

NIAGARA UNIVERSITY SOCIAL WORK DEPARTMENT
Outcome Report for 2018-2020 Cohort

Competency One	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: *
Demonstrate Ethical and Professional Behavior	90% Rationale: By this point in our program, a score of 2 or better in each competency and all associated behaviors is a realistic expectation. As observation 1 comes at the end of the students' first semester in field, we expect further growth in the 2 nd semester.	Measure 1: SWEAP FI at Mid-Term This assessment is based on demonstration of the competency in a real practice situation.	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; use reflection and self-regulation to manage personal values and maintain professionalism in practice situations; demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication; use technology ethically and appropriately to facilitate practice outcomes; and use supervision and consultation to guide professional judgment and behavior.	Knowledge Values Skills Cog/Affect	Score on SWEAP FI @ Mid-term for all	2> for all	Total Competency Score: 3.60/100%
				Knowledge Values Skills Cog/Affect			3.40/100%
				Knowledge Values Skills Cog/Affect			3.56/100%
				Knowledge Values Skills Cog/Affect			3.69/100%
				Knowledge Values Skills Cog/Affect			3.74/100%
Knowledge Values Skills Cog/Affect	3.63/100%						

*Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the competency Benchmark.

Competency Two	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures:
Engage Diversity and Difference in Practice	90% for all; Rationale: By this point in our program, a score of 2 or better in each competency and all associated behaviors is a realistic expectation. As observation 1 comes at the end of the students' first semester in field, we expect further growth in the 2 nd semester.	Measure 1: SWEAP FI at Mid-Term	<p>Intern applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;</p> <p>Intern present themselves as learners and engage clients and constituencies;</p> <p>Intern experts of their own experiences; and</p> <p>Intern apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.</p>	<p>Knowledge Values Skills Cog/Affect</p> <p>Knowledge Values Skills Cog/Affect</p> <p>Knowledge Values Skills Cog/Affect</p> <p>Knowledge Values Skills Cog/Affect</p>	SWEAP FI @ Mid-term scores for all	2> for all	<p>Total Competency Score: 3.48/100%</p> <p>3.36/100%</p> <p>3.67/100%</p> <p>3.40/100%</p> <p>3.49/100%</p>

Competency Three	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures:
Advance Human Rights and Social, Economic, and Environmental Justice	90% for all; Rationale: By this point in our program, a score of 2 or better in each competency and all associated behaviors is a realistic expectation. As observation 1 comes at the end of the students' first semester in field, we expect further growth in the 2 nd semester.	Measure 1: SWEAP FI at Mid-Term	<p>Intern applies their understanding of social justice to advocate for human rights at the individual and system levels;</p> <p>Intern applies their understanding of economic justice to advocate for human rights at the individual and system levels;</p> <p>Intern applies their understanding of environmental justice to advocate for human rights at the individual and system levels;</p> <p>Intern engage in practices that advance social, economic, and environmental justice.</p>	<p>Knowledge Skills</p> <p>Knowledge Skills</p> <p>Knowledge Skills</p> <p>Knowledge Skills</p>	SWEAP FI @ Mid-term scores for all	2> for all	<p>Total Competency Score: 3.18/100%</p> <p>3.30/100%</p> <p>3.14/100%</p> <p>3.12/100%</p> <p>3.17/100%</p>

Competency Four	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures:
Engage In Practice-informed Research and Research-informed Practice	90% for all; Rationale: By this point in our program, a score of 2 or better in each competency and all associated behaviors is a realistic expectation. As observation 1 comes at the end of the students' first semester in field, we expect further growth in the 2 nd semester.	Measure 1: SWEAP FI at Mid-Term	<p>Intern uses theory to inform scientific inquiry & research;</p> <p>Intern uses practice experience and theory to inform scientific inquiry and research;</p> <p>Intern applies critical thinking to engage in analysis of quantitative research methods & findings;</p> <p>Intern applies qualitative research methods and research findings;</p> <p>Intern uses and translates research evidence to inform and improve practice, policy, and service delivery.</p>	<p>Knowledge Cog/Affect</p> <p>Knowledge Cog/Affect</p> <p>Knowledge Cog/Affect</p> <p>Knowledge Cog/Affect</p> <p>Knowledge Cog/Affect</p>	SWEAP FI @ Mid-term scores for all	2> for all	<p>Total Competency Score: 3.13/100%</p> <p>3.26/100%</p> <p>3.16/100%</p> <p>3.02/100%</p> <p>3.05/100%</p> <p>3.19/100%</p>

