assess communication skills, including organization, clarity, conciseness, grammar, and spelling.</p> <p>Grades on <i>Community Assessment Presentation</i> in SOW 4343 <i>Practice III: Social Work Practice with Communities and Organizations</i> will be used to assess communication skills, including organization, oral communication, grammar, spelling, and pronunciation.</p> <p>Students will assess their self-efficacy in the area of communications skills using question # 13 on the <i>Foundation Practice Self-Efficacy (FPSE)</i>. This evaluation will be completed during the students' final semester in the BSW program.</p> <p>Students will be evaluated on their communication skills through specific questions (C1-C5; D3; F2; H5) on the <i>BSW Field Evaluation</i>. This performance evaluation is completed by the student's Field Instructor at mid-term and at end-of-term during their Field Placement.</p>

		<p>Indirect Measure(s)</p> <p>Students will complete an <i>Exit Interview</i> during their final semester in the program. Qualitative data will be gathered regarding their experiences in the program, including the curriculum, courses, instruction, advisement, and practicum experience. Individual findings will be reported under the appropriate educational outcome.</p> <p>Students will complete an evaluation of the BSW courses and instructors through the <i>State University System Student Assessment of Instruction (SUSSAI)</i>. Student evaluations of the instruction and curriculum offered in SOW 3350 <i>Interviewing and Recording</i> will be reported here.</p>
Step 3	<p>Measure Performance Using Direct and Indirect Methods of Assessment</p>	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of “C” or better on SOW 3350 <i>Interviewing and Recording</i>. 100% of all students graduating with their BSW will have successfully completed SOW 3350 with a grade of “C” or better.</p> <p>80% of students will get a “C” or better on the <i>Diversity Powerpoint Presentation</i> in SOW 3801 <i>Self Awareness</i>.</p> <p>80% of students will get a “C” or better on the <i>Self-Analysis Paper</i> in SOW 3801 <i>Self Awareness</i>.</p> <p>80% of students will get a “C” or better on the <i>Individual Biopsychosocial Evaluation</i> in SOW 3341 <i>Practice I: Social Work Practice with Individuals</i>.</p> <p>80% of students will get a “C” or better on the <i>Mock Treatment Group Facilitation</i> in SOW 4322 <i>Practice II: Social Work Practice with Groups</i>.</p> <p>80% of students will get a “C” or better on the <i>Weekly Field Program Notes</i> in SOW 4522 <i>Integrative Seminar</i>.</p> <p>80% of students will get a “C” or better on the <i>Community Assessment Presentation</i> in SOW 4343 <i>Practice III: Social Work Practice with Communities and Organizations</i>.</p> <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do”) to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with communication skills will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with communication skills will be 3.0 or above.</p> <p>Indirect Measure(s)</p> <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. Overall findings related to the students’ learning experiences with</p>

		<p>regard to oral and written communication will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program's communication skills component.</p> <p>Average student evaluations of SOW 3350 <i>Interviewing and Recording</i> on the <i>State University System Student Assessment of Instruction (SUSAI; scale of 1 to 5)</i> will be 3.0 or higher.</p>
<p>Step 4</p>	<p>Observe and Summarize Results</p>	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of "C" or better on SOW 3350 <i>Interviewing and Recording</i>. 100% of all students graduating with their BSW will have successfully completed SOW 3350 with a grade of "C" or better.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 81% of students received "C" or better in SOW 3350 • 100% of graduating students completed SOW 3350 with "C" or better ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 86% of students received "C" or better in SOW 3350 • 100% of graduating students completed SOW 3350 with "C" or better <p>80% of students will get a "C" or better on the <i>Diversity Powerpoint Presentation</i> in SOW 3801 <i>Self Awareness</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 86% of students received "C" or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 94% of students received "C" or better on this assignment <p>80% of students will get a "C" or better on the <i>Self-Analysis Paper</i> in SOW 3801 <i>Self Awareness</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 93% of students received "C" or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 91% of students received "C" or better on this assignment <p>80% of students will get a "C" or better on the <i>Individual Biopsychosocial Evaluation</i> in SOW 3341 <i>Practice I: Social Work Practice with Individuals</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 92% of students received "C" or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • This assignment was completed by the students, but due to a serious illness of one of our social work faculty members, the grades are not available. <p>80% of students will get a "C" or better on the <i>Mock Treatment Group Facilitation</i> in SOW 4322 <i>Practice II: Social Work Practice with Groups</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <i>Class not taught in Fall semester</i> ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 87% of students received "C" or better on this assignment <p>80% of students will get a "C" or better on the <i>Weekly Field Program Notes</i> in SOW 4522 <i>Integrative Seminar</i>.</p>

		<ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 100% of students received “C” or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 100% of students received “C” or better on this assignment <p>80% of students will get a “C” or better on the <i>Community Assessment Presentation</i> in SOW 4343 <i>Practice III: Social Work Practice with Communities and Organizations</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 100% of students received “C” or better on this assignment ❖ Spring Semester 2009: <i>Class was not taught Spring semester.</i> <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do” to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with communication skills will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • The FPSE was not completed during Fall semester. It will be completed with all graduating seniors Spring semester. ❖ Spring Semester 2009: <ul style="list-style-type: none"> • The item on the FPSE that was identified as related to <i>Communications Skills</i> was # 13. The average score on this item (n= 8) for Spring semester 2009 was 95. • No student scored a 0 or 10 on this item. <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with communication skills will be 3.0 or above.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • Items on the <i>BSW Field Evaluation</i> that were identified as related to <i>Communication Skills</i> are B4; C3-C5; D3; F2; G5. The average score on these items (n=20) for Fall semester 2008 was 3.74. ❖ Spring Semester 2009: <ul style="list-style-type: none"> • Items on the <i>BSW Field Evaluation</i> that were identified as related to <i>Communication Skills</i> are B4; C3-C5; D3; F2; G5. The average score on these items (n=7) for Spring semester 2009 was 3.92. <p>Indirect Measure(s)</p> <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. Overall findings related to the students’ learning experiences with regard to oral and written communication will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program’s communication skills component.</p> <ul style="list-style-type: none"> • These interviews were completed, but due to the serious illness of our Field Coordinator, who completes the exit interviews, this data was not compiled. <p>Average student evaluations of SOW 3350 <i>Interviewing and Recording</i> on the <i>State University System Student Assessment of Instruction (SUSSAI)</i>; scale of 1 to 5) will be 3.0 or higher.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • The average student evaluation on the <i>SUSSAI</i> for SOW 3350
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		<p>was 4.29.</p> <p>❖ Spring Semester 2009:</p> <ul style="list-style-type: none"> • Results from the Spring semester <i>SUSSAI</i> are not yet available. These results will be entered when available.
Step 5	Use of Results for Improvement (Implemented)	All goals have been met for Educational Outcome # 1. No changes have been implemented at this time.
Step 6	Strengthen Program (Action Plan)	<p>We were unable to include the <i>SUSSAI</i> results from spring semester, because as of mid-July, we have still not received the results from the University testing center. Next year, we will change our FAMOUS plan to report the <i>SUSSAI</i> results from the preceding year's spring semester and the current year's fall semester. In other words, <i>SUSSAI</i> results from spring semester 2009 and fall semester 2009 will be reported in our FAMOUS 2009-2010 report. This way, we will be using all of the <i>SUSSAI</i> results for feedback to help improve the program.</p> <p>In addition, we have created a new survey that students will complete at the end of each course that will add qualitative data to the quantitative information provided by the <i>SUSSAI</i>. Students will be asked what they enjoyed most and least about the course, one thing they learned in the class that they feel will remain with them, suggested improvements for the course, and whether they would take another course taught by the same instructor. The outcomes from these surveys will be included in next year's FAMOUS report, connecting individual course results to the appropriate educational outcome.</p> <p>We have also created a survey that students will complete at the end of each semester in which they will rate the social work program in general. They will rate quality of courses, advising, teaching, registration procedures, administration, field placement, financial services, computer resources, classroom facilities, and course offerings. Appropriate information from this survey will be added to our FAMOUS plan for the 2009-2010 academic year.</p>

