

North Carolina Central University  
Department of Social Work  
**MSW Program Outcomes**

Standard 8, Self Study Document

April, 2013

### Assessing Objectives Using Embedded Course Measures:

Embedded measures were used to assess whether or not students were meeting curriculum objectives in the foundation and concentration curriculum. For this evaluation, we used measures (exams, quizzes, papers, presentations), that were already incorporated into courses as evaluative measures for the course and to determine if students were competent in program objectives. These same measures were recommended by instructors as a proxy measure of the foundation or concentration curriculum objectives.

Embedded measures enables faculty to assess students achieving objectives by evaluating existing class assignments. This reduces the burden on the program to create additional measures and does not burden students with an additional evaluative assignment in addition to class assignments. Poor outcomes on embedded measures requires faculty to explore and create better and different measurement opportunities for students to demonstrate competence in the program objectives.

### Foundation/1st Year Curriculum Outcome Objectives

Foundation Objective 1: Understand individual human development and behavior in the context of the social environment.

Course(s)	Measures	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW 5103 - HBSE I (Individual and Family Development)	Ecomap	2	91	82-97	100
SOCW 5103 - HBSE I (Individual and Family Development)	Quiz	3	89	78-98	89
	Paper	5	89	76-98	94
SOCW 5105 – Social Work Practice with Individuals and Families	Psychosocial Assessment	1	83	57-100	68**
	Final Exam	3	95	87-100	100
SOCW 5205 - Social Work Practice with Organizations and Communities	Administrative Problem	1	89.1	87-92	100
SOCW 5205 - Social Work Practice with Organizations and Communities	Agency Assessment	3	88	80-90	100

**Foundation Objective 1 Discussion:** Objective one relates to understanding human behavior.

Knowledge gained was measures by seven embedded measures including exams, papers, and individual and group projects. Students scored 80% or above in six of the seven measures; and 100% of students scored above 80% in four measures. One measure (psychosocial assessment) did not achieve the target pass rate. This indicator will be explored to determine the direct relevancy and linkage to the objective, as well as explore linkage of this skill in field practicum. Completing an accurate psychosocial assessment is a fundamental skill of social workers. It is disturbing that 32% of the students failed to achieve competency on this indicator. Indicators in the HBSE class were likely a more direct measure of achievement of student competency and findings suggests that students were successfully able to understand and demonstrate as scores for successful completion of indicators ranged between 89 to 100%.

Foundation Objective 2: Describe, evaluate, and apply theories of human behavior to understand interaction between individuals, groups, families, organizations, and communities.

Course(s)	Measures	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW 5103 - HBSE I (Individual and Family Development)	Ecomap	2	91	82-97	100
SOCW 5103 - HBSE I (Individual and Family Development)	Paper	5	89	76-98	94
SOCW 5105 – Social Work Practice with Individuals and Families	Psychosocial Assessment	1	83	57-100	68**

**Foundation Objective 2 Discussion:** Objective two also relates to human behavior and the application of theories. Knowledge gained was measured by three embedded measures including papers and assignments that require student to apply concepts to clients (ecomap and psychosocial assessment). Students scored 80% or above in two of the three measures. 100% and 94% of students scored above 80 in two of the measures. One measure (psychosocial assessment) did not achieve the target pass rate. This indicator will be explored to determine the direct relevancy and linkage to the objective, as well as explore linkage of this skill in field practicum. Indicators in the HBSE class were likely a more direct measure of achievement of student competency and findings suggest that students were successfully able to understand and demonstrate as scores for successful completion of indicators ranged between 94 to 100%.

Concentration Objective 3: Describe and apply the generalist social work perspective to practice with individuals, groups, families, organizations and communities.

Course(s)	Measures	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW 5103 - HBSE I (Individual and Family Development)	Quiz	3	89	78-98	89
	Paper	5	89	76-98	94
SOCW 5201 Research Methods	Quiz	1	86	90-75	94
SOCW 5205 - Social Work Practice with Organizations and Communities	Administrative Problem	1	89.1	87-92	100

**Foundation Objective 3 Discussion:** Objective three relates to generalist practice. Knowledge and skills gained were measured in three courses and included quizzes, papers, and an administrative problem exercise. Students scored above 80% in all four measures. .

