BU | **Baylor University** **Assessment Report: Student Learning Outcomes & Program Effectiveness (SLOPE)**

Date Submitted:	*6-30-2023*

College/School:	*Diana R. Garland School of Social Work*	**Department:**	*Social Work*

Program:	*Bachelor of Social Work*	**Contact Person:**	*Melody York Zuniga*

Part 1: Introductory Content

Notable Achievement: Briefly describe one of the most notable student achievements of your program this year.

We were pleased to honor three BSW students this year for their exceptional achievements in our program. Excerpts of their recognition are included below.

Lauren Daniels was recognized as our BSW Intern of the Year. She interned with Communities in Schools and stood out in her ability to connect academic content to practice as she served and empowered local elementary school students in Waco ISD. Josie Pooler was recognized as our Alicia Martinez Spirit of Social Work award recipient. Her passion for advocacy and justice combined with her enthusiasm for her studies, her internship, and the GSSW were exceptional. Our Outstanding BSW Student award was given to Hayoung Park. Ms. Park was noted to embody social work service as her faith motivated the work she did with her internship settings and course work this year.

Part 2: Student Learning Outcome Summary Table: Methods, Results, Interpretation, Alignment, and Improvements Planned or Implemented in Response to Results
Please include at least one direct measure of learning for each outcome and at least two methods for assessing each learning outcome

1. Outcome Name: Ethical Integration of Faith & Practice   **General Education Outcome? Christian Perspective**
Statement: GSSW students ethically integrate faith as it relates to the worker, client, and context of their practice.

Assessment Methods	Assessment Results	Interpretation and Improvements
1A. Assessment Type: Direct ☒ Indirect ☐ **Assessment Method:** *Field Rubric Skill Ratings* *Comp#1: Ethical & Professional Behavior* *Comp#10: Integration of Faith & Practice* **Performance Target/Criteria for Success:** *At least 80% of students should reach the rating of 4-proficient or 5-excellent on each competency.*	**Target/Criteria Status: Met ☒ Partially Met ☐ Not Met ☐** **Brief Summary of Results (use Appendix for details/charts):** *Comp#1: Ethical & Professional Behavior (82.78%)* *Comp#10: Integration of Faith & Practice (87.97%)* *See appendix for details regarding the measure and interpretation.*	**Interpretation of Results:** *This remains a solid area of competency for students in the social work major.* **Recommended Decisions/Actions for Improvement:** *While our target was met for this area, it is still worth noting that competency 1 is only slightly above the target, meriting attention to this for these students who will enter our graduate program.*
1B. Assessment Type: Direct ☒ Indirect ☐ **Assessment Method:** *SWEAP FCAI Instrument & Book Review* *Comp#1: Ethical & Professional Behavior* *Comp#10: Integration of Faith & Practice* **Performance Target/Criteria for Success:** *At least 80% of students should reach competency by answering 50% or more items correctly in the*	**Target/Criteria Status: Met ☒ Partially Met ☐ Not Met ☐** **Brief Summary of Results (use Appendix for details/charts):** *Comp#1: Ethical & Professional Behavior (87%)* *Comp#10: Integration of Faith & Practice (92%)* *See appendix for details regarding the measure and interpretation.*	**Interpretation of Results:** *This remains a solid area of competency for students in the social work major.* **Recommended Decisions/Actions for Improvement:** *N/A*

FCAI Competency 1 and earn 32/40 points on the Book Review measure.

<table>
<tr><td colspan="2">2. Outcome Name: Diversity, Human Rights, and Policy</td><td>General Education Outcome? Civic Leadership</td></tr>
<tr><td colspan="3">Statement: Students will be competent leaders in the field in the promotion of dignity and well-being for all people.</td></tr>
<tr><td align="center">Assessment Methods with Performance Target</td><td align="center">Achievement Status and Results</td><td align="center">Interpretation and Improvements</td></tr>
<tr>
<td>2A. Assessment Type: Direct ☒ Indirect ☐
Assessment Method: Field Rubric Skill Ratings
Competency #2, #3, #5

Performance Target/Criteria for Success:
At least 80% of students should reach the rating of 4-proficient or 5-excellent on each competency.</td>
<td>Target/Criteria Status: Met ☐ Partially Met ☒ Not Met ☐
<u>Brief Summary of Results (use Appendix for details/charts):</u>

Comp#2: Engaging Diversity in Practice (84.26%)
Comp#3: Advancing Human Rights & Justice (76.39%)
Comp#5: Engaging in Policy Practice (74.07%)</td>
<td><u>Interpretation of Results:</u>
While competencies 3 and 5 did not meet the benchmark for students rated proficient or higher, all but two students were rated competent or higher for competency 3. Only two students were rated novice in this area. For competency 5, all but one student earned competent or higher on all three behaviors.

