

## CSWE Competency Outcomes Report

### MSW I Program 2016 – Student Exit Survey Data

Table 1: Benchmark progress across all practice behaviors and competencies (N=31)

<b>Competency 1: Identifying as a professional social worker</b>		
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean of Practice Behavior Measures</b>
Mean of 3.0 for means of practice behaviors	1. Advocate for client access to the services of social work	<b>2.76*</b>
	2. Practice personal reflection and self-correction to assure continual professional development	3.12
	3. Attend to professional roles and boundaries	3.20
	4. Demonstrate professional demeanor in behavior, appearance, and communication	3.60
	5. Engage in career-long learning	3.32
	6. Use supervision and consultation	3.16
	<b>Aggregate mean score</b>	3.19
<b>Benchmark finding (Benchmark set at 80%)</b>		<b>76%*</b>

<b>Competency 2: Apply social work ethical principles</b>		
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean of Practice Behavior Measures</b>
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	3.12
	8. Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics	3.12
	9. Tolerate ambiguity in resolving ethical conflicts	3.00
	10. Apply strategies of ethical reasoning to arrive at principled decisions	<b>2.88*</b>
	<b>Aggregate mean score</b>	3.03
<b>Benchmark finding (Benchmark set at 80%)</b>		<b>72%*</b>

<b>Competency 3: Critical thinking</b>		
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean of Practice Behavior Measures</b>
Mean of 3.0 for means of practice behaviors	11. Distinguishing sources of knowledge	<b>2.80*</b>
	12. Analyze models of assessment	<b>2.56*</b>
	13. Effective communication	3.12
	<b>Aggregate mean score</b>	<b>2.83*</b>
<b>Benchmark finding (Benchmark set at 80%)</b>		<b>52%*</b>

<b>Competency 4: Engage diversity</b>		
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean of Practice Behavior Measures</b>
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	3.08
	15. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups	3.12
	16. Recognize and communicate their understanding of the importance of difference in shaping life experiences	3.16
	17. View themselves as learners and engage those with whom they work as informants	3.16
	<b>Aggregate mean score</b>	3.13
<b>Benchmark finding (Benchmark set at 80%)</b>		80%

<b>Competency 5: Advancing human rights and justice</b>		
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean of Practice Behavior Measures</b>
Mean of 3.0 for means of practice behaviors	18. Understand forms and mechanisms of oppression and discrimination	<b>3.00</b>
	19. Advocate for human rights and social and economic justice	<b>2.96*</b>
	20. Engage in practices that advance social and economic justice	<b>2.92*</b>
	<b>Aggregate mean score</b>	<b>2.96*</b>
<b>Benchmark finding (Benchmark set at 80%)</b>		<b>72%*</b>

<b>Competency 6: Engaging research-informed practice and practice-informed research</b>		
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean of Practice Behavior Measures</b>
Mean of 3.0 for means of practice behaviors	21. Use practice experience to inform scientific inquiry	<b>2.60*</b>
	22. Use research evidence to inform practice	<b>2.76*</b>
	<b>Aggregate mean score</b>	<b>2.68*</b>
<b>Benchmark finding (Benchmark set at 80%)</b>		<b>60%*</b>

<b>Competency 7: Applying knowledge of HBSE</b>		
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean of Practice Behavior Measures</b>
Mean of 3.0 for means of practice behaviors	23. Utilize conceptual frameworks to guide the process of assessment, intervention, and evaluation	<b>2.84*</b>
	24. Critique and apply knowledge to understand person and environment	3.12
	<b>Aggregate mean score</b>	3.00
<b>Benchmark finding (Benchmark set at 80%)</b>		80%

<b>Competency 8: Engaging in policy practice</b>		
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean of Practice Behavior Measures</b>
Mean of 3.0 for means of practice behaviors	25. Analyze, formulate, and advocate for policies that advance social well-being	<b>2.64*</b>
	26. Collaborate with colleagues and clients for effective policy action	<b>2.84*</b>
	<b>Aggregate mean score</b>	<b>2.74*</b>
<b>Benchmark finding (Benchmark set at 80%)</b>		<b>60%*</b>

<b>Competency 9: Responding to contexts that shape practice</b>		
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean of Practice Behavior Measures</b>
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	<b>2.72*</b>
	28. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services	<b>2.60*</b>
	<b>Aggregate mean score</b>	<b>2.66*</b>
<b>Benchmark finding (Benchmark set at 80%)</b>		<b>56%*</b>

<b>Competency 10: Engage</b>		
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean of Practice Behavior Measures</b>
Mean of 3.0 for means of practice behaviors	29. Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities	<b>2.80*</b>
	30. Use empathy and other interpersonal skills	3.56
	31. Develop a mutually agreed-on focus of work and desired outcomes	3.08
	<b>Aggregate mean score</b>	3.15
<b>Benchmark finding (Benchmark set at 80%)</b>		80%

<b>Competency 11: Assess</b>		
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean of Practice Behavior Measures</b>
Mean of 3.0 for means of practice behaviors	32. Collect, organize, and interpret client data	<b>2.92*</b>
	33. Assess client/consumer/community strengths and limitations	3.16
	34. Develop mutually agreed-on intervention goals and objectives which produces completion of a written assessment in agency format	3.00
	35. Select appropriate intervention strategies	<b>2.76*</b>
	<b>Aggregate mean score</b>	<b>2.96*</b>
<b>Benchmark finding (Benchmark set at 80%)</b>		<b>68%*</b>

<b>Competency 12: Intervene</b>		
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean of Practice Behavior Measures</b>
Mean of 3.0 for means of practice behaviors	36. Initiate actions to achieve organizational goals	<b>2.72*</b>
	37. Implement prevention interventions that enhance client capacities	<b>2.72*</b>
	38. Help clients resolve problems	<b>2.88*</b>
	39. Negotiate, mediate, and advocate for clients	3.00
	40. Facilitate transitions and endings	<b>2.72*</b>
	<b>Aggregate mean score</b>	<b>2.81*</b>
<b>Benchmark finding (Benchmark set at 80%)</b>		<b>52%</b>

<b>Competency 13: Evaluate</b>		
<b>Competency Benchmark</b>	<b>Practice Behavior</b>	<b>Mean of Practice Behavior Measures</b>
Mean of 3.0 for means of practice behaviors	41. Critically analyze, monitor, and evaluate interventions	<b>2.56*</b>
	<b>Aggregate mean score</b>	<b>2.56*</b>
<b>Benchmark finding (Benchmark set at 80%)</b>		<b>56%*</b>