Mission

The mission of HPU BSW is to prepare undergraduate students in the art and science of social work through competent, effective generalist practice. HPU's social work students should unashamedly want to "make the world a better place" through caring, professional practice in the ever-changing local, national, and global environment.

Academic Year 2024

Bachelor of Social Work Learning Outcomes

Program Learning Outcome 1 - Measurement 1 MET

Competency 1: Student demonstrates ethical and professional behavior.
Dimension measures knowledge, values, skills, and cognitive & affective reactions

MEASURES	RESULTS	ACTIONS
1-1-1: Making Ethical Decisions 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. *Direct - Assignment* *Social Work Practicum II: SW 4910* **Target** 80% achieve competence at level 3 or higher SWRK4910-Comp1 Measure1-Artifact - Completed.docx	**MET** 1-1-1: Making Ethical Decisions ■ Exceeded 0%　　　　　100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* Exceeded:　　100% Met Total:　　100% Not Met Total: **Analysis** 9/9 met	*No actions have been added.*
1-1-2: Managing Personal Values and Maintaining Professionalism in Practice Situations Student uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations. *Direct - Assignment* *Social Work Practicum II: SW 4910* **Target** 80% of the students achieve competence at level 3 or higher SWRK4910-Comp1 Measure1-Artifact - Completed.docx	**MET** 1-1-2: Managing Personal Values and Maintaining Professionalism in Practice Situations ■ Exceeded 0%　　　　　100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* Exceeded:　　100% Met Total:　　100% Not Met Total: **Analysis** 9/9 met	*No actions have been added.*

1-1-3: Demonstrating Professional Demeanor Student demonstrates professional demeanor in behavior; appearance; and oral, written, and electronic communication. Direct - Assignment *Social Work Practicum II: SW 4910* **Target** 80% of the students achieve competence at level 3 or higher SWRK4910-Comp1 Measure1-Artifact - Completed.docx	**MET** 1-1-3: Demonstrating Professional Demeanor ■ Exceeded 0% 100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* **Exceeded:** 100% **Met Total:** 100% **Not Met Total:** **Analysis** 9/9 Met	*No actions have been added.*

Program Learning Outcome 1 - Measurement 2 MET

Competency 1: Student demonstrates ethical and professional behavior.
Dimension measure in real or simulated practice experience

MEASURES	RESULTS	ACTIONS
1-2-1: Using Technology Ethically and Appropriately Student uses technology ethically and appropriately to facilitate practice outcomes. Direct - Assignment *Social Work Practicum II: SW 4910* **Target** 80% achieve competence at level 3 or higher SWRK4910-Comp1 Measure2-Artifact_Completed .docx	**MET** 1-2-1: Using Technology Ethically and Appropriately ■ Exceeded 0% 100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* **Exceeded:** 100% **Met Total:** 100% **Not Met Total:** **Analysis** 9/9 Met	*No actions have been added.*
1-2-2: Using Supervision and Consultation Student uses supervision and consultation to guide professional judgment and behavior. Direct - Assignment *Social Work Practicum II: SW 4910* **Target**	**MET** 1-2-2: Using Supervision and Consultation ■ Exceeded 0% 100%	*No actions have been added.*

80% achieve competence at level 3 or higher SWRK4910-Comp1 Measure2-Artifact_Completed .docx	Values are not shown when too close to each other. *Click or use arrow keys to see details.* Exceeded: 100% Met Total: 100% Not Met Total: **Analysis** 9/9 Met	

Program Learning Outcome 2 - Measurement 1 MET

Competency 2: Student advances human rights and social, racial, economic, and environmental justice.

MEASURES	RESULTS	ACTIONS
2-1-1: Understanding Importance of Diversity and Difference in Shaping Life Experiences 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. Direct - Assignment *SW Prac w/ Org & Communities: SW 4010* **Target** 80% achieve competence at level 3 or higher SWRK4010-Comp3 Measure1-Artifact.docx	**MET** 2-1-1: Understanding Importance of Diversity and Difference in Shaping Life Experiences ■ Exceeded ■ Met 0% 100% *Values are not shown when too close to each other.* *Click or use arrow keys to see details.* Exceeded: 67% Met: 33% Met Total: 100% Not Met Total: **Analysis** 9/9 Met This is the new CC3 for EPAS 2022.	*No actions have been added.*
2-1-2: Presenting as Learners and Engaging as Experts Student presents themselves as learners and engages clients and constituencies as experts of their own experiences. Direct - Assignment *SW Prac w/ Org & Communities: SW 4010* **Target** 80% achieve competence at level 3 or higher SWRK4010-Comp3 Measure1-Artifact.docx	**MET** 2-1-2: Presenting as Learners and Engaging as Experts ■ Exceeded 0% 100% *Values are not shown when too close to each other.* *Click or use arrow keys to see details.* Exceeded: 100% Met Total: 100% Not Met Total: **Analysis**	*No actions have been added.*

	9/9 Met This is the new CC3 for EPAS 2022.	