Foundation Objective 4: Understand the historical roots of the social work profession and recognize how current social welfare policy is shaped and influenced by its history.

Course(s)	Measures	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW 5101 - Foundations of Social Welfare & Social Work	Presentation	1	98	95-100	100
SOCW 5103 - HBSE I (Individual and Family Development)	Paper	2	75.8	50-97	52.6**
	Paper	3	92	66-100	88
SOCW 5201 Research Methods	Quiz	2	88.6	60-105	86
SOCW 5205 - Social Work Practice with Organizations and Communities	Community Assessment	2	87	69-92	94

**Foundation Objective 4:** Objective relates to the origin or historical roots of social work as a profession. Knowledge gained was assessed with four embedded measures including papers, class presentation, and community assessment exercise. Students scored 80% or above in four of the five measures; percent of students above 80% ranged from 86-100. One measure (paper) did not achieve the target pass rate. This indicator will be explored to determine the reason for such a large number of students receiving such a low average on this assignment.

Foundation Objective 5: Evaluate and apply principles of practice evaluation to a case study

Course(s)	Measures	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW 5101 - Foundations of Social Welfare & Social Work	Paper	3	92	66-100	88
SOCW 5201 Research Methods	Quiz	3	74.68	40-90	56**
	Quiz	4	88	70-100	86
	Final Quiz	6	84.87	20-90	93
	Presentation	7	92	90-100	100
SOCW 5105 – Social Work Practice with Individuals and Families	Psychosocial Assessment	1	83	57-100	68**
	Midterm exam	2	83	15-100	58**

Foundation Objective 5: This objective focuses on research and evaluation. It was measured in three separate classes and with a total of seven different measures (paper, quizzes, presentation, psychosocial assessment, and midterm exam). There was a high rate of students failing to score 80% on three separate assignments. In one class, SOCW 5105, both of the indicators for this measure received low scores (58% and 68%). It is unclear why so few students passed the assignment with 80%. The Curriculum Committee, along with the instructor, will determine the likely reason for the fail rate and recommend changes for this objectives. The assignments where the target number of students received an 80 or better were SOCW 5101 and OCW 5201 and the measures were quizzes, a presentation, and paper.

Foundation Objective 6: Demonstrate knowledge, values, and skill in nondiscriminatory social work practice related to clients' age, class, color, culture, disability, ethnicity, family structure, gender, marital status, race, religion, national origin, sex, and sexual orientation.

Course(s)	Measures	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW 5101 - Foundations of Social Welfare & Social Work	Paper	3	92	66-100	88
SOCW 5103 - HBSE I (Individual and Family Development)	Ecomap	2	91	82-97	100
SOCW 5201 Research Methods	Quiz	5	77	62-95	43**
	Midterm exam	2	83	15-100	58**
SOCW 5105 – Social Work Practice with Individuals and Families	Final Exam	3	95	87-100	100
SOCW 5205 - Social Work Practice with Organizations and Communities	Administrative Problem	1	89.1	87-92	100

**Foundation Objective 6 :** Objective 6 relates to commitment to practice with diverse groups. Knowledge gained was assessed with six separate embedded measures including a paper, ecomap, quiz, administrative problem exercise, and midterm and final exam. Students scored 80% or above in four of the six measures. A high percentages of students passed with 80 or above.. Two measures, (quiz and midterm exam) did not achieve the target pass rate. These indicators will be explored to determine the reason for a large number of students receiving such a low average on this assignment. The committee will be charged to determine what types of measures might be most appropriate to evaluate this concept as both low scoring measures were tests (quiz and midterm exam).



Foundation Objective 7: Demonstrate professionalism, as identified by the NASW Code of Ethics, including critical thinking skills, self-awareness, and the professional use of self.