<u>Recommended Decisions/Actions for Improvement:</u>
Program and field/practicum leadership will discuss these results to determine any known differences this year and how we can increase support for application of these competencies in the internship component for BSW students.</td>
</tr>
<tr>
<td>2B. Assessment Type: Direct ☒ Indirect ☐
Assessment Method: SWEAP FCAI Instrument
Competency #2, #3, #5
<u>Performance Target/Criteria for Success:</u>
At least 80% of students should reach competency by answering 50% or more items correctly.</td>
<td>Target/Criteria Status: Met ☐ Partially Met ☒ Not Met ☐
<u>Brief Summary of Results (use Appendix for extended version):</u>

Comp#2: Engaging Diversity in Practice (93%)
Comp#3: Advancing Human Rights & Justice (93%)
Comp#5: Engaging in Policy Practice (53%)</td>
<td><u>Interpretation of Results:</u>
Competency 5 is historically low on the SWEAP assessment nationally, and this is true for the GSSW results as well.

<u>Recommended Decisions/Actions for Improvement:</u>
Review national data to compare policy scores and ensure policy team is aware of continued low results as they make updates for the 23-24 offerings of the course.</td>
</tr>
<tr><td colspan="2">3. Outcome Name: Research, Assessment, and Evaluation</td><td align="center">General Education Outcome? Critical Thinking</td></tr>
<tr><td colspan="3">Statement: Students will understand and apply evidence-informed practice with clients of all system sizes and contexts of practice.</td></tr>
<tr><td align="center">Assessment Methods with Performance Target</td><td align="center">Achievement Status and Results</td><td align="center">Interpretation and Improvements</td></tr>
<tr>
<td>3A. Assessment Type: Direct ☒ Indirect ☐
<u>Assessment Method:</u> Field Rubric Skill Ratings
Competency #4, #7, #9

<u>Performance Target/Criteria for Success:</u>
At least 80% of students should reach the rating of 4-proficient or 5-excellent on each competency.</td>
<td>Target/Criteria Status: Met ☐ Partially Met ☐ Not Met ☒
<u>Brief Summary of Results (use Appendix for details/charts):</u>

Comp#4: Research and Practice (67.59%)
Comp#7: Assessment in Practice (77.78%)
Comp#9: Evaluation of Practice (59.72%)</td>
<td><u>Interpretation of Results:</u>
For competencies 4, 7, and 9, though benchmarks of proficient or higher was not met, all students reached at least competent with the exception of a few behaviors where students received a novice rating.

<u>Recommended Decisions/Actions for Improvement:</u>
Program and field/practicum leadership will discuss these results to determine any known differences this year and how we can increase support for application of</td>
</tr>
</table>

		these competencies in the internship component for BSW students.
3A. Assessment Type: Direct ☒ Indirect ☐ **Assessment Method:** *SWEAP FCAI Instrument* *Competency #4, #7, #9* **Performance Target/Criteria for Success:** *At least 80% of students should reach competency by answering 50% or more items correctly.*	**Target/Criteria Status: Met ☒ Partially Met ☐ Not Met ☐** **Brief Summary of Results (use Appendix for details/charts):** *Comp#4: Research and Practice (80%)* *Comp#7: Assessment in Practice (93%)* *Comp#9: Evaluation of Practice (80%)*	**Interpretation of Results:** *This shows to be an area of competency for students in the social work major.* **Recommended Decisions/Actions for Improvement:** *While our target was met for this area, it is still worth noting that competency is right at the target for #4 and #7, meriting attention to this for these students who will enter our graduate program.*

4. Outcome Name: Human Interaction and Intervention   **General Education Outcome? Communication**
Statement: Students will demonstrate skillful and empathic communication in their work with clients and constituents.

