

Springfield College
 School of Social Work
ANNUAL COMPETENCY ASSESSMENT REPORT
 Academic Year 2017-2018

The Springfield College School of Social Work (SCSSW) Master of Social Work Program has been continuously accredited by the Council on Social Work Education (CSWE) since 1989, and, in June 2013, received full reaccreditation for the next eight years. CSWE is the national accrediting agency for educational programs in social work. In 2015, CSWE established a set of competencies for students to achieve by the conclusion of their social work education. CSWE specifies the professional behaviors within each competency for the first year of the curriculum. In 2017, for the second or final specialization year, faculty of the School of Social Work approved advanced generalist behaviors that are unique to the school's curriculum, and that support and provide evidence of competency. These behaviors can be found below the table that reports students' achievement of the competencies.

The table below provides data from academic year 2017-2018. It presents aggregated measures of students' achievement of the required competencies as indicated by field supervisors' evaluations for the first and final years of the field experience. The program's benchmarks, or the established minimum percentage of students expected to achieve competencies, also appears below. Thus, the table reflects students' achievements in the first or foundation year and in the final or specialization year as they graduate with an MSW. As part of a continuous curriculum feedback process, detailed outcomes data are reviewed by faculty annually. Curriculum implications are discussed and recommendations to improve outcomes are made. Faculty then act on recommended changes to the curriculum.

COMPETENCY		FIRST/FOUNDATION YEAR	FINAL/SPECIALIZATION YEAR
	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING COMPETENCY	PERCENTAGE OF STUDENTS ACHIEVING COMPETENCY
Demonstrate Ethical and Professional Behavior	90%	98.9%	99.40%
Engage Diversity and Difference in Practice	90%	100%	100%
Advance Human Rights and Social, Economic, and Environmental Justice	90%	100%	100%
Engage in Practice-Informed Research and Research-informed Practice	90%	99.28%	100%
Engage in Policy Practice	90%	100%	100%
Engage with Individuals, Families, Groups, Organizations, and Communities	90%	98.78%	100%
Assess Individuals, Families, Groups, Organizations, and Communities	90%	97.53%	100%
Intervene with Individuals, Families, Groups, Organizations, and Communities	90%	97.03%	100%
Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90%	100%	100%

EPAS Competency Code	2015 EPAS Competencies and Advanced Generalist Behaviors (First/Foundation Year)
2.1.1	Demonstrate Ethical and Professional Behavior
	<ul style="list-style-type: none"> ▫ 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;
	<ul style="list-style-type: none"> ▫ Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;
	<ul style="list-style-type: none"> ▫ Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;
	<ul style="list-style-type: none"> ▫ Use technology ethically and appropriately to facilitate practice outcomes; and
	<ul style="list-style-type: none"> ▫ Use supervision and consultation to guide professional judgment and behavior.
2.1.2	Engage Diversity and Difference in Practice
	<ul style="list-style-type: none"> ▫ Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;
	<ul style="list-style-type: none"> ▫ Present themselves as learners and engage clients and constituencies as experts of their own experiences; and
	<ul style="list-style-type: none"> ▫ Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.
2.1.3	Advance Human Rights and Social, Economic, and Environmental Justice
	<ul style="list-style-type: none"> ▫ Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and
	<ul style="list-style-type: none"> ▫ Engage in practices that advance social, economic, and environmental justice.
2.1.4	Engage In Practice-informed Research and Research-informed Practice
	<ul style="list-style-type: none"> ▫ Use practice experience and theory to inform scientific inquiry and research;
	<ul style="list-style-type: none"> ▫ Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and
	<ul style="list-style-type: none"> ▫ Use and translate research evidence to inform and improve practice, policy, and service delivery.
2.1.5	Engage in Policy Practice
	<ul style="list-style-type: none"> ▫ Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;
	<ul style="list-style-type: none"> ▫ Assess how social welfare and economic policies impact the delivery of and access to social services;
	<ul style="list-style-type: none"> ▫ Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.
2.1.6	Engage with Individuals, Families, Groups, Organizations, and Communities
	<ul style="list-style-type: none"> ▫ Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and
	<ul style="list-style-type: none"> ▫ Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.
2.1.7	Assess Individuals, Families, Groups, Organizations, and Communities
	<ul style="list-style-type: none"> ▫ Collect and organize data, and apply critical thinking to interpret information from clients and constituencies;
	<ul style="list-style-type: none"> ▫ 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;
	<ul style="list-style-type: none"> ▫ Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and

	<ul style="list-style-type: none"> ▫ Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.
2.1.8	Intervene with Individuals, Families, Groups, Organizations, and Communities
	<ul style="list-style-type: none"> ▫ Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;
	<ul style="list-style-type: none"> ▫ Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;
	<ul style="list-style-type: none"> ▫ Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;
	<ul style="list-style-type: none"> ▫ Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and
	<ul style="list-style-type: none"> ▫ Facilitate effective transitions and endings that advance mutually agreed-on goals.
2.1.9	Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities
	<ul style="list-style-type: none"> ▫ Select and use appropriate methods for evaluation of outcomes;
	<ul style="list-style-type: none"> ▫ Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;
	<ul style="list-style-type: none"> ▫ Critically analyze, monitor, and evaluate intervention and program processes and outcomes; and
	<ul style="list-style-type: none"> ▫ Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