Competency Five	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures:
Engage in Policy Practice	90% for all; Rationale: By this point in our program, a score of 2 or better in each competency and all associated behaviors is a realistic expectation. As observation 1 comes at the end of the students' first semester in field, we expect further growth in the 2 nd semester.	Measure 1: SWEAP FI at Mid-Term	<p>Intern identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;</p> <p>Intern assesses how social welfare and economic policies impact the delivery of and access to social services;</p> <p>Intern applies critical thinking to analyze policies that advance human rights and social, economic, and environmental justice;</p> <p>Intern applies critical thinking to formulate policies that advance human rights and social, economic, and environmental justice;</p> <p>Intern applies critical thinking to advocate policies that advance human rights and social, economic, and environmental justice.</p>	<p>Knowledge Skills Values Cog/Affect</p> <p>Knowledge Skills Values Cog/Affect</p> <p>Knowledge Skills Values Cog/Affect</p> <p>Knowledge Skills Values Cog/Affect</p> <p>Knowledge Skills Values Cog/Affect</p>	SWEAP FI @ Mid-term scores for all	2> for all	<p>Total Competency Score: 3.21/100%</p> <p>3.48/100%</p> <p>3.29/100%</p> <p>3.31/100%</p> <p>3.21/100%</p> <p>3.12/100%</p>

Competency Seven	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: 3.59/100%
Assess Individuals, Families, Groups, Organizations, and Communities	90% for all; Rationale: By this point in our program, a score of 2 or better in each competency and all associated behaviors is a realistic expectation. As observation 1 comes at the end of the students' first semester in field, we expect further growth in the 2 nd semester.	Measure 1: SWEAP FI at Mid-Term	<p>Intern collects and organize data, and apply critical thinking to interpret information from clients and constituencies;</p> <p>Intern applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies;</p> <p>Intern develops mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and</p> <p>Intern selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.</p>	<p>Knowledge Cog/Affect</p> <p>Knowledge Cog/Affect</p> <p>Knowledge Cog/Affect</p> <p>Knowledge Cog/Affect</p>	SWEAP FI @ Mid-term scores for all	2> for all	<p>Total Competency Score: 3.23/100%</p> <p>3.38/100%</p> <p>3.19/100%</p> <p>3.19/100%</p> <p>3.14/100%</p>

Competency Eight	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures:
Intervene with Individuals, Families, Groups, Organizations, and Communities	90% for all; Rationale: By this point in our program, a score of 2 or better in each competency and all associated behaviors is a realistic expectation. As observation 1 comes at the end of the students' first semester in field, we expect further growth in the 2 nd semester.	Measure 1: SWEAP FI at Mid-Term	<p>Intern critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies;</p> <p>Intern applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;</p> <p>Intern uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes;</p> <p>Intern negotiates, mediates, and advocates with and on behalf of diverse clients and constituencies; and</p> <p>Intern facilitates effective transitions and endings that advance mutually agreed-on goals.</p>	<p>Skills Cog/Affect</p> <p>Skills Cog/Affect</p> <p>Skills Cog/Affect</p> <p>Skills Cog/Affect</p> <p>Skills Cog/Affect</p>	SWEAP FI @ Mid-term scores for all	2> for all	<p>Total Competency Score: 3.14/100%</p> <p>3.12/100%</p> <p>3.07/100%</p> <p>3.45/100%</p> <p>3.12/100%</p> <p>2.93/100%</p>

