

Outcomes: Attainment of Educational Objectives Report
as of August 2011

Objective 1: Graduates of Cedarville University Baccalaureate Social Work Program will be able to: **Apply critical thinking skills within the context of professional Social Work practice.** (Goal 7)

Measurement and Criterion	Sample	Time	Outcomes	Action/Referral
1) Field Instructors will report students exhibit skill in helping others identify and explore alternative courses of action and the potential consequences of each. Instrument: Field Instructor Final Evaluation of Senior in Field Experience (Question 45) Criterion: Group mean of 3.5 or higher (on a 5 point Likert scale).	12 students	Spring 2011	Mean 4.5	
	21 students	Spring 2010	Mean 4.38	
	24 students	Spring 2009	Mean 4.46	
	19 students	Spring 2008	Mean 4.2	
	15 students	Spring 2007	Mean 4.1	
	7 students	Spring 2006	Mean 4.1	

<p>2) Field Instructors will report students demonstrate ability to apply critical thinking skills within the context of professional Social Work practice.</p> <p>Instrument: Field Instructor Final Evaluation of Senior in Field Experience (Question 13)</p> <p>Criterion: Group mean of 3.5 or higher (on a 5 point Likert scale).</p>	12 students	Spring 2011	Mean 4.75	
	22 students	Spring 2010	Mean 4.5	
	23 students	Spring 2009	Mean 4.35	
	19 students	Spring 2008	Mean 4.7	
	15 students	Spring 2007	Mean 4.3	
	7 students	Spring 2006	Mean 4.3	
<p>3) Students will exhibit ability to apply critical thinking skills within the context of professional Social Work practice as demonstrated in SWK-3110 Social Welfare Programs and Policy.</p>	14 students	Fall 2010	100%	

Instrument: Social Policy Paper. Criterion: 90% of students who submit their papers on time will receive a grade of C+ or higher.	13 students	Fall 2009	92%	
	21 students	Fall 2008	100%	
	23 students	Fall 2007	90%	A downward trend appears to be emerging. Will watch closely to see if this straightens itself out with new full-time professor taking over the course from a series of adjuncts.
	15 students	Fall 2006	96%	
	7 students	Fall 2005	100%	

Objective 2: Graduates of Cedarville University Baccalaureate Social Work Program will be able to: **Integrate Christian beliefs and values with professional social work values and ethics as set forth in the code of ethics.** (Goals 2, 5, 6, 9)

Measurement and Criterion	Sample	Time	Outcomes	Action/Referral
1) Students will report Program prepared them well in ten identified Social Work Values, (a) work with colleagues in other fields, (b) promote social and economic justice, (c) ensure primary responsibility to the client, (d) maintain professional relationship, (e) work with colleagues in Social Work, (f) respect cultural and social diversity, (g) non-judgmental manner, (h) respect client self-determination, (i) uphold client confidentiality, and (j) respect		Spring 2011		Did not use this term. Considering a different instrument.
	17 students	Spring 2009	a. 8.29 b. 8.59 c. 8.29	

<p>dignity of clients.</p> <p>Instrument: BEAP Exit Values Inventory Survey (Questions D26-D35)</p> <p>Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).</p> <p>Note: Exit Values Inventory Survey was discontinued during 2008/2009 for instrument revision</p>			<p>d. 8.19</p> <p>e. 8.24</p> <p>f. 8.53</p> <p>g. 8.35</p> <p>h. 8.47</p> <p>i. 8.53</p> <p>j. 8.71</p>	
	21 students	Spring 2008	<p>a. 8.0</p> <p>b. 8.48</p> <p>c. 8.19</p> <p>d. 8.86</p> <p>e. 8.71</p> <p>f. 9.1</p> <p>g. 8.48</p> <p>h. 8.90</p> <p>i. 9.19</p> <p>j. 9.14</p>	
	15 students	Spring 2007	<p>a. 7.0</p> <p>b. 8.0</p> <p>c. 8.21</p> <p>d. 9.21</p> <p>e. 8.21</p> <p>f. 9.07</p> <p>g. 8.86</p> <p>h. 8.93</p> <p>i. 9.5</p> <p>j. 9.57</p>	

	7 students	Spring 2006	a. 7.83 b. 7.43 c. 8.17 d. 9.0 e. 8.14 f. 8.5 g. 8.17 h. 8.0 i. 8.67 j. 9.29	
<p>2) Field Instructors will report students satisfactorily demonstrate (a) (#7) awareness of Social Work values and ethics and (b) (#17) understanding of how his/her own values help or interfere with Social Work Practice.</p> <p>Instrument: Field Instructor Final Evaluation of Senior in Field Experience</p> <p>Criterion: Group mean of 3.5 or higher (on a 5 point Likert scale).</p>	12 students	Spring 2011	a. 4.92 b. 4.67	
	22 students	Spring 2010	a. 4.32 b. 4.59	
	a. 23 students b. 24 students	Spring 2009	a. 4.8 b. 4.46	
	19 students	Spring 2008	a. 4.8 b. 4.4	
	15 students	Spring 2007	a. 4.7 b. 4.5	
	7 students	Spring 2006	a. 4.9 b. 3.9	