EXPECTED EDUCATIONAL OUTCOME # 2		
Step 1	Formulate Outcome	<p>Critical Thinking Skills: Students will demonstrate the ability to use critical and creative thinking in analyzing, synthesizing, and evaluating social policies, services, and programs that meet basic human needs and support the development of human capacities.</p>
Step 2	Ascertain Criteria for Success	<p>Direct Measure(s)</p> <p>Grades on a series of <i>Critical Thinking Assignments</i> in SOW 3103 <i>Theories of Human Behavior</i> will be used to assess critical thinking skills.</p> <p>Grades on the <i>Bill/Policy Analysis</i> in SOW 3232 <i>Policy Analysis</i> will be used to assess critical thinking skills.</p> <p>Grades on the <i>Research Proposal</i> in SOW 4403 <i>Research Methods</i> will be used to assess critical thinking skills.</p> <p>Grades on a series of <i>Research Article Critiques</i> in SOW 4403 <i>Research Methods</i> will be used to assess critical thinking skills.</p> <p>Students will assess their self-efficacy in the area of critical thinking skills using question # 1 on the <i>Foundation Practice Self-Efficacy (FPSE)</i>. This evaluation will be completed during the students' final semester in the BSW program.</p> <p>Students will be evaluated on their critical thinking skills through specific questions (E2; E6; G1-G3; H1-H4; H6) on the <i>BSW Field Evaluation</i>. This performance evaluation is completed by the student's Field Instructor at mid-term and at end-of-term during their Field Placement.</p> <p>Indirect Measure(s)</p> <p>Students will complete an <i>Exit Interview</i> during their final semester in the program. Qualitative data will be gathered regarding their experiences in the program, including the curriculum, courses, instruction, advisement, and practicum experience. Individual findings will be reported under the appropriate educational outcome.</p>
Step 3	Measure Performance Using Direct and Indirect Methods of Assessment	<p>Direct Measure(s)</p> <p>80% of students will get a "C" or better on the <i>Critical Thinking Assignments</i> in SOW 3103 <i>Theories of Human Behavior</i>.</p> <p>80% of students will get a "C" or better on the <i>Bill/Policy Analysis</i> in SOW 3232 <i>Policy Analysis</i>.</p> <p>80% of students will get a "C" or better on the <i>Research Proposal</i> in SOW 4403 <i>Research Methods</i>.</p> <p>80% of students will get a "C" or better on the <i>Research Article Critiques</i> in SOW 4403 <i>Research Methods</i>.</p>

		<p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do”) to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with critical thinking skills will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with critical thinking skills will be 3.0 or above.</p> <p>Indirect Measure(s)</p> <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. Overall findings related to the students’ learning experiences with regard to critical thinking skills will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program’s critical thinking skills component.</p>
Step 4	Observe and Summarize Results	<p>Direct Measure(s)</p> <p>80% of students will get a “C” or better on the <i>Critical Thinking Assignments</i> in SOW 3103 <i>Theories of Human Behavior</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 88% of students received “C” or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 83% of students received “C” or better on this assignment <p>80% of students will get a “C” or better on the <i>Bill/Policy Analysis</i> in SOW 3232 <i>Policy Analysis</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 95% of students received “C” or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 87% of students received “C” or better on this assignment <p>80% of students will get a “C” or better on the <i>Research Proposal/Project</i> in SOW 4403 <i>Research Methods</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 80% of students received “C” or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 91% of students received “C” or better on this assignment <p>80% of students will get a “C” or better on the <i>Research Article Critiques</i> in SOW 4403 <i>Research Methods</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 60% of students received “C” or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 79% of students received “C” or better on the first <i>Article Critique</i> and 85% received “C” or better on the second <i>Article Critique</i>. <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do”) to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal</p>

		<p>specifically with critical thinking skills will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • The FPSE was not completed during Fall semester. It will be completed with all graduating seniors Spring semester. ❖ Spring Semester 2009: <ul style="list-style-type: none"> • The items on the FPSE that were identified as related to <i>Critical Thinking Skills</i> were # 2, 4, 5. The average score on these items (n= 8) for Spring semester 2009 was 92. • No student scored a 0 or 10 on any of these items. <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with critical thinking skills will be 3.0 or above.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • Items on the <i>BSW Field Evaluation</i> that were identified as related to <i>Critical Thinking Skills</i> are A1-A5; B2-B3; E5-E7; F3; G1. The average score on these items (n=20) for Fall semester 2008 was 3.75. ❖ Spring Semester 2009: <ul style="list-style-type: none"> • Items on the <i>BSW Field Evaluation</i> that were identified as related to <i>Critical Thinking Skills</i> are A1-A5; B2-B3; E5-E7; F3; G1. The average score on these items (n=7) for Spring semester 2009 was 3.80. <p>Indirect Measure(s)</p> <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. Overall findings related to the students’ learning experiences with regard to critical thinking skills will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program’s critical thinking skills component.</p> <ul style="list-style-type: none"> • These interviews were completed, but due to the serious illness of our Field Coordinator, who completes the exit interviews, this data was not compiled.
<p>Step 5</p>	<p>Use of Results for Improvement (Implemented)</p>	<p>The only goal that was not met on Educational Outcome #2 was the one regarding the <i>Article Critique</i> assignment in Research Methods. In the spring semester, students were given two article critique assignments – one for a group design and one for a single subject design. Those students who were not satisfied with their grades on these assignments were given a second chance to complete another article review on a different article. They were given a second chance on both assignments, for a total of four articles. This gave students more opportunity to read the faculty comments and improve on their grades with the second article.</p>
<p>Step 6</p>	<p>Strengthen Program (Action Plan)</p>	<p>We have created a survey that students will complete at the end of each semester in which they will rate the social work program in general. They will rate quality of courses, advising, teaching, registration procedures, administration, field placement, financial services, computer resources, classroom facilities, and course offerings. Appropriate information from this survey will be added to our FAMOUS plan for the 2009-2010 academic year.</p> <p>With regard to the <i>Article Critique</i> assignment discussed above, in the Fall semester, the professor of this course also plans to go over two articles in class</p>

		before the assignments are given. In this way, students will have an opportunity to learn more directly how to identify the various aspects of a research article.
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EXPECTED EDUCATIONAL OUTCOME # 3		
Step 1	Formulate Outcome	<p>Human Behavior and the Social Environment: Students will acquire the ability to cite and apply significant theories explaining human behavior, person-environment, personality development, physical development, human diversity, social dysfunction, emotional and behavioral disorders.</p>
Step 2	Ascertain Criteria for Success	<p>Direct Measure(s)</p> <p>Students will be assessed based on understanding human behavior and the social environment, both at the individual level and at the system level. Students will be graded in a range from: "A" Exemplary/Excellent, "B" Accomplished/Good, "C" Developing/Average, or "D/F" Beginning (Poorest Performance).</p> <p>Specifically, student grades in SOW 3103 <i>Theories of Human Behavior</i> and SOW 4104 <i>Human Behavior and the Social Environment: Across the Life Cycle</i> will be used as criteria for success.</p> <p>Grades on the <i>Erikson Paper</i> in SOW 4104 <i>Human Behavior and the Social Environment: Across the Life Cycle</i> will be used to assess student's knowledge regarding human behavior.</p> <p>Grades on the <i>Family Genogram</i> in SOW 4104 <i>Human Behavior and the Social Environment: Across the Life Cycle</i> will be used to assess student's knowledge regarding human behavior.</p> <p>Students will assess their self-efficacy in the area of human behavior and the social environment using question #6 on the <i>Foundation Practice Self-Efficacy (FPSE)</i>. This evaluation will be completed during the students' final semester in the BSW program.</p> <p>Students will be evaluated on their understanding of human behavior and the social environment through specific questions (E3-E4; F5) on the <i>BSW Field Evaluation</i>. This performance evaluation is completed by the student's Field Instructor at mid-term and at end-of-term during their Field Placement.</p> <p>Indirect Measure(s)</p> <p>Students will complete an <i>Exit Interview</i> during their final semester in the program. Qualitative data will be gathered regarding their experiences in the program, including the curriculum, courses, instruction, advisement, and practicum experience. Individual findings will be reported under the appropriate educational outcome.</p> <p>Students will complete an evaluation of the BSW courses and instructors through the <i>State University System Student Assessment of Instruction (SUSSAI)</i>. Student evaluations of the instruction and curriculum offered in SOW 3103 <i>Theories of Human Behavior</i> and SOW 4104 <i>Human Behavior and the Social Environment: Across the Life Cycle</i> will be reported here.</p>

<p style="text-align: center;">Step 3</p>	<p style="text-align: center;">Measure Performance Using Direct and Indirect Methods of Assessment</p>	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of “C” or better on SOW 3103 <i>Theories of Human Behavior</i> and SOW 4104 <i>Human Behavior and the Social Environment: Across the Life Cycle</i>. 100% of all students graduating with their BSW will have successfully completed SOW 3103 and SOW 4104 with a grade of “C” or better.</p> <p>80% of students will get a “C” or better on the <i>Erikson Paper</i> in SOW 4104 <i>Human Behavior and the Social Environment: Across the Life Cycle</i>.</p> <p>80% of students will get a “C” or better on the <i>Family Genogram</i> in SOW 4104 <i>Human Behavior and the Social Environment: Across the Life Cycle</i>.</p> <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do”) to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with communication skills will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with issues regarding human behavior and the social environment will be 3.0 or above.</p> <p>Indirect Measure(s)</p> <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. Overall findings related to the students’ learning experiences with regard to human behavior and the social environment (HBSE) will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program’s HBSE component.</p> <p>Average student evaluations of SOW 3103 <i>Theories of Human Behavior</i> and SOW 4104 <i>Human Behavior and the Social Environment: Across the Life Cycle</i> on the <i>State University System Student Assessment of Instruction (SUSSAI)</i>; scale of 1 to 5) will be 3.0 or higher.</p>
<p style="text-align: center;">Step 4</p>	<p style="text-align: center;">Observe and Summarize Results</p>	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of “C” or better on SOW 3103 <i>Theories of Human Behavior</i> and SOW 4104 <i>Human Behavior and the Social Environment: Across the Life Cycle</i>. 100% of all students graduating with their BSW will have successfully completed SOW 3103 and SOW 4104 with a grade of “C” or better.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 100% of students received “C” or better in SOW 3103 • 100% of graduating students completed SOW 3103 with “C” or better • 86% of students received “C” or better in SOW 4104 • 100% of graduating students completed SOW 4104 with “C” or better ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 97% of students received “C” or better in SOW 3103 • 100% of graduating students completed SOW 3103 with “C” or better

