

**DEPARTMENT OF SOCIAL WORK EDUCATION-BA PROGRAM**  
**College of Health and Human Services**

## **STUDENT OUTCOMES ASSESSMENT PLAN (SOAP)**

### **I. Mission Statement**

The Department of Social Work Education is specifically committed to the education of social workers at the bachelor's level who will provide social welfare services and leadership within the central San Joaquin Valley. Graduates intervene with individuals, families, groups and other small systems as well as with human service agencies, voluntary organizations, neighborhoods, and communities. The Department is committed to enhancing both the quality of life in the region and the capacity of citizens to identify and address their own social welfare and social justice concerns and needs.

To fulfill its mission in the region, the Department prepares social workers for agency and community-based practice and for informed, active participation as social workers and citizens who are compassionate and proactive in response to human needs.

### **II. Goals, Objectives, and Student Learning Outcomes**

- A. Goal: To educate beginning level generalist social work practitioners to serve the surrounding region of the university focusing primarily on the Central San Joaquin Valley.
  - 1. Objective: Engage in social work practice with a commitment to social justice. The abilities noted below include skills in developing strategies to work against oppression and to promote social welfare for all.
    - a. Student Learning Outcome: Demonstrate the ability to analyze existing or proposed policies intended to address social problems and conditions.
    - b. Student Learning Outcome: Demonstrate the ability to recognize individual and institutionalized forms of oppression.
    - c. Student Learning Outcome: Demonstrate the willingness and ability to participate in social action to correct injustices.
- B. Goal: To educate generalists social work practitioners to practice within a commitment to social justice.
  - 1. Objective: Engage in social work practice informed by an empowerment perspective
    - a. Student Learning Outcome: Exhibit professional practices that support active collaboration with all client systems in an atmosphere of equality and mutuality.
- C. Goal: To educate generalists social work practitioners to practice within diversity / cultural awareness and exhibit diversity / cultural awareness and competence.
  - 1. Objective: Engage in social work practice guided by diversity awareness.
    - a. Student Learning Outcome: Demonstrate the ability to intervene with sensitivity to, and respect for, human differences drawing specifically upon his / her awareness of personal values and the understanding of the hierarchical power relationships that relate to these differences.
    - b. Student Learning Outcome: Understand his/ her personal values and biases and the impact of these on social work practice.

D. Goal: To practice within an empowerment perspective.

1. Objective: Have an understanding of, and commitment to, the values and ethics of the social work profession.
  - a. Student Learning Outcome: Demonstrate the ability to critically examine values and ethical issues raised in practice/policies and develop a reasoned course of action.
  - b. Student Learning Outcome: Adhere to the social work professions code of ethics as articulated in the NASW Code of Ethics

E. Goal: To practice within supervised generalist social work practice.

1. Objective: Have sufficient conceptual knowledge in the foundation areas (social policy, human behavior and the social environment, social work practice, and field instructed practice) to engage in supervised generalist social work practice.
  - a. Student Learning Outcome: Demonstrate knowledge of human functioning in the family small groups and larger social systems.
  - b. Student Learning Outcome: Demonstrate knowledge of the processes influences of socialization, individuation, culture and gender on human behavior.
  - c. Student Learning Outcome: Demonstrate an understanding of the dimensions of social welfare policy practice and its relevance to promoting social justice in society and empowerment among marginalized groups.
  - d. Student Learning Outcome: Demonstrate proficiency in social work practice processes, e.g., assessment, intervention, and evaluation of services, in work with various types and sizes of client systems.

F. Goal: To educate beginning social workers regarding basic research principles.

1. Objective: Have requisite foundation knowledge and skill in research to evaluate their own professional social work practice and, under supervision, to engage in program evaluation and social work research.
  - a. Student Learning Outcome: Demonstrate a basic understanding of qualitative and quantitative tools and techniques of the research process in order to interpret and evaluate research studies under supervision.
  - b. Student Learning Outcome: Be able to conduct data analysis to answer discrete research questions arising from the evaluation of the students' practice and participation in program evaluation and social work research.
  - c. Student Learning Outcome: Prepare written reports that include the most appropriate method of graphic/tabular and/or narrative presentation considering the research question and type of data gathered.

### III. Curriculum Map (Matrix of Courses X Learning Outcomes)

See Table 1 for Curriculum Map

The primary goal of the undergraduate program is to prepare baccalaureate-level students for beginning generalist social work practice in public and private agencies. The curriculum prepares students for this experience by building on the liberal arts base of general education content required by California State University, Fresno. A sound liberal arts base is crucial to understanding and responding to the complex issues and dynamics of human need. This is especially important when working with vulnerable, oppressed and impoverished populations in Central California, whose circumstances are heavily influenced by sociopolitical and economic circumstances.

The intent of the general education program at California State University, Fresno is to ensure, through a broad exposure to humanities and natural and social sciences that students acquire the knowledge perspectives, and values and abilities of liberally educated individuals. The undergraduate social work program interacts with and builds upon that strong liberal arts commitment.

