

## AS 4 (B) Hawai'i Pacific University Bachelor of Social Work Programs Assessment Plan 2021-22 School Year

### Downtown Honolulu Program (Honolulu, HI)

<b>Competency 1: Student demonstrates ethical and professional behavior.</b>					
Behavior(s)	Measures	Measure description	Dimension	Benchmark	Outcome
Student makes 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>Measure 1</b>	SWRK 4910: Ethical Dilemma Paper	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>
Student uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations.					
Student demonstrates professional demeanor in behavior; appearance; and oral, written, and electronic communication.					
Student uses technology ethically and appropriately to facilitate practice outcomes.	<b>Measure 2</b>	SWRK 4910: Learning Agreement Evaluation	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
Student uses supervision and consultation to guide professional judgment and behavior.					
<b>Competency 2: Student engages diversity and difference in practice.</b>					
Behavior(s)	Measures	Measure description	Dimension	Benchmark	Outcome
Student applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels.	<b>Measure 1</b>	SWRK 4010: Papakolea Cultural Competence Self-Assessment	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>80%</b>
Student presents themselves as learners and engages clients and constituencies as experts of their own experiences.					
Student applies self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.	<b>Measure 2</b>	SWRK 4900: Cultural Competency Organizational Assessment and Analysis – Embedded in Learning Agreement	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
<b>Competency 3: Student advances human rights and social, economic, and environmental justice.</b>					
Behavior(s)	Measures	Measure description	Dimension	Benchmark	Outcome

Student applies their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels.	<b>Measure 1</b>	SWRK 4960: Concept Paper for Final Capstone Project	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>
Student engages in practices that advance social, economic, and environmental justice.	<b>Measure 2</b>	SWRK 3570: Advocacy Component of Oral Presentation of Bill	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
<b>Competency 4: Student engages in practice-informed research and research-informed practice.</b>					
Behavior(s)	Measures	Measure description	Dimension	Benchmark	Outcome
Student uses practice experience and theory to inform	<b>Measure 1</b>	SWRK 4960: Literature Review for Final Capstone Project	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>
Student applies critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.					
Student uses and translates research evidence to inform and improve practice, policy, and service delivery.	<b>Measure 2</b>	SWRK 4960: Presentation of Capstone to Agency	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
<b>Competency 5: Student engages in policy practice.</b>					
Behavior(s)	Measures	Measure description	Dimension	Benchmark	Outcome
Student identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.	<b>Measure 1</b>	SWRK 3570: Analysis of Bill	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>
Student assesses how social welfare and economic policies impact the delivery of and access to social services.					
Student applies critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	<b>Measure 2</b>	SWRK 3570: Presentation of Bill – Advocacy Component	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
<b>Competency 6: Student engages with individuals, families, groups, organizations and communities.</b>					
Behavior(s)	Measures	Measure description	Dimension	Benchmark	Outcome

Student applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.	<b>Measure 1</b>	SWRK 4910: Papakolea Reflection on Engagement–	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>
Student uses empathy, reflection, and interpersonal skills to engage effectively with diverse clients and constituencies.	<b>Measure 2</b>	SWRK 4960 – Simulation on Engagement	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
<b>Competency 7: Student assesses individuals, families, groups, organizations and communities.</b>					
<b>Behavior(s)</b>	<b>Measures</b>	<b>Measure description</b>	<b>Dimension</b>	<b>Benchmark</b>	<b>Outcome</b>
Student collects and organizes data and applies critical thinking to interpret information from clients and constituencies.	<b>Measure 1</b>	SWRK 4000: Family in a Movie Assessment	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>
Student applies 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.					
Student develops mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.					
Student selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies	<b>Measure 2</b>	SWRK 4960: Simulation on Assessment	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
<b>Competency 8: Student intervenes with individuals, families, groups, organizations, and communities.</b>					
<b>Behavior(s)</b>	<b>Measures</b>	<b>Measure description</b>	<b>Dimension</b>	<b>Benchmark</b>	<b>Outcome</b>
Student critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies.	<b>Measure 1</b>	SWRK 4000: Family in a Movie Intervention	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>
Student applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.					

Student uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes					
Student negotiates, mediates, and advocates with and on behalf of diverse clients and constituencies.	<b>Measure 2</b>	SWRK 4910: Learning Agreement Evaluation	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
Student facilitates effective transitions and endings that advance mutually agreed-on goals.					
<b>Competency 9: Student evaluates practice with individuals, families, groups, organizations, and communities.</b>					
Behavior(s)		Measure description	Dimension	Benchmark	Outcome
Student selects and uses appropriate methods for evaluation of outcomes.	<b>Measure 1</b>	SWRK 4960: Evaluation Plan for Capstone	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 4 or higher	<b>83%</b>
Student selects and uses appropriate methods for evaluation of outcomes.	<b>Measure 2</b>	SWRK 4910: Learning Agreement Evaluation	Real or Simulated Practice Experience	80% achieve competence at level 4 or higher	<b>40%</b>
Students applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.					
Student critically analyzes, monitors, and evaluates intervention and program processes and outcomes.					