Program Learning Outcome 2 - Measurement 2 MET

Competency 2: Student advances human rights and social, racial, economic, and environmental justice.

MEASURES	RESULTS	ACTIONS
2-2: Applying Self-awareness and Self-regulation Student applies self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies. Direct - Assignment *Social Work Practicum I: SW 4900* **Target** 80% achieve competence at level 3 or higher SWRK4900-Comp3 Measure2-Artifact.docx	**MET** 2-2: Applying Self-awareness and Self-regulation ■ Exceeded 0% 100% *Values are not shown when too close to each other.* *Click or use arrow keys to see details.* **Exceeded:** 100% **Met Total:** 100% **Not Met Total:** **Analysis** 9/9 Met This is the new CC3 for EPAS 2022.	*No actions have been added.*

Program Learning Outcome 3 - Measurement 1 MET

Competency 3: Student engages anti-racism, diversity, equity, and inclusion (ADEI) in practice.

MEASURES	RESULTS	ACTIONS
3-1: Advocating for Human Rights Student applies their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels. Direct - Assignment *Social Work Capstone: SW 4960* **Target** 80% achieve competence at level 3 or higher SWRK4960-Comp2 Measure1-Artifact (1).docx	**MET** 3-1: Advocating for Human Rights ■ Exceeded 0% 100% *Values are not shown when too close to each other.* *Click or use arrow keys to see details.* Exceeded: 100% Met Total: 100% Not Met Total: **Analysis**	*No actions have been added.*

	9/9 Met This is the new CC2 for EPAS 2022	

Program Learning Outcome 3 - Measurement 2 MET

Competency 3: Student engages anti-racism, diversity, equity, and inclusion (ADEI) in practice.

MEASURES	RESULTS	ACTIONS
3-2: Social, Economic, and Environmental Justice Student engages in practices that advance social, economic, and environmental justice. Direct - Presentation *American Social Welfare Policy: SW 3570* **Target** 80% achieve competence at level 3 or higher SWRK3570-Comp2 Measure2-Artifact (1).docx	**MET** 3-2: Social, Economic, and Environmental Justice ■ Exceeded ■ Met ■ Not Met 0%　　　　　　　　100% Exceeded:　　71% Met:　　　　14% Not Met:　　14% Met Total:　　86% Not Met Total:　14% **Analysis** 6/7 met This is the new CC2 for EPAS 2022	*No actions have been added.*

Program Learning Outcome 4 - Measurement 1 MET

Competency 4: Student engages in practice-informed research and research-informed practice.
Dimension measures knowledge, values, skills and cognitive & affective reactions

MEASURES	RESULTS	ACTIONS
4-1-1: Using Practice Experience and Theory Student uses practice experience and theory to inform Direct - Assignment *Social Work Capstone: SW 4960* **Target** 80% achieve competence at level 3 or higher SWRK4960-Comp4 Measure1-Artifact-Sp22.pdf	**MET** 4-1-1: Using Practice Experience and Theory ■ Exceeded ■ Met 0%　　　　　　　　100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* Exceeded:　　89% Met:　　　　11% Met Total:　　100% Not Met Total: **Analysis**	*No actions have been added.*

	9/9 Met	
4-1-2: Applying Critical Thinking Student applies critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. Direct - Assignment *Social Work Capstone: SW 4960* **Target** 80% achieve competence at level 3 or higher SWRK4960-Comp4 Measure1-Artifact.docx	**MET** 4-1-2: Applying Critical Thinking ■ Exceeded 0% 100% *Values are not shown when too close to each other.* *Click or use arrow keys to see details.* Exceeded: 100% Met Total: 100% Not Met Total: **Analysis** 9/9 Met	*No actions have been added.*

Program Learning Outcome 4 - Measurement 2 MET

Competency 4: Student engages in practice-informed research and research-informed practice.
Dimension measure in real or simulated practice experience