Students must complete all of the following courses for a total of 42 units.

SOCIAL WORK MAJOR REQUIREMENTS

42 Units

Fall	Spring
<b>JUNIOR YEAR</b>	
SWRK 123 Social Welfare Policy	SWRK 136 Diversity
SWRK 135 Human Behavior/Social Environment	SWRK170 Quantitative Research
SWRK 160 Practice Processes 1	SWRK 161 Practice Processes 2
UDGE/Additional Major Requirements**	UDGE/Additional Major Requirements**
Econ 25/40/50* or HS 90*	Upper Division Writing Skills
12 - 15 units	12-15 units

Fall	Spring
<b>SENIOR YEAR</b>	
SWRK 181 Field 1	SWRK 182 Field 2
SWRK 180 Macro Practice	Micro Practice
SWRK 171 Qualitative Research	UDGE/Additional Major Requirements**
UDGE/Additional Major Requirements**	SWRK Elective
12-15 units	12- 15 units

#### IV. Assessment Methods

##### A. Direct Measures

1. Undergraduate Field Placement Evaluations – Each student has a Field Placement Learning Agreement which is assessed by a Field Instructor and Faculty Liaison at the end of each semester of the Internship (typically in December for the Fall semester and in May for the Spring semester). Data from these field instructed practice evaluations is collected and quantified each semester. This data is reviewed by the faculty yearly.
2. Standard Assignment - Students are assigned a standard assignment (Self Understanding Paper) which is assessed in the following class: Social Work 160 (Practice Processes 1);
3. Standard Assignment – Students are assigned a standard assignment (Community Needs Assessment) which is assessed in the following class: Social Work 161 (Practice Processes 2);
4. Standard Assignment – Students are assigned a standard assignment (Community Assets Assignment) which is assessed in the following class: Social Work 180 (Macro Practice).

## **B. Indirect Measures**

1. Alumni Survey – An Alumni Survey is completed by the Department of Social Work Education every three years.
2. Employer/Supervisor Survey – An Employer/Supervisor Survey is completed by the Department every three years.
3. Student Surveys – Students complete a Students' Survey during their junior and senior year which assesses their self-perceptions of their own skill attainment, as well as actual engagement in specific social work related activities. This information is gathered in SWRK 160, 161 and 183.
4. End of Year Student Survey – Students are asked about their perceptions of the program, as a whole, at the end of their senior year (May).

## **V. Student Learning Outcomes X Assessment Methods Matrix**

See Table 2 for Assessment Methods Matrix

## **VI. Timeline for Implementation of Assessment Methods and Summary Evaluations**

Year 2010 to 2011

Method 1. Undergraduate Field Instructed Practice

Year 2010to 2011

Method 1. Student Surveys

Year 2010 to 2011

Method 1. End of Year Student Survey

Year 2010 to 2011

Method 1. Standard Assignments

Year 2012 to 2013

Method 1. Alumni Survey

Year 2012 to 1013

Method 1. Employer / Supervisor Survey

## **VII. Closing the Loop - Summary Evaluation, Curriculum Adjustment, and Reporting**

At the end of each Academic Year a report is written by the Evaluation Coordinator regarding the above activities. This report is reviewed by the Evaluation Committee and the Faculty which makes recommendations based on the data gathered.

Table 1: Curriculum Map

Matrix of Courses X Learning Outcomes

<i>Learning Outcomes</i>	<i>Social Work Courses</i>										
	20	123	135	136	160	161	170	171	180	181/182	183
1.a. Demonstrate the ability to analyze existing or proposed policies intended to address social problems and conditions	I	I		I					A	A	
1. b.Demonstrate the ability to recognize individual and institutionalized forms of oppression.	I	I		I					A	A	A
1.c. Demonstrate the willingness and ability to participate in social action to correct injustices.	I	I		I					A	A	
2.a Exhibit professional practices that support active collaboration with all client systems in an atmosphere of equality and mutuality.	I		I	I	R	R		R	A	A	
3.a. Demonstrate the ability to intervene with sensitivity to, and respect for, human differences drawing	I		I	I	R	R			A	A	A

	<i>Social Work Courses</i>										
<i>Learning Outcomes</i>	20	123	135	136	160	161	170	171	180	181/182	183
specifically upon his/her awareness of personal values and the understanding of the hierarchical power relationships that relate to these differences.											
3.b. Understand his/her personal values and biases and the impact of these on social work practice.	I		I	I	R	R			A	A	A
4.a. Demonstrate the ability to critically examine values and ethical issues raised in practice / policies and develop a reasoned course of action.	I		I	I	R	R			A	A	A
4.b. Adhere to the social work professions Code of Ethics.	I	I			R	R	R	R	A	A	A
5.a. Demonstrate knowledge of human functioning in the family, small groups and larger social systems.	I		I		R	R			A	A	A

