

MSW Program Generalist Year Assessment Plan: 2020-21*

The UM MSW Program Assessment Plan for the generalist and specialization years includes the following elements:

Description of the assessment procedures that detail when, where, and how each competency is assessed for each program option.

- Description of two measures used to assess each competency, one of which is based on real or simulated practice from field education
- An explanation of how the assessment plan measures multiple dimensions of each competency Benchmarks for each competency, a rationale for each benchmark, and a description of how it is determined that students' performance meets the benchmark.
- An explanation of how the program determines the percentage of students achieving the benchmark.

MSW Generalist Year Measure 1: Field Education End-of-Year Evaluation Measure 2: Embedded Course assignments							
Competency	Measures	Competency Benchmark	Behavior	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
1. Demonstrate Ethical and Professional Behavior	Measure 1 Field Instrument	85% of students will receive a minimum score of 4 out of 5	1. 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 (Field instrument item 1)	Knowledge; values; C/A Processes	For Measure 1: Aggregate student scores on questions 1-5.	For Measure 1: Students must score a minimum of 4 out of 5 points.	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
			2. Engage in critical self-reflection, and ongoing reflection on positionality to understand ways in which personal values, beliefs, and experiences may affect practice and address those that interfere with professionalism and effective practice. (Field instrument item 2)	C/A Processes; Values			

			3.Demonstrate professional demeanor in behavior; appearance; oral, written, and electronic communication; use of social media; and adherence to agency policies and procedures. (Field instrument item 3)	Skills; Values			
			4.Use technology ethically and appropriately to facilitate effective practice. (Field instrument item 4)	Skills, values			
			5. Use supervision and consultation to guide professional judgment and behavior. (Field instrument item 5)	Skills, C/A processes			
Competency 1: Demonstrate Ethical and Professional Behavior	Measure 2: Assessment embedded in course SW 505 Foundation of Social Work	85% of students will demonstrate competence by meeting the outcome measure benchmarks	Students demonstrate understanding of NASW Code of ethics, practice of ethical decision making, and cognizance of personal and professional values by developing and analyzing an ethical dilemma using the NASW Code and one additional Code or set of Ethical Principles (e.g. NABSW Code of Ethics, Universal Declaration of Human Rights, IFSW Statement of Ethical Principles)	Knowledge; C/A Processes Values Skills;	For Measure 2: Assessed by instructor following assignment grading criteria	For Measure 2: Students must earn grade of B or better	Determine the percentage of students that attained the benchmark for the assignment. Determine whether this percentage is larger than the competency Benchmark

Competency 2: Engage Diversity and Difference in Practice	Measure 1: Field instrument	85% of students will demonstrate competence by meeting the outcome measure benchmarks	○ apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels (field instrument item 6)	Knowledge; C/A Processes	Aggregate student scores on questions 6, 7, 8.	Students must score a minimum of 4 out of 5 points.	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
			○ present themselves as learners and engage clients and constituencies as experts of their own experiences (field instrument item 7)	C/A Processes; Values			
			○ apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies (field instrument item 8)	Skills; Values			
Competency 2: Engage Diversity and Difference in Practice	Measure 2: Course embedded assignments (2) SW 511 HBSE II: Difference, Diversity, Oppression	85% of students will demonstrate competence by meeting the outcome measure benchmarks	1. Students complete a detailed personal positionality assignment and reflect on the implications for practice. 2. Students work in teaching-learning teams to prepare and present unit on diversity and difference in practice. They conduct background research, develop a lesson plan, and carry out an interactive in-class teaching activity	Knowledge; values, C/A Processes	For Measure 2: Assessed by instructor following assignment grading criteria	For Measure 2: Students must earn grade of B or better	Determine the percentage of students that attained the benchmark for each outcome measure. Determine whether this percentage is larger than the competency Benchmark.
				Knowledge, Skills, C/A processes			

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	Measure 1: Field Instrument	85% of students will demonstrate competence by meeting the outcome measure benchmarks	1. Apply understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels. (Field instrument item 9)	Knowledge; values	For Measure 1: Aggregate student scores on questions 9 and 10.	For Measure 1: Students must score a minimum of 4 out of 5 points.	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
			2. Engage in practices that advance social, economic, and environmental justice. (Field instrument item 10)	Values, skills			
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	Measure 2: Final Case Study SW 505 Foundations of Social Work Practice	85% of students will demonstrate competence by meeting the outcome measure benchmarks	Students prepare a detailed case for analysis in which they apply the Just Practice framework, demonstrate knowledge and skills of planned change process, and address human rights and social, economic, and environmental justice elements relevant to the case.	Knowledge; Skills, values C/A Processes	Assessed by instructor following assignment grading criteria	For Measure 1: Students must receive a minimum grade of B	Determine the percentage of students that attained the benchmark for each outcome measure. Determine whether this percentage is larger than the competency Benchmark