MEASURES	RESULTS	ACTIONS
4-2: Using and Translating Research Evidence Student uses and translates research evidence to inform and improve practice, policy, and service delivery. *Social Work Capstone: SW 4960* **Target** 80% achieve competence at level 3 or higher SWRK4960-Comp4 Measure2-Artifact.docx	**MET** 4-2: Using and Translating Research Evidence ■ Exceeded ■ Met 0% 100% *Values are not shown when too close to each other.* *Click or use arrow keys to see details.* Exceeded: 89% Met: 11% Met Total: 100% Not Met Total: **Analysis** 9/9 Met	*No actions have been added.*

Program Learning Outcome 5 - Measurement 1 MET

Competency 5: Student engages in policy practice.
Dimension measures knowledge, values, skills and cognitive & affective reactions

MEASURES	RESULTS	ACTIONS
5-1-1: Identifying Social Policy Student identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services. Direct - Assignment *American Social Welfare Policy: SW 3570* **Target** 80% achieve competence at level 3 or higher SWRK3570-Comp5 Measure1-Artifact.docx	**MET** 5-1-1: Identifying Social Policy ■ Exceeded ■ Met ■ Not Met 0% 100% Exceeded: 43% Met: 43% Not Met: 14% Met Total: 86% Not Met Total: 14% **Analysis** 6/7 Met	*No actions have been added.*
5-1-2: Assessing Social Welfare and Economic Policies Student assesses how social welfare and economic policies impact the delivery of and access to social services. Direct - Assignment *American Social Welfare Policy: SW 3570* **Target** 80% achieve competence at level 3 or higher SWRK3570-Comp5 Measure1-Artifact.docx	**MET** 5-1-2: Assessing Social Welfare and Economic Policies ■ Exceeded ■ Met ■ Not Met 0% 100% Exceeded: 43% Met: 43% Not Met: 14% Met Total: 86% Not Met Total: 14% **Analysis** 6/7 Met	*No actions have been added.*

Program Learning Outcome 5 - Measurement 2 NOT MET

Competency 5: Student engages in policy practice.
Dimension measure in real or simulated practice experience

MEASURES	RESULTS	ACTIONS
5-2: Analyzing, Formulating and Advocating Policies Student applies critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	**NOT MET** 5-2: Analyzing, Formulating and Advocating Policies ■ Exceeded ■ Met ■ Approached ■ Not Met	**Revise Curriculum** IN PROGRESS Promote more engagement and present in NASW advocacy day Instructor should emphasize the importance of the assignment (DG)

Direct - Presentation

American Social Welfare Policy: SW 3570

Target

80% achieve competence at level 3 or higher

SWRK3570-Comp5 Measure2-Artifact.docx

Exceeded:	43%
Met:	14%
Approached:	29%
Not Met:	14%
Met Total:	57%
Not Met Total:	43%

Analysis

4/7 Met

Program Learning Outcome 6 - Measurement 1 MET

Competency 6: Student engages with individuals, families, groups, organizations and communities.
Dimension measures knowledge, values, and cognitive & affective reactions

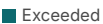| MEASURES	RESULTS	ACTIONS
6-1 Applying HBSE Knowledge for Engagement Student applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. Direct - Assignment *SW Prac w/ Org & Communities: SW 4010* **Target** 80% achieve competence at level 3 or higher SWRK4010-Comp6 Measure1-Artifact.docx	**MET** 6-1 Applying HBSE Knowledge for Engagement ■ Exceeded ■ Met *Values are not shown when too close to each other. Click or use arrow keys to see details.* Exceeded: 67% Met: 33% Met Total: 100% Not Met Total: **Analysis** 9/9 Met	*No actions have been added.*

Program Learning Outcome 6 - Measurement 2 MET

Competency 6: Student engages with individuals, families, groups, organizations and communities.
Dimension measure in real or simulated practice experience

MEASURES	RESULTS	ACTIONS
6-2: Using Empathy, Reflection and Interpersonal Skills	**MET** 6-2: Using Empathy, Reflection and Interpersonal Skills ■ Exceeded	*No actions have been added.*

Student uses empathy, reflection, and interpersonal skills to engage effectively with diverse clients and constituencies.

Direct - Assignment

Social Work Capstone: SW 4960

Target

80% achieve competence at level 3 or higher

SWRK4910-Comp6 Measure2-Artifact - Completed.docx

0%   100%

Values are not shown when too close to each other. Click or use arrow keys to see details.

