

CSWE Competency Outcomes Report

BSW Program 2015-2016 Explicit Data from Student Exit Survey

Table 1: Benchmark progress across all practice behaviors and competencies (N=46)

| Competency 1: Identifying as a professional social worker | | |
|--|--|---|
| Competency Benchmark | Practice Behavior | Mean of Practice Behavior Measures |
| Mean of 3.0 for means of practice behaviors | 1. Advocate for client access to the services of social work | 3.31 |
| | 2. Practice personal reflection and self-correction to assure continual professional development | 3.42 |
| | 3. Attend to professional roles and boundaries | 3.46 |
| | 4. Demonstrate professional demeanor in behavior, appearance, and communication | 3.60 |
| | 5. Engage in career-long learning | 3.22 |
| | 6. Use supervision and consultation | 3.43 |
| | Aggregate mean score | 3.40 |
| Benchmark finding (Benchmark set at 80%) | | 91.3% |

| Competency 2: Apply social work ethical principles | | |
|---|--|---|
| Competency Benchmark | Practice Behavior | Mean of Practice Behavior Measures |
| Mean of 3.0 for means of practice behaviors | 7. Recognize and manage personal values in a way that allows professional values to guide practice | 3.37 |
| | 8. Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics | 3.26 |
| | 9. Tolerate ambiguity in resolving ethical conflicts | 3.20 |
| | 10. Apply strategies of ethical reasoning to arrive at principled decisions | 3.17 |
| | Aggregate mean score | 3.25 |
| Benchmark finding (Benchmark set at 80%) | | 84.7% |

| Competency 3: Critical thinking | | |
|---|---|---|
| Competency Benchmark | Practice Behavior | Mean of Practice Behavior Measures |
| Mean of 3.0 for means of practice behaviors | 11. Distinguishing sources of knowledge | 3.07 |
| | 12. Analyze models of assessment | 3.04 |
| | 13. Effective communication | 3.15 |
| | Aggregate mean score | 3.08 |
| Benchmark finding (Benchmark set at 80%) | | 73.9% |

| Competency 4: Engage diversity | | |
|---|--|---|
| Competency Benchmark | Practice Behavior | Mean of Practice Behavior Measures |
| Mean of 3.0 for means of practice behaviors | 14. Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power | 3.33 |
| | 15. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups | 3.48 |
| | 16. Recognize and communicate their understanding of the importance of difference in shaping life experiences | 3.41 |
| | 17. View themselves as learners and engage those with whom they work as informants | 3.41 |
| | Aggregate mean score | 3.40 |
| Benchmark finding (Benchmark set at 80%) | | 93.4% |

| Competency 5: Advancing human rights and justice | | |
|---|--|---|
| Competency Benchmark | Practice Behavior | Mean of Practice Behavior Measures |
| Mean of 3.0 for means of practice behaviors | 18. Understand forms and mechanisms of oppression and discrimination | 3.36 |
| | 19. Advocate for human rights and social and economic justice | 3.26 |
| | 20. Engage in practices that advance social and economic justice | 3.13 |
| | Aggregate mean score | 3.25 |
| Benchmark finding (Benchmark set at 80%) | | 86.9% |

| Competency 6: Engaging research-informed practice and practice-informed research | | |
|---|--|---|
| Competency Benchmark | Practice Behavior | Mean of Practice Behavior Measures |
| Mean of 3.0 for means of practice behaviors | 21. Use practice experience to inform scientific inquiry | 2.93* |
| | 22. Use research evidence to inform practice | 3.02 |
| | Aggregate mean score | 2.98* |
| Benchmark finding (Benchmark set at 80%) | | 78.2%* |

| Competency 7: Applying knowledge of HBSE | | |
|---|--|---|
| Competency Benchmark | Practice Behavior | Mean of Practice Behavior Measures |
| Mean of 3.0 for means of practice behaviors | 23. Utilize conceptual frameworks to guide the process of assessment, intervention, and evaluation | 3.07 |
| | 24. Critique and apply knowledge to understand person and environment | 3.33 |
| | Aggregate mean score | 3.20 |
| Benchmark finding (Benchmark set at 80%) | | 91.3% |

| Competency 8: Engaging in policy practice | | |
|--|--|---|
| Competency Benchmark | Practice Behavior | Mean of Practice Behavior Measures |
| Mean of 3.0 for means of practice behaviors | 25. Analyze, formulate, and advocate for policies that advance social well-being | 3.02 |
| | 26. Collaborate with colleagues and clients for effective policy action | 3.07 |
| | Aggregate mean score | 3.05 |
| Benchmark finding (Benchmark set at 80%) | | 82.6% |

| Competency 9: Responding to contexts that shape practice | | |
|---|--|---|
| Competency Benchmark | Practice Behavior | Mean of Practice Behavior Measures |
| Mean of 3.0 for means of practice behaviors | 27. Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services | 2.78* |
| | 28. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services | 2.91* |
| | Aggregate mean score | 2.85* |
| Benchmark finding (Benchmark set at 80%) | | 67.3%* |

| Competency 10: Engage | | |
|---|---|---|
| Competency Benchmark | Practice Behavior | Mean of Practice Behavior Measures |
| Mean of 3.0 for means of practice behaviors | 29. Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities | 3.13 |
| | 30. Use empathy and other interpersonal skills | 3.59 |
| | 31. Develop a mutually agreed-on focus of work and desired outcomes | 3.30 |
| | Aggregate mean score | 3.34 |
| Benchmark finding (Benchmark set at 80%) | | 91.3% |

| Competency 11: Assess | | |
|---|---|---|
| Competency Benchmark | Practice Behavior | Mean of Practice Behavior Measures |
| Mean of 3.0 for means of practice behaviors | 32. Collect, organize, and interpret client data | 3.15 |
| | 33. Assess client/consumer/community strengths and limitations | 3.35 |
| | 34. Develop mutually agreed-on intervention goals and objectives which produces completion of a written assessment in agency format | 3.30 |
| | 35. Select appropriate intervention strategies | 3.20 |
| | Aggregate mean score | 3.25 |
| Benchmark finding (Benchmark set at 80%) | | 86.9% |

| Competency 12: Intervene | | |
|---|---|---|
| Competency Benchmark | Practice Behavior | Mean of Practice Behavior Measures |
| Mean of 3.0 for means of practice behaviors | 36. Initiate actions to achieve organizational goals | 3.13 |
| | 37. Implement prevention interventions that enhance client capacities | 3.20 |
| | 38. Help clients resolve problems | 3.29 |
| | 39. Negotiate, mediate, and advocate for clients | 3.42 |
| | 40. Facilitate transitions and endings | 3.22 |
| | Aggregate mean score | 3.25 |
| Benchmark finding (Benchmark set at 80%) | | 82.6% |

| Competency 13: Evaluate | | |
|---|---|---|
| Competency Benchmark | Practice Behavior | Mean of Practice Behavior Measures |
| Mean of 3.0 for means of practice behaviors | 41. Critically analyze, monitor, and evaluate interventions | 3.07 |
| | Aggregate mean score | 3.07 |
| Benchmark finding (Benchmark set at 80%) | | 84.7% |