<p>3) Employers will report graduates practice within the values and ethics of the Social Work profession.</p> <p>Instrument: BEAP Employer Survey (Question 1)</p> <p>Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).</p>	0 returns from class of 2008	Summer 2010		Consider another instrument.
	0 returns out of 15 mailed (class of 2007)	Summer 2009		
	2 returns out of 7 mailed (class of 2006)	Summer 2008	Mean – 10.0	Tell of importance at Exit Interview
	1 return out of 5 mailed (class of 2005)	Summer 2007	Mean – 10.0	Will send Christmas card to 1 st year alumni with reminder to update us as their contact info changes.
	2 returns out of 9 mailed (class of 2004)	Summer 2006	Mean – 9.5	Will send Christmas card to 1 st year alumni with reminder to update us as their contact info changes.
	2 out of 11 mailed (class of 2003)	Summer 2005	Mean - 9.0	
<p>4) Students will demonstrate the ability to analyze and apply the knowledge, values, and skills of Social Work practice from a Biblical world and life view.</p> <p>Instrument: Senior Field Experience Journals for SWK 4520 Senior Seminar II</p> <p>Criterion: 90% of students who submit their papers on time will receive a grade of C+ or higher on journal assignments.</p>	9 students	Spring 2011	89%	1 student got an F on her journals
	22 students	Spring 2010	100%	
	22 students	Spring 2009	91%	
	20 students	Spring 2008	90%	May 07- criteria modified to better reflect learning. Tardy or missing papers

				skew the class percentage. Late assignments resulted in low grades for one student, skewed class percentage
	15 students	Spring 2007	87%	May 07- criteria modified to better reflect learning. Tardy or missing papers skew the class percentage. Late assignments resulted in low grades for one student, skewed class percentage
	7 students	Spring 2006	86%	
<p>4) Students will demonstrate the ability to analyze and apply the knowledge, values, and skills of Social Work practice from a Biblical world and life view.</p> <p>Instrument: Senior Field Experience EA 7 for SWK 4520 Senior Seminar II <i>This is a new assignment and not included on outcomes charts prior to 2009</i></p> <p>Criterion: 90% of students who submit their papers on time will receive a grade of C+ or higher on journal assignments.</p>	9 students	Spring 2011	100%	
	22 students	Spring 2010	95%	
	23 students	Spring 2009	90%	

Objective 3: Graduates of the Cedarville University Baccalaureate Social Work Program will be able to: Practice without discrimination and with respect, knowledge, and skills related to client’s age, class, color, culture, political ideology, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, political and sexual orientation. (Goal 4, 5, 6)

Measurement and Criterion	Sample	Time	Outcomes	Action/Referral
<p>1) Students will report that the Program prepared them well in regard to respecting cultural and social diversity.</p> <p>Instrument: BEAP Exit Survey (Questions D30)</p> <p>Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).</p>		Spring 2010		Did not do this term. Will look for a different instrument.
	17 students	Spring 2009	Mean – 8.53	
	21 students	Spring 2008	Mean - 9.1	
	14 students	Spring 2007	Mean -9.07	
	7 students	Spring 2006	Mean - 8.5	
<p>2) Field Instructors will report students satisfactorily demonstrate (a) (#15) that they recognize personal changes they need to make in order to work effectively as a social worker, (b) (#16) demonstrate self-awareness in relation to human diversity, (c) (#35) show ability to respond in helpful way to clients from different cultural, racial, lifestyle, and gender traditions, and (d) (#48) show awareness of self and his/her own feelings in working with clients.</p> <p>Instrument: Field Instructor Final Evaluation of Senior in Field Experience</p>	12 students	Spring 2011	Mean - a. 4.83 b. 4.75 c. 4.67 d. 4.75	
	22 students	Spring 2010	Mean - a. 4.68 b. 4.59 c. 4.5 d. 4.68	

Criterion: Group mean of 3.5 or higher (on a 5 point Likert scale).	23 students	Spring 2009	Mean - a. 4.6 b. 4.6 c. 4.7 d. 4.6	
	a.23 students b. 23 students c. 22 students d. 24 students	Spring 2008	Mean - a. 4.4 b. 4.4 c. 4.4 d. 4.6	
	15 students	Spring 2007	Mean- a. 4.5 b. 4.6 c. 4.6 d. 4.6	
	7 students	Spring 2006	Mean- a. 4.6 b. 4.6 c. 4.4 d. 4.4	
4) Students will demonstrate an awareness and sensitivity to people from different backgrounds than their own as taught in SWK 3020 Social Work Practice with Multicultural Groups. Instrument: Biblical View of Diversity assignment in SWK 3020 Criterion: 90% of students who submit their papers on time will receive a grade of B or higher.	12 students	Spring 2011	92%	Met the benchmark. Will continue to monitor.
	11 students	Spring 2010	45% new criterion 91% with old criteria	<i>Added add'l multicultural coursework in Fall 2010.</i>

				<i>Grades were:</i> 91 81 78 94 82 <i>0 – late, not included</i> 88 81 73 86 97 89
	13 students	Fall 2009	69% new criteria 92% old criteria	<i>Assgmt due right before Fall Break. Will change due date to make more conducive to higher student performance.</i> <i>Grades were:</i> 90 80 85 94 92 100 96

				103 103 50 80 80 85
<p>Old Criteria</p> <p>4) Students will demonstrate an awareness and sensitivity to people from different backgrounds than their own as taught in SWK 3020 Social Work Practice with Multicultural Groups.</p> <p>Instrument: Biblical View of Diversity assignment in SWK 3020</p> <p>Criterion: 90% of students who submit their papers on time will receive a grade of C+ or higher.</p>	11 students	Spring 2010	91%	
	13 students	Fall 2009	92%	
	19 students on time	Fall 2008	95%	
	26 students	Fall 2007	100%	Consider raising criterion to a grade of B or higher.
	25 students	Fall 2006	100%	
	14 students	Fall 2005	100%	
<p>5) Students will demonstrate knowledge of diverse populations as taught in SWK 4210 Social Work Practice with Special Populations.</p> <p>Instrument: Final course grade in SWK 4210</p> <p>Criterion: 90% of students who submit their work on time will achieve a grade of C+ or better.</p>	15 students	Fall 2010	93%	
	19 students	Fall 2009	100%	
	21 students	Fall 2008	100%	
	17 students	Fall 2007	100%	

