



# *EVALUATIVE DOCUMENT*

2020-21: Social Work Program – Lourdes University

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**Generalist Assessment Outcomes for Lourdes Social Work Program  
(2020 - 2021):**

Competency	Competency Benchmark	Outcome Measure Benchmark	Percent of Students achieving proficiency	Mean Percent of students Achieving Competency for both measures.	Competency Benchmark Met?
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will score at a proficient level for each competency in 2 measures	<b>Measure 1: Learning Contract:</b> Students must score a minimum score of 4 out of 5 points to demonstrate proficiency.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100% Behavior 4: 100% Behavior 5: 100%  Mean <u>100</u> %  N = 10	<b>93.5%</b>	<b>Yes</b>
		<b>Measure 2: SWK 311 Final Ethics Case Study:</b> Students must score a minimum of 8.1 out of 10	87%  N = 10		
Competency 2: Engage Diversity and Difference in Practice	80% of students will score at a proficient level for each competency in 2 measures	<b>Measure 1: Learning Contract:</b> Students must score a minimum of 4 out of 5 points.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100%  Mean 100%	<b>96%</b>	Yes
		<b>Measure 2 SWK 209 MultiCultural Reflection:</b> Students must score a minimum of 81%.	92%  N = 7		
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will score at a proficient level for each competency in 2 measures	<b>Measure 1 Learning Contract:</b> Students must score a minimum of 4 out of 5 points.	Behavior 1: 100% Behavior 2: 100%  Mean 100% N = 10	<b>81%</b>	Yes, but...
		<b>Measure 2 SWK 412 Policy Brief:</b> Students must score a minimum of 8.1 out of 10.	<b>62.5%</b>  N = 8		
Competency 4: Engage In Practice-informed Research and Research-informed Practice	80% of students will demonstrate competence inclusive of 2 or more measures	<b>Measure 1 Learning Contract:</b> Students must score a minimum of 4 out of 5 points.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100%  Mean 100%  N = 10	<b>91.5</b>	Yes
		<b>Measure 2 CSJ 327 Research Proposal :</b> Students must score a minimum of 8.1 out of 10.	83%  N = 5		

Competency 5: Engage in Policy Practice	80% of students will demonstrate competence inclusive of 2 or more measures	<b>Measure 1 Learning Contract:</b> Students must score a minimum of 4 out of 5 points.	Behavior 1: 88% Behavior 2: 100% Behavior 3: 88%  Mean 92%  N = 10	<b>88.5%</b>	Yes
		<b>Measure 2 SWK 412 Policy Brief:</b> Students must score a minimum of 8.1 out of 10 points.	85%  N = 8		
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures	<b>Measure 1 Learning Contract:</b> Students must score a minimum of 4 out of 5 points.	Behavior 1: 100% Behavior 2: 100%  Mean 100%  N = 10	<b>100%</b>	Yes, but...
		<b>Measure 2 SWK 210 Interview and Reflection Paper:</b> Students must score a minimum of 8.1 out of 10 points.	NA % Measure will be implemented Fall 2021 (Covid)		
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures	<b>Measure 1 Learning Contract:</b> Students must score a minimum of 4 out of 5 points.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 88% Behavior 4: 88%  Mean 96%  N = 10	<b>92%</b>	Yes
		<b>Measure 2 SWK 311 Multi-Dimensional Assessment:</b> Students must score a minimum of 8.1 out of 10 points.	88%  N = 10		
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures	<b>Measure 1 Learning Contract:</b> Students must score a minimum of 4 out of 5 points.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100% Behavior 4: 100% Behavior 5: 100%  Mean 100% N = 10	<b>97%</b>	Yes
		<b>Measure 2 SWK 418 Macro Project:</b> Students must score a minimum of 8.1 out of 10 points.	93.5%  N = 9		

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures	<b>Measure 1 Learning Contract:</b> Students must score a minimum 4 of out of 5 points.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100% Behavior 4: 100%  Mean 100%  N = 10	<b>100</b>	Yes, but...
		<b>Measure 2 SWK 493 Planned Change:</b> Students must score a minimum of 8.1 out of 10 points.	NA% Data not available		

## II. Data From Implicit Measures:

### A. Senior Exit Interviews (n = 10)

#### Program Strengths

- Professors are willing to help you / supportive (2)
- Smaller program promotes better learning (3)
- SWK faculty very engaged in classes
- Lourdes has a great ability to build connections.
- Program does a great job of educating on diversity and cultural competency.
- Role playing and teaching interviewing skills
- Openness and willingness to connect by the professors
- Program has made a great turnaround this year.
- Opportunities for reflection in the field
- Thinks current faculty has got the program on the right track.
- Classes helped foster a sense of community
- Appreciate opportunities to give feedback to the program
- Good content in classes
- Program faculty have grown in their ability to be more connected and responsive to students
- Program appears to value the feedback of the students (2)

#### Program Growth Areas

- turnover of professors (4)
- Helping students learn the competencies better.
- Continue to improve preparation for licensure
- More service opportunities in the community
- Continue to make the curriculum more coherent

- Limited class offerings – more electives (2)

## **B. Advisory Council / Student Forum**

Strengths of the social work program.

