

**ASSESSMENT OF
CORE COMPETENCIES AND PRACTICE BEHAVIORS
BASED ON COMPREHENSIVE EXAMINATION
2014-2015**

Overall Examination

The BSW Comprehensive Examination consists of 123 items. The 123 items are categorized by 14 core competencies. Each competency has a set of practice behaviors. There are 41 practice behaviors in all. Three items measure the 41 practice behaviors. The overall rating of the competency was calculated by averaging the overall percentage of each practice behavior (cumulative % for fall and spring) associated with the competency. The exam was administered to students enrolled in Professional Development. Thirty-three students completed the exam in fall 2014 and 31 students completed the exam in spring 2015.

		<u>Percent Meeting Benchmark* or Answering Correctly</u>		
		<u>Fall</u>	<u>Spring</u>	<u>Overall</u>
Competency 1: Identify as a professional social worker and conduct oneself accordingly				
<u>Practice Behavior 1: advocate for client access to the services of social work</u>				
	Question 1	72.7%	82.9%	77.8%
	Question 2	66.3%	97.1%	81.7%
	Question 3	87.3%	82.9%	85.1%
				81.5%
.				
<u>Practice Behavior 2: practice personal reflection and self-correction to assure continual professional development</u>				
	Question 4	63.0%	80.0%	71.5%
	Question 5	54.7%	23.5%	31.1%
	Question 6	54.3%	20.0%	37.5%
				46.7%
<u>Practice Behavior 3: attend to professional roles and boundaries</u>				
	Question 7	87.7%	82.9%	80.3%
	Question 8	54.3%	91.4%	72.5%
	Question 9	90.3%	85.7%	88.0%
				80.2%
<u>Practice Behavior 4: demonstrate professional demeanor in behavior, appearance, and communication</u>				
	Question 10	70.0%	88.6%	85.3%
	Question 11	96.3%	88.6%	91.2%
	Question 12	87.7%	71.4%	79.5%
				85.3%

<u>Practice Behavior 5: engage in career-long learning</u>			
Question 13	78.3%	94.3%	86.3%
Question 14	75.3%	37.1%	56.2%
Question 15	87.3%	88.6%	87.9%
			76.8%
<u>Practice Behavior 6: use supervision and consultation</u>			
Question 16	78.0%	91.4%	84.7%
Question 17	84.0%	97.1%	90.5%
Question 18	78.3%	88.6%	83.4%
			86.2%

Overall rating of Competency 1: 76.08% of students met the benchmark.

Percent **Meeting Benchmark***
or Answering Correctly

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

<u>Practice Behavior 7: recognize and manage personal values in a way that allows professional values to guide practice</u>			
Question 19	75.0%	65.7%	70.7%
Question 20	91.3%	77.1%	84.2%
Question 21	82.3%	80.0%	81.1%
			78.6%

<u>Practice Behavior 8: 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</u>			
Question 22	91.3%	65.7%	78.5%
Question 23	82.0%	82.4%	82.2%
Question 24	91.7%	77.1%	84.4%
			81.7%

<u>Practice Behavior 9: tolerate ambiguity in resolving ethical conflicts</u>			
Question 25	87.7%	54.3%	71.0%
Question 26	66.3%	74.3%	70.3%
Question 27	87.7%	34.3%	61.0%
			67.4%

<u>Practice Behavior 10: apply strategies of ethical reasoning to arrive at principled decisions</u>			
Question 28	78.0%	62.9%	70.4%
Question 29	70.0%	82.9%	76.4%
Question 30	84.3%	54.3%	69.3%
			72.0%

Overall rating of Competency 2: 74.9% met the benchmark.

		<u>Percent Meeting Benchmark* or Answering Correctly</u>		
		<u>Fall</u>	<u>Spring</u>	<u>Overall</u>
Competency 3: Apply critical thinking to inform and communicate professional judgments				
<u>Practice Behavior 11: distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom</u>				
Question 31		45.0%	36.4%	40.7%
Question 32		25.3%	49.1%	37.2%
Question 33		58.3%	66.0%	62.1%
				46.6%
<u>Practice Behavior 12: analyze models of assessment, prevention, intervention, and evaluation</u>				
Question 34		22.0%	34.6%	28.3%
Question 35		83%	76.9%	79.9%
Question 36		48.7%	37.7%	43.2%
				50.4%
<u>Practice Behavior 13: demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues</u>				
Question 37		80.3%	82.7%	81.5%
Question 38		25.7%	37.7%	31.7%
Question 39		96.0%	75.0%	85.5%
				66.2%
Overall rating of Competency 3: 54.4% met the benchmark.				