	15 students	Fall 2006	100%	
	7 students	Fall 2005	100%	
<p>6) Employers will report that alumni practice with an understanding, respect, and appreciation for diversity.</p> <p>Instrument: BEAP Employer Survey (Question 2)</p> <p>Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).</p>	0 returns out of 21 mailed (class of 2008)	Summer 2010		Consider using a different instrument
	0 returns out of 15 mailed (class of 2007)	Summer 2009		Tell of importance at Exit Interview
	2 returns out of 7 mailed (class of 2006)	Summer 2008	Mean 10.0	Will send Christmas card to 1 st year alumni with reminder to update us as their contact info changes.
	3 returns out of 5 mailed (class of 2005)	Summer 2007	Mean 10	
	2 returns out of 9 mailed (class of 2004)	Summer 2006	Mean 9	
	2 returns out of 11 mailed (class of 2003)	Summer 2005	Mean 8.5	

Objective 4: Graduates of Cedarville University Baccalaureate Social Work Program will be able to: Identify the issues underlying the conditions of poverty, oppression, and discrimination and apply strategies of advocacy and social change that advance social and economic justice nationally and globally. (Goal 2, 5, 6)

Measurement and Criterion	Sample	Time	Outcomes	Action/Referral
<p>1) Students will report that the Program prepared them well in regard to (a) forms and mechanisms of oppression and discrimination, and (b) learning theories and policies that advance social and economic justice.</p> <p>Instrument: BEAP Exit Survey (Questions D2, and D35)</p> <p>Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).</p>	17 students	Spring 2010	Mean – a.8.0 b.8.0	Consider a different instrument
	17 students	Spring 2009	Mean – a. 7.82 b. 7.59	
	21 students	Spring 2008	Mean - a. 7.33 b. 8.48	
	14 students	Spring 2007	Mean - a. 7.36 b. 8.00	
	7 students	Spring 2006	Mean - a. 6.43 b. 6.43	

<p>2) Field Instructors will report that students (a) (#18) demonstrate understanding of oppression and discrimination, and (b) (#57) demonstrate ability to identify strategies of change in order to change oppression and discrimination.</p> <p>Instrument: Field Instructor Final Evaluation of Senior in Field Experience</p> <p>Criterion: Group mean of 3.5 or higher (on a 5 point Likert scale).</p>	12 students	Spring 2011	Mean - a. 4.58 b. 4.33	
	a. 22 students b. 21 sstudents	Spring 2010	Mean - a. 4.45 b. 4.14	
	a. 23 students b. 23 students	Spring 2009	Mean - a. 4.6 b. 4.0	
	23 students	Spring 2008	Mean - a. 4.4 b. 4.0	
	15 students	Spring 2007	Mean - a. 4.2 b. 3.7	
	7 students	Spring 2006	Mean – a. 3.9 b. 3.6	
<p>3) Students will demonstrate an understanding of and sensitivity to issues related to poverty.</p> <p>Instrument: Junior Field Experience Journal for (a) SWK 3430 and (b) SWK 3450</p> <p>Criterion: 90% of students who submit their papers on time will receive a grade of C+ or higher on journal assignments.</p>	a.17 students	Fall/Spring 2010-2011	a.100% b. 100%	
	a. 10 students b. 11 students	Fall/Spring 2009- 2010	a. 100% b. 91%	
	a. 24 students b. 25 students	Fall/Spring 2008- 2009	a. 100% b. 100%	
	a. 25 students b. 25 students	Fall/Spring 2007- 2008	a. 92% b. 100%	
	a. 23 students	Fall/Spring	a. 96%	

	b. 24 students	2006-2007	b. 96%	
	a. 16 students b. 14 students	Fall/Spring 2005-2006	a. 75% b. 86%	Late assignments resulted in low grades for some students, skewing the class percentage Professor will: place greater emphasis at the beginning of semester on importance of turning in assignments; report on at-risk lists; have counseling session with student and document the meeting; provide student with midterm report.
	13 students	Spring 2011	86%	Three students earned low grades: 71, 78, 79
<p>4) Students will demonstrate an understanding of and sensitivity to issues related to poverty.</p> <p>Instrument: SWK 2330 Introduction to Social Work Poverty Assignment</p> <p>Criterion: 90% of students who submit their papers on time will receive a grade of C+ or higher</p>	22 students	Fall 2010	91%	
	12 students	Spring 2010	92%	A non-major failed. 100% w/o him
	21 students	Fall 2009	100%	
	12 students	Spring 2009	100%	
	23 students	Fall 2008	91%	

	12 students	Spring 2008	91.6%	
	20 students	Fall 2007	90%	
	11 students	Spring 2007	100%	
	25 students	Fall 2006	96%	
	19 students	Spring 2006	100%	
	25 students	Fall 2005	96%	
5) Students will report a commitment to poverty issues. Instrument: Junior Field Experience Final Evaluation SWK 3460 Question 19 Criterion: Group mean of 3.5 or higher (on a 5 point Likert scale).	17 students	Spring 2011	Mean 4.6	
	14 students	Spring 2010	Mean 4.6	
	25 students	Spring 2009	Mean 4.84	
	25 students	Spring 2008	Mean 4.7	
	24 students	Spring 2007	Mean 4.6	
	14 students	Spring 2006	Mean 4.8	
6) Students will demonstrate an understanding of and sensitivity to global / multicultural aspects of social work issues as taught in (a) Senior Seminar I SWK 4510 and (b) Senior Seminar II SWK 4520. Instruments: (a) Senior Seminar I SWK 4510 Enrichment Assignment #1 and (b) Senior Seminar II SWK 4520 Enrichment Assignment # 7	a.12 students b. 9 students	Fall/Spring 2010/2011	a.92% b.100%	
	a. 23 students b. 22 students	Fall/Spring 2009-2010	a. 100% b. 95%	
	a. 25 students b. 21 students	Fall/Spring 2008-2009	a. 92 % b. 90%	
	a. 24 students b. 24 students	Fall/Spring 2007-2008	a. 96% b. 100%	

