

MSW Program Specialization 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.
- Copies of all assessment measures used to assess all identified competencies.

MSW Specialization Year: Advanced Integrated Practice Measure 1: Field Education End-of-Year Evaluation Measure 2: Capstone Portfolio Project and Presentation							
Competency	Measures	Competency Benchmark	Behavior/Learning Activities	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
1. Demonstrate Ethical and Professional Behavior	Measure 1 Field Instrument	90% of students will receive a minimum score of 4 out of 5	1.6 Utilize critical and anti-racist principles in assessing and evaluating complex ethical situations and decisions.	Knowledge; values; C/A Processes	For Measure 1: Aggregate student scores on questions 1.6- 1.7	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
			1.7 Utilize collaborative approaches to ethical decision-making that ensure the participation or representation of those most directly affected.	C/A Processes; Values Skills;			

				Skills, C/A processes			larger than the competency Benchmark
Competency 1: Demonstrate Ethical and Professional Behavior	Measure 2: Assessment via final portfolio project and presentation	90% of students will demonstrate competence by meeting the outcome measure benchmarks	Students demonstrate advanced knowledge, values, and skills regarding ethical and professional behavior in portfolio documents, examples in portfolio narrative, and/or via responses to questions by committee in final portfolio presentation and Q & A.	Knowledge; C/A Processes Values Skills;	For Measure 2: Assessed by 3-member faculty committee who reviews student portfolio narrative, accompanying documents, and oral presentation and engages in question posing as part of final oral presentation	For Measure 2: Students must earn score of 1 or better on final portfolio	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	90% of students will demonstrate competence by meeting the outcome	2.4 Demonstrate cultural humility while integrating an understanding of culture; experiences with historical, intergenerational, and racial trauma; as well as common trauma responses in individuals, families, groups, organizations, and communities	Knowledge; skills, C/A Processes	Aggregate student scores on questions 2.4 and 2.5	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

		measure benchmarks	2.5 Integrate critical understanding of White supremacy; histories, epistemologies, and practices of colonization; and the lasting impacts of settler policies and practices in addressing persistent inequities and disparities in the Rocky Mountain West.	Knowledge, C/A Processes; Values			percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the competency Benchmark
Competency 2: Engage Diversity and Difference in Practice	Measure 2: Assessment via final portfolio project and presentation	90% of students will demonstrate competence by meeting the outcome measure benchmarks	Students demonstrate advanced knowledge, values, and cognitive and affective processes regarding engagement of difference and diversity in practice in portfolio documents, examples in portfolio narrative, and/or via responses to questions by committee in final portfolio presentation and Q & A.	Knowledge; values, C/A Processes	For Measure 2: Assessed by 3-member faculty committee who reviews student portfolio narrative, accompanying documents, and oral presentation and engages in question posing as part of final oral presentation	For Measure 2: Students must earn score of 1 or better on final portfolio	Determine the percentage of students that attained the benchmark for each outcome measure. Determine whether this percentage is larger than the competency Benchmark.
Competency 3: Advance Human Rights and Social, Economic,	Measure 1: Field Instrument	90% of students will demonstrate competence by meeting	3.3 Integrate critical understanding of specific environmental, social, and economic justice issues affecting rural and Indigenous communities into justice-oriented practice.	Knowledge; values	For Measure 1: Aggregate student scores on questions 3.4 and 3.5.	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.

and Environment al Justice		the outcome measure benchmarks	3.4 Utilize anti-racist, anti-colonial strategies to challenge racism and other forms of oppression that compromise human rights or create impediments to socially just policies, programs, and practices.	Values, skills			Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the competency Benchmark
Competency 3: Advance Human Rights and Social, Economic, and Environment al Justice	Measure 2: Assessment via final portfolio project and presentation	90% of students will demonstrate competence by meeting the outcome measure benchmarks	Students demonstrate advanced knowledge, values, and cognitive and affective processes related to advancing human rights and social, economic, and environmental justice in portfolio documents, examples in portfolio narrative, and/or via responses to questions by committee in final portfolio presentation and Q & A.	Knowledge; values C/A Processes	For Measure 2: Assessed by 3-member faculty committee who reviews student portfolio narrative, accompanying documents, and oral presentation and engages in question posing as part of final oral presentation	For Measure 2: Students must earn score of 1 or better on final portfolio	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	90% of students will demonstrate competence by meeting the outcome measure benchmarks	4.4 Integrate knowledge and skills of program evaluation (including Indigenous evaluation frameworks), critical participatory action research, and advocacy to address identified concerns of rural and Indigenous communities.	Knowledge; skills, C/A Processes	For Measure 1: Aggregate student scores on questions 4.4 and 4.5	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
			4.5 Utilize multiple ways of knowing, including Indigenous and decolonizing methodologies, to inform research and practice.	Skills; Knowledge			
Competency 4: Engage in practice-informed research and research informed practice	Measure 2 Assessment via final portfolio project and presentation	90% of students will demonstrate competence by meeting the outcome measure benchmarks	Students demonstrate advanced knowledge, values, and skills related to practice-informed research and research-informed practice in portfolio documents, examples in portfolio narrative, and/or via responses to questions by committee in final portfolio presentation and Q & A.	Knowledge; skills, Values	For Measure 2: Assessed by 3-member faculty committee who reviews student portfolio narrative, accompanying documents, and oral presentation and engages in question posing as part of final oral presentation	For Measure 2: Students must earn score of 1 or better on final portfolio	Determine the percentage of students that attained the benchmark for each outcome measure. Determine whether this percentage is larger than the competency Benchmark