Course(s)	Measures	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW 5101 - Foundations of Social Welfare & Social Work	Paper	2	92	66-100	88
	Quiz	3	89	78-98	89
SOCW 5103 - HBSE I (Individual and Family Development)	Ecomap	4	92	45-100	88
SOCW 5105 – Social Work Practice with Individuals and Families	Midterm exam	2	83	15-100	58**
	Final Exam	3	95	87-100	100
	Final Exam	3	95	87-100	100
SOCW 5205 - Social Work Practice with Organizations and Communities	Community Assessment	2	87	69-92	94
	Agency Assessment	3	88	80-90	100

Foundation Objective 7: This objective focuses on professionalism, critical thinking, and use of self in practice. These concepts were measured in three separate classes and with a total of seven different measures (paper, quizzes, presentation, psychosocial assessment, and midterm exam. There was a high rate of students failing to score 80% on three separate assignments. In one class, SOCW 5105, both of the indicators for this measure received low scores (58% and 68%). It is unclear why so few students passed the assignment with 80%. The Curriculum Committee, along with the instructor, will determine the likely reason for the fail rate and recommend changes for measuring the objective. The assignments where the target number of students received an 80 or better were SOCW 5101 and SOCW 5201 and the measures were quizzes, a presentation, and paper.

Foundation Objective 8: Apply communication skills and professional relationship skills with diverse client populations, social work colleagues, supervisors, and others involved with organizational, community, and political systems.

Course(s)	Measures	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW 5101 - Foundations of Social Welfare & Social Work	Paper	3	92	66-100	88
SOCW 5103 - HBSE I (Individual and Family Development)	Ecomap	4	92	45-100	88
SOCW 5105 – Social Work Practice with Individuals and Families	Psychosocial Assessment	1	83	57-100	68
	Midterm exam	2	83	15-100	58**
	Final Exam	3	95	87-100	100
SOCW 5205 - Social Work Practice with Organizations and Communities	Administrative Problem	1	89.1	87-92	100
	Agency Assessment	3	88	80-90	100

Foundation Objective 8: This objective focuses on communication skills with diverse clients and with different size client systems. Communication skills were measured in four different classes and with a total of seven measures (paper, ecomap, psychosocial assessment, midterm and final exam, and two practice exercises, administrative problem and agency assessment). With the exception of two measures, students had a high percentage of pass rates, 88 to 100. In the two measures receiving a low passing percentage, Students received a failing score below 80% on two measures, psychosocial assessment and midterm exam. It is unclear why so few students passed the assignment with 80%. The Curriculum Committee, along with the instructor, will determine the likely reason for the fail rate and recommend changes for measuring the objective.

Foundation Objective 9: Recognize the value and importance of ethical social work practice and ongoing social work supervision and consultation.

Course(s)	Measures	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW 5101 - Foundations of Social Welfare & Social Work	Paper	3	92	66-100	88
SOCW 5105 – Social Work Practice with Individuals and Families	Psychosocial Assessment	1	83	57-100	68**
	Midterm exam	2	83	15-100	58**
	Final Exam	3	95	87-100	100

Foundation Objective 9: This objective focuses on values and ethics of social work practice. Values and ethics were measured in two different classes and with a total of four measures (paper, psychosocial assessment, midterm and final exam). Students received a failing score, below 80%, on two measures, psychosocial assessment and midterm exam. It is unclear why so few students passed the assignments with 80%. The Curriculum Committee, along with the instructor, will determine the likely reason for the fail rate and recommend changes for measuring the objective. It appears that direct practice would be the ideal setting to learn and apply ethics in practice.

Concentration Objectives 10: Function within the structure of organizations and service delivery system.

Course(s)	Measures	Unit	Outcome		
			Mean Score	Range of Scores	% of Students Scoring Above 80
SOCW 5101 - Foundations of Social Welfare & Social Work	Paper	3	92	66-100	88
SOCW 5105 – Social Work Practice with Individuals and Families	Psychosocial Assessment	1	83	57-100	68
	Midterm exam	2	83	15-100	58**
	Final Exam	3	95	87-100	100
SOCW 5205 - Social Work Practice with Organizations and Communities	Administrative Problem	1	89.1	87-92	100
	Community Assessment	2	87	69-92	94

Foundation Objective 10: This objective focuses on the structure of organizations and communities with different size systems. Organizational structure was measured in three different classes and with a total of six measures (paper, ecomap, psychosocial assessment, midterm and final exam, and two practice exercises, administrative problem and agency assessment). With the exception of two measures, students had a high percentage of pass rates, 88 to 100. Students received a failing score below 80% on two measures, psychosocial assessment and midterm exam. It is unclear why so few students passed the assignment with 80%. The Curriculum Committee, along with the instructor, will determine the likely reason for the fail rate and recommend changes for measuring the objective.