Competency 4 Engage in Practice-informed Research and Research-informed Practice	Measure 1 Field Instrument	85% of students will demonstrate competence by meeting the outcome measure benchmarks	1. Use practice experience and theory to inform scientific inquiry and research (Field instrument # 11)	Knowledge; C/A Processes	For Measure 1: Aggregate student scores on questions 11, 12, 13.	For Measure 1: Students must score a minimum of 4 out of 5 points.	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
			2. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. (Field instrument # 12)	Knowledge C/A Processes;			
			3. Use and translate research evidence to inform and improve practice, policy, and service delivery. (Field instrument #13)	Skills; Knowledge			
Competency 4: Engage in practice-informed research and research informed practice	Measure 2 SW 520 Social Work Research assignment	85% of students will demonstrate competence by meeting the outcome measure benchmarks	Student complete a literature review paper addressing the Grand Challenges, incorporating descriptive, correlational, and effectiveness studies, and considering implications for practice.	Knowledge; C/A Processes Skills	Assessed by instructor following assignment grading criteria	Students must receive a minimum grade of B.	Determine the percentage of students that attained the benchmark for each outcome measure. Determine whether this percentage is larger than the competency Benchmark
			○	Skills; Values			

Competency 5: Engage in Policy Practice	Measure 1: Field Instrument	85% of students will demonstrate competence by meeting the outcome measure benchmarks	1. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services; (field instrument #14)	Knowledge;	For Measure 1: Aggregate student scores on questions 14, 15, 16	For Measure 1: Students must score a minimum of 4 out of 5 points.	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
			2. assess how social welfare and economic policies impact the delivery of and access to social services; (Field Instrument #15)	C/A Processes;			
			3. apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice (Field Instrument #16)	Skills; Values C/A processes			
Competency 5: Engage in Policy Practice	Measure 2: SW 530 Social Welfare Policy History Research Paper	85% of students will demonstrate competence by meeting the outcome measure benchmarks	Students complete a semester-long project in which they 1) identify a policy, institution, or policy advocate; 2) conduct research using primary and secondary sources; 3) examine the interplay of policy, institutions, and advocacy; 4) identify strategies for change; and 5) address implications for contemporary policy practice to further the goal of social justice	Knowledge; Skills; Values C/A processes	Assessed by instructor following assignment grading criteria	Student must receive a minimum grade of B	Determine the percentage of students that attained the benchmark for each outcome measure. Determine whether this percentage is larger than the competency Benchmark

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	Measure 1: Field Instrument	85% of students will demonstrate competence by meeting the outcome measure benchmarks	1. apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; (Field instrument #17)	Knowledge	For Measure 1: Aggregate student scores on questions 17, 18	For Measure 1: Students must score a minimum of 4 out of 5 points.	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
			2. use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies. (Field Instrument #18)	C/A Processes Skills			

Competency 6: Engage with individuals, Families, Groups, Organizations and Communities	Measure 2: (3) SW 515 Practice with Individuals and Families in a Community Context Peer review of interview	85% of students will demonstrate competence by meeting the outcome measure benchmarks	The SW 515 peer reviews provide students both with opportunities to practice skills of engagement in simulated setting and to practice giving feedback on skills	Knowledge; skills	Assessed by instructor following assignment grading criteria	Student must receive a minimum grade of B	Determine the percentage of students that attained the benchmark for each outcome measure. Determine whether this percentage is larger than the competency Benchmark
			The SW 525 group work projects provide students the opportunity to develop a comprehensive proposal for a group, including all facets from planning to engagement, assessment, intervention, termination, and evaluation	Knowledge, skills			

