

BACHELOR OF SOCIAL WORK PROGRAM

SUMMARY OF ASSESSMENT REPORT, 2006-2007

This report is a summary assessment of the first two years of the Bachelor of Social Work (BSW) Program at Florida Memorial University and focuses on the program outcomes. A full self study report is available from Adela Beckerman, Director of the BSW Program,

INTRODUCTION

The Social Work Program is designed to graduate *generalist* social work practitioners well-grounded in the principles of the social work profession and committed to ethical practice with a focus on empowering populations-at-risk. It is the program's expectation that its graduates will be effective practitioners capable of problem-solving in diverse settings with diverse populations, and demonstrate the skills needed to conduct micro, mezzo, and macro level intervention and effectively engage and work with individuals, families, groups, and organizations.

Florida Memorial University began accepting applications from students interested in majoring in social work in the Fall 2005. In each of the first two years of the program (2005-2006 and 2006-2007) between 32 and 39 students identified social work as their major. During the first two years of the program, 14 students applied to the major. Ten were accepted, two were accepted provisionally, and two were not accepted. A review of the applicants indicates that: four of the applicants were male; all were black; three were Haitian, one was Haitian-American, and two were Jamaican-American. The first graduating class of BSW students in May 2007 consisted of two students.

MISSION, GOALS, AND OBJECTIVES OF BSW PROGRAM

The mission of the BSW Program is to prepare competent generalist social workers with the practice knowledge, skills, and values needed to facilitate the improvement of the quality of life for individuals, families, groups, communities, and organizations. Graduates of the program have an understanding of the impact of political, economic, and social inequalities on the well-being of populations-at-risk and a commitment to assume leadership in working to empower at-risk individuals, families, and communities. The curriculum is designed to foster an appreciation of the traditions, values, and strengths of diverse cultures in the global community. The BSW is committed to encouraging students to pursue lifelong professional development including graduate level social work education.

The program goals and objectives, which are as follows, are derived from the mission:

Goal 1. To prepare students for positions as competent generalist social workers with the practice knowledge, skills, and values, informed by evidence based research findings, needed to improve the quality of life for individuals, families, groups, communities, and organizations in culturally diverse communities, and to prepare students for graduate school.

Objectives. Graduates of the BSW will demonstrate the ability to:

- 1 Critique and apply theoretical frameworks supported by empirical evidence of human development and behavior across the life span as well as those relevant to interactions among and between individuals, families, groups, organizations, and communities.
- 2 Conduct self-reflective, self-critical generalist practice with multiple-level client systems, guided by the value base, ethical standards and principles of the profession.

- 3 Understand and apply knowledge and skills that reflect the capacity to practice without discrimination with clients who vary in terms of their race, color, ethnicity, gender, sex, sexual orientation, class, age, disability, marital status, family structure, national origin, cultural background, immigration status, and religion.
- 4 Communicate effectively interpersonally and in writing with diverse clients, colleagues and community groups.
- 5 Function effectively in organizational settings by utilizing professional supervision and consultation in order to facilitate the delivery of services to client systems and appropriately facilitate change within the organization, its clients, and the community when necessary.

Goal 2. To develop an understanding of the impact of political, economic, and social inequalities on the well-being of populations-at-risk and a commitment to assume leadership in working to empower at-risk individuals, families, and communities.

Objectives. Graduates of the BSW will demonstrate the ability to:

1. Describe the development of the social work profession with a focus on the profession's historical commitment to addressing societal inequities, and the profession's current structure, characteristics, and concerns.
- 2 Critique and apply theoretical frameworks supported by empirical evidence that explain the presence and history of political, social, and economic oppression and discrimination, and the impact of inequities on individuals, families, groups, and organizations.
- 3 Critically analyze and develop social policies that promote political, economic, and social justice at the individual, family, community, organizational, and societal level, and both describe and demonstrate skills needed to assume leadership in influencing social policies.