		<u>Percent Meeting Benchmark* or Answering Correctly</u>		
Competency 4: Engage diversity and difference in practice				
<u>Practice Behavior 14: recognize the extent to which a culture's structure and values may oppress, marginalize, alienate, or create or enhance privilege and power</u>				
Question 40	67%	56.6%	61.8%	
Question 41	100%	81.1%	90.5%	
Question 42	74.0%	71.7%	72.8%	
				75.0%
<u>Practice Behavior 15: gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups</u>				
Question 43	48.7%	45.3%	47.0%	
Question 44	93.0%	90.6%	91.8%	
Question 45	41.0%	62.3%	51.6%	
				63.4%
<u>Practice Behavior 16: recognize and communicate their understanding of the importance of difference in shaping life experiences</u>				
Question 46	29.7%	34.0%	31.8%	
Question 47	48.3%	28.8%	38.5%	
Question 48	77.7%	60.4%	69.0%	
				46.4%

Practice Behavior 17: view themselves as learners and engage those with whom they work as informants

Question 49	61.7%	53.8%	57.7%
Question 50	90.7%	69.8%	80.2%
Question 51	45.3%	15.1%	30.2%
			56.0%

Overall rating of Competency 4: 60.2% met the benchmark.

Percent **Meeting Benchmark*** or Answering Correctly

Competency 5: Advance human rights and social and economic justice

Practice Behavior 18: understand the forms and mechanisms of oppression and discrimination

Question 52	90.7%	77.4%	84.0%
Question 53	70.3%	58.5%	64.4%
Question 54	80.3%	66.0%	73.1%
			73.8%

Practice Behavior 19: advocate for human rights and social and economic justice

Question 55	61.0%	56.6%	58.8%
Question 56	90.7%	81.1%	85.9%
Question 57	80.0%	60.4%	70.2%
			71.6%

Practice Behavior 20: engage in practices that advance social and economic justice

Question 58	67.3%	59.6%	63.4%
Question 59	70.7%	39.2%	54.9%
Question 60	87.7%	66.0%	76.8%
			65.0%

Overall rating of Competency 5: 70.1% met the benchmark.

Percent **Meeting Benchmark*** or Answering Correctly

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

Practice Behavior 21: use practice experience to inform scientific inquiry

Question 61	62.0%	66.0%	64.0%
Question 62	51.0%	58.7%	54.8%
Question 63	20.3%	37.8%	29.1%
			49.3%

Practice Behavior 22: use research evidence to inform Practice

Question 64	75.3%	33.3%	54.3%
Question 65	48.3%	82.2%	65.2%
Question 66	79.7%	48.9%	64.3%
			61.2%

Overall rating of Competency 6: 55.2% met the benchmark.

Percent **Meeting Benchmark***
or Answering Correctly

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

Practice Behavior 23: utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation

Question 67	41.7%	62.2%	51.9%
Question 68	34.7%	51.1%	42.9%
Question 69	51.3%	26.7%	39.0%
			44.6%

Practice Behavior 24: critique and apply knowledge to understand person and environment

Question 70	93.0%	42.2%	67.6%
Question 71	96.3%	73.3%	84.8%
Question 72	68.3%	86.7%	77.6%
			76.6%

Overall rating of Competency 7: 60.6% met the benchmark.

Percent **Meeting Benchmark***
or Answering Correctly

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

Practice Behavior 25: analyze, formulate, and advocate for policies that advance social well-being

Question 73	89.3%	62.2%	75.7%
Question 74	72.3%	82.2%	77.2%
Question 75	68.3%	60.0%	64.1%
			72.3%

Practice Behavior 26: collaborate with colleagues and clients for effective policy action

Question 76	89.7%	68.9%	79.3%
Question 77	72.3%	57.8%	65.0%
Question 78	68.7%	71.1%	70.0%
			71.4%

Overall rating of Competency 8: 71.8% met the benchmark.

