



Recinto de Gurabo

Division of Liberal Arts

Social Work Baccalaureate Program

ASSESSMENT PLAN

MEASURE 1: FINAL FIELD PRACTICUM EVALUATION (SOWO 452)

DIMENSION MEASURE IN REAL OR SIMULATED PRACTICE EXPERIENCE (A performance measure that represents an observable component of the competency and integrates the dimensions of the competency.)

Competency	Competency Benchmark	Measure 1: FIELD PRACTICUM FINAL EVALUATION	Performance Description*	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
1. Demonstrate Ethical and Professional Behavior	80%	Part 1 Item 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;	Values Cognitive and affective process	Sum ratings for items a, b, c, d, & e · Divide the sum of items a, b, c, d, & e by 5 to get the mean rating for all items related to Comp. # 1	A mean score of 4 or higher for items a, b, c, d, & e on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent	Determine the total number of students being assessed (= a) · Determine the total number of students with a mean score of 4 or higher on items a, b, c, d, & e (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded
		Part 1 Item b	use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;	Values Cognitive and affective process			
		Part 1 Item c	demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication	Skills Cognitive and affective process			
		Part 1 Item d	use technology ethically and appropriately to facilitate practice outcomes; and	Skills			

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		Part 1 Item e	use supervision and consultation to guide professional judgment and behavior	Skills			Competency Benchmark (= c) Determine if (c) is 80% or higher
2. Engage Diversity and Difference in Practice	80%	Part 2 Item 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	Skills	Sum ratings for items a, b, c, d, & e ·	A mean score of 4 or higher for items a, b, c, d, & e on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent	Determine the total number of students being assessed (= a) · Determine the total number of students with a mean score of 4 or higher on items a, b, c, d, & e (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher
		Part 2 Item b	present themselves as learners and engage clients and constituencies as experts of their own experiences; and	Cognitive and affective process	Divide the sum of items a, b, c, d, & e by 5 to get the mean rating for all items related to Comp. # 1		
		Part 2 Item c	apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.	Values			
3. Advance Human Rights	80%	Part 3 Item a	apply their understanding of social, economic, and environmental justice to	Values		A mean score of 4 or	Determine the total number of

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and Social, Economic, and Environmental Justice			advocate for human rights at the individual and system levels; and		Sum ratings for items a, b, c, d, & e ·	higher for items a, b, c, d, & e on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent	students being assessed (= a) · Determine the total number of students with a mean score of 4 or higher on items a, b, c, d, & e (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher
		Part 3 Item b	engage in practices that advance social, economic, and environmental justice.	Values	Divide the sum of items a, b, c, d, & e by 5 to get the mean rating for all items related to Comp. # 1		
4. Engage In Practice-informed Research and Research-informed Practice	80%	Part 4 Item a	use practice experience and theory to inform scientific inquiry and research;	Knowledge Skills	Sum ratings for items a, b, c, d, & e ·	A mean score of 4 or higher for items a, b, c, d, & e on a scale of 1 to 5 where: 1=Poor 2=Deficient	Determine the total number of students being assessed (= a) · Determine the total number of students with a mean score of 4
		Part 4 Item b	apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and	Cognitive and affective process	Divide the sum of items a, b, c, d, & e by 5 to get the mean rating		
		Part 4 Item c	use and translate research evidence to inform and improve practice, policy, and service delivery.	Knowledge Skills			

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					for all items related to Comp. # 1	3=Regular 4=Satisfactory 5=Excellent	or higher on items a, b, c, d, & e (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher
5. Engage in Policy Practice	80%	Part 5 Item a	use and translate research evidence to inform and improve practice, policy, and service delivery.	Cognitive and affective process	Sum ratings for items a, b, c, d, & e ·	A mean score of 4 or higher for items a, b, c, d, & e on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent	Determine the total number of students being assessed (= a) ·
		Part 5 Item b	assess how social welfare and economic policies impact the delivery of and access to social services;	Cognitive and affective process	Divide the sum of items a, b, c, d, & e by 5 to get the mean rating for all items related to Comp. # 1		Determine the total number of students with a mean score of 4 or higher on items a, b, c, d, & e (= b) · Divide (b) by (a) to determine the percentage of students who met
		Part 5 Item c	apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	Cognitive and affective process			

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							or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher
6. Engage with Individuals, Families, Groups, Organizations, and Communities	80%	Part 6 Item a	apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and	Skills Knowledge	Sum ratings for items a, b, c, d, & e ·	A mean score of 4 or higher for items a, b, c, d, & e on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent	Determine the total number of students being assessed (= a) ·
		Part 6 Item b	use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.	Skills	Divide the sum of items a, b, c, d, & e by 5 to get the mean rating for all items related to Comp. # 1		Determine the total number of students with a mean score of 4 or higher on items a, b, c, d, & e (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher

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7. Assess Individuals, Families, Groups, Organizations, and Communities	80%	Part 7 Item a	collect and organize data, and apply critical thinking to interpret information from clients and constituencies;	Skills	Sum ratings for items a, b, c, d, & e ·	A mean score of 4 or higher for items a, b, c, d, & e on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent	Determine the total number of students being assessed (= a) · Determine the total number of students with a mean score of 4 or higher on items a, b, c, d, & e (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher
		Part 7 Item 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	Skills Knowledge	Divide the sum of items a, b, c, d, & e by 5 to get the mean rating for all items related to Comp. # 1		
		Part 7 Item c	develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and	Skills Knowledge			
		Part 7 Item d	select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.	Skills			
8. Intervene with Individuals,	80%	Part 8 Item a	critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies	Skills Knowledge Cognitive and affective process	Sum ratings for items a, b, c, d, & e ·	A mean score of 4 or higher for	Determine the total number of

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Families, Groups, Organizations, and Communities		Part 8 Item b	apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies	Skills Knowledge	Divide the sum of items a, b, c, d, & e by 5 to get the mean rating for all items related to Comp. # 1	items a, b, c, d, & e on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent	students being assessed (= a) · Determine the total number of students with a mean score of 4 or higher on items a, b, c, d, & e (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher
		Part 8 Item c	use inter-professional collaboration as appropriate to achieve beneficial practice outcomes	Skills			
		Part 8 Item d	negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and	Skills			
		Part 8 Item e	facilitate effective transitions and endings that advance mutually agreed-on goals.	Skills			
9. Evaluate Practice with Individuals, Families, Groups, Organizations,	80%	Part 9 Item a	select and use appropriate methods for evaluation of outcomes;	Skills Knowledge	Sum ratings for items a, b, c, d, & e ·	A mean score of 4 or higher for items a, b, c, d, & e on a scale of 1 to 5 where:	Determine the total number of students being assessed (= a) · Determine the total number of
		Part 9 Item b	apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes	Skills Knowledge	Divide the sum of items a, b, c, d, & e by 5		

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and Communities		Part 9 Item c	critically analyze, monitor, and evaluate intervention and program processes and outcomes; and	Skills	to get the mean rating for all items related to Comp. # 1	1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent	students with a mean score of 4 or higher on items a, b, c, d, & e (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher
		Part 9 Item d	apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.	Skills			

ASSESSMENT PLAN (Cont.)
DIMENSION(S) MEASURE (knowledge, values, skills, and cognitive & affective process)

Competency	Competency Benchmark	Measures	Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Demonstrate Ethical and Professional Behavior	80%	Measure 2: Reflective Essay When: Start of the course SOWO 441: Practicum Seminar 1	Reflective essay in which the student identifies the skills, knowledge and competencies acquired to face the Field Practicum course, focused on the expected professional and ethical behavior.	Knowledge Values	Sum ratings for all items Divide sum of items 1 to 15 by 15 to get the mean rating for all 18 items related to Comp. # 1 A mean score of 4 or higher for items	A mean score of 4 or higher for items 1 - 15 on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent Students will achieve 80% of possible points.	Determine the total number of students being assessed (= a) · Determine the total number of students with a mean score of 4 or higher on items 1 to 15 (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher
Engage Diversity and Difference in Practice	80%	Measure 2: Film Analysis with written report When: Middle of the course	Critical analysis where the students: identified dimension of diversity, analyze the consequences of oppression and	Knowledge Values Cognitive & affective reactions	Sum ratings for all items Divide sum of items 1 to 18 by 18 to get the mean	A mean score of 4 or higher for items 1 - 18 on a scale of 1 to 5 where: 1=Poor 2=Deficient	Determine the total number of students being assessed (= a) · Determine the total number of students with a mean score of 4 or

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		SOWO 212: Human Behavior and Social Environment II	Self-reflection about the bias's professional values.		rating for all 18 items related to Comp. # 2 A mean score of 4 or higher for items	3=Regular 4=Satisfactory 5=Excellent Students will achieve 80% of possible points.	higher on items 1 to 18 (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher
Advance Human Rights and Social, Economic, and Environmental Justice	80%	Measure 2: Written Essay When: Middle of the course SOWO 330: Current topics in social work	Critical Analysis of manifestations of oppression in diverse populations, and their impact in human rights and the access to social, economic and environmental justice.	Knowledge Values Cognitive and affective process	Sum ratings for all items Divide sum of items 1 to 12 by 12 to get the mean rating for all 12 items related to Comp. # 3 A mean score of 4 or higher for items	A mean score of 4 or higher for items 1 - 12 on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent Students will achieve 80% of possible points.	Determine the total number of students being assessed (= a) · Determine the total number of students with a mean score of 4 or higher on items 1 to 12 (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher

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Competency	Competency Benchmark	Measures	Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Engage In Practice-informed Research and Research-informed Practice	80%	Measure 2: Research Proposal Written Report SOWO 320: Social Research Techniques) When: End of the course	Exercise to apply basic research methods, as well as literature review.	Knowledge Cognitive and affective process	Sum ratings for all items Divide sum of items 1 to 27 by 27 to get the mean rating for all 27 items related to Comp. # 4 A mean score of 4 or higher for items	A mean score of 4 or higher for items 1 - 27 on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent · Students will achieve 80% of possible points.	Determine the total number of students being assessed (= a) · Determine the total number of students with a mean score of 4 or higher on items 1 to 27 (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher
Engage in Policy Practice	80%	Measure 2: Area of Social Policy Analysis: Written Report SOWO 303: Social Policy When: End of the course	Written analysis about the impact of Hurricane Maria in an area of social policy in Puerto Rico, the students must be to explain how the crisis situation affect the services provision, economics, political and social context, among others and the	Knowledge Cognitive and affective process	Sum ratings for all items Divide sum of items 1 to 10 by 10 to get the mean rating for all 10 items related to Comp. # 5	A mean score of 4 or higher for items 1 - 10 on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent ·	Determine the total number of students being assessed (= a) · Determine the total number of students with a mean score of 4 or higher on items 1 to 10 (= b) · Divide (b) by (a) to determine the percentage of students

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			implications for social work.		A mean score of 4 or higher for items	Students will achieve 80% of possible points.	who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher
Engage with Individuals, Families, Groups, Organizations, and Communities	80%	Measure 2: Role Play exercise: Establishment of the professional relationship in the helping process When: End of the course SOWO 313: Interview and Redaction in Social Work	Role Play exercise to familiarize students with the values, goals and necessary skills in the professional relationship establishment.	Knowledge Cognitive and affective process, Skills	Sum ratings for all items Divide sum of items 1 to 15 by 15 to get the mean rating for all 15 items related to Comp. # 6 A mean score of 4 or higher for items	A mean score of 4 or higher for items 1 - 15 on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent Students will achieve 80% of possible points.	Determine the total number of students being assessed (= a) · Determine the total number of students with a mean score of 4 or higher on items 1 to 15 (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher
Assess Individuals, Families, Groups, Organizations, and Communities	80%	Written Exercise: Assessment of simulated case When: End of the course	Exercise to familiarize students with the methods of assessment with diverse clients and constituencies.	Knowledge Cognitive and affective process Skills	Sum ratings for all items Divide sum of items 1 to 18 by 18 to get the mean	A mean score of 4 or higher for items 1 - 18 on a scale of 1 to 5 where: 1=Poor 2=Deficient	Determine the total number of students being assessed (= a) · Determine the total number of students with a mean score of 4 or

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		SOWO 312: Social Work Methodology: Individuals and Families			rating for all 18 items related to Comp. # 7 A mean score of 4 or higher for items	3=Regular 4=Satisfactory 5=Excellent Students will achieve 80% of possible points.	higher on items 1 to 18 (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher
Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	Measure 2: Written exercise: Proposal for group intervention. When: End of the course SOWO 314: Methodology of Social Work Intervention with groups	Exercise to develop a group intervention phase	Knowledge Values Cognitive and affective process	Sum ratings for all items Divide sum of items 1 to 19 by 19 to get the mean rating for all 19 items related to Comp. # 8 A mean score of 4 or higher for items	A mean score of 4 or higher for items 1 - 19 on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent Students will achieve 80% of possible points.	Determine the total number of students being assessed (= a) · Determine the total number of students with a mean score of 4 or higher on items 1 to 19 (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher

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Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	Measure 2: Written and oral case presentation When: End of the course SOWO 442: Practicum Seminar II	Generalist Method application to assigned case on the practical scenario.	Knowledge Skills Cognitive and affective process	Sum ratings for all items Divide sum of items 1 to 15 by 15 to get the mean rating for all 15 items related to Comp. # 9 A mean score of 4 or higher for items	A mean score of 4 or higher for items 1 - 15 on a scale of 1 to 5 where: 1=Poor 2=Deficient 3=Regular 4=Satisfactory 5=Excellent Students will achieve 80% of possible points.	Determine the total number of students being assessed (= a) · Determine the total number of students with a mean score of 4 or higher on items 1 to 15 (= b) · Divide (b) by (a) to determine the percentage of students who met or exceeded Competency Benchmark (= c) Determine if (c) is 80% or higher