STUDENTS FORMALLY APPLY FOR ACCEPTANCE INTO THE MAJOR

Students interested in the social work major must apply for acceptance into the major . Admission to the program has two stages: 1) completion of an application and 2) an interview with the Social Work Admissions Committee. Applicants must demonstrate the characteristics or potential required for competent social work practice as defined in the mission statement of the BSW Program and the standards of the profession. The applicant must meet the following five minimum requirements:

- 1) Completion of a 45 credit hours with a minimum cumulative GPA of 2.5 on a 4.0 scale.
- 2) Satisfactory completion of SOW 300. Introduction to Social Work with a grade of C or higher.
- 3) Attainment of a minimum grade of C in all social work courses completed.
- 4) Satisfactory completion of the application form, essays, and reference letters.
- 5) Satisfactory completion of the Social Work Program Admissions Interview.

An applicant may be *accepted*, *provisionally accepted*, or *not accepted* as a social work major.

Acceptance to the social work major means that a student has met the four criteria listed above.

Provisional acceptance may be granted for one academic semester if one of the above four requirements has not been met. A student is *not accepted* to the major if he or she has not met more than one of the above four criteria. A student who is not accepted to the social work major may reapply for admission a second time.

CURRICULUM: 120 CREDITS

The curriculum is developmental and integrated, reflecting the overall goals and objectives of the Social Work Program. The courses are built around the foundation content areas that serve as the core of social

work education. The curriculum focuses on assisting students develop a professional identity and the skills and knowledge needed to be an *entry-level generalist social worker*.

FRESHMAN YEAR			
<u>Fall semester</u>		<u>Spring semester</u>	
ENG 101. Eng Communications I	3 cr.	ENG 102. Eng Communications II	3 cr.
REA 101. Critical Thinking & Reading	3 cr.	PED 110. Dimensions of Wellness	2 cr.
MAT 101. College Mathematics I	3 cr.	MAT 102. College Mathematics II	3 cr.
CSC 101. Introduction to Computers	3 cr.	HIS 103. African American History	3 cr.
FMC 101. Education and Life Seminar	3 cr.	REL 101. Introduction to Religion	3 cr.
SOPHOMORE YEAR			
<u>Fall semester</u>		<u>Spring semester</u>	
PSY 2002. Introduction to Psychology	3 cr.	Elective	3 cr.
SOC 200. Introduction to Sociology	3 cr.	Humanities requirement	3 cr.
Foreign Language requirement I	3 cr.	Foreign Language requirement II	3 cr.
BIO 101. Biological Science	3 cr.	SOW 300. Intro to Social Work	3 cr.
COM 103. Intro to Public Speaking	3 cr.	Natural Science requirement	3 cr.
JUNIOR YEAR			
<u>Fall semester</u>		<u>Spring semester</u>	
SOW 301. Hum Behavior & Dynamics	3 cr.	SOW 302. Hum Behavior/Soc Environment	3 cr.
PSY 312/SSC 302. Intro to Statistics	3 cr.	SOW 303. SW Res. Methods	3 cr.
POL 301. US Government	3 cr.	SOW 408. SW Writing Tech	1 cr.
Elective	3 cr.	SOW 409. Social Work Practice I	3 cr.
Elective	3 cr.	Elective	3 cr.
Elective	3 cr.		
SENIOR YEAR			
<u>Fall semester</u>		<u>Spring semester</u>	
SOW 405. Social Policy	3 cr.	SOW 412. Field Pract & Seminar II	6 cr.
SOW 410. Social Work Practice II	3 cr.	Elective	3 cr.
SOW 411. Field Pract & Seminar I	6 cr.	Elective	3 cr.
SOW 413. Sr. Project in Social Work	3 cr.	Elective	3 cr.

PROGRAM FACULTY AND PROGRAM SIZE

The current two-member social work faculty is sufficient to meet the program's goals and objectives. The two faculty teach most of the social work courses offered, advise social work majors and students considering social work as a major, engage in scholarly activities, and provide service to the BSW Program, campus community, and community-at-large. The program does not exceed the 1:25 faculty-to-student ratio. During the 2005-2006 and 2006-2007 academic years, 35 to 39 students reported social work as their major. Adjunct faculty assist the program by teaching some courses.