Competency Nine	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: 3.56/100%
Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90% for all; Rationale: By this point in our program, a score of 2 or better in each competency and all associated behaviors is a realistic expectation. As observation 1 comes at the end of the students' first semester in field, we expect further growth in the 2 nd semester.	Measure 1: SWEAP FI at Mid-Term	<p>Intern selects and uses appropriate methods for evaluation of outcomes;</p> <p>Intern applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;</p> <p>Intern critically analyzes, monitors, and evaluates interventions and program processes and outcomes; and</p> <p>Intern applies evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.</p>	<p>Skills Cog/Affect</p> <p>Skills Cog/Affect</p> <p>Skills Cog/Affect</p> <p>Skills Cog/Affect</p>	SWEAP FI @ Mid-term scores for all	2> for all	<p>Total Competency Score: 3.11/100%</p> <p>3.20/100%</p> <p>3.07/100%</p> <p>3.10/100%</p> <p>3.06/100%</p>

Measurement Two:

Demonstrate Ethical and Professional Behavior	90% for all; Rationale: By this point in our program, a score of 3 or better in each competency is a realistic expectation. Students are completing their final semester and a 3 or better, as judged by the portfolio assessment panel is very reasonable.	Measure 2: Portfolio	Holistic assessment of the competency based on evidence presented in the student's portfolio and at their Capstone/Portfolio Defense. Outcome measure is determined by averaging scores from 3 panelists (2 social work faculty and one field instructor) following the student's Capstone/Portfolio Defense	Knowledge Values Skills Cog/Affect	Student portfolios are reviewed by a 3-member panel and are given an initial rating for each competency is rated on 1-5 scale. The same panel attends the student's Capstone/Portfolio Defense where a final rating is determined.	3> for all	Overall average: 3.93/92% Knowledge: 3.97/93% Skills: 3.90/90%
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*Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the competency Benchmark.

Competency Two	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures:
Engage Diversity and Difference in Practice	90% for all; Rationale: By this point in our program, a score of 3 or better in each competency is a realistic expectation. Students are completing their final semester and a 3 or better, as judged by the portfolio assessment panel is very reasonable.	Measure 2: Portfolio	Holistic assessment of the competency based on evidence presented in the student's portfolio and at their Capstone/Portfolio Defense. Outcome measure is determined by averaging scores from 3 panelists (2 social work faculty and one field instructor) following the student's Capstone/Portfolio Defense	Knowledge Values Skills Cog/Affect	Student portfolios are reviewed by a 3-member panel and are given an initial rating for each competency is rated on 1-5 scale. The same panel attends the student's Capstone/Portfolio Defense where a final rating is determined.	3> for all	Overall average: 3.69/100% Knowledge: 3.73/100% Skills: 3.65/100%

Competency Three	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures:
Advance Human Rights and Social, Economic, and Environmental Justice	90% for all; Rationale: By this point in our program, a score of 3 or better in each competency is a realistic expectation. Students are completing their final semester and a 3 or better, as judged by the portfolio assessment panel is very reasonable.	Measure 2: Portfolio	Holistic assessment of the competency based on evidence presented in the student's portfolio and at their Capstone/Portfolio Defense. Outcome measure is determined by averaging scores from 3 panelists (2 social work faculty and one field instructor) following the student's Capstone/Portfolio Defense	Knowledge Skills	Student portfolios are reviewed by a 3-member panel and are given an initial rating for each competency is rated on 1-5 scale. The same panel attends the student's Capstone/Portfolio Defense where a final rating is determined.	3> for all	Overall average: 3.69/100% Knowledge: 3.72/100% Skills: 3.65/100%