	SW 525 Practice with Groups and Communities Group work project and community intervention project		The community intervention project provides students with community-based experience in engagement and assessment as part of a project addressing housing and homelessness	Knowledge, Skills; Values C/A processes			
Competency 7: Assess Individuals, Families, Groups, Organizations , and Communities	Measure 1: Field Instrument	85% of students will demonstrate competence by meeting the outcome measure benchmarks	1.collect and organize data, and apply critical thinking to interpret information from clients and constituencies. (Field instrument #19)	Knowledge; C/A processes	For Measure 1: Aggregate student scores on questions 19, 20, 21, 22	For Measure 1: Students must score a minimum of 4 out of 5 points.	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
			2.apply 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 (Field instrument #20)	Knowledge			
			3.develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies (Field Instrument #21)	Skills; C/A processes			
			4.select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies. (Field instrument #22)	Skills, Values			

Competency 7: Assess individuals, families, groups, organizations , and communities	Measure 2 (3) SW 515 Practice with Individuals and Families in Community Context Peer Review SW 525 Practice with Groups and Communities Community Analysis/Intervention project	85% of students will demonstrate competence by meeting the outcome measure benchmarks	The peer review assignment provides students opportunity to carry out a simulated assessment and to provide feedback on a colleague's assessment skills	Skill, C/A processes	Assessed by instructor following assignment grading criteria	Student must receive a minimum grade of B	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
			The group work project provides students the opportunity to develop a comprehensive group proposal, including how they would incorporate assessment into group development and as an ongoing part of the group process	Knowledge, skills			
			The community intervention project provides students an opportunity to engage in assessment of community housing needs and needs/strengths of persons experiencing homelessness	Knowledge, skills, values			
Competency 8 Intervene with Individuals, Families, Groups, Organizations , and Communities	Measure 1: Field Instrument	85% of students will demonstrate competence by meeting the outcome measure benchmarks	1.critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies (Field instrument #23)	Knowledge; C/A Processes	For Measure 1: Aggregate student scores on questions 23, 24, 25, 26, 27	For Measure 1: Students must score a minimum of 4 out of 5 points.	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
			2.apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies (Field instrument #24)	Knowledge, skills			
			3.use inter-professional collaboration as appropriate to achieve beneficial practice outcomes (Field instrument #25)	Skills; C/A processes			

			4.negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies (Field instrument #26)	Skills			
			• facilitate effective transitions and endings that advance mutually agreed-on goals (Field instrument # 27)	Skills			
Competency 8 Intervene with Individuals, Families, Groups, Organizations , and Communities	Measure 2 (3)	85% of students will demonstrate competence by meeting the outcome measure benchmarks	The peer review assignment provides students opportunity to carry out a simulated intervention and to provide feedback on a colleague's assessment skills The group work project provides students the opportunity to develop a comprehensive group proposal, including the intervention strategies appropriate to the type of group proposed The community intervention project provides students an opportunity to observe and engage in a one-day interventions to address community housing needs and needs/strengths of persons experiencing homelessness	Skills C/A Processes	Assessed by instructor following assignment grading criteria	Student must receive a minimum grade of B	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
	SW 515 Practice with Individuals and Families			Knowledge, skills			
	Peer Review			Skills, C/A Processes, values			
	SW 525 Practice with Group and Communities						
	Group Work Proposal						
	Community Analysis/Intervention						

Competency 9 Evaluate practice with Individuals, Families, Groups, Organizations , and Communities	Measure 1: Field Instrument	85% of students will demonstrate competence by meeting the outcome measure benchmarks	1.select and use appropriate methods for evaluation of outcomes	Knowledge; C/A Processes	For Measure 1: Aggregate student scores on questions	For Measure 1: Students must score a minimum of 4 out of 5 points.	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
			2.apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes	Knowledge, skills			
			3.critically analyze, monitor, and evaluate intervention and program processes and	Skills; C/A processes			
			4.apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels	Skills C/A processes			
Competency 9 Evaluate Practice Individuals, Families, Groups, Organizations , and Communities	Measure 2 (3) SW 515 Practice with Individuals and Families in a Community Context SW 525 Practice with Groups and Communities	85% of students will demonstrate competence by meeting the outcome measure benchmarks	The SW 515 peer review provides students the opportunity to give and receive evaluation feedback related to practice	C/A Processes Knowledge, skills	Assessed by instructor following assignment grading criteria	Student must receive a minimum grade of B	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
			SW 525 Group Project requires students to develop an evaluation plan relevant to their proposed group	Skills C/A Processes			
			SW 525 Community Analysis/Intervention project includes a component address evaluation of the intervention.	Skills C/A Processes			

- The MSW Program will pilot a generalist exam at the start of Fall semester, 2022 to replace course-embedded measures.