Competency 5: Engage in Policy Practice	Measure 1: Field Instrument	90% of students will demonstrate competence by meeting the outcome measure benchmarks	5.4 Apply frameworks for critical, anti-racist, and intersectional policy analyses, design, implementation, and evaluation that integrate a commitment to wellness, trauma-informed, culturally safe, and culturally grounded practices and policies.	Knowledge; skills, C/A Processes;	For Measure 1: Aggregate student scores on questions 5.4 and 5.5	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
			5.5 Demonstrate knowledge of the historic and contemporary significance of the Indian Child Welfare Act in decolonizing or Indigenizing practices with families, communities, and nations.	Knowledge, Skills; Values C/A processes			
Competency 5: Engage in Policy Practice	Measure 2: Assessment via final portfolio project and presentation	90% of students will demonstrate competence by meeting the outcome measure benchmarks	Students demonstrate advanced knowledge, values, skills and cognitive and affective processes related to policy practice practice in portfolio documents, examples in portfolio narrative, and/or via responses to questions by committee in final portfolio presentation and Q & A.	Knowledge; Skills; Values C/A processes	For Measure 2: Assessed by 3-member faculty committee who reviews student portfolio narrative, accompanying documents, and oral presentation and engages in question posing as part of final oral presentation	For Measure 2: Students must earn score of 1 or better on final portfolio	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	90% of students will demonstrate competence by meeting the outcome measure benchmarks	6.3 Apply critical understanding of positionality, intersectionality, cultural humility, and anti-racist principles to inform the engagement process.	Knowledge C/A processes	For Measure 1: Aggregate student scores on questions 6.3 and 6.4	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
			6.4 Implement culturally grounded and trauma-informed principles of engagement with clients and client systems that reflect understanding of and sensitivity to multiple forms of trauma, including historical, intergenerational, racial, and secondary trauma.	Knowledge C/A Processes Skills			

Competency 6: Engage with individuals, Families, Groups, Organizations and Communities	Measure 2: Assessment via final portfolio project and presentation	90% of students will demonstrate competence by meeting the outcome measure benchmarks	Students demonstrate advanced knowledge, values, skills and cognitive and affective processes related to engagement at multiple levels of practice in portfolio documents, examples in portfolio narrative, and/or via responses to questions by committee in final portfolio presentation and Q & A.	Knowledge; skills, values C/A processes	For Measure 2: Assessed by 3-member faculty committee who reviews student portfolio narrative, accompanying documents, and oral presentation and engages in question posing as part of final oral presentation	For Measure 2: Students must earn score of 1 or better on final portfolio	Determine the percentage of students that attained the benchmark for each outcome measure. Determine whether this percentage is larger than the competency Benchmark
--	--	---	---	---	--	---	--

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	Measure 1: Field Instrument	90% of students will demonstrate competence by meeting the outcome measure benchmarks	7.4 Critically examine assessment tools and processes for inherent biases and advocate for use of anti-racist principles and intersectional experiences to guide assessment processes.	Knowledge; C/A processes, skills	For Measure 1: Aggregate student scores on questions 7.4 and 7.5	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
			7.5 Incorporate a teaching-learning approach when conducting trauma-informed assessments that consider the contexts, histories, experiences, and effects of trauma and works collaboratively with clients to assess for risks, strengths, and protective factors.	Knowledge Skills, C/A processes			
Competency 7: Assess individuals, families, groups, organizations, and communities	Measure 2: Assessment via final portfolio project and presentation	90% of students will demonstrate competence by meeting the outcome measure benchmarks	Students demonstrate advanced knowledge, skills and cognitive and affective processes related to assessment at multiple levels of practice in portfolio documents, examples in portfolio narrative, and/or via responses to questions by committee in final portfolio presentation and Q & A.	C/A processes Knowledge, skills	For Measure 2: Assessed by 3-member faculty committee who reviews student portfolio narrative, accompanying documents, and oral presentation and engages in question posing as part of final oral presentation	For Measure 2: Students must earn score of 1 or better on final portfolio	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 8 Intervene with Individuals, Families, Groups, Organizations , and Communities	Measure 1: Field Instrument	90% of students will demonstrate competence by meeting the outcome measure benchmarks	8.6 Demonstrate understanding of intervention as a collaborative process of action and accompaniment with, and on behalf of, diverse individuals, families, groups, organizations, and communities that honors their knowledge, experience, and expertise.	Knowledge; C/A Processes	For Measure 1: Aggregate student scores on questions 8.6 and 8.7	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
			8.7 Advocate for the advancement of trauma-informed systems of care, expanded access to effective trauma- focused interventions, and social justice for marginalized and oppressed people who are most at risk for experiencing trauma, including historical, racial, and secondary trauma	Knowledge, skills, values			

Competency 8 Intervene with Individuals, Families, Groups, Organizations , and Communities	Measure 2: Assessment via final portfolio project and presentation	90% of students will demonstrate competence by meeting the outcome measure benchmarks	Students demonstrate advanced knowledge, skills and cognitive and affective processes related to intervention at multiple levels of practice in portfolio documents, examples in portfolio narrative, and/or via responses to questions by committee in final portfolio presentation and Q & A.	Skills C/A Processes Knowledge,	For Measure 2: Assessed by 3-member faculty committee who reviews student portfolio narrative, accompanying documents, and oral presentation and engages in question posing as part of final oral presentation	For Measure 2: Students must earn score of 1 or better on final portfolio	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 9 Evaluate practice with Individuals, Families, Groups, Organizations , and Communities	Measure 1: Field Instrument	90% of students will demonstrate competence by meeting the outcome measure benchmarks	9.5 Engage in critical self-evaluation and evaluation of practice to further goals of anti-racist, anti-oppressive practices that disrupt coloniality.	Values, C/A Processes	For Measure 1: Aggregate student scores on questions 9.5 and 9.6	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
			9.6 Demonstrate ability to engage in collaborative, knowledge building, and empowering processes where those most affected/impacted are meaningful stakeholders in the decision-making and change efforts.	Knowledge, skills			

							competence. Determine whether this percentage is larger than the competency Benchmark
Competency 9 Evaluate Practice Individuals, Families, Groups, Organizations , and Communities	Measure 2: Assessment via final portfolio project and presentation	90% of students will demonstrate competence by meeting the outcome measure benchmarks	Students demonstrate advanced knowledge, skills and cognitive and affective processes related to intervention at multiple levels of practice in portfolio documents, examples in portfolio narrative, and/or via responses to questions by committee in final portfolio presentation and Q & A.	C/A Processes Knowledge, skills	For Measure 2: Assessed by 3-member faculty committee who reviews student portfolio narrative, accompanying documents, and oral presentation and engages in question posing as part of final oral presentation	For Measure 2: Students must earn score of 1 or better on final portfolio	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 10: Apply forms of leadership to support collaborative, interdisciplinary or	Measure 1: Field Instrument	90% of students will demonstrate competence by meeting the outcome measure benchmarks	10.1 Apply understanding of the relationships among local, state, federal, and Indigenous governments to inform effective advocacy for the rights and well-being of residents of the Rocky Mountain West.	Knowledge, skills	For Measure 1: Aggregate student scores on questions 10.1, 10.2, and 10.3	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

transdisciplinary relationships, and active community participation in addressing the intersection of local and global issues impacting the Rocky Mountain West.			10.2 Demonstrate capacity to facilitate critical dialogue around diversity, equity and inclusion.	Skills, Values			to obtain the percentage of students demonstrating competence. Determine whether this percentage is larger than the competency Benchmark
			10.3 Demonstrate ability to bring a social justice perspective to interprofessional settings.	Skills, values			
Competency 10: Apply forms of leadership to support collaborative, interdisciplinary or transdisciplinary relationships, and active community participation in addressing the intersection of local and global issues impacting the Rocky	Measure 2: Assessment via final portfolio project and presentation	90% of students will demonstrate competence by meeting the outcome measure benchmarks	Students demonstrate advanced knowledge, skills and cognitive and affective processes related to regionally-informed leadership and interdisciplinary practice in portfolio documents, examples in portfolio narrative, and/or via responses to questions by committee in final portfolio presentation and Q & A.	Knowledge, skills, C/A processes	For Measure 2: Assessed by 3-member faculty committee who reviews student portfolio narrative, accompanying documents, and oral presentation and engages in question posing as part of final oral presentation	For Measure 2: Students must earn score of 1 or better on final portfolio	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

Mountain West.							
-------------------	--	--	--	--	--	--	--

DRAFT

DRAFT

DRAFT

DRAFT

DIMENSION(S) MEASURE (knowledge, values, skills, and cognitive & affective reactions)							
Competency	Competency Benchmark	Measures	Description	Dimension(s)	Assessment procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 2: Engage Diversity and Difference in Practice	90% of students will demonstrate competence by meeting the outcome measure benchmarks.	Measure 2: Exercise on Privilege (Course-embedded measure) SW550: Diversity in Social Work Practice	Apply an understanding of diversity in practice through managing the influence of your personal biases and experiences on work with clients.	Knowledge; Values; C/A Processes	For Measure 2: Aggregate student scores on rubric items 9-15 (Rubric provided on pp. XX-XX)* *If rubrics are used they should be provided.	For Measure 2: Students must score a minimum of 8 out of 10 on rubric items (9-15).	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 (see Appendix D).

APPENDIX D, part 2

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