PROGRAM RENEWAL

The program has ongoing formal and informal exchanges with constituencies such as the following social work practitioners, advocacy groups, social service agencies, professional associations, the academic community, and the community at large.

- Professional groups such as NASW and NABSW
- Florida Field Consortium

- Guest speakers
- Social Work Month events
- Social Work Club
- Annual Dr. Lonnie E. Mitchell National Historically Black Colleges and Universities (HBCU) Substance Abuse and Mental Health Conference.
- Council on the Social Status of Black Men and Boys,
- Force on Social Work Reinvestment Initiatives for Florida
- Florida InterUniversity Center for Child, Family and Community Studies/Family Impact
- Social Work Advisory Committee which includes the following members:

Christina Austin-Valere, MSW, Immediate Past President, NASW-Florida and Oncology Social Worker, Holy Cross Hospital, Fort Lauderdale

Sheila Boone-Jenkins, MSW, Counselor, Student Support Services, Florida Memorial University.

Juan Carlos Diaz, MSW, Supervisor, Protective Investigations Unit, Department of Children and Family, Miami-Dade and Field Instructor, Florida Memorial University.

Georgie Derogene, BSW student, Florida Memorial University.

Michelle D. Ford, BSW, Alumnus, Florida Memorial University.

Valerie Harper, MSW, Social Work Unit Director, Jewish Home for the Aged, Miami and Immediate Past Chair, NASW-Broward

Camille Henderson, MSW, Social Worker, Baltimore, Maryland

Mark McCray, BSW, Alumnus, Florida Memorial University.

Chris Norwood, BSW, MPA, JD, Deputy Director People for the American Way/Foundation, Tallahassee

Kerline Pierre-Louis, BSW student, Florida Memorial University.

Thomas Pietrogallo, MSW, Social Services Manager, Care Resources, Miami

Cheryl Polite-Eaford, MSW, Field Unit Supervisor, Barry University School of Social Work and nursing homes consultant, Miami

Jennifer Scoff, MSW, Regional Manager, Our Kids of Miami Dade/Monroe Counties

Barbara Singleton, LCSW, Member, Miami Chapter, NABSW, Alumnus, Florida Memorial University and Social Worker, Department of Veterans Affairs Medical Center, Miami

PROFESSIONAL PERFORMANCE

The program expects that social work students will uphold the core values and ethical standards of the social work profession. Social work students must conduct themselves in a professional, ethical manner when interacting with other students, faculty, staff and persons on campus and in the community. Professional conduct is expected at all times. The Handbook for Social Work Majors states that, “The NASW Code of Ethics (www.socialworkers.org/pubs/code/code.asp) serves as a guideline for appropriate

professional behavior. The NASW Code of Ethics delineates the components of the code of ethics and offers a rationale for needing such a code.

Statements of Understanding. Students are asked to sign a “statement of understanding” upon entering the major and prior to beginning their field practicum indicating their commitment to conduct themselves within the principles and guidelines present in the NASW Code of Ethics. Social work students must conduct themselves in a professional, ethical manner with other students, faculty, staff and persons with whom they come into contact in course work, in service learning, and in the Field Practicum. The University, through its various faculties and appropriate committees, reserves the discretionary right to dismiss any student from the University for failure to maintain appropriate personal conduct or professional standards and ethics.

PROGRAM ASSESSMENT AND CONTINUOUS IMPROVEMENT

The BSW Program has implemented an assessment plan that provides for systematic program evaluation in order to answer the overarching question: *To what extent are students achieving the program’s objectives?* Data are collected and analyzed to identify areas of program strength and determine if outcomes are achieved. An assessment report is prepared by social work faculty which presents an overview of the data obtained from the administration of the following five instruments and recommends program changes if warranted by these data. The Social Work Advisory Committee which has responsibility for reviewing whether the BSW Program is meeting its objectives Committee closely reviews the information and recommendations presented.