		<ul style="list-style-type: none"> • better • 97% of students received “C” or better in SOW 4104 • 100% of graduating students completed SOW 4104 with “C” or better <p>80% of students will get a “C” or better on the <i>Erikson Paper</i> in SOW 4104 <i>Human Behavior and the Social Environment: Across the Life Cycle</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 86% of students received “C” or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 83% of students received “C” or better on this assignment <p>80% of students will get a “C” or better on the <i>Family Genogram</i> in SOW 4104 <i>Human Behavior and the Social Environment: Across the Life Cycle</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 95% of students received “C” or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 100% of students received “C” or better on this assignment <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do”) to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with Human Behavior and the Social Environment will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • The FPSE was not completed during Fall semester. It will be completed with all graduating seniors Spring semester. ❖ Spring Semester 2009: <ul style="list-style-type: none"> • The item on the FPSE that was identified as related to <i>Human Behavior and the Social Environment</i> was # 6. The average score on this item (n=8) for Spring semester 2009 was 85. • No student scored a 0 or 10 on this item. <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with issues regarding human behavior and the social environment will be 3.0 or above.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • Items on the <i>BSW Field Evaluation</i> that were identified as related to <i>Human Behavior and the Social Environment</i> are E2-E4; F5. The average score on these items (n=20) for Fall semester 2008 was 3.68. ❖ Spring Semester 2009: <ul style="list-style-type: none"> • Items on the <i>BSW Field Evaluation</i> that were identified as related to <i>Human Behavior and the Social Environment</i> are E2-E4; F5. The average score on these items (n=7) for Spring semester 2009 was 3.75. <p>Indirect Measure(s)</p> <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. Overall findings related to the students’ learning experiences with regard to human behavior and the social environment (HBSE) will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program’s HBSE component.</p>
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		<ul style="list-style-type: none"> • These interviews were completed, but due to the serious illness of our Field Coordinator, who completes the exit interviews, this data was not compiled. <p>Average student evaluations of SOW 3103 <i>Theories of Human Behavior</i> and SOW 4104 <i>Human Behavior and the Social Environment: Across the Life Cycle</i> on the <i>State University System Student Assessment of Instruction (SUSSAI; scale of 1 to 5)</i> will be 3.0 or higher.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • The average student evaluation on the <i>SUSSAI</i> for SOW 3103 was 3.78, and the average for SOW 4104 was 4.5. ❖ Spring Semester 2009: <ul style="list-style-type: none"> • Results from the Spring semester <i>SUSSAI</i> are not yet available. These results will be entered when available.
Step 5	Use of Results for Improvement (Implemented)	All goals have been met for Educational Outcome #3. No changes have been implemented at this time.
Step 6	Strengthen Program (Action Plan)	<p>We were unable to include the <i>SUSSAI</i> results from spring semester, because as of mid-July, we have still not received the results from the University testing center. Next year, we will change our FAMOUS plan to report the <i>SUSSAI</i> results from the preceding year's spring semester and the current year's fall semester. In other words, <i>SUSSAI</i> results from spring semester 2009 and fall semester 2009 will be reported in our FAMOUS 2009-2010 report. This way, we will be using all of the <i>SUSSAI</i> results for feedback to help improve the program.</p> <p>In addition, we have created a new survey that students will complete at the end of each course that will add qualitative data to the quantitative information provided by the <i>SUSSAI</i>. Students will be asked what they enjoyed most and least about the course, one thing they learned in the class that they feel will remain with them, suggested improvements for the course, and whether they would take another course taught by the same instructor. The outcomes from these surveys will be included in next year's FAMOUS report, connecting individual course results to the appropriate educational outcome.</p> <p>We have also created a survey that students will complete at the end of each semester in which they will rate the social work program in general. They will rate quality of courses, advising, teaching, registration procedures, administration, field placement, financial services, computer resources, classroom facilities, and course offerings. Appropriate information from this survey will be added to our FAMOUS plan for the 2009-2010 academic year.</p>

EXPECTED EDUCATIONAL OUTCOME # 4		
Step 1	Formulate Outcome	<p>Social Welfare Policy and Services: Students will demonstrate knowledge of social policy development, determination of the impact of various forces on political/legislative support for social issues, knowledge of the governmental system of social services, and capacity for using the political system in support of appropriate social issues.</p>
Step 2	Ascertain Criteria for Success	<p>Direct Measure(s)</p> <p>Students will be assessed based on demonstration of their knowledge of social policy development, forces on support for social issues, knowledge of the governmental system, and use of the political system. Students will be graded on a range from: "A" Exemplary/Excellent, "B" Accomplished/Good, "C" Developing/Average, or "D/F" Beginning (Poorest Performance).</p> <p>Specifically, student grades in SOW 3230 <i>Social Welfare History</i> and SOW 3232 <i>Social Policy Analysis</i> will be used as criteria for success.</p> <p>Grades on the <i>Bill/Policy Analysis</i> in SOW 3232 <i>Social Policy Analysis</i> will be used to assess student knowledge regarding social welfare policy and services.</p> <p>Grades on the <i>Government Meeting Analysis</i> in SOW 3230 <i>Social Welfare History</i> will be used to assess student knowledge regarding social welfare policy and services.</p> <p>Grades on the <i>Political Campaign Involvement</i> in SOW 3230 <i>Social Welfare History</i> (Fall semester only) will be used to assess student knowledge regarding social welfare policy and services.</p> <p>Students will assess their self-efficacy in the area of social welfare policy and services using questions # 4, 7, 8, and 9 on the <i>Foundation Practice Self-Efficacy (FPSE)</i>. This evaluation will be completed during the students' final semester in the BSW program.</p> <p>Students will be evaluated on their understanding of social welfare policy and services through specific questions (A1-A3; A7-A9; B1-B4) on the <i>BSW Field Evaluation</i>. This performance evaluation is completed by the student's Field Instructor at mid-term and at end-of-term during their Field Placement.</p> <p>Indirect Measure(s)</p> <p>Students will participate in Lobby Day sponsored by the <i>National Association of Social Workers (NASW)-Florida</i>.</p> <p>Students will complete an <i>Exit Interview</i> during their final semester in the program. Qualitative data will be gathered regarding their experiences in the program, including the curriculum, courses, instruction, advisement, and practicum experience. Individual findings will be reported under the appropriate educational outcome.</p> <p>Students will complete an evaluation of the BSW courses and instructors through the <i>State University System Student Assessment of Instruction (SUSSAI)</i>.</p>

		<p>Student evaluations of the instruction and curriculum offered in SOW 3230 <i>Social Welfare History</i> and SOW 3232 <i>Social Policy Analysis</i> will be reported here.</p>
Step 3	<p>Measure Performance Using Direct and Indirect Methods of Assessment</p>	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of “C” or better on SOW 3230 <i>Social Welfare History</i> and SOW 3232 <i>Policy Analysis</i>. 100% of all students graduating with their BSW will have successfully completed SOW 3230 and SOW 3232 with a grade of “C” or better.</p> <p>80% of students will get a “C” or better on the <i>Bill/Policy Analysis</i> in SOW 3232 <i>Social Policy Analysis</i>.</p> <p>80% of students will get a “C” or better on the <i>Government Meeting Analysis</i> in SOW 3230 <i>Social Welfare History</i>.</p> <p>80% of students will get a “C” or better on the <i>Political Campaign Involvement</i> in SOW 3230 <i>Social Welfare History</i> (Fall semester only).</p> <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do”) to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with communication skills will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with social welfare policy issues will be 3.0 or above.</p> <p>Indirect Measure(s)</p> <p>At least 80% of the students enrolled in SOW 3230 <i>Social Welfare History</i> in the Spring semester will participate in Lobby Day.</p> <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. Overall findings related to the students’ learning experiences with regard to social welfare policy and services will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program’s social welfare policy component.</p> <p>Average student evaluations of SOW 3230 <i>Social Welfare History</i> and SOW 3232 <i>Policy Analysis</i> on the <i>State University System Student Assessment of Instruction (SUSSAI)</i>; scale of 1 to 5) will be 3.0 or higher.</p>
Step 4	<p>Observe and Summarize Results</p>	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of “C” or better on SOW 3230 <i>Social Welfare History</i> and SOW 3232 <i>Policy Analysis</i>. 100% of all students graduating with their BSW will have successfully completed SOW 3230 and SOW 3232 with a grade of “C” or better.</p> <p>❖ Fall Semester 2008:</p> <ul style="list-style-type: none"> • 88% of students received “C” or better in SOW 3230

