COUNCIL ON SOCIAL WORK EDUCATION

Portland

56th ANNUAL PROGRAM MEETING · OCTOBER 14-17, 2010

PROMOTING SUSTAINABILITY IN SOCIAL WORK

Implementation of the 2008 EPAS: Quality Assurance Report and Discussion

Agenda…

- Quality Assurance Plan
- Implementation of 2008 EPAS
- Preliminary Implementation Evaluation Findings

Accreditation Quality Assurance and Improvement Plan

- Developed in 2007
- Findings reported to COA at each meeting with recommendations
- Purpose:

  …provide accountability for the accreditation process and to engage in continuous review and improvement

Accreditation Quality Assurance and Improvement Plan

Examines “checkpoints” in the process

- Staff
- Documents
- Training
- Visits
- COA review

Accreditation Quality Assurance and Improvement Plan

- Each “checkpoint” has multiple measures
  - Feedback mechanisms
    - Program Feedback on Accreditation (a.k.a. QA Survey)
    - Workshop/Training evaluations
  - Quality improvement processes
    - Checking decision letters for accuracy
    - Staff evaluations

Example

Documents *(e.g., Accreditation Handbook, forms, training materials)*

- Feedback Mechanisms
  - QA Survey
  - Reaffirmation and Candidacy Training Feedback
  - Site Visitor Training Feedback
- Processes
  - Revisions to Handbook following each COA meeting (as needed)
  - Ongoing revisions to the forms

Implementation of the 2008 EPAS

2008 Educational Policy and Accreditation Standards

- Moved to a competency-based design
- Intended to:
  - Allow for greater freedom and innovation in program curriculum
  - Encourage program response to context
  - Focus on student outcomes rather than program inputs

Implementation of the 2008 EPAS

Major Sections in EPAS

- EP/AS 1.0 – Program Mission and Goals
- EP/AS 2.0 – Explicit Curriculum
  - 10 competencies and illustrative practice behaviors
  - Signature pedagogy – Field Education
- EP/AS 3.0 – Implicit Curriculum
- EP/AS 4.0 – Assessment

Implementation of the 2008 EPAS

- First programs reviewed October 2009
  - Letter of Instruction to the Site Team (LOI)
- First reaffirmation decisions June 2010
- 55 programs now reviewed
- All programs must use 2008 EPAS as of October 2010

Implementation of the 2008 EPAS

- What do we want to know?
  - Is the 2008 EPAS what was expected? Are the self-studies reflecting expectations?
  - Are the trainings/workshops helping individuals to understand the 2008 EPAS?
  - Are there problems with any of the standards?
  - Is there confusion about certain areas?
  - Is the 2008 EPAS meeting the goals?

Implementation of the 2008 EPAS

- Preliminary Implementation Evaluation
  - Discussions with COA
  - Training/Workshop Evaluations
  - Pre-test/Post-test for Site Visitor Training
  - Comparing QA Survey results for programs under 2001 and 2008
  - Qualitative review of self-study documents
  - Survey of site visitors about LOI and 2008 EPAS
  - Tracking COA decisions and standards cited
  - Survey of field directors on AS 2.1.8

QUALITATIVE REVIEW OF SELF-STUDY DOCUMENTS

Qualitative Self-Study Review

- Tracking elements of self-studies
  - Length of self-study
  - Curriculum
    - Any additional competencies
    - Use of practice behaviors
    - Concentrations
  - Assessment
    - Number of methods used
    - Types of methods used
    - Stakeholders engaged in process

Self-Study Length

- 50 – 130 page limit suggested by COA
- 19 programs (38%) within page limit
  - Average: 166.2 pages
  - Shortest: 70 pages
  - Longest: 479 pages

Curriculum Section in Self-Studies

- Competencies
  - All programs used the 10 competencies
  - 13 programs added a competency
    - 8 were MSW programs
    - Specific to a concentration or mission
- Practice Behaviors
  - 88% of programs used all the practice behaviors
  - On average, programs used 40.3
  - Least amount used was 27

Program Assessment

Agenda	Average # of Methods	Field Evaluation	Course Assignment	Alumni Survey	Exit Survey
October 2009	6.6	90.0% [9]	70.0% [7]	80.0% [8]	90.0% [9]
February 2010	5.9	100.0% [17]	100.0% [17]	76.5% [13]	70.6% [12]
June 2010	6.1	100.0% [23]	100.0% [23]	30.4% [7]	73.9% [17]
Overall	6.1	**98.0%** [49]	**94.0%** [47]	**56.0%** [28]	**76.0%** [38]

Program Assessment

- Employer survey
- Pre/Post tests in courses
- Entrance survey
- Self-efficacy scale
- Student portfolios
- Comprehensive exam
- Capstone writing project/thesis
- BEAP instruments
- Mock interviews
- Licensure exam pass rates

Tracking COA Decisions and Standards Cited

Tracking Decisions and Standards

Letter of Instructions to the Site Team		
General questions and specific standards	40	87.0%
General questions only	6	13.0%
Reaffirmation		
Reaffirm for 8 years	7	77.8%
Reaffirm with a progress report	2	22.2%
Place on conditional accreditation status	0	0%