Competency Four	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures:
Engage In Practice-informed Research and Research-informed Practice	90% for all; Rationale: By this point in our program, a score of 3 or better in each competency is a realistic expectation. Students are completing their final semester and a 3 or better, as judged by the portfolio assessment panel is very reasonable.	Measure 2: Portfolio	Holistic assessment of the competency based on evidence presented in the student's portfolio and at their Capstone/Portfolio Defense. Outcome measure is determined by averaging scores from 3 panelists (2 social work faculty and one field instructor) following the student's Capstone/Portfolio Defense	Knowledge Cog/Affect Skills	Student portfolios are reviewed by a 3-member panel and are given an initial rating for each competency is rated on 1-5 scale. The same panel attends the student's Capstone/Portfolio Defense where a final rating is determined.	3> for all	Overall average: 3.67/100% Knowledge: 3.67/100% Skills: 3.66/100%

Competency Five	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures:
Engage in Policy Practice	90% Rationale: By this point in our program, a score of 3 or better in each competency is a realistic expectation. Students are completing their final semester and a 3 or better, as judged by the portfolio assessment panel is very reasonable.	Measure 2: Portfolio	Holistic assessment of the competency based on evidence presented in the student's portfolio and at their Capstone/Portfolio Defense. Outcome measure is determined by averaging scores from 3 panelists (2 social work faculty and one field instructor) following the student's Capstone/Portfolio Defense	Knowledge Skills Values Cog/Affect	Student portfolios are reviewed by a 3-member panel and are given an initial rating for each competency is rated on 1-5 scale. The same panel attends the student's Capstone/Portfolio Defense where a final rating is determined.	3> for all	Overall average: 3.65/99% Knowledge: 3.70/100% Skills: 3.59/97%

Competency Six	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures:
Engage with Individuals, Families, Groups, Organizations, and Communities	90% Rationale: By this point in our program, a score of 3 or better in each competency is a realistic expectation. Students are completing their final semester and a 3 or better, as judged by the portfolio assessment panel is very reasonable.	Measure 2: Portfolio	Holistic assessment of the competency based on evidence presented in the student's portfolio and at their Capstone/Portfolio Defense. Outcome measure is determined by averaging scores from 3 panelists (2 social work faculty and one field instructor) following the student's Capstone/Portfolio Defense	Knowledge Skills Cog/Affect	Student portfolios are reviewed by a 3-member panel and are given an initial rating for each competency is rated on 1-5 scale. The same panel attends the student's Capstone/Portfolio Defense where a final rating is determined.	3> for all	Overall average: 3.84/100% Knowledge: 3.84/100% Skills: 3.84/100%

Competency Seven	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures:
Assess Individuals, Families, Groups, Organizations, and Communities	90% Rationale: By this point in our program, a score of 3 or better in each competency is a realistic expectation. Students are completing their final semester and a 3 or better, as judged by the portfolio assessment panel is very reasonable.	Measure 2: Portfolio	Holistic assessment of the competency based on evidence presented in the student's portfolio and at their Capstone/Portfolio Defense. Outcome measure is determined by averaging scores from 3 panelists (2 social work faculty and one field instructor) following the student's Capstone/Portfolio Defense	Knowledge Skills Cog/Affect	Student portfolios are reviewed by a 3-member panel and are given an initial rating for each competency is rated on 1-5 scale. The same panel attends the student's Capstone/Portfolio Defense where a final rating is determined.	3> for all	Overall average: 3.79/99% Knowledge: 3.74/97% Skills: 3.84/100%

Competency Eight	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures:
Intervene with Individuals, Families, Groups, Organizations, and Communities	90% Rationale: By this point in our program, a score of 3 or better in each competency is a realistic expectation. Students are completing their final semester and a 3 or better, as judged by the portfolio assessment panel is very reasonable.	Measure 2: Portfolio	Holistic assessment of the competency based on evidence presented in the student's portfolio and at their Capstone/Portfolio Defense. Outcome measure is determined by averaging scores from 3 panelists (2 social work faculty and one field instructor) following the student's Capstone/Portfolio Defense	Knowledge Skills Cog/Affect	Student portfolios are reviewed by a 3-member panel and are given an initial rating for each competency is rated on 1-5 scale. The same panel attends the student's Capstone/Portfolio Defense where a final rating is determined.	3> for all	Overall average: 3.73/100% Knowledge: 3.73/100% Skills: 3.73/100%