## Military Campus Program (Pearl City, HI)

<b>Competency 1: Student demonstrates ethical and professional behavior.</b>					
Behavior(s)	Measures	Measure description	Dimension	Benchmark	Outcome
Student makes 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>Measure 1</b>	SWRK 4910: Ethical Dilemma Paper	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>
Student uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations.					
Student demonstrates professional demeanor in behavior; appearance; and oral, written, and electronic communication.					
Student uses technology ethically and appropriately to facilitate practice outcomes.	<b>Measure 2</b>	SWRK 4910: Learning Agreement Evaluation	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
Student uses supervision and consultation to guide professional judgment and behavior.					
<b>Competency 2: Student engages diversity and difference in practice.</b>					
Behavior(s)	Measures	Measure description	Dimension	Benchmark	Outcome
Student applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels.	<b>Measure 1</b>	SWRK 4010: Cultural Competence Self-Assessment	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>
Student presents themselves as learners and engages clients and constituencies as experts of their own experiences.					
Student applies self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.	<b>Measure 2</b>	SWRK 4900: Cultural Competency Organizational Assessment and Analysis – Embedded in Learning Agreement	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
<b>Competency 3: Student advances human rights and social, economic, and environmental justice.</b>					
Behavior(s)	Measures	Measure description	Dimension	Benchmark	Outcome
Student applies their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels.	<b>Measure 1</b>	SWRK 4960: Concept Paper for Final Capstone Project	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>

Student engages in practices that advance social, economic, and environmental justice.	<b>Measure 2</b>	SWRK 3570: Advocacy Component of Oral Presentation of Bill	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
<b>Competency 4: Student engages in practice-informed research and research-informed practice.</b>					
<b>Behavior(s)</b>	<b>Measures</b>	<b>Measure description</b>	<b>Dimension</b>	<b>Benchmark</b>	<b>Outcome</b>
Student uses practice experience and theory to inform	<b>Measure 1</b>	SWRK 4960: Literature Review for Final Capstone Project	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>
Student applies critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.					
Student uses and translates research evidence to inform and improve practice, policy, and service delivery.	<b>Measure 2</b>	SWRK 4960: Presentation of Capstone to Agency	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
<b>Competency 5: Student engages in policy practice.</b>					
<b>Behavior(s)</b>	<b>Measures</b>	<b>Measure description</b>	<b>Dimension</b>	<b>Benchmark</b>	<b>Outcome</b>
Student identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.	<b>Measure 1</b>	SWRK 3570: Analysis of Bill	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>
Student assesses how social welfare and economic policies impact the delivery of and access to social services.					
Student applies critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	<b>Measure 2</b>	SWRK 3570: Presentation of Bill – Advocacy Component	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
<b>Competency 6: Student engages with individuals, families, groups, organizations and communities.</b>					
<b>Behavior(s)</b>	<b>Measures</b>	<b>Measure description</b>	<b>Dimension</b>	<b>Benchmark</b>	<b>Outcome</b>
Student applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.	<b>Measure 1</b>	SWRK 4910: Reflection on Engagement–	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>

Student uses empathy, reflection, and interpersonal skills to engage effectively with diverse clients and constituencies.	<b>Measure 2</b>	SWRK 4960 – Simulation on Engagement	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
<b>Competency 7: Student assesses individuals, families, groups, organizations and communities.</b>					
Behavior(s)	Measures	Measure description	Dimension	Benchmark	Outcome
Student collects and organizes data and applies critical thinking to interpret information from clients and constituencies.	<b>Measure 1</b>	SWRK 4000: Family in a Movie Assessment	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>
Student applies 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.					
Student develops mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.					
Student selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies	<b>Measure 2</b>	SWRK 4960: Simulation on Assessment	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
<b>Competency 8: Student intervenes with individuals, families, groups, organizations, and communities.</b>					
Behavior(s)	Measures	Measure description	Dimension	Benchmark	Outcome
Student critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies.	<b>Measure 1</b>	SWRK 4000: Family in a Movie Intervention	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 3 or higher	<b>100%</b>
Student applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.					
Student uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes					
Student negotiates, mediates, and advocates with and on behalf of diverse clients and constituencies.	<b>Measure 2</b>	SWRK 4910: Learning Agreement Evaluation	Real or Simulated Practice Experience	80% achieve competence at level 3 or higher	<b>100%</b>
Student facilitates effective transitions and endings that advance mutually agreed-on goals.					
<b>Competency 9: Student evaluates practice with individuals, families, groups, organizations, and communities.</b>					

Behavior(s)		Measure description	Dimension	Benchmark	Outcome
Student selects and uses appropriate methods for evaluation of outcomes.	<b>Measure 1</b>	SWRK 4960: Evaluation Plan for Capstone	Knowledge, Values, Skills and Cognitive & Affective Reactions	80% achieve competence at level 4 or higher	<b>50%</b>
Student selects and uses appropriate methods for evaluation of outcomes.					
Students applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.	<b>Measure 2</b>	SWRK 4910: Learning Agreement Evaluation	Real or Simulated Practice Experience	80% achieve competence at level 4 or higher	<b>75%</b>
Student critically analyzes, monitors, and evaluates intervention and program processes and outcomes.					