Exceeded:	100%
Met Total:	100%
Not Met Total:	

Analysis

9/9 Met

Program Learning Outcome 7 - Measurement 1 MET

Competency 7: Student assesses individuals, families, groups, organizations and communities.
Dimension measures knowledge, values, skills and cognitive & affective reactions

MEASURES	RESULTS	ACTIONS
7-1-1: Collecting and Organizing Data Student collects and organizes data, and applies critical thinking to interpret information from clients and constituencies. Direct - Assignment *SW Prac w/ Families & Grp: SW 4000* **Target** 80% achieve competence at level 3 or higher SWRK4000-Comp7 Measure1-Artifact.docx	**MET** 7-1-1: Collecting and Organizing Data ■ Exceeded ■ Met 0% 100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* Exceeded: 67% Met: 33% Met Total: 100% Not Met Total: **Analysis** 9/9 Met	*No actions have been added.*
7-1-2: Applying HBSE Knowledge for Assessment 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. Direct - Assignment *SW Prac w/ Families & Grp: SW 4000* **Target**	**MET** 7-1-2: Applying HBSE Knowledge for Assessment ■ Exceeded ■ Met 0% 100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* Exceeded: 89% Met: 11%	*No actions have been added.*

80% achieve competence at level 3 or higher SWRK4000-Comp7 Measure1-Artifact.docx	Met Total: 100% Not Met Total: **Analysis** 9/9 Met	

MEASURES	RESULTS	ACTIONS
7-1-3: Using Inter-Professional Collaboration Student uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes Direct - Assignment *SW Prac w/ Families & Grp: SW 4000* **Target** 80% achieve competence at level 3 or higher SWRK4000-Comp7 Measure1-Artifact.docx	**MET** 7-1-3: Using Inter-Professional Collaboration ■ Exceeded [bar chart] 0% 100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* Exceeded: 100% Met Total: 100% Not Met Total: **Analysis** 9/9 Met	*No actions have been added.*

Program Learning Outcome 7 - Measurement 2 MET

Competency 7: Student assesses individuals, families, groups, organizations and communities.
Dimension measure in real or simulated practice experience

MEASURES	RESULTS	ACTIONS
7-2: Selecting Appropriate Intervention Strategies Student selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies Direct - Assignment *Social Work Capstone: SW 4960* **Target** 80% achieve competence at level 3 or higher SWRK4910-Comp7 Measure2-Artifact - Completed.docx	**MET** 7-2: Selecting Appropriate Intervention Strategies ■ Exceeded [bar chart] 0% 100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* Exceeded: 100% Met Total: 100% Not Met Total: **Analysis** 9/9 Met	*No actions have been added.*

Program Learning Outcome 8 - Measurement 1 MET

Competency 8: Student intervenes with individuals, families, groups, organizations, and communities.
Dimension measures knowledge, values and cognitive & affective reactions

MEASURES	RESULTS	ACTIONS
8-1-1: Choosing and Implementing Interventions Student critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies. Direct - Assignment *SW Prac w/ Families & Grp: SW 4000* **Target** 80% achieve competence at level 3 or higher SWRK4000-Comp8 Measure1-Artifact.docx	**MET** 8-1-1: Choosing and Implementing Interventions ■ Exceeded ■ Met 0% 100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* Exceeded: 56% Met: 44% Met Total: 100% Not Met Total: **Analysis** 9/9 Met	*No actions have been added.*
8-1-2: Applying HBSE Knowledge for Interventions 8-1-2: Student applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. Direct - Assignment *SW Prac w/ Families & Grp: SW 4000* **Target** 80% achieve competence at level 3 or higher SWRK4000-Comp8 Measure1-Artifact.docx	**MET** 8-1-2: Applying HBSE Knowledge for Interventions ■ Exceeded ■ Met 0% 100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* Exceeded: 89% Met: 11% Met Total: 100% Not Met Total: **Analysis** 9/9 Met	*No actions have been added.*
8-1-3: Using Inter-Professional Collaboration Student uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes	**MET** 8-1-3: Using Inter-Professional Collaboration ■ Exceeded ■ Met	*No actions have been added.*

Direct - Assignment *SW Prac w/ Families & Grp: SW 4000* **Target** 80% achieve competence at level 3 or higher [SWRK4000-Comp8 Measure1-Artifact.docx](#)	0% 100% *Values are not shown when too close to each other.* *Click or use arrow keys to see details.* Exceeded: 89% Met: 11% Met Total: 100% Not Met Total: **Analysis** 9/9 Met	