<p>Criterion: 90% of students who submit their papers on time will receive a grade of C+ or higher.</p>	<p>a. 15 students b. 15 students</p>	<p>Fall/Spring 2006-2007</p>	<p>a. 100% b. 93%</p>	<p>May 2007 - Criteria modified to better reflect learning.</p>
	<p>a. 7 students b. 7 students</p>	<p>Fall/Spring 2005-2006</p>	<p>a. 86% b. 86%</p>	<p>Late assignment resulted in low grade for one student, skewing the class percentage</p>
<p>7) Students will demonstrate an understanding of and sensitivity to global / multicultural aspects of social work issues as taught in (a) Junior Seminar I SWK 3430 and (b) Junior Seminar II SWK 3450</p> <p>Instruments: (a) Junior Seminar I SWK 3430 Enrichment Assignment #5 and (b) Junior Seminar II SWK 3450 Enrichment Assignment #4</p> <p>Criterion: 90% of students who turn in their paper on time will receive a grade of C+ or higher.</p>	<p>a.19 students b.19 students</p>	<p>Fall/Spring 2010-2011</p>	<p>a.100% b.100%</p>	
	<p>a. 10 students b.11 students</p>	<p>Fall/Spring 2009-2010</p>	<p>a. 100% b.64%</p>	<p>b. Not a strong class academically...a cohort issue. Will monitor to see if trend develops. 4 ppl < C+</p>
	<p>a. 24 students b. 25 students</p>	<p>Fall/Spring 2008-2009</p>	<p>a. 100% b. 96%</p>	
	<p>a. 25 students b. 25 students</p>	<p>Fall/Spring 2007-2008</p>	<p>a. 96% b. 100%</p>	
	<p>a. 24 students b. 24 students</p>	<p>Fall/Spring 2006-2007</p>	<p>a. 96% b. 79%</p>	<p>b. low % due to late or no submissions Criteria revised May 07 to better reflect learning.</p>
	<p>a. 15students</p>	<p>Fall/Spring</p>	<p>a. 80%</p>	<p>Late or missing submissions</p>

	b. 14 students	2005-2006	b. 71%	skewed class percentage. Professor will place greater emphasis at the beginning of semester on importance of turning in assignments on time.
<p>8) Students will demonstrate an understanding of and sensitivity to global / multicultural aspects of social work issues as taught in Introduction to Social Work SWK 2330</p> <p>Instrument: grade for Global Awareness Assignment</p> <p>Criterion: 90% of students who turn in their paper on time will receive a grade of C+ or higher.</p>	13 students	Spring 2011	91%	
	22 students	Fall 2010	95%	
	12 students	Spring 2010	100%	
	21 students	Fall 2009	100%	
	12 students	Spring 2009	100%	
	23 students	Fall 2008	91%	
	12 students	Spring 2008	100%	
	20 students	Fall 2007	100%	
	11 students	Spring 2007	90%	
	25 students	Fall 2006	100%	
	19 students	Spring 2006	95%	
25 students	Fall 2005	92%		
<p>9.) Students will demonstrate an understanding of and sensitivity to global / multicultural aspects of social work issues.</p> <p>Instrument: Practice with Communities and Organizations SWK 4220 Oral Presentation on Global Issue</p> <p>Criterion: 90% of students who turn work in on time will receive</p>	15 students	Spring 2011	100%	
	23 students	Spring 2010	100%	
	29 students	Spring 2009	100%	
	20 students	Spring 2008	100%	
	16 students	Spring 2007	100%	

a grade of C+ or higher	7 students	Spring 2006	100%	
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Objective 5: Graduates of Cedarville University Baccalaureate Social Work Program will be able to: Comprehend and interpret the history of the social work profession and its contemporary structures and issues. (Goal 8)

Measurement and Criterion	Sample	Time	Outcomes	Action/Referral
1) Students will report that the Program prepared them well in regard to (a) the history of Social Work and (b) current issues of Social Work. Instrument: BEAP Exit Survey (Questions D4 and D6) Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).		Spring 2010		Data not collected. Considering new instrument
	17 students	Spring 2009	a. 6.94 b. 7.94	
	21 students	Spring 2008	a.7.10 b.7.33	
	14 students	Spring 2007	a. 6.86 b.7.64	
	7 students	Spring 2006	a.5.71 b. 8.0	
2) Students will demonstrate knowledge of the history and professional issues in practice as taught in Introduction to Social Work. Instrument: Final Course Grade of SWK 2330	13 students	Spring 2011	100%	
	22 students	Fall 2010	100%	
	12 students	Spring 2010	92%	A non-major got a D; otherwise 100%
	21 students	Fall 2009	95%	

Criterion: 90% of students who are Social Work majors will achieve a grade of C+ or better.	12 students	Spring 2009	100%	
	24 students	Fall 2008	96%	
	12 students	Spring 2008	100%	
	20 students	Fall 2007	100%	
	11 students	Spring 2007	100%	
	25 students	Fall 2006	100%	
	11 students	Spring 2006	100%	
	25 students	Fall 2005	92%	
3) Students will demonstrate knowledge of the history and professional issues in practice as taught in Social Welfare Programs and Policy. Instrument: Final Course Grade of SWK 3110 Criterion: 90% of students who turn work in on time will receive a grade of C+ or higher	14 students	Fall 2011	100%	
	15 students	Fall 2010	100%	
	13 students	Fall 2009	100%	
	21 students	Fall 2008	100%	
	30 students	Fall 2007	93%	
	24 students	Fall 2006	83%	Early in the semester, review with students the attendance/tardy policy printed in all social work syllabi. Stress that tardies and absences affect final course grade.
	16 students	Fall 2005	100%	
4) Employers will report that graduates are well prepared to understand current issues in Social Work.	0 returns out of 21 mailed	Summer 2010		
	0 returns out of	Summer 2009		