Foundation Objective 11. Use technology to access information and facilitate communication.

Course(s)	Measures	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW 5101 - Foundations of Social Welfare & Social Work	Presentation	1	98	95-100	100
	Paper	2	75.8	50-97	52.6**
	Paper	3	92	66-100	88
SOCW 5105 – Social Work Practice with Individuals and Families	Psychosocial Assessment	1	83	57-100	68**

Foundation Objective 11: This objective focuses on the use of technology to facilitate communication. Use of technology was measured in two classes and with a total of six measures four measures (presentation, two papers, and psychosocial assessment). With the exception of two measures, students had a high percentage of pass rates, 88 to 100. Students received a failing score, below 80%, on two measures, psychosocial assessment and paper. It is unclear why so few students passed these assignments with 80%. The Curriculum Committee, along with the instructor, will determine the likely reason for the fail rate and recommend changes for measuring the objective. Most classes have some type of group or individual student presentation as part of the final class. Members of the Curriculum committee will explore if one or more of these presentations might qualify for meeting this objective.

**Concentration Objective 1: Apply advanced theory of human behavior to understand client systems and demonstrate an ability to synthesize and apply scientific knowledge of both typical and atypical child and adolescent development.**

Course(s)	Measures	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW -5301 <i>HBSE III – Middle and Adolescent Development</i>	Mid-term Exam	1	89.1	85-92	100
	Video	2	91.2	88-94	100
	Quiz*	3	95.1	85-109*	100
	Paper	4	89.5	88-92	100
SOCW - 5302 <i>Foundations of Social Welfare and Social Work (Policy II)</i>	Lobby Paper	1	91.8	90-92	100
	Presentation	2	91.9	90-93	100
	Policy Paper	3	92	92-92	100
	Presentation	4	90	90-90	100
SOCW - 5303 <i>Child Welfare Practice</i>	Presentation	1	100	100-100	100
	Paper	2	87.6	75-100	77**
	Paper	3	99.5	97-100	100
SOCW 5407 <i>HBSE IV (Children and Families with Multi-Problems)</i>	Paper	1	90.3	82-100	100
SOCW 5305 <i>Evaluation I Social Work Practice (Research)</i>	Quiz	6	85.3	78-92	100

**\*included extra credit**

Concentration Objective 1: This objective focuses on advanced human behavior theory. Advanced HBSE theory was measured in four classes with over 13 assessment indicators including presentation, papers, quizzes, mid-term exam and video evaluation. Students did well in this objective and obtain 100% of students scoring above 80% in all except for one measures, a paper in 5303; Child Welfare Practice. Despite failing to pass the target goal of 80%, students only missed this objective by three points, earning a 77. It is unclear why some students failed this assignment. The Curriculum Committee, along with the instructor, will determine the likely reason for the fail rate and recommend changes for measuring the objective.

**Concentration Objective 2: Understand the history, current policies and issues associated with development of juvenile justice programs and child and family services in the United States and globally.**

Course(s)	Measures		Outcome		
		Unit	Mean Score	Range of Scores	% of Students Scoring Above 80
SOCW – 5301 <i>HBSE III – Middle and Adolescent Development</i>					
	Presentation	2	91.9	90-93	100
	Policy Paper	3	92	92-92	100
SOCW - 5303 <i>Child Welfare Practice</i>					
	Paper	3	99.5	97-100	100
SOCW 5305 <i>Evaluation in Social Work Practice (Research)</i>	Quiz	1	87.3	45-100	100

Concentration Objective 2: This objective focuses on advanced human behavior theory. Advanced Human Behavior theory was measured in four classes with over 13 assessment indicators including presentation, papers, quizzes, mid-term exam and video evaluation. Students did well in this objective and obtain 100% of students scoring above 80% in all except for one measures, a paper in 5303; Child Welfare Practice. Despite failing to pass the target goal of 80%, students only missed this objective by three points, earning a 77. It is unclear why some students failed this assignment. The Curriculum Committee, along with the instructor, will determine the likely reason for the fail rate and recommend changes for measuring the objective.

