

Neumann University – Social Work (BSW)
 Assessment Plan 2022-2025

CSWE – Competency (Learning Outcome)	CSWE Practice Behaviors	Related Core Learning Outcome	Related IDEA Objectives	Courses	Direct Evidence - Formative Assessment	Direct Evidence – Formative Assessment Protocol	Direct Evidence - Summative Assessment	Direct Evidence – Summative Assessment Protocol	Indirect Evidence	Indirect Evidence Assessment Protocol	Time-frame
CSWE Competency 1: Demonstrate Ethical and Professional Behavior	a. Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context. b. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. c. Demonstrate professional demeanor in behavior, appearance, and oral, written, and electronic communication. d. Use technology ethically and appropriately to facilitate practice outcomes. e. Use supervision and consultation to guide professional judgment and behavior. f. Cope with stress, crisis, and conflict and understand the signs of burn-out, vicarious trauma, and develop and practice a self-care plan.	Compassion	Essential: 3, 4, 7, 10, 12 Important: 1, 2	SW 450	Resume and References assignment	Utilizing the Resume and References rubric, 80% of students will achieve a score of “proficient”.			SW 450 Course Evaluations	In courses where the IDEA objectives are set as “Essential” or “Important”, 70% of responding students will rate themselves as making Moderate Progress or better on those objectives.	2022-2023
			Essential: 3, 4, 7, 10, 12 Important: 1, 2	SW 491			Participation in Activities Agreed Upon in Student Learning Agreement & End of Semester Field Placement Student Performance Evaluation.	80% of students will receive a “3” or higher on the end-of-semester Student Performance Evaluation.	Student Performance Evaluation (completed by the field instructor at the Agency.)		

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CSWE Competency 2: Engage Diversity and Difference in Practice	a. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels.	Conscience	Essential: 1, 2 Important: 3, 4	SW 100		Utilizing the Values Reflection rubric, 80% of students will achieve a score of “proficient.”		In courses where the IDEA objectives are set as “Essential” or “Important”, 70% of responding students will rate themselves as making Moderate Progress or better on those objectives.	SW 210 Course Evaluations	In courses where the IDEA objectives are set as “Essential” or “Important”, 70% of responding students will rate themselves as making Moderate Progress or better on those objectives.	2022-2023
	b. Present themselves as learners and engage clients and constituencies as experts of their own experiences.		Essential: 1, 2 Important: 3, 4, 7, 8	SW 210	Current Event Assignment	Utilizing the Current Event rubric, 80% of students will achieve a score of “proficient”.			SW 210 Course Evaluations		
	c. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies. d. Apply strategies of ethical reasoning to arrive at principled decisions.		N/A	SW 491			Participation in Activities Agreed Upon in Student Learning Agreement & End of Semester Field Placement Student Performance Evaluation	80% of students will receive a “3” or higher on the end-of semester Student Performance Evaluation	Student Performance Evaluation (completed by the field instructor at the Agency)		

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CSWE Competency 3: Advance Human Rights and Social, Economic and Environmental Justice	<p>a. Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels.</p> <p>b. Engage in practices that advance social, economic, and environmental justice.</p>	Communication	<p>Essential: 2, 3, 8</p> <p>Important: 1, 4, 7, 10, 12</p>	SW 460	Agency Paper	Utilizing the Agency Paper rubric, 80% of students will achieve a score of “proficient”.			SW 460 Course Evaluations	In courses where the IDEA objectives are set as “Essential” or “Important”, 70% of responding students will rate themselves as making Moderate Progress or better on those objectives.	2022-2023
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CSWE Competency 4: Engage in Practice-informed Research and Research-informed Practice	<p>a. Use practice experience and theory to inform scientific inquiry and research.</p> <p>b. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.</p> <p>c. Use and translate research evidence to inform and improve practice, policy, and service delivery.</p>	Comprehension	Essential: 1	SW 226	What Works Assignment	Utilizing the What Works rubric, 80% of students will achieve a score of “proficient”.			SW 226 Course Evaluations	In courses where the IDEA objectives are set as “Essential” or “Important”, 70% of responding students will rate themselves as making Moderate Progress or better on those objectives.	2023-2024	
			Important: 3, 4, 7, 8, 9, 11, 12									
			Essential: 1, 9, 13	SW 320	Research Paper	Utilizing the Research Paper rubric, 80% of students will achieve a score of “proficient”.						SW 320 Course Evaluations
			Important: 3, 11									
			N/A	SW 491			Participation in Activities Agreed Upon in Student Learning Agreement & End of Semester Field Placement Student Performance Evaluation	80% of students will receive a “3” or higher on the end-of semester Student Performance Evaluation	Student Performance Evaluation (completed by the field instructor at the Agency)			