		<ul style="list-style-type: none"> • 100% of graduating students completed SOW 3230 with “C” or better • 86% of students received “C” or better in SOW 3232 • 100% of graduating students completed SOW 3232 with “C” or better <p>❖ Spring Semester 2009:</p> <ul style="list-style-type: none"> • 81% of students received “C” or better in SOW 3230 • 100% of graduating students completed SOW 3230 with “C” or better • 91% of students received “C” or better in SOW 3232 • 100% of graduating students completed SOW 3232 with “C” or better <p>80% of students will get a “C” or better on the <i>Bill/Policy Analysis</i> in SOW 3232 <i>Social Policy Analysis</i>.</p> <p>❖ Fall Semester 2008:</p> <ul style="list-style-type: none"> • 95% of students received “C” or better on this assignment <p>❖ Spring Semester 2009:</p> <ul style="list-style-type: none"> • 87% of students received “C” or better on this assignment <p>80% of students will get a “C” or better on the <i>Government Meeting Analysis</i> in SOW 3230 <i>Social Welfare History</i>.</p> <p>❖ Fall Semester 2008:</p> <ul style="list-style-type: none"> • 100% of students received “C” or better on this assignment <p>❖ Spring Semester 2009:</p> <ul style="list-style-type: none"> • 100% of students received “C” or better on this assignment <p>80% of students will get a “C” or better on the <i>Political Campaign Involvement</i> in SOW 3230 <i>Social Welfare History</i> (Fall semester only).</p> <p>❖ Fall Semester 2008:</p> <ul style="list-style-type: none"> • 81% of students received “C” or better on this assignment <p>❖ Spring Semester 2009: <i>Fall assignment only.</i></p> <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do”) to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with Social Welfare Policy and Services will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <p>❖ Fall Semester 2008:</p> <ul style="list-style-type: none"> • The FPSE was not completed during Fall semester. It will be completed with all graduating seniors Spring semester. <p>❖ Spring Semester 2009:</p> <ul style="list-style-type: none"> • The items on the FPSE that were identified as related to <i>Social Welfare Policy and Services</i> were # 7-9. The average score on these items (n= 8) for Spring semester 2009 was 85. • No student scored a 0 or 10 on any of these items. <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with social welfare policy issues will be 3.0 or above.</p> <p>❖ Fall Semester 2008:</p> <ul style="list-style-type: none"> • Items on the <i>BSW Field Evaluation</i> that were identified as related to <i>Social Welfare Policy and Services</i> are A6-A9; B1; G2. The average score on these items (n= 20) for Fall semester 2008 was
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		<p>3.68.</p> <ul style="list-style-type: none"> ❖ Spring Semester 2009: <ul style="list-style-type: none"> • Items on the <i>BSW Field Evaluation</i> that were identified as related to <i>Social Welfare Policy and Services</i> are A6-A9; B1; G2. The average score on these items (n=7) for Spring semester 2009 was 3.74. <p>Indirect Measure(s)</p> <p>At least 80% of the students enrolled in SOW 3230 <i>Social Welfare History</i> in the Spring semester will participate in Lobby Day.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • Lobby Day assignment occurs only in the Spring semester. ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 88% of students enrolled in SOW 3230 participated in Lobby Day. <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. Overall findings related to the students' learning experiences with regard to social welfare policy and services will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program's social welfare policy component.</p> <ul style="list-style-type: none"> • These interviews were completed, but due to the serious illness of our Field Coordinator, who completes the exit interviews, this data was not compiled. <p>Average student evaluations of SOW 3230 <i>Social Welfare History</i> and SOW 3232 <i>Policy Analysis</i> on the <i>State University System Student Assessment of Instruction (SUSSAI)</i>; scale of 1 to 5) will be 3.0 or higher.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • The average student evaluation on the <i>SUSSAI</i> for SOW 3230 was 4.1. The <i>SUSSAI</i> not completed for SOW 3232. ❖ Spring Semester 2009: <ul style="list-style-type: none"> • Results from the Spring semester <i>SUSSAI</i> are not yet available. These results will be entered when available.
Step 5	Use of Results for Improvement (Implemented)	All goals have been met for Educational Outcome # 4. No changes have been implemented at this time.
Step 6	Strengthen Program (Action Plan)	<p>We were unable to include the <i>SUSSAI</i> results from spring semester, because as of mid-July, we have still not received the results from the University testing center. Next year, we will change our FAMOUS plan to report the <i>SUSSAI</i> results from the preceding year's spring semester and the current year's fall semester. In other words, <i>SUSSAI</i> results from spring semester 2009 and fall semester 2009 will be reported in our FAMOUS 2009-2010 report. This way, we will be using all of the <i>SUSSAI</i> results for feedback to help improve the program.</p> <p>In addition, we have created a new survey that students will complete at the end of each course that will add qualitative data to the quantitative information provided by the <i>SUSSAI</i>. Students will be asked what they enjoyed most and least about the course, one thing they learned in the class that they feel will remain with them, suggested improvements for the course, and whether they would take another course taught by the same instructor. The outcomes from these surveys will be included in next year's FAMOUS report, connecting</p>

		<p>individual course results to the appropriate educational outcome.</p> <p>We have also created a survey that students will complete at the end of each semester in which they will rate the social work program in general. They will rate quality of courses, advising, teaching, registration procedures, administration, field placement, financial services, computer resources, classroom facilities, and course offerings. Appropriate information from this survey will be added to our FAMOUS plan for the 2009-2010 academic year.</p>
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EXPECTED EDUCATIONAL OUTCOME # 5		
Step 1	Formulate Outcome	<p>Research Methods: Students will demonstrate cognizance of research processes and ability to utilize the research of others, capacity to formulate simple research study and the measurement of variables, program objectives, and practice interventions, and familiarity with the characteristics of populations-at-risk.</p>
Step 2	Ascertain Criteria for Success	<p>Direct Measure(s)</p> <p>Students will be assessed based on their understanding of research processes and their ability to utilize the research of others. They will also be assessed on their understanding of statistics and measurement of variables, program objectives, and practice interventions. Students will be graded on a range from: "A" Exemplary/Excellent, "B" Accomplished/Good, "C" Developing/Average, or "D/F" Beginning (Poorest Performance).</p> <p>Specifically, student grades in SOW 4403 <i>Research Methods</i> and SOW 4414 <i>Measures in Social Work Research</i> will be used as criteria for success.</p> <p>Grades on the <i>Research Proposal</i> in SOW 4403 <i>Research Methods</i> will be used to assess student understanding of research methods.</p> <p>Grades on a series of <i>Research Article Critiques</i> in SOW 4403 <i>Research Methods</i> will be used to assess student understanding of research methods.</p> <p>Grades on an <i>SPSS Evaluation</i> in SOW 4414 <i>Measures in Social Work Research</i> will be used to assess student understanding of research methods.</p> <p>Grades on the <i>Single Subject Design Research Project</i> in SOW 4522 <i>Integrative Seminar</i> will be used to assess student understanding of program evaluation methods (<i>This assignment is not longer required in SOW 4522</i>).</p> <p>Students will assess their self-efficacy in the area of research methods using questions #10-12 on the <i>Foundation Practice Self-Efficacy (FPSE)</i>. This evaluation will be completed during the students' final semester in the BSW program.</p> <p>Students will be evaluated on their research skills through specific questions (E1; E5; F1; F3-F4) on the <i>BSW Field Evaluation</i>. This performance evaluation is completed by the student's Field Instructor at mid-term and at end-of-term during their Field Placement.</p> <p>Indirect Measure(s)</p> <p>Students will complete an <i>Exit Interview</i> during their final semester in the program. Qualitative data will be gathered regarding their experiences in the program, including the curriculum, courses, instruction, advisement, and practicum experience. Individual findings will be reported under the appropriate educational outcome.</p> <p>Students will complete an evaluation of the BSW courses and instructors through the <i>State University System Student Assessment of Instruction (SUSSAI)</i>.</p>

		<p>Student evaluations of the instruction and curriculum offered in SOW 4403 <i>Research Methods</i> and SOW 4414 <i>Measures in Social Work Research</i> will be reported here.</p>
<p>Step 3</p>	<p>Measure Performance Using Direct and Indirect Methods of Assessment</p>	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of “C” or better on SOW 4403 and SOW 4414. 100% of all students graduating with their BSW will have successfully completed SOW 4403 <i>Research Methods</i> and SOW 4414 <i>Measures in Social Work Research</i> with a grade of “C” or better.</p> <p>80% of students will get a “C” or better on the <i>Research Proposal</i> in SOW 4403 <i>Research Methods</i> will be used to assess student understanding of research methods.</p> <p>80% of students will get a “C” or better on the <i>Research Article Critiques</i> in SOW 4403 <i>Research Methods</i> will be used to assess student understanding of research methods.</p> <p>80% of students will get a “C” or better on the <i>SPSS Evaluation</i> in SOW 4414 <i>Measures in Social Work Research</i> will be used to assess student understanding of research methods.</p> <p>80% of students will get a “C” or better on the <i>Single Subject Design Research Project</i> in SOW 4522 <i>Integrative Seminar</i> will be used to assess student understanding of program evaluation methods. (<i>This assignment is not longer required in SOW 4522</i>).</p> <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do”) to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with communication skills will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with Social Work research skills will be 3.0 or above.</p> <p>Indirect Measure(s)</p> <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. Overall findings related to the students’ learning experiences with regard to research methods and statistics will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program’s research component.</p> <p>Average student evaluations of SOW 4403 <i>Research Methods</i> and SOW 4414 <i>Measures in Social Work Research</i> on the <i>State University System Student Assessment of Instruction (SUSSAI)</i>; scale of 1 to 5) will be 3.0 or higher.</p>