**Concentration Objective 3: Demonstrate an ability to design, analyze, evaluate, and change social policy with special attention to discriminatory and oppressive policy.**

Course(s)	Measures		Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW – 5301 <i>HBSE III – Middle and Adolescent Development</i>	Mid-term Exam	Unit	89.1	85-92	100
SOCW - 5303 <i>Child Welfare Practice</i>					
	Paper	2	87.6	75-100	76**
	Paper	3	99.5	97-100	100
SOCW 5407 <i>HBSE IV (Children and Families with Multi-Problems)</i>	Paper	1	90.3	82-100	100

Concentration Objective 3: Objective three relates to the design and implementation of policy. Knowledge and skills gained were measured in three courses and included papers, and a mid-term exam. 100% of the students received grades of 80 or better on three objectives. In the remaining objective, students scored 76% and did not meet the target criteria. Curriculum committee and teaching faculty will review this measure to determine if it adequately meets the needs for this objective or requires minor revisions. .



**Concentration Objective 4: Utilize appropriate theory to understand development of individual and community social problems and apply evidence based social work practice within concentration (juvenile justice or children and family practice) to impact social problems.**

Course(s)	Measure	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW -5302 <i>Foundations of Social Welfare and Social Work (Policy II)</i>					
	Policy Paper	1	3	92	92-92
SOCW 5303 - Child Welfare Practice					
	Paper	3	99.5	97-100	100
<b>SOCW 5407 HBSE IV (Children and Families with Multi-Problems)</b>	Paper	1	90.3	82-100	100

Concentration Objective 4: Objective four relates to the cause of social problems and evidence based treatment of them. This objective was measured in three courses and papers were listed as assessment measures. Students scored above 80% in all measures. .

**Concentration Objective 5: Recognize the global context of practice, particularly as it impacts residents of Durham and surrounding local and regional areas.**

Course(s)	Measures	Unit	Outcome		
			Mean Score	Range of Scores	% of Students Scoring Above 80
<b>SOCW -5301 SOCW – 5301 HBSE III – Middle and Adolescent Development</b>	Paper		89.1	85-92	100
	Presentations		91.2	88-94	100
	Policy Paper		95.1	85-109*	100
	Paper		89.5	88-92	100
<b>SOCW -5302 Foundations of Social Welfare and Social Work (Policy II)</b>					
	Paper		89	89	100
	presentation		92	92-92	100
<b>SOCW 5303 - Child Welfare Practice</b>					
	Paper	3	99.5	97-100	100
<b>SOCW 5407 HBSE IV (Children and Families with Multi-Problems)</b>	Paper	1	90.3	82-100	100

Concentration Objective 5: Objective five relates to the global context of practice. This objective was measured in four courses and assignments included presentations and papers. Students scored 100% of the target goal of 80%.

**Concentration Objective 6: Develop practice insight through ethical, critical thinking, and self-reflection within ones concentration**

Course(s)	Measures	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW -5301 SOCW – 5301 HBSE III – Middle and Adolescent Development	Video	2	91.2	88-94	100
	Paper	4	89.5	88-92	100
	Policy Paper				
	Paper				
SOCW -5302 Foundations of Social Welfare and Social Work (Policy II)					
	Paper	2	92	92-92	100
SOCW 5305– Child Welfare Practice	Paper	2	87.6	75-100	<b>76</b>
	Paper	3	99.5	97-100	100
SOCW <b>5407</b> HBSE IV (Children and Families with Multi-Problems)	Paper	1	90.3	82-100	100

Concentration Objective 6: Objective six relates to the global context of practice. This objective was measured in four courses and by eight assignments including video review and papers. Students scored 100% of the target goal of receiving a grade of B or above (80 or above) in six of the seven indicators. One assignment, a paper in in SOCW 5305, did not reach the target goal and with a 76% pass rate. The Curriculum Committee will review this indicator to determine if changes in instruction or measurement need to be revised.