Instrument: BEAP Employer Survey (Question 4) Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).	15 mailed			
	2 returns out of 7 mailed (class of 2006)	Summer 2008	Mean 10	
	1 return out of 5 mailed (class of 2005)	Summer 2007	Mean 10	
	2 returns out of 9 mailed (class of 2004)	Summer 2006	Mean- 8.5	
	2 out of 11 mailed (class of 2003)	Summer 2005	Mean- 7.5	

Objective 6: Graduates of Cedarville University Baccalaureate Social Work Program will be able to: **Apply the knowledge and skills of generalist Social Work to practice with systems of all sizes and in the context of the church.** (Goal 1, 6)

Measurement and Criterion	Sample	Time	Outcomes	Action/Referral
1) Students will report that the Program prepared them well in regards to (a) knowing about the interactions among different-sized social systems and (b) applying generalist interventions in practice with client systems. Instrument: BEAP Exit Survey (Questions D12 and D15) Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).		Spring 2010	a. b.	Data not collected. Considering new instrument
	17 students	Spring 2009	a. 7.59 b. 7.65	
	21 students	Spring 2008	a. 5.93 b. 6.71	A downward trend is noted. Could be the increased number of students lowers the variables. a. Professors need to

				stress the connection between classes and practice. Introduce Social Systems Model in HBSE. b. need to watch. Address if continues to fall.
	14 students	Spring 2007	a. 6.43 b. 7.48	
	7 students	Spring 2006	a.7.29 b.7.29	
2) Students will demonstrate application of knowledge of generalist practice with systems of various sizes as taught in (a) Senior Field Experiences I and (b) II. Instrument: Final grade in SWK 4560 and SWK 4570 Criterion: 95% of students will receive a grade of C+ or better.	a.10 students b.10 students	Fall/Spring 2010-2011	a.100% b.100%	
	a.23 students b. 22 students	Fall/Spring Semester 2009-2010	a. 100% b.100%	
	a. 25 students b.24 students	Fall/Spring Semester 2008-2009	a. 96% b. 96%	
	a.20 students b.20 students	Fall/Spring Semester 2007-2008	a. 95% b. 100%	
	a.15 students b.15 students	Fall/Spring Semester 2006 – 2007	a. 100% b. 100%	
	a. 7 students b. 7 students	Fall/Spring Semester 2005/2006	a.100% b.100%	
	0 returns out of	Summer 2010	--	Consider new

<p>3) Employers will report that graduates apply (a) knowledge and (b) skills of generalist practice.</p> <p>Instrument: BEAP Employer Survey (Questions 5 and 6)</p> <p>Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).</p>	21 mailed			instrument
	0 returns out of 15 mailed	Summer 2009	--	Tell of importance at Exit Interview
	2 returns out of 7 mailed (class of 2006)	Summer 2008	a. 9 b. 9	Will send Christmas card to 1 st year alumni with reminder to update us as their contact info changes.
	1 return out of 5 mailed (class of 2005)	Summer 2007	a.10 b.10	
	2 returns out of 9 mailed (class of 2004)	Summer 2006	a. 9.0 b. 9.0	
	2 returns out of 11 mailed (class of 2003)	Summer 2005	a. 8.5 b. 8.5	
<p>4) Students will demonstrate the ability to apply the knowledge, values, and skills of Social Work practice within the context of the church.</p> <p>Instrument: Church model project in SWK 3110 Social Welfare Programs and Policy</p> <p>Criterion: 90% of students will receive a grade of C+ or higher.</p>	14 students	Fall 2010	100%	
	13 students	Fall 2009	100%	
	21 students	Fall 2008	100%	
	30 students	Fall 2007	97%	
	24 students	Fall 2006	96%	
	16 students	Fall 2005	94%	

Objective 7: Graduates of Cedarville University Baccalaureate Social Work Program will be able to: **Apply knowledge of bio-psycho-social-spiritual variables and use theoretical frameworks supported by empirical evidence to interpret individual development and behavior across the life span and the interaction among individuals and between individuals and families, groups, organizations, and communities.**
 (Goal 1)

Measurement and Criterion	Sample	Time	Outcomes	Action/Referral
1) Students will report that they were well prepared in regard to theories about (a) individuals, (b) families, (c) groups, (d) organizations, and (e) community development and (f) the interactions among different-sized systems. Instrument: BEAP Exit Survey (Questions D7-D12) Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).		Spring 2010		Considering new instrument
	17 students	Spring 2009	a. 7.12 b. 7.06 c. 7.47 d. 7.76 e. 7.82 f. 7.59	
	21 students	Spring 2008	a. 6.62 b. 5.95 c. 6.71 d. 6.24 e. 6.52 f. 6.43	
	14 students	Spring 2007	a. 7.86 b. 6.14 c. 7.29 d. 6.57 e. 6.64 f. 5.93	
	7 students	Spring 2006	a. 8.14	