EPAS Competency Code	2015 EPAS Competencies and Advanced Generalist Behaviors (Second/Specialization Year)
2.1.1	Demonstrate Ethical and Professional Behavior
	<ul style="list-style-type: none"> ▫ Employ (model) conscious use of self, self-reflection, self-monitoring, and self-correction in practice
	<ul style="list-style-type: none"> ▫ Model professional demeanor in behavior and written and oral communications
	<ul style="list-style-type: none"> ▫ Articulate the mission of social work to multiple constituencies
	<ul style="list-style-type: none"> ▫ Consistently adhere to and model professional roles and boundaries
	<ul style="list-style-type: none"> ▫ Articulate and advocate social work values and ethics among interdisciplinary situations and settings
	<ul style="list-style-type: none"> ▫ Conduct oneself ethically and engage in ethical decision-making using different approaches and strategies, e.g., moral reasoning, cultural perspective, professionalism in research and practice
	<ul style="list-style-type: none"> ▫ Apply appropriate social work values to resolve ethical issues
	<ul style="list-style-type: none"> ▫ Analyze and communicate professional judgments, reasoning, and process in practice
2.1.2	Engage Diversity and Difference in Practice
	<ul style="list-style-type: none"> ▫ Transform one's behavior in response to a recognition of one's biases based in difference and culture
	<ul style="list-style-type: none"> ▫ Apply an understanding of privilege and power within an anti-oppressive practice
	<ul style="list-style-type: none"> ▫ Consistently recognize and describe the impact of culture and diversity on one's personal and professional behavior
	<ul style="list-style-type: none"> ▫ Modify and adapt mainstream interventions to meet needs of diverse populations and that challenge oppression
	<ul style="list-style-type: none"> ▫ Actively promote opportunities for diverse perspectives and participation of diverse constituents
2.1.3	Advance Human Rights and Social, Economic, and Environmental Justice
	<ul style="list-style-type: none"> ▫ Engage in practices that advance social, economic, and environmental justice in agencies and organizations
	<ul style="list-style-type: none"> ▫ Incorporate an understanding of regional and global interconnections of oppression and applies this understanding to social work practice
	<ul style="list-style-type: none"> ▫ Take action to redress mechanisms of oppression and discrimination
	<ul style="list-style-type: none"> ▫ Embrace the obligation to advance human rights and fosters social, economic, and environmental justice
	<ul style="list-style-type: none"> ▫ Engage in community collaborations that foster social, economic, and environmental justice and social change
2.1.4	Engage In Practice-informed Research and Research-informed Practice
	<ul style="list-style-type: none"> ▫ Use evidence-based research findings to improve practice
	<ul style="list-style-type: none"> ▫ Evaluate social policies and programs
	<ul style="list-style-type: none"> ▫ Integrate qualitative and quantitative research in all aspects of advanced generalist practice
	<ul style="list-style-type: none"> ▫ Work collaboratively across disciplines to assess intervention effectiveness, ways to engage in practice evaluation, and opportunities to build cross-discipline research approaches
2.1.5	Engage in Policy Practice
	<ul style="list-style-type: none"> ▫ Articulate the impact of policies on service delivery
	<ul style="list-style-type: none"> ▫ Develop and promote agency policies and professional behavior that affect change
	<ul style="list-style-type: none"> ▫ Identify gaps in policies at varied levels, e.g., agency policies, public policies, regulations

2.1.6	Engage with Individuals, Families, Groups, Organizations, and Communities
	<ul style="list-style-type: none"> ▫ Use empathy and other interpersonal skills ▫ Implement a mutually agreed upon focus of work and desired outcome
2.1.7	Assess Individuals, Families, Groups, Organizations, and Communities
	<ul style="list-style-type: none"> ▫ Collect, organize, and interpret client data ▫ Develop mutually agreed upon intervention goals and objectives ▫ Assess complex problems with systems of all sizes and types
	<ul style="list-style-type: none"> ▫ Identify the range of legalities and/or legal risks that may exist for a client or client system that may be considering accessing social services
2.1.8	Intervene with Individuals, Families, Groups, Organizations, and Communities
	<ul style="list-style-type: none"> ▫ Select appropriate intervention strategies ▫ Implement prevention strategies that enhance client capacities ▫ Assist clients to resolve problems ▫ Intervene in complex problems with systems of all sizes and types ▫ Negotiate, mediate, and advocate for client systems ▫ Demonstrate one's ability to move a client system through the practice intervention process
2.1.9	Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities
	<ul style="list-style-type: none"> ▫ Facilitate transitions and endings ▫ Critically analyze, monitor, and evaluate interventions ▫ Evaluate complex problems with systems of all sizes and types ▫ Synthesize and apply a broad range of interdisciplinary knowledge and skills consistent with current evidence informed practice