**Concentration Objective 7:** Apply advance knowledge, values and skills in practice with diverse populations without discrimination related to clients' age, class, color, culture, disability, ethnicity, family structure, gender, marital, or national origin, race, religion, sex, and sexual orientation.

Course(s)	Measures	Unit	Outcome		
			Mean Score	Range of Scores	% of Students Scoring Above 80
<b>SOCW -5301 SOCW – 5301 HBSE III – Middle and Adolescent Development</b>	Video		91.2	88-94	100
	Paper		89.5	88-92	100
<b>SOCW -5302 Foundations of Social Welfare and Social Work (Policy II)</b>	Lobby Paper				
	Paper		89.5	85-92	100
	Presentation		92	92-92	100
<b>SOCW – Child Welfare Practice</b>	Paper	3	99.5	97-100	100
<b>SOCW 5407 HBSE IV (Children and Families with Multi-Problems)</b>	Paper	1	90.3	82-100	100
SOCW 5305 Evaluation I Social Work Practice (Research)	Quiz	6	87.3	45-100	87.3

Concentration Objective 7: Objective seven relates to knowledge and skills for practice with a diverse population. Given the importance of this objective for preparing competent practitioners, it was measured in five courses and by eight assignments including presentations and papers. Students scored 100% of the target goal of 80% of students earn a grade of B or above (80 or above). . In fact, students earned 100% of the target in six of the seven measures.

**Concentration Objective 8:** Use technology to advance practice skills and facilitate communication with clients and colleagues.

Course(s)	Measures	Unit	Outcome		
			<b>Mean Score</b>	<b>Range of Scores</b>	<b>% of Students Scoring Above 80</b>
SOCW -5301 SOCW – 5301 HBSE III – Middle and Adolescent Development					
	Midterm exam	1	1	85-92	89.1
	Video	2	2	88-94	91.2
	Quiz	3	3	85-109*	95.1
SOCW -5302 Foundations of Social Welfare and Social Work (Policy II)					
	Paper		1	89.5	85-92
	Lobby Exercise		4	88-92	89.5
SOCW – Child Welfare Practice					
	Paper	3	99.5	97-100	100
SOCW 5407 HBSE IV (Children and Families with Multi-Problems)	Paper	1	90.3	82-100	100

Concentration Objective 8: Objective eight relates to the use of technology to advance practice. This objective was measured in four courses and by eight assignments including presentations and papers. Students scored 100% of the target goal of 80% of students earn a grade of B or above (80 or above). . In fact, students earned 100% of the target in six of the seven measures.

**Concentration Objective 9: Identify, implement, and evaluate appropriate interventions with youth and their families (juvenile justice or family and children services).**

Course(s)	Measures Lobby Paper	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
SOCW -5302 <i>Concentrations of Social Welfare and Social Work (Policy II)</i>					
	Policy Paper	1	89.5	85-92	100
		3	92	92-92	100
SOCW – Child Welfare Practice					
	Paper	3	99.5	97-100	100
SOCW 5305 Evaluation I Social Work Practice (Research)	Quiz	1	87.3	45-100	87.3
	Quiz	2	84.8	20-100	84.8
	Needs Article Review	3	85.3	67-94	85.30
	Quiz	4	79.69	67-94	<b>79.69**</b>
	SSRD Paper	7	94.4	90-100	100
SOCW 5407 HBSE IV (Children and Families with Multi-Problems)	Paper	1	90.3	82-100	100

Concentration Objective 9: Concentration objective nine relates to students ability to design and develop appropriate interventions. It was measured with indicators from four different courses and totaling eight indicators of knowledge and skill associated with intervention development. Students met or exceeded their target in seven of the eight indicators which consisted of papers, quizzes, and a review and analysis of a journal article. The one measure that student missed the target of 80% was a quiz in SOCW 5305.

