

University of Guam
School of Nursing and Health Sciences
Bachelor of Social Work Degree Program

2015 Report on the Achievement of Program Learning Outcomes

This report provides a summary of the achievement levels of competencies by graduating students of the Bachelor of Social Work Program during the 2014-2015 Academic Year. The described competencies are congruent with the accreditation standards of the Council on Social Work Education.

During social work courses and during field instruction, students have the opportunity to learn, practice, and assess all of the below mentioned social work practice competencies. This report lists the aggregate scores of how students rate their own competencies as well as how their field instructors rate the competency levels of graduating students. During the past 2014-2015 Academic Year 12 students graduated from the BSW program.

The scores mean:

- 1 = not at all able to do
- 2 = able to do poorly
- 3 = able to do
- 4 = able to do well
- 5 = able to do very well

Competency # 1: Identify as a professional social worker and conduct oneself accordingly.

		Student Self-Assessment	Field Instructor Assessment
1.1	advocate for client access to the services of social work;	4.0	4.5
1.2	practice personal reflection and self-correction to assure continual professional development;	4.2	4.4
1.3	attend to professional roles and boundaries;	4.4	4.4
1.4	demonstrate professional demeanor in behavior, appearance, and communication;	4.3	4.3
1.5	engage in career-long learning; and	4.4	4.3
1.6	use supervision and consultation.	4.4	4.3

Competency # 2: Apply social work ethical principles to guide professional practice.

		Student Self-Assessment	Field Instructor Assessment
2.1	recognize and manage personal values in a way that allows professional values to guide practice;	4.0	4.4
2.2	make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles	4.1	4.1
2.3	tolerate ambiguity in resolving ethical conflicts; and	3.7	3.7
2.4	apply strategies of ethical reasoning to arrive at principled decisions.	3.8	3.9

Competency # 3: Apply critical thinking to inform and communicate professional judgments.

		Student Self-Assessment	Field Instructor Assessment
3.1	distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom	4.0	4.5
3.2	analyze models of assessment, prevention, intervention, and evaluation; and	4.2	4.4
3.3	demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues	4.4	4.4

Competency # 4: Engage diversity and difference in practice.

		Student Self-Assessment	Field Instructor Assessment
4.1	recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power	4.5	4.1
4.2	gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups	4.4	4.3
4.3	recognize and communicate their understanding of the importance of difference in shaping life experiences	4.2	4.0
4.4	view themselves as learners and engage those with whom they work as informants	4.0	4.5

Competency # 5: Advance human rights and social and economic justice.

		Student Self-Assessment	Field Instructor Assessment
5.1	understand the forms and mechanisms of oppression and discrimination	4.3	3.7
5.2	advocate for human rights and social and economic justice	3.8	3.7
5.3	engage in practices that advance social and economic justice	4.0	3.8

Competency # 6: Engage in research-informed practice and practice-informed research.

		Student Self-Assessment	Field Instructor Assessment
6.1	use practice experience to inform scientific inquiry	3.6	3.3
6.2	use research evidence to inform practice	3.4	3.3

Competency # 7: Apply knowledge of human behavior and the social environment.

		Student Self-Assessment	Field Instructor Assessment
7.1	utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation	4.0	4.0
7.2	critique and apply knowledge to understand person and environment	4.5	4.1

Competency # 8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

		Student Self-Assessment	Field Instructor Assessment
8.1	analyze, formulate, and advocate for policies that advance social well-being	3.5	3.7
8.2	collaborate with colleagues and clients for effective policy action	3.8	3.6

Competency # 9: Respond to contexts that shape practice.

		Student Self-Assessment	Field Instructor Assessment
9.1	continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services	3.8	3.7
9.2	provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services	3.7	3.6

Competency # 10: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

		Student Self-Assessment	Field Instructor Assessment
10(a).1	substantively and affectively prepare for action with individuals, families, groups, organizations, and communities	3.6	4.0
10(a).2	use empathy and other interpersonal skills	4.2	4.5
10(a).3	develop a mutually agreed-on focus of work and desired outcomes	4.2	4.5
10(b).1	collect, organize, and interpret client data	3.6	4.0
10(b).2	assess client strengths and limitations	4.2	4.3
10(b).3	develop mutually agreed-on intervention goals and objectives	4.2	4.2
10(b).4	select appropriate intervention strategies	3.8	3.7
10(c).1	initiate actions to achieve organizational goals	4.2	3.5
10(c).2	implement prevention interventions that enhance client capacities	4.0	3.7
10(c).3	help clients resolve problems	4.3	3.7
10(c).4	negotiate, mediate, and advocate for clients	4.0	3.6
10(c).5	facilitate transitions and endings	3.6	3.8
10(d).1	social workers critically analyze, monitor, and evaluate interventions	4.0	3.4

This report was written by Gerhard Schwab PhD MSW, September 2015