

Table 4.1**Results for Assessment of Practice Competencies***Based on MSW Exit Survey Data from Advanced Standing Students*

2.1.1

Core Competency: Professional Social Worker			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Advocate for client access	4.04	100%
	Personal reflection and self-correction	4.00	
	Attend to professional roles and boundaries	3.96	
	Demonstrate professional demeanor	3.87	
	Engage in career-long learning	3.91	
	Use supervision and consultation	3.83	
	Distinguish the social work perspective	3.96	
	Demonstrate skill in representing the profession	3.78	
	Assess and address own personal biases	3.87	
Results for Competency:		Mean Score	
		3.91	

2.1.2

Competency: Ethical Principles			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Recognize and manage personal values	4.04	100%
	Make ethical decisions	4.00	

	Tolerate ambiguity	3.86	
	Ethical reasoning	3.91	
	Support the rights of others	4.14	
	Resolve value conflicts	4.00	
	Identify and analyze power differentials	4.00	
Results for Competency:		Mean Score	
		3.99	

2.1.3

Competency: Critical Thinking			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Distinguish sources of knowledge	3.77	100%
	Analyze models of assessment	3.86	
	Effective communication	3.73	
	Evaluate and integrate evidence	3.68	
	Use evidence to anticipate consequences	3.86	
Results for Competency:		Mean Score	
		3.78	

2.1.4

Competency: Diversity			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior	Recognize oppressive structures	4.05	100%

measures	Gain sufficient self-awareness	3.86	
	Communicate understanding of shaping life experiences	3.86	
	View themselves as learners	3.86	
	Engage and manage diversity and difference	3.82	
	Apply effective change strategies	3.82	
	Recognize affective themes in client and collegial behavior	3.78	
Results for Competency:		Mean Score	
		3.86	

2.1.5

Competency: Social Justice			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Understand the forms oppression	4.13	100%
	Advocate for human rights	4.00	
	Advance social and economic justice	3.87	
	Use power and authority ethically	3.68	
	Collaborate to create resources	3.83	
	Design agency policies to maximize equal opportunity	3.43	
Results for Competency:		Mean Score	
		3.82	

2.1.6

Competency: Research and Practice			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Use practice experience to inform scientific inquiry	3.57	100%
	Use research evidence to inform practice	3.61	
	Disseminate research findings	3.70	
	Use research-informed findings	3.65	
	Promote use of evidence informed practice	3.74	
Results for Competency:		Mean Score	
		3.65	

2.1.7

Competency: Human Behavior and the Social Environment.			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Utilize conceptual framework	3.78	100%
	Critique and apply knowledge	3.78	
	Apply an appropriate theoretical framework	3.39	
	Design interventions	3.30	
Results for Competency:		Mean Score	
		3.56	

2.1.8

Competency: Policy practice			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Advocate for policies that advance social well-being	3.65	100%
	Collaborate with colleagues and clients	3.78	
	Build coalitions	3.61	
	Involve constituents	3.78	
	Conduct asset and needs assessments	3.57	
Results for Competency:		Mean Score	
		3.68	

2.1.9

Competency: 2.1.9. Respond to contexts that shape practice.			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Attend to changing locales and emerging societal trends	3.57	100%
	Provide leadership	3.70	
	Design and implement assessments	3.65	
	Critically assess organizational efforts	3.61	
	Demonstrate leadership	3.74	
Results for Competency:		Mean Score	
		3.65	

2.1.10

Core Competency: Engage, Assess, Intervene, and Evaluate			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Engagement		100%
	Prepare for action with individuals, families, groups, organizations, and communities	3.91	
	Use empathy	3.96	
	Develop a mutually agreed-on focus of work	4.00	
	Initiate action with complex client systems	3.91	
	Continue to engage complex client systems	3.91	
	Mean Score for Engagement		
	3.94		
	Assessment		100%
	Collect, organize, and interpret client data	4.00	
	Assess client strengths and limitations	4.13	
	Develop mutually agreed-on intervention goals and objectives	4.09	
	Select appropriate intervention strategies	3.74	
	Use evidence-informed and culturally sensitive approaches	3.96	

	Conduct comprehensive assessment of complex client systems	3.87	
	Administer and interpret standardized assessment tools	3.48	
	Mean Score for Assessment 3.90		
	Intervention		
	Initiate actions	3.65	
	Implement prevention interventions	3.61	
	Help clients resolve problems	3.91	
	Negotiate, mediate, and advocate for clients	4.00	
	Facilitate transitions and endings	3.87	
	Develop clear goals with complex systems	3.96	
	Use continuous feedback	3.70	
	Apply administrative processes to the delivery of services	3.57	
	Mean Score for Intervention 3.78		
	Evaluation		
	Critically analyze, monitor, and evaluate interventions	3.70	
	Articulate disjuncture between policy and client's needs	3.64	
	Identify and apply outcome indicators	3.74	
			100%
			100%

	Re-evaluate and adjust goals and objectives	3.91	
	Mean Score for Evaluation		
	3.75		
Results for Competency:	Mean Score		
	3.84		

Table 4.2 presents the results of the field instructor assessment of student achievement of the competencies for Spring 2011. The reader will note that in all cases the results exceed the benchmark. That is these results indicate that 100% of students achieved competency in all categories.