Assessment Methods with Performance Target	Achievement Status and Results	Interpretation and Improvements
4A. Assessment Type: Direct ☒ Indirect ☐ **Assessment Method:** *Field Rubric Skill Ratings* *Competency #6, #8* **Performance Target/Criteria for Success:** *At least 80% of students should reach the rating of 4-proficient or 5-excellent on each competency.*	**Target/Criteria Status: Met ☐ Partially Met ☒ Not Met ☐** **Brief Summary of Results (use Appendix for details/charts):** *Comp#6: Engagement with Individuals & Groups (90.28%)* *Comp#8: Intervention with Individuals & Groups (72.22%)*	**Interpretation of Results:** *While competency 8 did not meet the benchmark, all behaviors within this competency had a rating of competent or higher except for some notice ratings. No students were rated inadequate on any behaviors.* **Recommended Decisions/Actions for Improvement:** *Program leadership will discuss these results to determine any differences this year and how we can increase support for application of these competencies in the internship component for BSW students.*
4B. Assessment Type: Direct ☒ Indirect ☐ **Assessment Method:** *SWEAP FCAI Instrument* *Competency #6, #8* **Performance Target/Criteria for Success:** *At least 80% of students should reach the rating of 4-proficient or 5-excellent on each competency.*	**Target/Criteria Status: Met ☒ Partially Met ☐ Not Met ☐** **Brief Summary of Results (use Appendix for details/charts):** *Comp#6: Engagement with Individuals & Groups (80%)* *Comp#8: Intervention with Individuals & Groups (92%)*	**Interpretation of Results:** *This shows to be an area of competency for students in the social work major.* **Recommended Decisions/Actions for Improvement:** *While our target was met for this area, it is still worth noting that competency 6 is right at the target, meriting attention to this for these students who will enter our graduate program.*

Part 3: Follow-Ups on Prior Year Student Learning Outcomes Improvement Plans (IMPORTANT)
Describe the status of any decisions or actions for improvement reported in prior years. Were changes/improvements initiated or completed? Do you have any evidence to date that they have been effective?

Last year's report showed a need for attention for GSSW competencies 4, 8, and 9 in the field rubric conducted that year. These competencies were regarding research-informed practice, policy practice, and evaluation of practice. While competency 8 did increase in the field rubric, competencies 4 and 9 did not. However, this year we have worked toward transitioning to new standards from the 2022 Council on Social Work Education. As we update BSW and MSW curriculum to reflect these standards, we will also be updating our methods of measuring competence.

The previous results of the SWEAP knowledge assessment showed competency in all areas except 5: Policy, which was the case again this year. Our policy curriculum team met this year do discuss overhauls to the course, including our assessment methods to ensure we are accurately delivering and measuring student ability regarding the content. We are hopeful that the next round of knowledge assessment will show an improvement in the score for area 5.

We have also increased efforts at belonging based in the survey regarding implicit curriculum last year. Our program leadership held listening sessions, hosted gatherings, and implemented a Store/Fridge site in our building. We will assess this aspect of our curriculum next year to see what effect these efforts have had on the student experience.

Part 4: Program Effectiveness Summary Table: Methods, Findings, Strategic Alignment and Actions/Budget Planned or Implemented in Response to Results (Optional)

1.   Outcome Name/Statement: Overall Post-Graduation Success

Alignment with which Institutional Goals: Students will find success in their next professional or academic pursuits following graduation from the BSW program.

Performance Measure and Achievement Target	Achievement Status and Results	Interpretation and Improvements
Performance Measure: *Baylor University Career Center Success Dashboard: Success Rate* **Performance Target/Criteria for Success:** *At least 93% of our students should find success in post-graduation plans of employment, graduate school enrollment, voluntarism, or military service.*	**Target/Criteria Status: Met ☒ Partially Met ☐ Not Met ☐** **Brief Summary of Results (use Appendix for details/charts):** *100% of BSW students from 2021-2022 academic year found success in post-graduation plans.* *(See Appendix B)*	**Interpretation of Results:** *We are pleased to see that 100% of our students reported finding successful next steps after graduation. This is our first year tracking this data in this report.* **Recommended Decisions/Actions for Improvement:** *N/A*

2.   Outcome Name/Statement: Graduate School Enrollment

Alignment with which Institutional Goals: Students will find success in their next academic pursuits following graduation from the BSW program.