Competency Nine	Competency Benchmark	Measures	Performance Description	Dimensions	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: 3.53/100%
Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90% Rationale: By this point in our program, a score of 3 or better in each competency is a realistic expectation. Students are completing their final semester and a 3 or better, as judged by the portfolio assessment panel is very reasonable.	Measure 2: Portfolio	Holistic assessment of the competency based on evidence presented in the student's portfolio and at their Capstone/Portfolio Defense. Outcome measure is determined by averaging scores from 3 panelists (2 social work faculty and one field instructor) following the student's Capstone/Portfolio Defense	Skills Cog/Affect	Student portfolios are reviewed by a 3-member panel and are given an initial rating for each competency is rated on 1-5 scale. The same panel attends the student's Capstone/Portfolio Defense where a final rating is determined.	3> for all	Overall average: 3.68/97% Knowledge: 3.74/100% Skills: 3.62/93%

Assessment Data Collected during the Academic Year (2019-2020)

2018-2020 Cohort

Competency	Benchmark	Outcome Measure N=30	Percent Attaining	% of Students Achieving Competency	Competency Attained?
Competency 1	90% of students will demonstrate competence inclusive of 2 or more measures	Measurement #1 Students must score a 2 or better on a scale of 1-5 Measurement #2 Students must score a 3 or better on a scale of 1-5	100% 92%	100 + 192=192 192/2=96%	Yes
Competency 2	90% of students will demonstrate competence inclusive of 2 or more measures	Measurement #1 Students must score a 2 or better on a scale of 1-5 Measurement #2 Students must score a 3 or better on a scale of 1-5	100% 100%	100 + 100=200 220/2=100%	yes
Competency 3	90% of students will demonstrate competence inclusive of 2 or more measures	Measurement #1 Students must score a 2 or better on a scale of 1-5 Measurement #2 Students must score a 3 or better on a scale of 1-5	100% 100%	100 + 100=200 200/2=100%	Yes
Competency 4	90% of students will demonstrate competence inclusive of 2 or more measures	Measurement #1 Students must score a 2 or better on a scale of 1-5 Measurement #2 Students must score a 3 or better on a scale of 1-5	100% 100%	100 + 100=200 200/2=100%	Yes
Competency 5	90% of students will demonstrate competence inclusive of 2 or more measures	Measurement #1 Students must score a 2 or better on a scale of 1-5 Measurement #2 Students must score a 3 or better on a scale of 1-5	100% 99%	100 + 99=199 199/2=99.5%	Yes
Competency 6	90% of students will demonstrate competence inclusive of 2 or more measures	Measurement #1 Students must score a 2 or better on a scale of 1-5 Measurement #2 Students must score a 3 or better on a scale of 1-5	100% 100%	100 + 100=200 200/2=100%	Yes
Competency 7	90% of students will demonstrate competence inclusive of 2 or more measures	Measurement #1 Students must score a 2 or better on a scale of 1-5 Measurement #2 Students must score a 3 or better on a scale of 1-5	100% 99%	100 + 99=199 199/2=99.5%	Yes
Competency 8	90% of students will demonstrate competence inclusive of 2 or more measures	Measurement #1 Students must score a 2 or better on a scale of 1-5 Measurement #2 Students must score a 3 or better on a scale of 1-5	100% 100%	100 + 100=200 200/2=100%	Yes
Competency 9	90% of students will demonstrate competence inclusive of 2 or more measures	Measurement #1 Students must score a 2 or better on a scale of 1-5 Measurement #2 Students must score a 3 or better on a scale of 1-5	100% 97%	100 + 97=197 197/2= 98.5% %	Yes