Step 4	Observe and Summarize Results	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of “C” or better on SOW 4403 and SOW 4414. 100% of all students graduating with their BSW will have successfully completed SOW 4403 <i>Research Methods</i> and SOW 4414 <i>Measures in Social Work Research</i> with a grade of “C” or better.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 80% of students received “C” or better in SOW 4403 • 100% of graduating students completed SOW 4403 with “C” or better • SOW 4414 not taught in Fall semester 2008 • 100% of graduating students completed SOW 4414 or equivalent statistics course with “C” or better. ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 91% of students received “C” or better in SOW 4403 • 100% of graduating students completed SOW 4403 with “C” or better • 73% of students received “C” or better in SOW 4414 • 100% of graduating students completed SOW 4414 or equivalent statistics course with “C” or better <p>80% of students will get a “C” or better on the <i>Research Proposal</i> in SOW 4403 <i>Research Methods</i> will be used to assess student understanding of research methods.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 80% of students received “C” or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 91% of students received “C” or better on this assignment <p>80% of students will get a “C” or better on the <i>Research Article Critiques</i> in SOW 4403 <i>Research Methods</i> will be used to assess student understanding of research methods.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 60% of students received “C” or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 79% of students received “C” or better on the first <i>Article Critique</i> and 85% (40 of 47) received “C” or better on the second <i>Article Critique</i>. <p>80% of students will get a “C” or better on the <i>SPSS Evaluation</i> in SOW 4414 <i>Measures in Social Work Research</i> will be used to assess student understanding of research methods.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: SOW 4414 not taught ❖ Spring Semester 2009: SPSS is still not available to our students. We will add this assignment when we can make the software available. <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do”) to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with Research Methods will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • The FPSE was not completed during Fall semester. It will be completed with all graduating seniors Spring semester. ❖ Spring Semester 2009:
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		<ul style="list-style-type: none"> The items on the FPSE that were identified as related to <i>Research Methods</i> were #10-12. The average score on these items (n=8) for Spring semester 2009 was 89. No student scored a 0 or 10 on any of these items. <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with Social Work research skills will be 3.0 or above.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> Items on the <i>BSW Field Evaluation</i> that were identified as related to <i>Research Methods</i> are E1; F1; F4. The average score on these items (n=20) for Fall semester 2008 was 3.53. ❖ Spring Semester 2009: <ul style="list-style-type: none"> Items on the <i>BSW Field Evaluation</i> that were identified as related to <i>Research Methods</i> are E1; F1; F4. The average score on these items (n=7) for Spring semester 2009 was 3.52. <p>Indirect Measure(s)</p> <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. Overall findings related to the students’ learning experiences with regard to research methods and statistics will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program’s research component.</p> <ul style="list-style-type: none"> These interviews were completed, but due to the serious illness of our Field Coordinator, who completes the exit interviews, this data was not compiled. <p>Average student evaluations of SOW 4403 <i>Research Methods</i> and SOW 4414 <i>Measures in Social Work Research</i> on the <i>State University System Student Assessment of Instruction (SUSSAI; scale of 1 to 5)</i> will be 3.0 or higher.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> <i>SUSSAI</i> not available for SOW 4403. SOW 4414 was not taught Fall semester. ❖ Spring Semester 2009: <ul style="list-style-type: none"> Results from the Spring semester <i>SUSSAI</i> are not yet available. These results will be entered when available.
Step 5	Use of Results for Improvement (Implemented)	<p>Two goals were not met on Educational Outcome #5. The first one regards the number of students who passed SOW 4414 with a “C” or better. No changes have been made at this time, but we have two faculty members who are going to continue working on this course over the next year.</p> <p>The second goal that was not met was regarding the <i>Article Critique</i> assignment in <i>Research Methods</i>. In the spring semester, students were given two article critique assignments – one for a group design and one for a single subject design. Those students who were not satisfied with their grades on these assignments were given a second chance to complete another article review on a different article. They were given a second chance on both assignments, for a total of four articles. This gave students more opportunity to read the faculty comments and improve on their grades with the second article.</p>
Step 6	Strengthen Program (Action Plan)	<p>We were unable to include the <i>SUSSAI</i> results from spring semester, because as of mid-July, we have still not received the results from the University testing center. Next year, we will change our FAMOUS plan to report the <i>SUSSAI</i> results</p>

		<p>from the preceding year's spring semester and the current year's fall semester. In other words, SUSSAI results from spring semester 2009 and fall semester 2009 will be reported in our FAMOUS 2009-2010 report. This way, we will be using all of the SUSSAI results for feedback to help improve the program.</p> <p>In addition, we have created a new survey that students will complete at the end of each course that will add qualitative data to the quantitative information provided by the SUSSAI. Students will be asked what they enjoyed most and least about the course, one thing they learned in the class that they feel will remain with them, suggested improvements for the course, and whether they would take another course taught by the same instructor. The outcomes from these surveys will be included in next year's FAMOUS report, connecting individual course results to the appropriate educational outcome.</p> <ul style="list-style-type: none"> • For example, this semester, the survey was completed in the <i>Research Methods</i> class. When asked what they would most likely remember from the class, several students remarked that carrying out a personal single-subject design project was a very helpful way of instilling the knowledge. Others commented that learning about single-subject designs and their usefulness in evaluating social work practice seemed like very helpful information for their future careers. These types of comments encourage the professor of the course to continue to emphasize the coverage of single-subject designs. <p>We have also created a survey that students will complete at the end of each semester in which they will rate the social work program in general. They will rate quality of courses, advising, teaching, registration procedures, administration, field placement, financial services, computer resources, classroom facilities, and course offerings. Appropriate information from this survey will be added to our FAMOUS plan for the 2009-2010 academic year.</p> <p>With regard to the <i>Article Critique</i> assignment discussed above, in the Fall semester, the professor of this course also plans to go over two articles in class before the assignments are given. In this way, students will have an opportunity to learn more directly how to identify the various aspects of a research article.</p>
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EXPECTED EDUCATIONAL OUTCOME # 6		
Step 1	Formulate Outcome	<p>Generalist Practice Skills: Students will demonstrate a cognitive understanding of generalist practice skills, and a confident presentation of self, including accessibility, resourcefulness, and continuous self-assessment.</p>
Step 2	Ascertain Criteria for Success	<p>Direct Measure(s)</p> <p>Students will be assessed on their demonstration of knowledge of generalist practice skills. This includes applying the problem solving process, promoting social justice for oppressed people, continuous self-assessment, and demonstrating knowledge and sensitivity to human diversity. Students will be graded on a range from: "A" Exemplary/Excellent, "B" Accomplished/Good, "C" Developing/Average, or "D/F" Beginning (Poorest Performance).</p> <p>Specifically, student grades in SOW 3341 <i>Practice I: Social Work Practice with Individuals</i>, SOW 4322 <i>Practice II: Social Work Practice with Groups</i>, SOW 4343 <i>Practice III: Social Work Practice with Communities and Organizations</i>, SOW 3801 <i>Self Awareness</i> will be used as criteria for success.</p> <p>Grades on the <i>Individual Biopsychosocial Evaluation</i> in SOW 3341 <i>Practice I: Social Work Practice with Individuals</i> will be used to assess the students' understanding of generalist social work practice with individuals.</p> <p>Grades on the <i>Mock Treatment Group Facilitation</i> in SOW 4322 <i>Practice II: Social Work Practice with Groups</i> will be used to assess the students' understanding of generalist social work practice with groups.</p> <p>Grades on the <i>Community Assessment with a Rural Community</i> in SOW 4343 <i>Practice III: Social Work Practice with Communities and Organizations</i> will be used to assess the students' understanding of generalist social work practice with communities.</p> <p>Students will assess their self-efficacy in the area of generalist practice skills using questions # 5 and # 14-17 on the <i>Foundation Practice Self-Efficacy (FPSE)</i>. This evaluation will be completed during the students' final semester in the BSW program.</p> <p>Overall grade on Field Evaluations will be used to assess students' generalist practice skills. Students receive grades from A+ to F.</p> <p>Students will be evaluated on their generalist practice skills through specific questions (A4-A6; D4; E7; F6; G6-G9) on the <i>BSW Field Evaluation</i>. This performance evaluation is completed by the student's Field Instructor at mid-term and at end-of-term during their Field Placement.</p> <p>Indirect Measure(s)</p> <p>Students will complete an <i>Exit Interview</i> during their final semester in the program. Qualitative data will be gathered regarding their experiences in the program, including the curriculum, courses, instruction, advisement, and practicum experience. Individual findings will be reported under the appropriate educational outcome.</p>