Program Learning Outcome 8 - Measurement 2 MET

Competency 8: Student intervenes with individuals, families, groups, organizations, and communities.
Dimension measure in real or simulated practice experience

MEASURES	RESULTS	ACTIONS
8-2-1: Negotiating, Mediating, Advocating Student negotiates, mediates, and advocates with and on behalf of diverse clients and constituencies. Direct - Assignment *Social Work Practicum II: SW 4910* **Target** 80% achieve competence at level 3 or higher [SWRK4910-Comp8 Measure2-Artifact - Completed.docx](#)	**MET** 8-2-1: Negotiating, Mediating, Advocating ■ Exceeded ■ Met 0% 100% *Values are not shown when too close to each other.* *Click or use arrow keys to see details.* Exceeded: 89% Met: 11% Met Total: 100% Not Met Total: **Analysis** 9/9 Met	*No actions have been added.*
8-2-2: Facilitating Effective Transitions and Endings Student facilitates effective transitions and endings that advance mutually agreed-on goals. Direct - Assignment *Social Work Practicum II: SW 4910* **Target** 80% achieve competence at level 3 or higher [SWRK4910-Comp8 Measure2-Artifact - Completed.docx](#)	**MET** 8-2-2: Facilitating Effective Transitions and Endings ■ Exceeded ■ Met 0% 100% *Values are not shown when too close to each other.* *Click or use arrow keys to see details.* Exceeded: 44% Met: 56% Met Total: 100%	*No actions have been added.*

	Not Met Total:	
	Analysis	
	9/9 Met	

Program Learning Outcome 9 - Measurement 1 MET

Competency 9: Student evaluates practice with individuals, families, groups, organizations, and communities.
Dimension measures knowledge, values, skills and cognitive & affective reactions

MEASURES	RESULTS	ACTIONS
9-1: Selecting and Using Appropriate Methods for Evaluation Student selects and uses appropriate methods for evaluation of outcomes. Direct - Assignment *Social Work Capstone: SW 4960* **Target** 80% achieve competence at level 4 or higher SWRK4960-Comp9 Measure1-Artifact.docx	**MET** 9-1: Selecting and Using Appropriate Methods for Evaluation ■ Exceeded 0% 100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* Exceeded: 100% Met Total: 100% Not Met Total: **Analysis** 9/9 Met	*No actions have been added.*

Program Learning Outcome 9 - Measurement 2 MET

Competency 9: Student evaluates practice with individuals, families, groups, organizations, and communities.
Dimension measure in real or simulated practice experience

MEASURES	RESULTS	ACTIONS

9-2-1: Using Appropriate Methods for Evaluation Student selects and uses appropriate methods for evaluation of outcomes. Direct - Assignment *Social Work Practicum II: SW 4910* **Target** 80% achieve competence at level 4 or higher SWRK4910-Comp9-Measure2-Artifact - Completed.docx	**MET** 9-2-1: Using Appropriate Methods for Evaluation ■ Exceeded 0%　　　　　　100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* Exceeded:　　　100% Met Total:　　　100% Not Met Total: **Analysis** 9/9 Met	*No actions have been added.*
9-2-2: Applying HBSW Knowledge for Evaluation Students applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes. Direct - Assignment *Social Work Practicum II: SW 4910* **Target** 80% achieve competence at level 4 or higher SWRK4910-Comp9-Measure2-Artifact - Completed.docx	**MET** 9-2-2: Applying HBSW Knowledge for Evaluation ■ Exceeded 0%　　　　　　100% *Values are not shown when too close to each other. Click or use arrow keys to see details.* Exceeded:　　　100% Met Total:　　　100% Not Met Total: **Analysis** 9/9 Met	*No actions have been added.*
9-2-3: Critically Analyzing, Monitoring and Evaluating Intervention and Program Processes Student critically analyzes, monitors, and evaluates intervention and program processes and outcomes. Direct - Assignment *Social Work Practicum II: SW 4910* **Target** 80% achieve competence at level 4 or higher SWRK4910-Comp9-Measure2-Artifact - Completed.docx	**NOT MET** 9-2-3: Critically Analyzing, Monitoring and Evaluating Intervention and Program Processes ■ Exceeded　■ Met　■ Approached 0%　　　　　　100% Exceeded:　　　11% Met:　　　　　44% Approached:　　44% Met Total:　　　56% Not Met Total:　44%	**Revise Curriculum** IN PROGRESS Adding more program intervention evaluation portion in the curriculum/assignment

	Analysis	
	5/9 Met	