Table 4.2

Results for Assessment of Practice Competencies

Based on MSW Field Evaluation from Advanced Standing Students in Spring 2011

2.1.1

Competency: Professional Social Worker			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Advocate for client access	4.74	100%
	Personal reflection and self-correction	4.56	
	Attend to professional roles and boundaries	4.63	
	Demonstrate professional demeanor	4.70	
	Engage in career-long learning	4.74	
	Use supervision and consultation	4.74	
	Distinguish the social work perspective	4.63	
	Demonstrate skill in representing the profession	4.63	

	Assess and address own personal biases	4.59	
Results for Competency:		Mean Score	
		4.66	

2.1.2

Competency: Ethical Principles			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Recognize and manage personal values	4.70	100%
	Make ethical decisions	4.70	
	Tolerate ambiguity	4.63	
	Ethical reasoning	4.67	
	Support the rights of others	4.74	
	Resolve value conflicts	4.67	
	Identify and analyze power differentials	4.63	
Results for Competency:		Mean Score	
		4.68	

2.1.3

Competency: Critical Thinking			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Distinguish sources of knowledge	4.56	100%
	Analyze models of assessment	4.63	
	Effective communication	4.56	
	Evaluate and integrate evidence	4.59	
	Use evidence to anticipate consequences	4.52	
Results for Competency:		Mean Score	
		4.57	

2.1.4

Competency: Diversity			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Recognize oppressive structures	4.78	100%
	Gain sufficient self-awareness	4.70	
	Communicate understanding of shaping life experiences	4.67	
	View themselves as learners	4.74	
	Engage and manage diversity and difference	4.70	
	Apply effective change strategies	4.63	
	Recognize affective themes in client and collegial behavior	4.56	
Results for Competency:		Mean Score	100%
		4.68	

2.1.5

Competency: Social Justice			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Understand the forms oppression	4.70	100%
	Advocate for human rights	4.56	
	Advance social and economic justice	4.59	
	Use power and authority ethically	4.67	
	Collaborate to create resources	4.52	
	Design agency policies to maximize equal opportunity	4.33	
Results for Competency:		Mean Score	
		4.56	

2.1.6

Competency: Research and Practice			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Use practice experience to inform scientific inquiry	4.52	100%
	Use research evidence to inform practice	4.52	
	Disseminate research findings	4.37	
	Use research-informed findings	4.44	

	Promote use of evidence informed practice	4.52	
Results for Competency:		Mean Score	
		4.47	

2.1.7

Competency: Human Behavior and the Social Environment.			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Utilize conceptual framework	4.52	100%
	Critique and apply knowledge	4.59	
	Apply an appropriate theoretical framework	4.56	
	Design interventions	4.52	
Results for Competency:		Mean Score	
		4.55	

2.1.8

Competency: Policy Practice			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Advocate for policies that advance social well-being	4.56	100%
	Collaborate with colleagues and clients	4.56	
	Build coalitions	4.56	
	Involve constituents	4.48	
	Conduct asset and needs assessments	4.33	
Results for Competency:		Mean Score	
		4.50	

2.1.9

Competency: Respond to Contexts that Shape Practice			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Attend to changing locales and emerging societal trends	4.63	100%
	Provide leadership	4.48	
	Design and implement assessments	4.52	
	Critically assess organizational efforts	4.48	
	Demonstrate leadership	4.33	
Results for Competency:		Mean Score	100%
		4.49	

2.1.10

Competency: Engage, Assess, Intervene, and Evaluate			
Competency Benchmark	Practice Behavior	Mean for Practice Behavior Measures	Percent of Students Achieving Competency
Mean of 3.5 for means of practice behavior measures	Engagement		100%
	Prepare for action with individuals, families, groups, organizations, and communities	4.67	
	Use empathy	4.81	
	Develop a mutually agreed-on focus of work	4.70	
	Initiate action with complex client systems	4.70	
	Continue to engage complex client systems	4.67	
	Mean Score for Engagement		
	4.71		
	Assessment		100%
	Collect, organize, and interpret client data	4.67	
	Assess client strengths and limitations	4.70	
	Develop mutually agreed-on intervention goals and objectives	4.67	
	Select appropriate intervention strategies	4.63	

	Use evidence-informed and culturally sensitive approaches	4.74	
	Conduct comprehensive assessment of complex client systems	4.70	
	Administer and interpret standardized assessment tools	4.56	
	Mean Score for Assessment 4.66		
	Intervention		
	Initiate actions Implement prevention interventions	4.67	
	Help clients resolve problems	4.78	
	Negotiate, mediate, and advocate for clients	4.70	
	Facilitate transitions and endings	4.70	
	Develop clear goals with complex systems	4.59	
	Use continuous feedback	4.63	
	Apply administrative processes to the delivery of services	4.56	
	Mean Score for Intervention 4.66		100%
	Evaluation		
	Critically analyze, monitor, and evaluate interventions	4.59	100%

	between policy and Articulate disjuncture client's needs	4.67	
	Identify and apply outcome indicators	4.56	
	Re-evaluate and adjust goals and objectives	4.56	
	Mean Score for Evaluation 4.60		
Results for Competency:	Mean Score		
	4.66		