			b. 7.29 c. 7.29 d. 6.86 e. 7.14 f. 7.29	
<p>2) Students will demonstrate knowledge of theoretical frameworks as taught in (a) HBSE and (b) Practice with Individuals and Families and (c) Social Work Practice with Communities and Organizations.</p> <p>Instrument: Final grade in SWK 3010, SWK 3210, and SWK 4220</p> <p>Criterion: 90% of students will receive a grade of C+ or higher.</p>	a.12 students b.19 students c. 15 students	Fall/Spring 2010-2011	a.100% b.94% c.100%	
	a. 10 students b. 17 students c. 23 students	Fall/Spring Semesters 2009-2010	a. 100% b. 100% c. 100%	
	a.14 students b. 23 students c. 29 students	Fall/Spring Semesters 2008-2009	a. 100% b.100% c. 100%	
	a. 17 students b. 26 students c. 20 students	Fall/Spring Semesters 2007-2008	a. 94% b.100% c. 100%	
	a. 23 students b. 22 students c. 16 students	Fall/Spring Semesters 2006-2007	a. 96% b. 100% c. 100%	
	a.14 students b.13 students c. 7 students	Fall/Spring Semesters 2005-2006	a. 93% b.100% c.100%	
	<p>3) Employers will report that graduates were well prepared to use theoretical frameworks to understand (a) individuals, (b) families, (c) groups, and (d) organizations.</p> <p>Instrument: BEAP Employer Survey (Questions D7-D10)</p>	0 returns out of 21 mailed	Summer 2010	--
0 returns out of 15 mailed		Summer 2009	---	Tell of importance at Exit Interview
2 returns out of 7 mailed (class of		Summer 2008	a. 9	Will send Christmas card to 1 st year

Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).	2006)		b. 9.5 c. 9 d. 9.5	alumni with reminder to update us as their contact info changes.
	1 return out of 5 mailed (class of 2005)	Summer 2007	a. 10 b. 10 c. 10 d. 9.0	
	2 returns out of 9 mailed (class of 2004)	Summer 2006	a. 9.0 b. 9.0 c. 8.5 d. 8.5	
	2 returns out of 11 mailed (class of 2003)	Summer 2005	a. 7.5 b. 7.5 c. 7.5 d. 7.5	

Objective 8: Graduates of Cedarville University Baccalaureate Social Work Program will be able to: Analyze, formulate, and influence social policies. (Goal 3)

Measurement and Criterion	Sample	Time	Outcomes	Action/Referral
1) Students will report that the Program well prepared them in regard to (a) analyzing the impact of social policies on client systems, (b) using generalist knowledge to influence organizational policies, (c) functioning within organizational structures and policies, and (d) seeking necessary organizational change with supervision. Instrument: BEAP Exit Survey (Questions D17, D18, D24, and D25) Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).		Spring 2010		Considering new instrument
	17 students	Spring 2009	a. 8.0 b. 7.76 c. 7.94 d. 7.76	
	21 students	Spring 2008	a. 7.0 b. 6.14	

			c. 8.33 d. 7.43	
	14 students	Spring 2007	a. 7.36 b. 7.07 c. 7.79 d. 6.79	
	7 students	Spring 2006	a. 7.14 b. 6.71 c. 7.17 d. 6.43	
<p>2) Students demonstrate learning how to analyze the impact of social policies on clients and service providers.</p> <p>Instrument: Final grade on Policy Paper Assignment in SWK 3110</p> <p>Criterion: 90% of students will receive a grade of C+ or higher.</p>	14 students	Fall 2010	100%	
	13 students	Fall 2009	92%	
	21 students	Fall 2008	100%	
	30 students	Fall 2007	90%	
	24 students	Fall 2006	96%	
	16 students	Fall 2005	100%	
<p>3) Field Instructors will report students satisfactorily demonstrate (a) (#2) knowledge of agency programs and (b) (#4) organizational structure and (c) (#5) actively utilize policies and procedures.</p>	12 students	Spring 2011	a. 4.42 b. 4.33 c. 4.5	

<p>Instrument: Senior Final Evaluation of Field</p> <p>New Criterion: Group mean of 3.5 or higher (on a 5 point Likert scale).</p> <p>Old Criterion: 90% of the students will receive a 4 or 5 (on a 5 point Likert scale) with a group mean of 4.5 or higher.</p>	22 students	Spring 2010	a. 4.41 b. 4.5 c. 4.41	
	a.24 students b.24 students c. 23 students	Spring 2009	a. 4.4 b. 4.3 c. 4.17	
	23 students	Spring 2008	a. 4.4 b. 4.5 c. 3.7	
	15 students	Spring 2007	a. 4.1 b. 4.2 c. 4.0	
	7 students	Spring 2006	a. 3.7 b. 3.7 c. 4.6	
<p>4) Employers will report that graduates are prepared to (a) analyze impact of social policies on individuals, families, and groups, (b) analyze impact of social policies on organizations and communities, and (c) advocate appropriately for changes in agency policies, procedures, and practices.</p> <p>Instrument: BEAP Employer Survey (Questions 11-13)</p> <p>Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).</p>	0 returns out of 21 mailed (class of 2008)	Summer 2010	---	Considering using new instrument
	0 returns out of 15 mailed	Summer 2009	----	Tell of importance at Exit Interview
	2 returns out of 7 mailed (class of 2006)	Summer 2008	a. 9.5 b. 9.5 c. 10	Will send Christmas card to 1 st year alumni with reminder to update us as their contact info changes.
	1 return out of 5 mailed (class of	Summer 2007	a. 9.0 b. 9.0	

	2005)		c. 10	
	2 returns out of 9 mailed (class of 2004)	Summer 2006	a. 9.0 b. 9.0 c. 9.0	
	2 returns out of 11 mailed (class of 2003)	Summer 2005	a. 8.0 b. 7.5 c. 8.0	

Objective 9: Graduates of Cedarville University Baccalaureate Social Work Program will be able to: Evaluate research studies, apply research findings to practice under supervision, and evaluate their own practice interventions. (Goal 7)

Measurement and Criterion	Sample	Time	Outcomes	Action/Referral
1) Students will report that the Program prepared them well in regard to (a) evaluating research and (b) applying findings of research studies to practice. Instrument: BEAP Exit Survey (Question D19 and D20) Criterion: Students will score a 6.0 or higher (on a 10 point Likert scale).	Not done	Spring 2010		Considering new instrument
	17 students	Spring 2009	a. 7.53 b. 7.59	
	21 students	Spring 2008	a. 6.9 b. 6.62	
	14 students	Spring 2007	a. 6.7 b. 6.57	
	7 students	Spring 2006	a. 6.14 b. 5.57	7 students -skewed the mean. Not a pattern, but will monitor
2) Students will demonstrate knowledge of how to apply critical thinking skills to existing social work knowledge and research as taught in (a) Data Analysis and (b) Research Methods. Instrument: Final Course Grade in SWK 3610 – Data Analysis and	a.11 students b.16 students	Fall/Spring 2010-2011	a.100% b.100%	
	a. 23 students b. 22 students	Fall/Spring 2009-2010	a. 100% b. 100%	