		<p>Students will complete an evaluation of the BSW courses and instructors through the <i>State University System Student Assessment of Instruction (SUSSAI)</i>. Student evaluations of the instruction and curriculum offered in SOW 3341 <i>Practice I: Social Work Practice with Individuals</i>, SOW 4322 <i>Practice II: Social Work Practice with Families and Groups</i>, SOW 4343 <i>Practice III: Social Work Practice with Communities and Organizations</i>, SOW 3801 <i>Self Awareness</i> will be reported here.</p>
<p>Step 3</p>	<p>Measure Performance Using Direct and Indirect Methods of Assessment</p>	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of “C” or better on SOW 3341 <i>Practice I: Social Work Practice with Individuals</i>, SOW 4322 <i>Practice II: Social Work Practice with Groups</i>, SOW 4343 <i>Practice III: Social Work Practice with Communities and Organizations</i>, SOW 3801 <i>Self Awareness</i>. 100% of all students graduating with their BSW will have successfully completed SOW 3341, SOW 4322, and SOW 4343 with a grade of “C” or better.</p> <p>80% of students will get a “C” or better on the <i>Individual Biopsychosocial Evaluation</i> in SOW 3341 <i>Practice I: Social Work Practice with Individuals</i>.</p> <p>80% of students will get a “C” or better on the <i>Mock Treatment Group Facilitation</i> in SOW 4322 <i>Practice II: Social Work Practice with Groups</i>.</p> <p>80% of students will get a “C” or better on the <i>Community Assessment with a Rural Community</i> in SOW 4343 <i>Practice III: Social Work Practice with Communities and Organizations</i>.</p> <p>At least 70% of students will receive a grade of “B-“ (80%) or better for their overall Field Practicum evaluation. All graduating students will receive a grade of “C-“ (70%) or better for their overall Field Practicum evaluation.</p> <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do”) to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with communication skills will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with generalist practice knowledge and skills will be 3.0 or above.</p> <p>Indirect Measure(s)</p> <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. A major section of the interview addresses post-graduation plans and basic information as it pertains to generalist social work practice. Overall findings related to the students’ learning experiences with regard to generalist practice skills will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program’s generalist practice skills component.</p> <p>Average student evaluations of SOW 3341 <i>Practice I: Social Work Practice with</i></p>

		<p><i>Individuals</i>, SOW 4322 <i>Practice II: Social Work Practice with Groups</i>, SOW 4343 <i>Practice III: Social Work Practice with Communities and Organizations</i>, SOW 3801 <i>Self Awareness</i> on the <i>State University System Student Assessment of Instruction (SUSSAI)</i>; scale of 1 to 5) will be 3.0 or higher.</p>
<p>Step 4</p>	<p>Observe and Summarize Results</p>	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of “C” or better on SOW 3341 <i>Practice I: Social Work Practice with Individuals</i>, SOW 4322 <i>Practice II: Social Work Practice with Groups</i>, SOW 4343 <i>Practice III: Social Work Practice with Communities and Organizations</i>, SOW 3801 <i>Self Awareness</i>. 100% of all students graduating with their BSW will have successfully completed SOW 3341, SOW 4322, and SOW 4343 with a grade of “C” or better.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 88% of students received “C” or better in SOW 3341 • 100% of graduating students completed SOW 3341 with “C” or better • SOW 4322 not taught Fall semester 2008 • 100% of graduating students completed SOW 4322 with “C” or better • 100% of students received “C” or better in SOW 4343 • 100% of graduating students completed SOW 4343 with “C” or better ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 85% of students received “C” or better in SOW 3341 • 100% of graduating students completed SOW 3341 with “C” or better • 92% of students received “C” or better in SOW 4322 • 100% of graduating students completed SOW 4322 with “C” or better • SOW 4343 not taught Spring semester 2009 • 100% of graduating students completed SOW 4343 with “C” or better <p>80% of students will get a “C” or better on the <i>Individual Biopsychosocial Evaluation</i> in SOW 3341 <i>Practice I: Social Work Practice with Individuals</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 92% of students received “C” or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • Due to a serious illness of one of our social work faculty members, this information is not yet available. The data will be added when it is available. <p>80% of students will get a “C” or better on the <i>Mock Treatment Group Facilitation</i> in SOW 4322 <i>Practice II: Social Work Practice with Groups</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: Course not taught ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 87% of students received “C” or better on this assignment <p>80% of students will get a “C” or better on the <i>Community Assessment with a Rural Community</i> in SOW 4343 <i>Practice III: Social Work Practice with Communities and Organizations</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 100% of students received “C” or better on this assignment

❖ **Spring Semester 2009:** Course not taught Spring semester 2009

At least 70% of students will receive a grade of “B-“ (80%) or better for their overall Field Practicum evaluation. All graduating students will receive a grade of “C-“ (70%) or better for their overall Field Practicum evaluation.

❖ **Fall Semester 2008:**

- 100% of students received a “B-“ or better for their overall Field evaluation.
- 100% of graduating students received a “C-“ or better for their overall Field evaluation.

❖ **Spring Semester 2009:**

- 100% of students received a “B-“ (80%) or better for their overall Field evaluation.
- 100% of graduating students received a “C-“ (70%) or better for their overall Field evaluation.

On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do”) to 100 (“Student is certain he/she can do”), the average student scores on the *Foundation Practice Self-Efficacy (FPSE)* on items that deal specifically with generalist practice skills will be 50 or better. In addition, no students will score a 0 or 10 on these items.

❖ **Fall Semester 2008:**

- The FPSE was not completed during Fall semester. It will be completed with all graduating seniors Spring semester.

❖ **Spring Semester 2009:**

- The items on the FPSE that were identified as related to *Generalist Practice Skills* were #14-17. The average score on these items (n=8) for Spring semester 2009 was 91.
- No student scored a 0 or 10 on any of these items.

On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the *BSW Field Evaluation* on items that deal specifically with generalist practice knowledge and skills will be 3.0 or above.

❖ **Fall Semester 2008:**

- Items on the *BSW Field Evaluation* that were identified as related to *Generalist Practice Skills* are C1-C2; D4; F6; G3; H1-H4; H6. The average score on these items (n=20) for Fall semester 2008 was 3.71.

❖ **Spring Semester 2009:**

- Items on the *BSW Field Evaluation* that were identified as related to *Generalist Practice Skills* are C1-C2; D4; F6; G3; H1-H4; H6. The average score on these items (n=7) for Spring semester 2009 was 3.79.

Indirect Measure(s)

A content analysis will be completed on the qualitative data from student *Exit Interviews*. A major section of the interview addresses post-graduation plans and basic information as it pertains to generalist social work practice. Overall findings related to the students’ learning experiences with regard to generalist practice skills will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program’s generalist practice skills component.

- These interviews were completed, but due to the serious illness

		<p>of our Field Coordinator, who completes the exit interviews, this data was not compiled.</p> <p>Average student evaluations of SOW 3341 <i>Practice I: Social Work Practice with Individuals</i>, SOW 4322 <i>Practice II: Social Work Practice with Groups</i>, SOW 4343 <i>Practice III: Social Work Practice with Communities and Organizations</i>, SOW 3801 <i>Self Awareness on the State University System Student Assessment of Instruction (SUSSAI)</i>; scale of 1 to 5) will be 3.0 or higher.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • The average student evaluation on the <i>SUSSAI</i> for SOW 3341 was 4.34, the average score for SOW 4343 was 4.5, and the average score for SOW 3801 was 5.0. SOW 4322 was not taught Fall semester. ❖ Spring Semester 2009: <ul style="list-style-type: none"> • Results from the Spring semester <i>SUSSAI</i> are not yet available. These results will be entered when available.
Step 5	Use of Results for Improvement (Implemented)	All goals related to Educational Outcome #6 have been met. No changes have been implemented at this time.
Step 6	Strengthen Program (Action Plan)	<p>We were unable to include the <i>SUSSAI</i> results from spring semester, because as of mid-July, we have still not received the results from the University testing center. Next year, we will change our FAMOUS plan to report the <i>SUSSAI</i> results from the preceding year's spring semester and the current year's fall semester. In other words, <i>SUSSAI</i> results from spring semester 2009 and fall semester 2009 will be reported in our FAMOUS 2009-2010 report. This way, we will be using all of the <i>SUSSAI</i> results for feedback to help improve the program.</p> <p>In addition, we have created a new survey that students will complete at the end of each course that will add qualitative data to the quantitative information provided by the <i>SUSSAI</i>. Students will be asked what they enjoyed most and least about the course, one thing they learned in the class that they feel will remain with them, suggested improvements for the course, and whether they would take another course taught by the same instructor. The outcomes from these surveys will be included in next year's FAMOUS report, connecting individual course results to the appropriate educational outcome.</p> <p>We have also created a survey that students will complete at the end of each semester in which they will rate the social work program in general. They will rate quality of courses, advising, teaching, registration procedures, administration, field placement, financial services, computer resources, classroom facilities, and course offerings. Appropriate information from this survey will be added to our FAMOUS plan for the 2009-2010 academic year.</p>