- Professors give good feedback on assignments and field placement performance
- Tent city experience was a great opportunity
- The current faculty is positive
- Scott Sanders has been a great addition to the program
- Best faculty in the program since the student's freshman year
- Joyce Litten has been a huge motivator and supporter

Growth Areas of the social work program

- Professors don't stick around for a long time
  - Harder to build relationships because of this
- Faculty email response is not great
- Positions were not filled for a significant period of time when a faculty member left
- There was a period of time when students did not receive grades for assignment and exams that they worked on due to a faculty member leaving
  - Therefore, students were disappointed about spending money and not getting their money's worth
- Some faculty show a lot of YouTube videos and Netflix shows, and not much lecture
  - There was also no textbook for the class which also made it hard to learn course content
- Mental/behavioral health course was not a good experience
- More field trips or visiting places in the community would be helpful
- More experience being introduced to agencies before senior year
- More involvement in the community around the university
- Would like for there to be help with finding field placements and help making contact with field sites
- More networking opportunities and speakers would be helpful

## **C. Student Evaluation of Field Placement**

NA

## **D. Alumni Survey (every three years)**

## E. Ohio Licensure Results

School: Lourdes College

Examination: **BACHELORS**

The following table presents the numbers of examinations administered to candidates who indicated that they attended the college or university listed above. Figures indicate the percentage of first-time, repeat, and total examinees who passed the Bachelors examination during the year(s) 2019. Note that failing examinees may repeat the examination more than once.

Year	First-Time				Repeat				Total			
	Pass	Fail	Total	Rate	Pass	Fail	Total	Rate	Pass	Fail	Total	Rate
2019	3	4	7	43%	1	3	4	25%	4	7	11	36%

## III. Discussion / Observations

### Explicit Curriculum

Overall percentage scores for every competency exceeded the program's benchmark of 80%. However, there are a few things worth noting:

1. Competency 3 (advance human rights and social justice) did have an overall score of 81%, but only 62.5% of students achieved proficiency in the designated signature assignment. Since this is the first time that this has happened. Faculty will wait and see how students do next year to determine whether or not any significant changes should be made.
2. Competency 6 (engage..) The Interview and Reflection Paper in SWK 210 was not done due to Covid restrictions. An alternative assignment was not sufficient to address competency. This will be re-implemented in the Fall of 2021.
3. Competency 9 (evaluate) 100% of students in field demonstrated proficiency, but the signature assignment scores were not collected and tabulated this year. This will be corrected for next year.

### Implicit Curriculum

Overall feedback from students in both the Student / Advisory Committee Forum and Senior Exit interviews was positive. Students particularly appreciated faculty's efforts at being more engaged and available to them over the course of the entire academic year. Constructively, there were a couple of themes worth noting.

1. Community Involvement: There were numerous comments that reflected a desire for more embedded opportunities for students to engage in the community / field. The social work faculty have discussed this and will be implementing a 20 hour volunteer requirement in SWK 411 and a field trip to the state capital to participate in NASW's legislative day in SWK 412. This will be reflected in the work plan.

2. Licensure prep. Based on the 2019 recorded licensure score, the current Field Director has implemented several new strategies to help prepare students for licensure. These included moving discussions about both grad school and licensure to the Fall semester; and having students take a pre and post practice test in the fall and spring. In response to student feedback asking for more licensure prep, the Field Director will implement 1-2 additional strategies for the 2021-22 academic year. This will be reflected in the program's work plan.

### **Other**

During the completion of the Program's Self-Study there were three observations that merit a program response:

1. There are some disparities that currently exist in grading rubrics for signature assignments in terms of scoring. This will be addressed in the program's work plan for 2021-2022.

2. The syllabus for SWK 111 should include an objective related to Competency 3 (human rights and social justice). This will be addressed in the program's work plan.

3. The program currently does not have an official admissions process. Plans to develop a more formalized admissions process will be developed by swk faculty in the next academic year.



### III. 2021-22 Work Plan

Based on feedback from both explicit and implicit measures the social work program will complete the following:

1. Social Work faculty will meet to address disparities in signature assignment grading rubrics to create consistent scoring and fit with appropriate competency. Refined rubrics will be implemented for the 2021-2022 academic year.

Completed: \_\_\_ Yes      \_\_\_ No

Comments:

2. SWK 111 instructor will incorporate Competency 3 into its course objectives.

Completed: \_\_\_ Yes      \_\_\_ No

Comments:

3. Program Director will work with I.T. to put Alumni Survey online by Feb. of 2022.

Completed:

Comments:

4. Implement a 20 hour volunteer requirement in SWK 411 Process II.

Completed:

Comments:

5. SWK 412 students will attend NASW day at capital.

Completed:

Comments:

6. Make sure that data from the student evaluation of field is collected and recorded.

Completed:

Comments:

7. Field Instructor will implement 1-2 new strategies for licensure prep in the either Fall or Spring SWK 492 and / or SWK 493.

Completed:

Comments:

8. The social work faculty will develop and implement a formalized admissions process that will incorporate a student application to the program and an initial interview with social work faculty. This will be informally implemented in the fall of 2021 and formally implemented for the catalog year of 2022-2023.

Completed:

Comments:

