Springfield College
School of Social Work
ANNUAL COMPETENCY ASSESSMENT REPORT
Academic Year 2015-2016

The Springfield College School of Social Work Master of Social Work (SCSSW) Program has been continuously accredited by the Council on Social Work Education (CSWE) since 1989, and in June 2013, received full reaccreditation for the next 8 years. CSWE is the national accrediting agency for programs in social work. In 2008, CSWE established a set of competencies for students to achieve by the conclusion of their social work education. For each competency, faculty of the School of Social Work approved in 2009 advanced generalist practice behaviors that support and give evidence of competency. These can be found on the following pages of this document, pages 2 and 3. Assessment instruments included: Field Supervisor Evaluation, Explicit Curriculum Assessment, and Student Self-Evaluation.   Explicit Curriculum Assessment refers to evaluating the extent to which classroom instruction helped to develop competency. The following data, from academic year 2015-2016, is a presentation of merged measures of overall program outcomes on each of the 10 required competencies with comparison to the program's established benchmarks, or the minimum percentile of students expected to achieve competencies. For the academic year 2016-2017, SCSSW will be preparing to measure outcomes reflecting CSWE's 2015 standards. Full implementation of EPAS 2015 is planned for 2017-2018.

COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING COMPETENCY
Identify with the social work profession and behave professionally	85%	98%
Apply social work ethical principles to guide professional practice	85%	97%
Apply critical thinking to inform and communicate professional judgments	85%	91%
Engage diversity and difference in practice	85%	94%
Promote human rights and social justice	85%	93%
Engage in research-informed practice and practice-informed research	85%	89%
Apply knowledge of human behavior and the social environment	85%	90%
Engage in policy practice to advance social and economic well-being and to deliver effective social work services	85%	92%
Respond to and shape an ever-changing professional context	85%	87%
Engage, assess, intervene, and evaluate individuals, families, groups, organizations, and communities	85%	96 %

EPAS Competency Code	EPAS Competency and Advanced Generalist Practice Behaviors
2.1.1	**Identify with the social work profession and behave professionally**
	▫ Adheres to professional roles and boundaries
	▫ Articulates the mission of social work to multiple constituencies
	▫ Models professional demeanor in behavior and communications
	▫ Employs (models) conscious use of self, self-reflection, self-monitoring, and self-correction in practice
2.1.2	**Apply social work ethical principles to guide professional practice**
	▫ Conducts oneself ethically and engages in ethical decision-making using different approaches and strategies, e.g. moral reasoning, cultural perspective, professionalism in research and practice
	▫ Articulates and advocates social work values and ethics among interdisciplinary situations and settings
	▫ Applies appropriate social work values to resolve ethical issues
2.1.3	**Apply critical thinking to inform and communicate professional judgments**
	▫ Critically evaluates various strategies for assessment and intervention
	▫ Differentially selects and implements strategies for assessment and intervention
	▫ Analyzes and communicates professional judgments, reasoning, and process in practice
	▫ Produces practice-ready presentations and documents that could include case presentations, journal articles, grant applications, legislative brief/summary(ies)
	▫ Effectively communicates challenges to existing paradigms
2.1.4	**Engage diversity and difference in practice**
	▫ Transform one's behavior in response to a recognition of one's biases based in difference and culture
	▫ Recognizes and describes the impact of culture and diversity on one's personal and professional behavior
	▫ Modifies and adapts mainstream interventions to meet needs of diverse populations and that challenge oppression
	▫ Applies an understanding of privilege and power within an anti-oppressive practice
	▫ Actively promotes opportunities for diverse perspectives and participation of diverse constituents
2.1.5	**Promote human rights and social justice**
	▫ Embraces the obligation to advance human rights and fosters social and economic justice
	▫ Incorporates an understanding of regional and global interconnections of oppression and applies this understanding to social work practice
	▫ Engages in practices that advance social and economic justice
	▫ Engages in community collaborations that foster social and economic justice and social change
	▫ Takes action to redress mechanisms of oppression and discrimination
2.1.6	**Engage in research-informed practice and practice-informed research**
	▫ Uses evidence-based research findings to improve practice
	▫ Evaluates social policies and programs
	▫ Integrates qualitative and quantitative research in all aspects of advanced generalist practice
	▫ Works collaboratively across disciplines to assess intervention effectiveness, ways to engage in practice evaluation, and opportunities to build cross-discipline research approaches
2.1.7	**Apply knowledge of human behavior and the social environment**
	▫ Demonstrates knowledge of a wide range of human behavior theories and conceptual frameworks into practice at all levels
	▫ Translates empirically-supported human behavior theories and conceptual frameworks into practice at all levels

		▫ Critically evaluates human behavior theories and conceptual frameworks when applied to cultural groups and varied population subgroups
		▫ Examines the impact of environments on social work practice
2.1.8		**Engage in policy practice to advance social and economic well-being and to deliver effective social work services**
		▫ Articulates the impact of policies on service delivery
		▫ Develops and promotes agency policies and professional behavior that affect change
		▫ Identifies gaps in policies at varied levels., e.g., agency policies, public policies, regulations
2.1.9		**Respond to and shape an ever-changing professional context**
		▫ Builds necessary coalitions in response to contextual changes
		▫ Takes leadership in social, organizational, and community change activities that create humane and just societies
		▫ Builds sustainable strategies for communities and social programs
2.1.10		**Engage, assess, intervene, and evaluate individuals, families, groups, organizations, and communities**

		▫ Demonstrates practice autonomy in activities that may include the following behaviors
		  ▫ Use empathy and other interpersonal skills
		  ▫ Implement a mutually agreed upon focus of work and desired outcome
		  ▫ Collect, organize, and interpret client data
		  ▫ Develop mutually agreed upon intervention goals and objectives
		  ▫ Select appropriate intervention strategies
		  ▫ Implement prevention interventions that enhance client capacities
		  ▫ Assist clients to resolve problems
		  ▫ Negotiate, mediate, and advocate for client systems
		  ▫ Facilitate transitions and endings
		  ▫ Critically analyze, monitor, and evaluate interventions

		▫ Assesses, intervenes, and evaluates complex problems with systems of all sizes and types
		▫ Demonstrates one's ability to move a client system through the practice intervention process
		▫ Identifies the range of legalities and/or legal risks that may exist for a client or client system that may be considering accessing social services
		▫ Synthesizes and applies a broad range of interdisciplinary knowledge and skills consistent with current evidence informed practice