EXPECTED EDUCATIONAL OUTCOME # 7		
Step 1	Formulate Outcome	<p>Human Diversity: Students will be able to articulate knowledge of characteristics, sensitivities, and social barriers experienced by minority group members, and will understand their own experiences surrounding discrimination and prejudice, and the importance of active promotion of social and economic justice.</p>
Step 2	Ascertain Criteria for Success	<p>Direct Measure(s)</p> <p>Students will be assessed on their knowledge and understanding of issues surrounding human diversity and the promotion of social and economic justice. Students will be graded on a range from: “A” Exemplary/Excellent, “B” Accomplished/Good, “C” Developing/Average, or “D/F” Beginning (Poorest Performance).</p> <p>Specifically, student grades in SOW 3203 <i>Introduction to Social Work</i>, SOW 3801 <i>Self Awareness</i>, and SOW 3230 <i>History of Social Welfare</i> will be used as criteria for success.</p> <p>Grades on a <i>Diversity Powerpoint Presentation</i> in SOW 3801 <i>Self Awareness</i> will be used to demonstrate knowledge of the characteristics, immigration patterns, cultural history, and social barriers of a cultural group that is different from their own.</p> <p>Grades on a <i>Diversity Presentation</i> in SOW 3203 <i>Introduction to Social Work</i> will be used to assess knowledge of human diversity issues.</p> <p>Grades on the <i>Interlocking Oppression Critical Thinking Assignment</i> in SOW 3103 <i>Theories of Human Behavior</i> will be used to assess student understanding of oppression and discrimination.</p> <p>Students will assess their self-efficacy in the area of human diversity using questions # 3 and # 18-30 on the <i>Foundation Practice Self-Efficacy (FPSE)</i>. This evaluation will be completed during the students’ final semester in the BSW program.</p> <p>Students will be evaluated on their understanding of human diversity through specific questions (E8-E9; G10-G12) on the <i>BSW Field Evaluation</i>. This performance evaluation is completed by the student’s Field Instructor at mid-term and at end-of-term during their Field Placement.</p> <p>Indirect Measure(s)</p> <p>Students will complete an <i>Exit Interview</i> during their final semester in the program. Qualitative data will be gathered regarding their experiences in the program, including the curriculum, courses, instruction, advisement, and practicum experience. Individual findings will be reported under the appropriate educational outcome.</p> <p>Students will complete an evaluation of the BSW courses and instructors through the <i>State University System Student Assessment of Instruction (SUSSAI)</i>. Student evaluations of the instruction and curriculum offered in SOW 3203</p>

		<p><i>Introduction to Social Work</i>, SOW 3801 <i>Self Awareness</i>, and SOW 3230 <i>History of Social Welfare</i> will be reported here.</p>
Step 3	<p>Measure Performance Using Direct and Indirect Methods of Assessment</p>	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of “C” or better on SOW 3203 <i>Introduction to Social Work</i>, SOW 3801 <i>Self Awareness</i>, and SOW 3230 <i>History of Social Welfare</i>. 100% of all students graduating with their BSW will have successfully completed SOW 3203, SOW 3801, and SOW 3230 with a grade of “C” or better.</p> <p>80% of students will get a “C” or better on the <i>Diversity Powerpoint Presentation</i> in SOW 3801 <i>Self Awareness</i>.</p> <p>80% of students will get a “C” or better on the <i>Diversity Presentation</i> in SOW 3203 <i>Introduction to Social Work</i> .</p> <p>80% of students will get a “C” or better on the <i>Interlocking Oppression Critical Thinking Assignment</i> in SOW 3103 <i>Theories of Human Behavior</i>.</p> <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do”) to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with communication skills will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with human diversity issues will be 3.0 or above.</p> <p>Indirect Measure(s)</p> <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. Overall findings related to the students’ learning experiences with regard to human diversity will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program’s human diversity component.</p> <p>Average student evaluations of SOW 3203 <i>Introduction to Social Work</i>, SOW 3801 <i>Self Awareness</i>, and SOW 3230 <i>History of Social Welfare</i> on the <i>State University System Student Assessment of Instruction (SUSSAI; scale of 1 to 5)</i> will be 3.0 or higher.</p>
Step 4	<p>Observe and Summarize Results</p>	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of “C” or better on SOW 3203 <i>Introduction to Social Work</i>, SOW 3801 <i>Self Awareness</i>, and SOW 3230 <i>History of Social Welfare</i>. 100% of all students graduating with their BSW will have successfully completed SOW 3203, SOW 3801, and SOW 3230 with a grade of “C” or better.</p> <p>❖ Fall Semester 2008:</p> <ul style="list-style-type: none"> • 90% of students received “C” or better in SOW 3203

		<ul style="list-style-type: none"> • 100% of graduating students completed SOW 3203 with “C” or better • 100% of students received “C” or better in SOW 3801 • 100% of graduating students completed SOW 3801 with “C” or better • 88% of students received “C” or better in SOW 3230 • 100% of graduating students completed SOW 3230 with “C” or better <p>❖ Spring Semester 2009:</p> <ul style="list-style-type: none"> • 93% of students received “C” or better in SOW 3203 • 100% of graduating students completed SOW 3203 with “C” or better • 94% of students received “C” or better in SOW 3801 • 100% of graduating students completed SOW 3801 with “C” or better • 81% of students received “C” or better in SOW 3230 • 100% of graduating students completed SOW 3230 with “C” or better <p>80% of students will get a “C” or better on the <i>Diversity Powerpoint Presentation</i> in SOW 3801 <i>Self Awareness</i>.</p> <p>❖ Fall Semester 2008:</p> <ul style="list-style-type: none"> • 86% of students received “C” or better on this assignment <p>❖ Spring Semester 2009:</p> <ul style="list-style-type: none"> • 94% of students received “C” or better on this assignment <p>80% of students will get a “C” or better on the <i>Diversity Presentation</i> in SOW 3203 <i>Introduction to Social Work</i> .</p> <p>❖ Fall Semester 2008:</p> <ul style="list-style-type: none"> • 86% of students received “C” or better on this assignment <p>❖ Spring Semester 2009:</p> <ul style="list-style-type: none"> • 93% of students received “C” or better on this assignment <p>80% of students will get a “C” or better on the <i>Interlocking Oppression Critical Thinking Assignment</i> in SOW 3103 <i>Theories of Human Behavior</i>.</p> <p>❖ Fall Semester 2008:</p> <ul style="list-style-type: none"> • 79% of students received “C” or better on this assignment <p>❖ Spring Semester 2009:</p> <ul style="list-style-type: none"> • 62% of students received “C” or better on this assignment <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do”) to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with Human Diversity will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <p>❖ Fall Semester 2008:</p> <ul style="list-style-type: none"> • The FPSE was not completed during Fall semester. It will be completed with all graduating seniors Spring semester. <p>❖ Spring Semester 2009:</p> <ul style="list-style-type: none"> • The items on the FPSE that were identified as related to <i>Human Diversity</i> were # 18-30. The average score on these items (n=8) for Spring semester 2009 was 96. • No student scored a 0 or 10 on any of these items. <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student</p>
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		<p>clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with human diversity issues will be 3.0 or above.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • Items on the <i>BSW Field Evaluation</i> that were identified as related to <i>Human Diversity</i> are E8-E9; G10-G12. The average score on these items (n= 20) for Fall semester 2008 was 3.83. ❖ Spring Semester 2009: <ul style="list-style-type: none"> • Items on the <i>BSW Field Evaluation</i> that were identified as related to <i>Human Diversity</i> are E8-E9; G10-G12. The average score on these items (n= 7) for Spring semester 2009 was 3.86. <p>Indirect Measure(s)</p> <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. Overall findings related to the students’ learning experiences with regard to human diversity will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program’s human diversity component.</p> <ul style="list-style-type: none"> • These interviews were completed, but due to the serious illness of our Field Coordinator, who completes the exit interviews, this data was not compiled. <p>Average student evaluations of SOW 3203 <i>Introduction to Social Work</i>, SOW 3801 <i>Self Awareness</i>, and SOW 3230 <i>History of Social Welfare</i> on the <i>State University System Student Assessment of Instruction (SUSSAI; scale of 1 to 5)</i> will be 3.0 or higher.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • The average student evaluation on the <i>SUSSAI</i> for SOW 3203 was 4.43, the average score for SOW 3801 was 5.0, and the average score for SOW 3230 was 4.1. ❖ Spring Semester 2009: <ul style="list-style-type: none"> • Results from the Spring semester <i>SUSSAI</i> are not yet available. These results will be entered when available.
<p>Step 5</p>	<p>Use of Results for Improvement (Implemented)</p>	<p>Only one goal was not met for Education Outcome #7. This was the goal regarding the <i>Interlocking Oppression</i> assignment in SOW 3103. The professor in charge of this course has realized that students are having difficulty understanding the terms “oppression” and “interlocking” and the meaning of these two terms when they are used together. She has not implemented changes yet, but has an action plan to be put into place this fall semester (see below).</p>
<p>Step 6</p>	<p>Strengthen Program (Action Plan)</p>	<p>We were unable to include the <i>SUSSAI</i> results from spring semester, because as of mid-July, we have still not received the results from the University testing center. Next year, we will change our FAMOUS plan to report the <i>SUSSAI</i> results from the preceding year’s spring semester and the current year’s fall semester. In other words, <i>SUSSAI</i> results from spring semester 2009 and fall semester 2009 will be reported in our FAMOUS 2009-2010 report. This way, we will be using all of the <i>SUSSAI</i> results for feedback to help improve the program.</p> <p>In addition, we have created a new survey that students will complete at the end of each course that will add qualitative data to the quantitative information provided by the <i>SUSSAI</i>. Students will be asked what they enjoyed most and least about the course, one thing they learned in the class that they feel will remain with them, suggested improvements for the course, and whether they</p>