Percent **Meeting Benchmark***
or Answering Correctly

Competency 9: Respond to contexts that shape practice

Practice Behavior 27: continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services

Question 79	41.7%	24.4%	33.0%
Question 80	79.3%	73.3%	76.3%
Question 81	34.3%	40.0%	37.1%
			48.8%

Practice Behavior 28: provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services

Question 82	82.7%	88.9%	85.8%
Question 83	34.0%	77.8%	55.9%
Question 84	100%	68.2%	84.1%
			75.2%

Overall rating of Competency 9: 62.2% met the benchmark.

Percent **Meeting Benchmark***
or Answering Correctly

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

Competency 10(a): Engagement

Practice Behavior 29: substantively and affectively prepare for action with individuals, families, groups, organizations, and communities

Question 85	83.0%	80.0%	81.5%
Question 86	86.3%	80.0%	84.1%
Question 87	96.0%	48.9%	72.4%
			79.3%

Practice Behavior 30: use empathy and other interpersonal skills

Question 88	86.0%	35.6%	60.8%
Question 89	51.7%	31.1%	41.4%
Question 90	31.0%	35.6%	33.3%
			45.1%

Practice Behavior 31: develop a mutually agreed-on focus of work and desired outcomes

Question 91	31.7%	66.7%	32.8%
Question 92	41.7%	56.8%	49.2%
Question 93	76.3%	95.8%	86.0%
			56.0%

Overall rating of Competency 10(a): 60.1% met the benchmark.

Percent **Meeting Benchmark***
or Answering Correctly

Competency 10(b): Assessment

Practice Behavior 32: collect, organize, and interpret client data

Question 94	96.3%	95.8%	96.0%
Question 95	35.3%	37.5%	36.4%
Question 96	83.3%	83.3%	83.3%
			71.9%

Practice Behavior 33: assess client strengths and limitations

Question 97	38.7%	29.2%	33.9%
Question 98	28.0%	70.8%	49.4%
Question 99	77.7%	75%	76.3%
			53.2%

Practice Behavior 34: develop mutually agreed-on intervention goals and objectives

Question 100	22.3%	79.2%	50.7%
Question 101	28.3%	50.0%	39.1%
Question 102	71%	70.8%	70.9%
			53.5%

Practice Behavior 35: select appropriate intervention strategies

Question 103	64.7%	79.2%	71.9%
Question 104	80%	75%	77.5%
Question 105	87.7%	75%	81.3%
			76.9%

Overall rating of Competency 10(b): 81.5% met the benchmark.

Percent **Meeting Benchmark***
or Answering Correctly

Competency 10(c): Intervention

Practice Behavior 36: initiate actions to achieve organizational goals

Question 106	90.3%	91.7%	91.0%
Question 107	65%	79.2%	72.1%
Question 108	55.3%	58.3%	56.8%
			73.3%

Practice Behavior 37: implement prevention interventions that enhance client capacities

Question 109	74.7%	75.0%	74.8%
Question 110	22.3%	62.5%	42.4%
Question 111	94.7%	91.7%	93.2%
			70.1%

Practice Behavior 38: help clients resolve problems

Question 112	100%	91.7%	95.8%
Question 113	71%	62.5%	66.7%
Question 114	94.3%	91.7%	93.0%
			85.1%

Practice Behavior 39: negotiate, mediate, and advocate for clients

Question 115	71.7%	62.5%	67.1%
Question 116	87.0%	87.5%	87.2%
Question 117	32.0%	58.3%	45.1%
			66.4%

Practice Behavior 40: facilitate transitions and endings

Question 118	90.0%	87.5%	88.7%
Question 119	83.7%	95.8%	89.7%
Question 120	52.3%	58.3%	55.3%
			77.9%

Overall rating of Competency 10(c): 74.5% met the benchmark.

Percent **Meeting Benchmark***
or Answering Correctly

Competency 10(d): Evaluation

Practice Behavior 41: critically analyze, monitor, and
evaluate interventions

Question 121	19.3%	12.5%	15.9%
Question 122	83.3%	75%	79.1%
Question 123	42.7%	50%	46.3%
			47.1%

Overall rating of Competency 10(d): 47.1% met the benchmark.

Mastery Rate of Comprehensive Exam

Fall		Spring	
Comprehensive Exam Part(s)	Mastery Percentage(%)	Comprehensive Exam Part(s)	Mastery Percentage(%)
Part I	88.0	Part I	70.6
Part II	68.0	Part II	62.2
Part III	66.0	Part III	73.7
Part IV	66.0	Part IV	70.3