<p>SWK 3620 – Research Methods. The course numbers were changed to reflect the sequence in which the courses should be taken. The old course numbers were SWK 3680 and SWK 3630 respectively.</p> <p>Criterion: 90% of students will receive a grade of C+ or higher.</p>	a.26 students b.27 students	Fall/Spring Semesters 2008-2009	a. 94% b. 96%	
	a.18 students b.14 students	Fall/Spring Semesters 2007-2008	a. 100% b. 90%	
	a.7 students b.7 students	Fall/Spring Semesters 2005 - 2006	a. 100% b. 100%	
	a. 7 students b. 7 students	Fall/Spring Semesters 2004- 2005	a. 100% b. 86%	
<p>3) Field Instructors will report students satisfactorily demonstrate that they can identify methods for systematically measuring and monitoring progress with clients and client systems through (a) (#51) helping clients and others evaluate movement toward an agreed upon goal, (b) (#52) showing the ability to use evaluations as a basis for changing goals, (c) (#53) participating in evaluation of their own work, and (d) (#58) showing ability to evaluate research studies, analyze policies, and apply finding to practice.</p> <p>Instrument: Final Evaluation of Senior in Field Experience</p> <p>Criterion: Group mean of 3.5 or higher (on a 5 point Likert scale).</p>	12 students	Spring 2011	a. 4.75 b. 4.58 c. 4.83 d. 4.58	
	a.22 students b.22 students c. 22 students d. 21 students	Spring 2010	a. 4.41 b. 4.41 c. 4.77 d. 4.24	
	a.24 students b.24 students c. 23 students d. 23 students	Spring 2009	a. 4.4 b.4.46 c.4.8 d.4.26	
	20 students	Spring 2008	a. 4.5 b.4.5 c.4.6 d.4.2	

	15 students	Spring 2007	a.4.4 b.3.7 c.4.9 d.3.2	Will modify an Enrichment Assignment. Students will find a research article relevant to their area of practice and discuss the article with the Field Instructor.
	7 students	Spring 2006	a. 4.1 b. 4.1 c. 3.3 d. 3.3	
<p>4) Employers will report graduates (a) apply research findings to practice, (b) evaluate effectiveness of their own practice interventions, and (c) evaluate effectiveness of programs.</p> <p>Instrument: BEAP Employer Survey (Questions 14-16)</p> <p>Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).</p>	0 returns out of 21 mailed (class of 2008)	Summer 2010	---	Consider a different instrument
	0 returns out of 15 mailed	Summer 2009	----	Tell of importance at Exit Interview
	2 returns out of 7 mailed (class of 2006)	Summer 2008	a. 9 b. 9 c. 9.5	Will send Christmas card to 1 st year alumni with reminder to update us as their contact info changes.
	1 return out of 5 mailed (class of 2005)	Summer 2007	a. 8.0 b. 10 c. 10	
	2 returns out of 9 mailed (class of 2004)	Summer 2006	a. 9.5 b. 9.5 c. 9.5	
	2 out of 11	Summer 2005	a. 7.5	

	mailed (class of 2003)		b. 8.5 c. 8.0	
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Objective 10: Graduates of Cedarville University Baccalaureate Social Work Program will be able to: **Use communication skills differentially across client populations, colleagues, and communities .** (Goal 7)

Measurement and Criterion	Sample	Time	Outcomes	Action/Referral
1) Students will report that the Program prepared them well in regards to (a) using communication skills based on needs related to diversity and different abilities, (b) working with colleagues in Social Work, and (c) working with colleagues in other disciplines. Instrument: BEAP Exit Survey (Questions D22, D32, and D33) Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).	Not done	Spring 2010		Considering new instrument
	17 students	Spring 2009	a. 8.12 b. 8.24 c. 8.29	
	21 students	Spring 2008	a. 7.95 b. 8.71 c. 8.0	
	14 students	Spring 2007	a. 7.5 b. 8.21 c. 7.0	
	7 students	Spring 2006	a. 7.43 b. 8.14 c. 7.83	
2) Field Instructors will report students satisfactorily (a) (#20) expresses self clearly in verbal communication, (b) (#24) expresses self clearly in written communication, (c) (#25) shows congruence in verbal and non-verbal messages given, (d) (#12) works effectively with other staff of the agency, both individually and as a team member, and (e) (#34) shows ability to work with different systems (i.e.: clients, communities, other agencies, staff, etc.). Instrument: Final Evaluation of Senior in Field Experience	12 students	Spring 2011	a. 4.75 b. 4.83 c. 4.67 d. 4.75 e. 4.67	
	22 students	Spring 2010	a. 4.45 b. 4.41 c. 4.45	

Criterion: Group mean of 3.5 or higher (on a 5 point Likert scale).			d. 4.5 e. 4.5	
	a. 24 students b. 24 students c. 24 students d. 23 students e. 22 students	Spring 2009	a. 4.5 b. 4.6 c. 4.6 d. 4.78 e. 4.68	
	20 students	Spring 2008	a. 4.5 b. 4.0 c. 4.4 d. 4.6 e. 4.3	
	15 students	Spring 2007	a. 4.4 b. 4.4 c. 4.3 d. 4.7 e. 4.6	
	7 students	Spring 2006	a. 3.9 b. 4.1 c. 4.1 d. 4.1 e. 4.1	
3) Employers will report graduates use communication skills appropriately with different groups/client systems. Instrument: BEAP Employer Survey (Question 17)	0 returns out of 21 mailed (class of 2008)	Summer 2010	---	Consider new instrument
	0 returns out of 15 mailed	Summer 2009	----	Tell of importance at Exit Interview

Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).	2 returns out of 7 mailed (class of 2006)	Summer 2008	Mean - 10	Will send Christmas card to 1 st year alumni with reminder to update us as their contact info changes.
	1 return out of 5 mailed (class of 2005)	Summer 2007	Mean -10	
	2 returns out of 9 mailed (class of 2004)	Summer 2006	Mean -10	
	2 returns out of 11 mailed (class of 2003)	Summer 2005	Mean- 9.0	

Objective 11: Graduates of Cedarville University Baccalaureate Social Work Program will be able to: **Utilize supervision and consultation appropriate to generalist practice.** (Goals 1, 4)

Measurement and Criterion	Sample	Time	Outcomes	Action/Referral
1) Students will report that the Program prepared them well in regard to (a) evaluating practice with supervision and (b) using supervision in practice. Instrument: BEAP Exit Survey (Questions D21 and D23) Criterion: Students will score a 6.0 or higher (on a 10 point Likert scale).	Not done	Spring 2010		Consider new instrument
	17 students	Spring 2009	a. 8.0 b. 8.0	
	21 students	Spring 2008	a. 8.38 b. 8.52	
	15 students	Spring 2007	a. 8.36 b. 8.5	
	7 students	Spring 2006	a. 7.86 b. 7.71	

<p>2) Field Instructors will report students (a) (#27) seek feedback and critique regarding own work and (b) (#28) show ability to use feedback for constructive growth and change.</p> <p>Instrument: Final Evaluation of Senior in Field Experience</p> <p>Criterion: Group mean of 3.5 or higher (on a 5 point Likert scale).</p>	12 students	Spring 2011	a. 4.83 b. 5.0	
	22 students	Spring 2010	a. 4.64 b. 4.64	
	24 students	Spring 2009	a. 4.37 b. 4.83	
	20 students	Spring 2008	a. 4.4 b. 4.5	
	15 students	Spring 2007	a. 4.5 b. 4.7	
	7 students	Spring 2006	a. 4.4 b. 4.1	
<p>3) Employers will report graduates use supervision appropriately.</p> <p>Instrument: BEAP Employer Survey (Question 18)</p> <p>Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).</p>	0 returns out of 21 mailed (class of 2008)	Summer 2010	---	Consider new instrument
	0 returns out of 15 mailed	Summer 2009	-----	Tell of importance at Exit Interview
	2 returns out of 7 mailed (class of 2006)	Summer 2008	Mean -10	Will send Christmas card to 1 st year alumni with reminder to update us as their contact info changes.
	1 return out of 5 mailed (class of 2005)	Summer 2007	Mean- 10	
	2 returns out of 9 mailed (class of 2004)	Summer 2006	Mean- 9.5	

	2 returns out of 11 mailed (class of 2003)	Summer 2005	Mean-9.0	
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Objective 12: Graduates of Cedarville University Baccalaureate Social Work Program will be able to: **Function within the structure of organizations and service delivery systems and under supervision, seek necessary organizational change.** (Goal 3)

Measurement and Criterion	Sample	Time	Outcomes	Action/Referral
1)Students will report that the Program prepared them well to (a) function within organizational structures and policies and (b) to seek organizational change with supervision. Instrument: BEAP Exit Survey (Questions D24 and D25) Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).	Not done	Spring 2010		Consider new instrument
	17 students	Spring 2009	a. 7.94 b. 7.76	
	21 students	Spring 2008	a. 8.33 b.7.43	
	15 students	Spring 2007	a.7.79 b.6.79	
	7 students	Spring 2006	a. 7.17 b. 6.43	
2)Field Instructors will report students satisfactorily (a) (#1) demonstrate comprehension of agency history, philosophy, and funding, (b) (#2) demonstrate knowledge of agency programs, (c) (#4) demonstrate knowledge of organizational structure, and (d) (#5) actively utilize policies and procedures. Instrument: Final Evaluation of Senior in Field Experience Criterion: Group mean of 3.5 or higher (on a 5 point Likert scale).	12 students	Spring 2011	a. 4.17 b. 4.42 c. 4.33 d. 4.5	
	22 students	Spring 2010	a. 4.27 b. 4.41 c. 4.5 d. 4.41	
	a.24 students b.24 students c.24 students d.23 students	Spring 2009	a.4.25 b.4.4 c.4.3 d.4.17	

	20 students	Spring 2008	a. 4.3 b. 4.4 c. 4.5 d. 3.7	
	15 students	Spring 2007	a. 4.0 b. 4.1 c. 4.2 d. 4.0	
	7 students	Spring 2006	a. 3.9 b. 3.7 c. 3.7 d. 4.6	
<p>3) Employers will report that graduates function effectively within organization structure and policies.</p> <p>Instrument: BEAP Employer Survey (Question 19)</p> <p>Criterion: Group mean of 6.0 or higher (on a 10 point Likert scale).</p>	0 returns out of 21 mailed (class of 2008)	Summer 2010	---	Consider new instrument
	0 returns out of 15 mailed (class of 2007)	Summer 2009	---	Tell of importance at Exit Interview
	2 returns out of 7 mailed (class of 2006)	Summer 2008	Mean -10	Will send Christmas card to 1 st year alumni with reminder to update us as their contact info changes.
	1 return out of 5 mailed (class of 2005)	Summer 2007	Mean 10.0	
	2 returns out of 9 mailed (class of	Summer 2006	Mean 9.5	

	2004)			
	2 returns out of 11 mailed (class of 2003)	Summer 2005	Mean 9.0	