		<p>would take another course taught by the same instructor. The outcomes from these surveys will be included in next year's FAMOUS report, connecting individual course results to the appropriate educational outcome.</p> <ul style="list-style-type: none"> • For example, this semester, the survey was completed in the <i>Self Awareness</i> class. When asked what they would most likely remember from the class, many students commented that the <i>Diversity Powerpoint Presentations</i> in that class were extremely interesting and was a great way of learning about a variety of diverse cultures. These types of comments encourage the professor of the course to continue to use this assignment in future courses. <p>We have also created a survey that students will complete at the end of each semester in which they will rate the social work program in general. They will rate quality of courses, advising, teaching, registration procedures, administration, field placement, financial services, computer resources, classroom facilities, and course offerings. Appropriate information from this survey will be added to our FAMOUS plan for the 2009-2010 academic year.</p> <p>In order to improve the students' grades and understanding on the <i>Interlocking Oppression</i> assignment next year, the professor plans to incorporate an in-class assignment in which the student will define the terms separately and then explain what they think the term "interlocking oppression" means based on their understanding of the individual terms. She feels that by doing this in-class assignment, she can give the students feedback prior to their critical thinking assignment where they must identify and discuss events in their lives which reflect the operation of interlocking oppressions. She feels this will allow us to meet our student performance goal next year.</p>
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EXPECTED EDUCATIONAL OUTCOME # 8		
Step 1	Formulate Outcome	<p>Social Work Values and Ethics: Students will be familiar with the values and ethics used in the Social Work profession, will be able to apply these ethics and values in their practicum and classroom activities, and will understand how they relate to the larger agency and community.</p>
Step 2	Ascertain Criteria for Success	<p>Direct Measure(s)</p> <p>Students will be assessed based on their understanding of professional behaviors and social work values and ethics. Students will be graded in a range from: "A" Exemplary/Excellent, "B" Accomplished/Good, "C" Developing/Average, or "D/F" Beginning (Poorest Performance).</p> <p>Specifically, student grades in SOW 3290 <i>Ethics and Professional Development</i> will be used as criteria for success.</p> <p>Grades on a series of <i>Ethical Dilemma Reaction Papers</i> in SOW 3290 <i>Ethics and Professional Development</i> will be used to assess the students' understanding of social work values and ethics.</p> <p>Students will assess their self-efficacy in the area of social work values and ethics using question #2 on the <i>Foundation Practice Self-Efficacy (FPSE)</i>. This evaluation will be completed during the students' final semester in the BSW program.</p> <p>Students will be evaluated on their understanding of social work values and ethics through specific questions (D1-D2; G4-G5; G13; H7) on the <i>BSW Field Evaluation</i>. This performance evaluation is completed by the student's Field Instructor at mid-term and at end-of-term during their Field Placement.</p> <p>Indirect Measure(s)</p> <p>Students will support the professions values and ethics by joining the <i>National Association of Social Workers (NASW)</i> and follow the organizations <i>Code of Ethics</i>.</p> <p>Students will complete an <i>Exit Interview</i> during their final semester in the program. Qualitative data will be gathered regarding their experiences in the program, including the curriculum, courses, instruction, advisement, and practicum experience. Individual findings will be reported under the appropriate educational outcome.</p> <p>Students will complete an evaluation of the BSW courses and instructors through the <i>State University System Student Assessment of Instruction (SUSSAI)</i>. Student evaluations of the instruction and curriculum offered in SOW 3290 <i>Ethics and Professional Development</i> will be reported here.</p>
Step 3	Measure Performance Using Direct and Indirect Methods of	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of "C" or better on SOW 3290 <i>Ethics and Professional Development</i>. 100% of all students graduating with their BSW</p>

	<p>Assessment</p>	<p>will have successfully completed SOW 3290 with a grade of “C” or better.</p> <p>80% of students will get a “C” or better on the <i>Ethical Dilemma Reaction Papers</i> in SOW 3290 <i>Ethics and Professional Development</i>.</p> <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do” to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with communication skills will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p> <p>On a scale from 1 (“Student does not demonstrate this ability”) to 4 (“Student clearly demonstrates this ability”), the average student scores on the <i>BSW Field Evaluation</i> on items that deal specifically with Social Work values and ethics will be 3.0 or above.</p> <p>Indirect Measure(s)</p> <p>100% of graduating students will be members of the <i>National Association of Social Workers (NASW)</i>.</p> <p>A content analysis will be completed on the qualitative data from student <i>Exit Interviews</i>. Overall findings related to the students’ learning experiences with regard to social work values and ethics will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program’s values and ethics component.</p> <p>Average student evaluations of SOW 3290 <i>Ethics and Professional Development</i> on the <i>State University System Student Assessment of Instruction (SUSSAI; scale of 1 to 5)</i> will be 3.0 or higher.</p>
<p>Step 4</p>	<p>Observe and Summarize Results</p>	<p>Direct Measure(s)</p> <p>At least 80% of students will get a grade of “C” or better on SOW 3290 <i>Ethics and Professional Development</i>. 100% of all students graduating with their BSW will have successfully completed SOW 3290 with a grade of “C” or better (starting with graduating class of Fall 2009).</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 93% of students received “C” or better in SOW 3290 ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 100% of students received “C” or better in SOW 3290 <p>80% of students will get a “C” or better on the <i>Ethical Dilemma Reaction Papers</i> in SOW 3290 <i>Ethics and Professional Development</i>.</p> <ul style="list-style-type: none"> ❖ Fall Semester 2008: <ul style="list-style-type: none"> • 93% of students received “C” or better on this assignment ❖ Spring Semester 2009: <ul style="list-style-type: none"> • 100% of students received “C” or better on this assignment <p>On a scale from 0-10 (“Student cannot do at all”) to 50 (“Student is moderately certain he/she can do” to 100 (“Student is certain he/she can do”), the average student scores on the <i>Foundation Practice Self-Efficacy (FPSE)</i> on items that deal specifically with Social Work Value and Ethics will be 50 or better. In addition, no students will score a 0 or 10 on these items.</p>

❖ **Fall Semester 2008:**

- The FPSE was not completed during Fall semester. It will be completed with all graduating seniors Spring semester.

❖ **Spring Semester 2009:**

- The items on the FPSE that were identified as related to *Social Work Values and Ethics* were #2 and 3. The average score on these items (n=8) for Spring semester 2009 was 91.
- No student scored a 0 or 10 on any of these items.

On a scale from 1 ("Student does not demonstrate this ability") to 4 ("Student clearly demonstrates this ability"), the average student scores on the *BSW Field Evaluation* on items that deal specifically with Social Work values and ethics will be 3.0 or above.

❖ **Fall Semester 2008:**

- Items on the *BSW Field Evaluation* that were identified as related to *Social Work Values and Ethics* are D1-D2; G4-G9; G13; H7. The average score on these items (n=20) for Fall semester 2008 was 3.83.

❖ **Spring Semester 2009:**

- Items on the *BSW Field Evaluation* that were identified as related to *Social Work Values and Ethics* are D1-D2; G4-G9; G13; H7. The average score on these items (n=7) for Spring semester 2009 was 3.91.

Indirect Measure(s)

100% of graduating students will be members of the *National Association of Social Workers (NASW)*.

❖ **Fall Semester 2008:**

- 100% of graduating students are members of either *National Association of Social Workers (NASW)* or *National Association of Christian Social Workers (NACSW)*.

❖ **Spring Semester 2009:**

- 100% of graduating students are members of either *National Association of Social Workers (NASW)* or *National Association of Christian Social Workers (NACSW)*.

A content analysis will be completed on the qualitative data from student *Exit Interviews*. Overall findings related to the students' learning experiences with regard to social work values and ethics will be reported here, along with particularly meaningful or helpful individual comments that could help us improve the BSW program's values and ethics component.

- These interviews were completed, but due to the serious illness of our Field Coordinator, who completes the exit interviews, this data was not compiled.

Average student evaluations of SOW 3290 *Ethics and Professional Development* on the *State University System Student Assessment of Instruction (SUSSAI; scale of 1 to 5)* will be 3.0 or higher.

❖ **Fall Semester 2008:**

- The average student evaluation on the *SUSSAI* for SOW 3290 was 4.8.

❖ **Spring Semester 2009:**

- Results from the Spring semester *SUSSAI* are not yet available. These results will be entered when available.

Step 5	Use of Results for Improvement (Implemented)	All goals related to Educational Outcome # 8 have been met. No changes have been implemented at this time.
Step 6	Strengthen Program (Action Plan)	<p>We were unable to include the SUSSAI results from spring semester, because as of mid-July, we have still not received the results from the University testing center. Next year, we will change our FAMOUS plan to report the SUSSAI results from the preceding year's spring semester and the current year's fall semester. In other words, SUSSAI results from spring semester 2009 and fall semester 2009 will be reported in our FAMOUS 2009-2010 report. This way, we will be using all of the SUSSAI results for feedback to help improve the program.</p> <p>In addition, we have created a new survey that students will complete at the end of each course that will add qualitative data to the quantitative information provided by the SUSSAI. Students will be asked what they enjoyed most and least about the course, one thing they learned in the class that they feel will remain with them, suggested improvements for the course, and whether they would take another course taught by the same instructor. The outcomes from these surveys will be included in next year's FAMOUS report, connecting individual course results to the appropriate educational outcome.</p> <p>We have also created a survey that students will complete at the end of each semester in which they will rate the social work program in general. They will rate quality of courses, advising, teaching, registration procedures, administration, field placement, financial services, computer resources, classroom facilities, and course offerings. Appropriate information from this survey will be added to our FAMOUS plan for the 2009-2010 academic year.</p>