Taylor University
Social Work Department

Assessment Plan 2011- 2018

Mission Statement: The mission of the Taylor University social work program is to develop empowered lifelong learners who are able to minister the redemptive love of Jesus Christ and promote social justice for the well-being of individuals, groups and communities globally.

<table>
<tr><td>TU#/CSWE Comp</td><td>Practice Behaviors</td><td colspan="2">Measurement: Mean (x) is reported for each competency and each practice behavior by year.
Percent (%bm) of students meeting the benchmark (85) is reported for each competency and each practice behavior by year. * - indicates missing data due to faculty departure</td><td></td></tr>
<tr><td></td><td></td><td colspan="2"></td><td></td></tr>
<tr><td rowspan="2">TU#1/EP 2.1.1 Demonstrate ethical and professional behavior

Benchmark (bm) is set at 85% for means for each competency as well as each practice behavior which operationalizes the competency</td><td></td><td colspan="2"><u>Overall Competency TU#1/EP 2.1.1:</u>
<table>
<tr><td></td><td colspan="2">2016</td><td colspan="2">2017</td><td colspan="2">2018</td><td colspan="2">2019</td><td colspan="2"></td><td colspan="2"></td><td colspan="2"></td><td colspan="2"></td></tr>
<tr><td></td><td>x</td><td>%bm</td><td>x</td><td>%bm</td><td>x</td><td>%bm</td><td>x</td><td>%bm</td><td>x</td><td>%bm</td><td>x</td><td>%bm</td><td>x</td><td>%bm</td><td>x</td><td>%bm</td></tr>
<tr><td>Portfolio 2.1.1</td><td>93.4</td><td>93.8</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr>
<tr><td>Sr. Pract Eval 1</td><td>93.4</td><td>93.3</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr>
</table></td><td></td></tr>
<tr><td>make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context</td><td colspan="2">
<table>
<tr><td></td><td colspan="2">2016</td><td colspan="2">2017</td><td colspan="2">2018</td><td colspan="2">2019</td><td colspan="2"></td><td colspan="2"></td><td colspan="2"></td><td colspan="2"></td></tr>
<tr><td></td><td>x</td><td>%bm</td><td>x</td><td>%bm</td><td>x</td><td>%bm</td><td>x</td><td>%bm</td><td>x</td><td>%bm</td><td>x</td><td>%bm</td><td>x</td><td>%bm</td><td>x</td><td>%bm</td></tr>
<tr><td>Portfolio 2.1.1(a)</td><td>93.8</td><td>100</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr>
<tr><td>Sr. Pract Eval 1-1</td><td>94.4</td><td>100</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr>
</table></td><td></td></tr>
</table>

Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.1(b)	91.9	93.8														
Sr. Pract Eval 1-2	93.1	93.3														

demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.1(c)	91.9	93.8														
Sr. Pract Eval 1-3	93.7	100														

Use technology ethically and appropriately to facilitate practice outcomes

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.1(d)	90.6	87.5														
Sr. Pract Eval 1-4	93	93.3														

Use supervision and consultation to guide professional judgment and behavior

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.1(e)	91.3	93.8														
Sr. Pract Eval 1-5	93	100														

TU#2/EP 2.1.2 Engage diversity and difference in practice

Benchmark (bm) is set at 85% for means for each competency as well as each practice behavior which operationalizes the competency

Overall Competency TU#2/EP 2.1.2:

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.2	98.2	100														
Sr. Pract Eval 2	93.3	100														

Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.2(a)	93.5	100														
Sr. Pract Eval 2-1	93.3	100														

Present themselves as learners and engage clients and constituencies as experts of their own experiences

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.2(b)	94	100														
Sr. Pract Eval 2-2	93.7	100														

Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.2(c)	93.9	100														
Sr. Pract Eval 2-3																

TU#3/EP 2.1.3 Advance human rights and social, economic, and environmental justice

Benchmark (bm) is set at 85% for means for each competency as well as each practice behavior which operationalizes the competency

Overall Competency TU#3/EP 2.1.3:

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.3	99.2	100														
Sr. Pract Eval 3	92.7	100														

Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels.

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.3(a)	94.1	100														
Sr. Pract Eval 3-1	93.7	100														

Engage in practices that advance social, economic, and environmental justice

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.3(b)	94.3	100														
Sr. Pract Eval 3-2																

TU#4/EP 2.1.4 Engage in practice-informed research and research-informed practice

Benchmark (bm) is set at 85% for means for each competency as well as each practice behavior which operationalizes the competency

Overall Competency TU#4/EP 2.1.4:

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.4	93.9	100														
Sr. Pract Eval 4	91	100														
SWK 492 Research Project	89	73.3														

Use practice experience and theory to inform scientific inquiry and research

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.4(a)	93.4	93.8														
Sr. Pract Eval 4-1	91	100														

Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.4(b)	94.1	100														
Sr. Pract Eval 4-2	89.3	100														

Use and translate research evidence to inform and improve practice, policy, and service delivery

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.4(c)	94.4	100														
Sr. Pract Eval 4-3	92.7	100														

TU#5/EP 2.1.5 Engage in policy practice

Benchmark (bm) is set at 85% for means for each competency as well as each practice behavior which operationalizes the competency

Overall Competency TU#5/EP 2.1.5:

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.5	99.9	100														
Sr. Pract Eval 5	91.4	100														

Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.5(a)	94.7	100														
Sr. Pract Eval 5-1	91	100														

assess how social welfare and economic policies impact the delivery of and access to social services

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.5(b)	94.9	100														
Sr. Pract Eval 5-2	91.7	100														

apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.5(c)	94.9	100														
Sr. Pract Eval 5-3	92.7	100														

TU#6/EP 2.1.6 Engage with individuals, families, groups, organizations and communities

Benchmark (bm) is set at 85% for means for each competency as well as each practice behavior which operationalizes the competency

Overall Competency TU#6/EP 2.1.6:

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.6	94.3	93.8														
Sr. Pract Eval 6	94.7	100														

Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.6(a)	93.8	93.8														
Sr. Pract Eval 6-1	94.3	100														

Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.6(b)	91.6	87.5														
Sr. Pract Eval 6-2	95	100														

TU#7/EP 2.1.7 Assess individuals, families, groups, organizations and communities

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.7	94.5	93.8														
Sr. Pract Eval 7	92.1	93.3														

Benchmark (bm) is set at 85% for means for each competency as well as each practice behavior which operationalizes the competency

Collect and organize data, and apply critical thinking to interpret information from clients and constituencies

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.7(a)	95	100														
Sr. Pract Eval 7-1	93	100														

Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.7(b)	94.4	100														
Sr. Pract Eval 7-2	93.7	100														

Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.7(c)	95	100														
Sr. Pract Eval 7-3	93.7	100														

Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.7(d)	95	100														
Sr. Pract Eval 7-4	88.1	93.3														

TU#8/EP 2.1.8 Intervene with individuals, families, groups, organizations and communities

Benchmark (bm) is set at 85% for means for each competency as well as each practice behavior which operationalizes the competency

Overall Competency TU#8/EP 2.1.8:

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.8	91.8	81.3														
Sr. Pract Eval 8	92.2	100														

Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.8(a)	92.5	100														
Sr. Pract Eval 8-1	90	100														

Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.8(b)	91.3	81.3														
Sr. Pract Eval 8-2	93.7	100														

Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.8(c)	91.3	87.5														
Sr. Pract Eval 8-3	94.3	100														

Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.8(d)	91.9	93.8														

		Sr. Pract Eval 8-4	92.9	100														

Facilitate effective transitions and endings that advance mutually agreed-on goals

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.8 (e)	90	81.3														
Sr. Pract Eval 8-5	89.2	100														

TU#9/EP 2.1.9 Evaluate individuals, families, groups, organizations and communities

Benchmark (bm) is set at 85% for means for each competency as well as each practice behavior which operationalizes the competency

Overall Competency TU#9/EP 2.1.9:

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.9	95.7	100														
Sr. Pract Eval 9	91.7	100														

Select and use appropriate methods for evaluation of outcomes

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.9(a)	92.5	100														
Sr. Pract Eval 9-1	91	100														

Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.9(b)	91.9	93.8														
Sr. Pract Eval 9-2																

Critically analyze, monitor, and evaluate intervention and program processes and outcome

	2016		2017		2018		2019									
	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm
Portfolio 2.1.9(c)	93.1	93.8														
Sr. Pract Eval 9-3	93.6	100														

	Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels		2016		2017		2018		2019										
			x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	x	%bm	
		Portfolio 2.1.9(d)	94.4	100															
		Sr. Pract Eval 9-4	92.9	100															