**Concentration Objective 10: Utilize appropriate research to understand environmental conditions that enhance and impede the healthy adjustments of individuals to their social environments (juvenile justice or family and children services).**

Course(s)	Measures	Unit	Outcome		
			Mean Score	Range of Scores	% of Students Scoring Above 80
SOCW – 5301 <i>HBSE III – Middle and Adolescent Development</i>					
	Midterm exam		89.1	85-92	100
SOCW – <i>Child Welfare Practice</i>	Paper	2	87.6	75-100	<b>76**</b>
	Paper	3	99.5	97-100	<b>100</b>
<b>SOCW 5407 HBSE IV (Children and Families with Multi-Problems)</b>	Paper	1	90.3	82-100	100

Concentration Objective 10: Concentration objective relates to students ability to understand the impact of ones environment on adjustment. . It was measured with indicators from three different courses and totaling four indicators of knowledge and skill associated with environmental influence. Students met or exceeded their target in three of the four indicators which consisted of papers and a mid-term exam. The one measure that student missed the target of 80% was a quiz in SOCW 5305. The Curriculum Committee will work with faculty to determine if changes are required in instruction or measurement.

**Concentration Objective 11: Demonstrate an ability to evaluate practice using outcome and process research methodology. Utilize research results to modify practice.**

Course(s)	Measures	Unit	Outcome		% of Students Scoring Above 80
			Mean Score	Range of Scores	
<b>SOCW – 5301 HBSE III – Middle and Adolescent Development</b>					
	Midterm exam		89.1	85-92	100
<b>SOCW – Child Welfare Practice</b>	Presentation	1	100	100	100
<b>SOCW 5407 HBSE IV (Children and Families with Multi-Problems)</b>	Paper	1	90.3	82-100	100
<b>SOCW 5305 Evaluation I Social Work Practice (Research)</b>	Quiz	5	87.3	45-100	87.3
	SSRD Paper	7	94.4	90-100	100
	Quiz	8	<b>68.92</b>	28-91	<b>69</b>

Concentration Objective 11: This objective relates to research and evaluation and focuses on using process and outcome data to analyze results of goals with clients. Six indicators were used to assess this objective in four classes. A variety of indicators were used to assess objective achievement including midterm exam, presentations, quizzes and two papers including a single case design. With the exception of one quiz, all students passed or exceeded expectations for this objectives. Students passing with a grade of 80 or higher fell to only 69%. The Curriculum Committee will carefully analyze this outcome to increase the number of students receiving 89 or better,

### **Utilizing Data to Change Curriculum**

As a new MSW program, faculty are very curious and concerned about whether students are gaining knowledge and skills in the foundation and concentration curriculum. Our program is relatively small and most graduates stay in the Raleigh/Durham/Chapel Hill area. We try diligently to stay in contact with our graduates and invite them back to be guest speakers and to maintain a relationship. This relationship has been most fulfilling as we are also able to learn about post MSW employment. In part, faculty use information from former graduates to assess the value and credence of the program. However, this type



of contact is not consistent nor is it comprehensive. Furthermore, it reflects ones job acquisition abilities as well as the knowledge gained in the program.

In keeping with the spirit of Standard 8, evaluation and utilization of data, the program has benefited greatly from data gleaned in this evaluation process. We are systematically using the evaluation data to determine:

1. Was this an accurate assessment of the intended objective?
2. Is the data useful in guiding program and curriculum changes?
3. Is there other data that needs to be gathered to assist in our decision making?
4. What are the best measures and outcomes to use for collecting data?
5. How can we use the information to improve our curriculum and better prepare our graduates for the realities of practice?
6. Are there other measures that should be considered in relations to outcomes?
7. How do we guarantee that the evaluations are a meaningful and helpful process in strengthening our curriculum?

These questions and others, arise as part of self-reflection and analysis that constitutes the self-study. It has been an informative process. The faculty and Curriculum Committee will carefully examine student findings, particularly those where 80% of the students did not receive a grade of 80 or above. A major focus of this review will help determine if changes are needed in teaching and instruction or in how we measure change and assess outcomes.