	<i>Social Work Courses</i>										
<i>Learning Outcomes</i>	20	123	135	136	160	161	170	171	180	181/182	183
5.b.Demonstrate knowledge of the processes and influences of socialization, individualization, culture and gender on human behavior.	I		I		R	R				A	A
5.c.Demonstrate an understanding of the dimensions of social welfare policy practice and its relevance to promoting social justice in society and empowerment among marginalized groups.	I	I		I	R	R			A	A	
5.d.Demonstrate proficiency in social work practice processes, e.g., assessment, intervention, and evaluation of services, in work with various types and sizes of client systems.	I				R	R				A	A
6.a.Demonstrate a basic understanding of qualitative and quantitative tools and techniques of the research process in order to interpret and	I						I/R	I/R	A	A	A

	<i>Social Work Courses</i>										
<i>Learning Outcomes</i>	20	123	135	136	160	161	170	171	180	181/182	183
evaluate research studies under supervision.											
6.a Be able to conduct data analysis to answer discrete research questions arising from the evaluation of the student's practice or participation in program evaluation and social work research.	I	I			R	R	I/R	I/R	A	A	A
6. c. Prepare written reports that include the most appropriate method of graphic / tabular and / or narrative presentation considering the research question and type of data gathered.	I				R		I/R	I/R	A	A	A

I-Introduced; R-Reinforced; A-Advanced

Table 2: Assessment Methods Matrix

Matrix of Student Learning Outcomes X Assessment Methods

<i>Learning Outcomes</i>	Under-graduate Field Placement Evaluations	Student Surveys	Standard-ized Assignment SWRK 160	Standard-ized Assignment SWRK 161	Standard-ized Assignment SWRK 180	Alumni Survey	Employer / Supervisor Survey
1.a. Demonstrate the ability to analyze existing or proposed policies intended to address social problems and conditions	X	X		X	X	X	X
1. b. Demonstrate the ability to recognize individual and institutionalized forms of oppression.		X			X	X	X
1.c. Demonstrate the willingness and ability to participate in social action to correct injustices.		X		X		X	X
2.a Exhibit professional practices that support active		X		X	X	X	X

<i>Learning Outcomes</i>	Undergraduate Field Placement Evaluations	Student Surveys	Standardized Assignment SWRK 160	Standardized Assignment SWRK 161	Standardized Assignment SWRK 180	Alumni Survey	Employer / Supervisor Survey
collaboration with all client systems in an atmosphere of equality and mutuality.							
3.a. Demonstrate the ability to intervene with sensitivity to, and respect for, human differences drawing specifically upon his/her awareness of personal values and the understanding of the hierarchical power relationships that relate to these differences.	X	X	X			X	X
3.b. Understand his/her personal values and biases and the impact of these on social work	X	X	X	X		X	X

<i>Learning Outcomes</i>	Undergraduate Field Placement Evaluations	Student Surveys	Standardized Assignment SWRK 160	Standardized Assignment SWRK 161	Standardized Assignment SWRK 180	Alumni Survey	Employer / Supervisor Survey
practice.							
4.a. Demonstrate the ability to critically examine values and ethical issues raised in practice / policies and develop a reasoned course of action.	X	X			X		
4.b. Adhere to the social work professions Code of Ethics.	X	X				X	X
5.a. Demonstrate knowledge of human functioning in the family, small groups and larger social systems.	X	X	X	X	X	X	X
5.b. Demonstrate knowledge of the processes and influences of socialization, individualization, culture and gender on		X	X			X	X

<i>Learning Outcomes</i>	Undergraduate Field Placement Evaluations	Student Surveys	Standardized Assignment SWRK 160	Standardized Assignment SWRK 161	Standardized Assignment SWRK 180	Alumni Survey	Employer / Supervisor Survey
human behavior.							
5.c.Demonstrate an understanding of the dimensions of social welfare policy practice and its relevance to promoting social justice in society and empowerment among marginalized groups.	X	X		X	X		
5.d.Demonstrate proficiency in social work practice processes, e.g., assessment, intervention, and evaluation of services, in work with various types	X	X	X	X		X	X

<i>Learning Outcomes</i>	Undergraduate Field Placement Evaluations	Student Surveys	Standardized Assignment SWRK 160	Standardized Assignment SWRK 161	Standardized Assignment SWRK 180	Alumni Survey	Employer / Supervisor Survey
and sizes of client systems.							
6.a.Demonstrate a basic understanding of qualitative and quantitative tools and techniques of the research process in order to interpret and evaluate research studies under supervision.	X	X		X		X	X
6.a.Be able to conduct data analysis to answer discrete research questions arising from the evaluation of the student's practice or participation in program evaluation and social work research.	X	X				X	X
6. c.Prepare written reports that include the most	X	X				X	X

<i>Learning Outcomes</i>	Under-graduate Field Placement Evaluations	Student Surveys	Standard-ized Assignment SWRK 160	Standard-ized Assignment SWRK 161	Standard-ized Assignment SWRK 180	Alumni Survey	Employer / Supervisor Survey
appropriate method of graphic / tabular and / or narrative presentation considering the research question and type of data gathered.							