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CSWE Competency 5: Engage in Policy Practice	<p>a. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.</p> <p>b. Assess how social welfare and economic policies impact the delivery of and access to social services.</p> <p>c. Apply critical thinking to analyze, formulate and advocate for policies that advance human rights and social, economic, and environmental justice.</p>	Comprehension	<p>Essential: 1</p> <p>Important: 2, ,3, 8, 9</p>	SW 405	Policy Paper	Utilizing the Policy Paper rubric, 80% of students will achieve a score of “proficient”.			SW 405 Course Evaluations	In courses where the IDEA objectives are set as “Essential” or “Important”, 70% of responding students will rate themselves as making Moderate Progress or better on those objectives.	2023-2024
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CSWE Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	<p>a. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.</p> <p>b. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.</p>	Contemplation	Essential: 1, 2, 3, 11	SW 201	Case Study assignment	Utilizing the Case Study rubric, 80% of students will achieve a score of “proficient”.			SW 201 Course Evaluations	In courses where the IDEA objectives are set as “Essential” or “Important”, 70% of responding students will rate themselves as making Moderate Progress or better on those objectives.	2023-2024	
			Important: 12									
			Essential: 1, 3	SW 305	Service-Learning Paper	Utilizing the Service - Learning Assignment rubric, 80% of students will achieve a score of “proficient”.			SW 305 Course Evaluations			
			Important: 4, 8									
			Essential: 1, 3	SW 310	Family Case Study Presentation	Utilizing the Family Case Study Presentation rubric, 80% of students will achieve a score of “proficient”.			SW 310 Course Evaluations			
			Important: 2, 4, 7									
			N/A	SW 491			Participation in Activities Agreed Upon in Student Learning Agreement & End of Semester Field Placement Student Performance Evaluation	80% of students will receive a “3” or higher on the end-of semester Student Performance Evaluation	Student Performance Evaluation (completed by the field instructor at the Agency)			

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CSWE Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	<p>a. Collect and organize data, and apply critical thinking to interpret information from clients and constituencies.</p> <p>b. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.</p> <p>c. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.</p> <p>d. Select appropriate intervention strategies based on assessment, research knowledge, and values and preferences of clients and constituencies.</p>	Conscience	Essential: 1 Important: 3, 11, 12	SW 400	Case Study Biopsychosocial Assessment	Utilizing the Biopsychosocial Paper rubric, 80% of students will achieve a score of “proficient”.			SW 400 Course Evaluations	In courses where the IDEA objectives are set as “Essential” or “Important”, 70% of responding students will rate themselves as making Moderate Progress or better on those objectives.	2024-2025
			Essential: 1, 3, 4, 10, 11 Important: 2, 5, 8	SW 410	Group Case Study	Utilizing the Ethics Group Case Study Assignment rubric, 80% of students will achieve a score of “proficient”.			SW 410 Course Evaluations		
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CSWE Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	<p>a. Select and use appropriate methods for evaluation of outcomes.</p> <p>b. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.</p> <p>c. Critically analyze, monitor, and evaluate interventions and program processes and outcomes.</p> <p>d. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.</p>	Contemplation	<p>Essential: 3, 4, 7, 10, 12</p> <p>Important: 1, 2</p>	SW 461	Assessment Paper	Utilizing the Assessment Paper rubric, 80% of students will achieve a score of “proficient”.			SW 461 Course Evaluations	In courses where the IDEA objectives are set as “Essential” or “Important”, 70% of responding students will rate themselves as making Moderate Progress or better on those objectives.	2024-2025
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