Performance Measure and Achievement Target	Achievement Status and Results	Interpretation and Improvements
Performance Measure: *Baylor University Career Center Success Dashboard: Furthering Education Rate* **Performance Target/Criteria for Success:** *At least 95% of our students pursuing graduate education should find successful acceptance and enrollment.*	**Target/Criteria Status: Met ☒ Partially Met ☐ Not Met ☐** **Brief Summary of Results (use Appendix for details/charts):** *100% of responding BSW students from 2021-2022 academic year seeking further education successfully accepted offers to graduate school.*	**Interpretation of Results:** *We are pleased to see that 100% of our students seeking graduate degrees reported finding successful enrollment in a graduate program.* **Recommended Decisions/Actions for Improvement:** *N/A*

3.   Outcome Name/Statement: Job Placement Success

Alignment with which Institutional Goals: Students seeking employment will be hired following graduation from the BSW program.

Performance Measure and Achievement Target	Achievement Status and Results	Interpretation and Improvements
Performance Measure: *Baylor University Career Center Success Dashboard: Placement Rate*	**Target/Criteria Status: Met ☒ Partially Met ☐ Not Met ☐** **Brief Summary of Results (use Appendix for details/charts):**	**Interpretation of Results:** *We are pleased to see that 100% of our students seeking employment reported success after graduation.*

Performance Target/Criteria for Success:	100% of responding BSW students from 2021-2022 academic year accepted part-time or full-time employment within 180 days.	Recommended Decisions/Actions for Improvement:
At least 90% of our students seeking employment should find success within 180 days.		*N/A*

Part 5: Assessment Team and Review Process Description
Please provide a description of how this report was compiled.

Team: The assessment team for these direct measures consists of Associate Dean for Academic Affairs (ADAA), Program Manager for Academic Affairs, Academic Consultant & Instructional Designer, and the Field Education office, with input from the BSW Program Director. Faculty for 4373 provided data for competency 10 at the request of the ADAA and Academic Consultant & Instructional Designer.

Process: The Field Rubric is completed by the Field Liaisons who directly observe and assess students applying their knowledge, skills, and cognitive and affective processes in the internship setting. An overall rating of 3-competent or higher is required for students to complete the internship program, but the GSSW has set a benchmark for at least 80% of our students to reach 4-proficient or 5-excellent. The Liaisons rate the competency of the students in their sections, and the data is compiled and analyzed by the Field Education Program manager. The Social Work Education Assessment Project (SWEAP) assists the Academic Consultant in administering and analyzing data from the FCAI. The Academic Consultant & Instructional Designer collaborates with the ADAA to analyze data for each competency area, and the ADAA writes the final report.

Part 6: APPENDICES-program context, curriculum matrix, data analysis details, assessment rubrics or other supporting documents (OPTIONAL)

Appendix A: Competency Results (all measures)

Competence Area	Knowledge Results	Skill Results	Overall Competency
1 : Demonstrate Ethical and Professional Behavior	**87%**	**81.25%**	**84.13%**
2 : Engage Diversity and Difference in Practice	**93%**	**84.38%**	**88.69%**
3 : Advance Human Rights and Social, Economic, and Environmental Justice	**93%**	**78.13%**	**85.56%**
4 : Engage in Practice-informed Research and Research-informed Practice	**80%**	**66.7%**	**73.3%**
5 : Engage in Policy Practice	**53%**	**72.92%**	**62.96%**
6 : Engage with Individuals, Families, Groups, Organizations and Communities	**80%**	**89.07%**	**85.54%**
7 : Assess Individuals, Families, Groups, Organizations, and Communities	**93%**	**75.01%**	**84.01%**
8 : Intervene with Individuals, Families, Groups, Organizations, and Communities	**93%**	**71.88%**	**82.44%**
9 : Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	**80%**	**64.06%**	**72.03%**
10: Ethical Integration of Faith and Practice	**92%**	**86.46%**	**89.23%**

Appendix B: Career Center Placement Report
Link to Source: [Career Center Placement Report](#)

Filter by Graduating Semester	Filter by Degree Level	Filter by School / College	Filter by Major
Spring 2022 ⌄	Undergraduate Degree ⌄	Social Work ⌄	All ⌄

Knowledge Rate

100%

Placement Rate

100%

Success Rate

100%

Furthering Education Rate

100%

180-Day Post-Graduation Status

Not Seeking 1 (4.17%)

Accepted Full Time 4 (16.67%)

24 Num Students

Accepted Graduate School 19 (79.17%)

Report Contact Information:
Andrew Boles
Associate Director of Business
    Intelligence
Baylor University Career Center
Last Updated: 04/14/2023

College, Major	Num Students	Placement Rate	Success Rate	Furthering Education Rate
⊞ Social Work	24	100%	100%	100%
Total	24	100%	100%	100%