The assessment of the BSW Program involves the collection and analysis of data from five sources: 1) Exit Exam, 2) Social Work Values Inventory, 3) Evaluation of Student’s Practicum, 4) Alumni Survey, and 5) Employer Survey. The specific outcomes that each of these instruments measures are indicated in the following chart. The Assessment Plan was implemented with the first BSW Graduating Class, May 2007

I. Exit Exam. During their last semester in the BSW Program, students prepare a portfolio that demonstrates their attainment of each program objective. The portfolio follows a prescribed format calling for the inclusion of select assignments from the field practicum and seminar courses and the senior project paper. Students must pass an Exit Exam, which is about one and a half hour in duration, during which they are queried about the contents of their portfolio. Students receive a passing or failing grade based on a rating sheet developed by the social work faculty. Students receive written feedback if they do not pass the exam.

The two students in the first class of graduating BSW students prepared portfolios and completed the oral Exit Exam at the end of the Spring 2007 semester. The two students provided excellent or satisfactory answers to each of the questions posed during the Exit Exam. The students’ responses indicated a high level of knowledge and skills in each of the areas about which they were queried.

Recommendations. The Community Analysis paper completed during SOW 410. Practice II, a course in which students enroll during their first semester of field practicum, will be added to the portfolio as a further sample of evidence of his attainment of the program’s objectives. In addition, students will be asked to prepare a narrative section for their portfolio, which will be placed at the beginning of their portfolio that discusses the relationship of each section of the portfolio to the program’s objectives. This exercise will allow students to demonstrate the relevance of each component of their portfolio as well as demonstrate their capacity to be self-reflective and use critical thinking skills.

2. Social Work Values Inventory. The Social Work Values Inventory, developed by the Baccalaureate Education Assessment Project of the Association of Baccalaureate Social Work Program Directors (BEAP), is administered to social work majors at the conclusion of their senior year. This instrument presents brief vignettes and asks students to select from a set of possible responses the best way to address the situations presented that raise issues of confidentiality, self-determination, and social justice. Students must obtain a passing score of 75% on each section of the instrument. The two social work students in the first class of graduating students completed the inventory at the conclusion of their senior year. Both students achieved passing grades on two sections of the inventory.

Recommendations. The response scale/continuum included in the self-determination section of the Social Work Values Inventory was found to be confusing. In the future, students will be asked to address each of the vignettes in this section by providing short essay answers. In addition, the inventory will be administered as a pretest when students apply to social work major. Results will be compared to the posttest administered prior to graduation. This will allow for a review of changes in students' values, guiding principles, and knowledge base

3. Evaluation of Student's Field Practicum Performance. Summative evaluation is also accomplished through the completion of the Evaluation of Student's Field Practicum. This form, which is completed at the end of the field practicum, assesses whether students satisfactorily demonstrate the following competencies, values, and skills. The evaluation was completed at the end of the field practicum of the first two BSW students. The students satisfactorily demonstrated the competencies, values, and skills reflected in the program's objectives. The evaluation of the first cohort of field students did not identify any areas in which the field education component of the BSW program that needed revision.

4. Alumni Survey. The Alumni Survey, which was developed by the Baccalaureate Education Assessment Project of the Association of Baccalaureate Social Work Program Directors (BEAP), will be administered beginning in Spring 2009, two years after the first graduating class of BSW students. This instrument asks alumni to provide information about post-BSW professional accomplishments and employment experiences and will ask alumni to evaluate the extent to which their BSW education prepared them for their post-graduation careers in social work.

5. Employer Survey. The Employer Survey, developed by the Baccalaureate Education Assessment Project of the Association of Baccalaureate Social Work Program Directors (BEAP), will be administered beginning in Spring 2009, two years after the first graduation class of BSW students. This instrument asks employers of graduates of the BSW Program about alumnae's level of preparation for the positions they assumed.