Standards Cited

Category	Average Number of Standards Cited
Letter of Instructions (LOI) to the Site Team	4.26
Reaffirmation	0.67
Overall	3.68

Standards Cited

Standards	Area	Number of Times Cited
AS 1.0	Mission and Goals	6
AS 2.0	Explicit Curriculum	58
AS 3.0	Implicit Curriculum	74
AS 4.0	Assessment	68

Explicit Curriculum - Standards

Standards	Area	Number of Times Cited
AS B2.0	Curriculum (Baccalaureate)	21
AS M2.0	Curriculum (Master's)	12
AS 2.1	Field Education	25
Explicit Curriculum Total		**58**

Implicit Curriculum - Standards

Standards	Area	Number of Times Cited
AS 3.1	Diversity	12
AS 3.2	Student Development	18
As 3.3	Faculty	11
AS 3.4	Administrative Structure	29
AS 3.5	Resources	4
Implicit Curriculum Total		**74**

Frequently Cited Standards

Accreditation Standard	Language from the Standard	Number of Citations
AS 4.0.5	The program appends the summary data for each measure used to assess the attainment of each competency for at least one academic year prior to the submission of the self-study.	19
AS 4.0.2	The program provides evidence of ongoing data collection and analysis and discusses how it uses assessment data to affirm and/or make changes in the explicit and implicit curriculum to enhance student performance.	16
AS 4.0.1	The program presents its plan to assess the attainment of its competencies. The plan specifies procedures, multiple measures, and benchmarks to assess the attainment of each of the program's competencies (AS B2.0.3; AS M2.0.4).	15
As 4.0.3	The program identifies any changes in the explicit and implicit curriculum based on the analysis of the assessment data.	13

Frequently Cited Standards

AS 3.4.5c [B and M]	The program describes the procedures for determining the field director's assigned time to provide educational and administrative leadership for field education...The program demonstrates this time is sufficient.	13
AS B2.0.5	Describes and explains how its curriculum content (knowledge, values, and skills) implements the operational definition of each of its competencies.	11
AS B2.1.2	Provides generalist practice opportunities for students to demonstrate the core competencies.	6
AS 3.2.9	The program describes its policies and procedures specifying students' rights and responsibilities to participate in formulating and modifying policies affecting academic and student affairs.	6

Site Visitor Training – Pre/Post Test

Site Visitor Training

- Site visitor training took place in Fall 2009
- Administered pre-test and post-test
  - Knowledge of 2008 EPAS
  - Understanding of site visit protocol

In your opinion, how knowledgeable are you about the 2008 EPAS?

	Not at all Knowledgeable		A little Knowledgeable		Somewhat Knowledgeable		Very Knowledgeable	
	n	*%*	*n*	*%*	*n*	*%*	*n*	*%*
Pre-Test	8	6.3	53	42.1	58	46.0	7	5.6
Post-Test	0	0.0	4	3.4	75	64.7	37	31.9

Knowledge of 2008 EPAS

	% Correct Pre-Test	% Correct Post-Test
1. The 10 competencies (EP 2.1.1 – EP 2.1.10) are used to define social work practice for which program level?	94.5	100
2. The 10 competencies (EP 2.1.1 – EP 2.1.10) are comprised of which of the following elements?	94.5	100
3. At the advanced practice level (EP M2.2), what approach do master's programs take to develop a concentration?	78.7	**78.0**
4. To which of the following program elements must multiple measures be applied in the program's assessment plan (EP 4.0)?	69.4	92.3
5. Social work programs can add to the 10 competencies (EP 2.1.1 – EP 2.1.10).	90.5	96.6
6. Practice behaviors operationalize the competencies.	97.6	100
7. Practice behaviors must be provided for each of the 10 competencies (EP 2.1.1 – EP 2.1.10).	94.5	100
8. Social work programs must use all of the practice behaviors provided in the 2008 EPAS.	48.8	**70.3**
9. The program's assessment plan (AS 4.0) must address whether each competency is met.	96.9	98.3

Average Scores for the Nine Items on the 2008 EPAS

	Average Score	4-5 Correct		6-7 Correct		8-9 Correct	
Pre-Test	7.6	4	3.1%	51	40.2%	72	56.7%
Post-Test	8.3	0	0.0%	15	12.7%	103	87.3%

Knowledge of Site Visit Logistics

	Correct Pre-Test	Correct Post-Test
1. Which of the following standards does the site visitor address in the site visit?	82.7	99.2
2. If a problem arises on-site, not addressed in the Letter of Instruction, how should the site visitor react?	59.5	99.2
3. At the end of the site visit, what should you do in the final meeting with the program representatives?	89.7	91.2

Average Scores for the Three Items on Site Visit Logistics

	Average Score	0-1 Correct		2 Correct		3 Correct	
Pre-Test	2.3	13	10.4%	56	44.8%	56	44.8%
Post-Test	2.9	1	0.8%	30	22.6%	102	76.7%

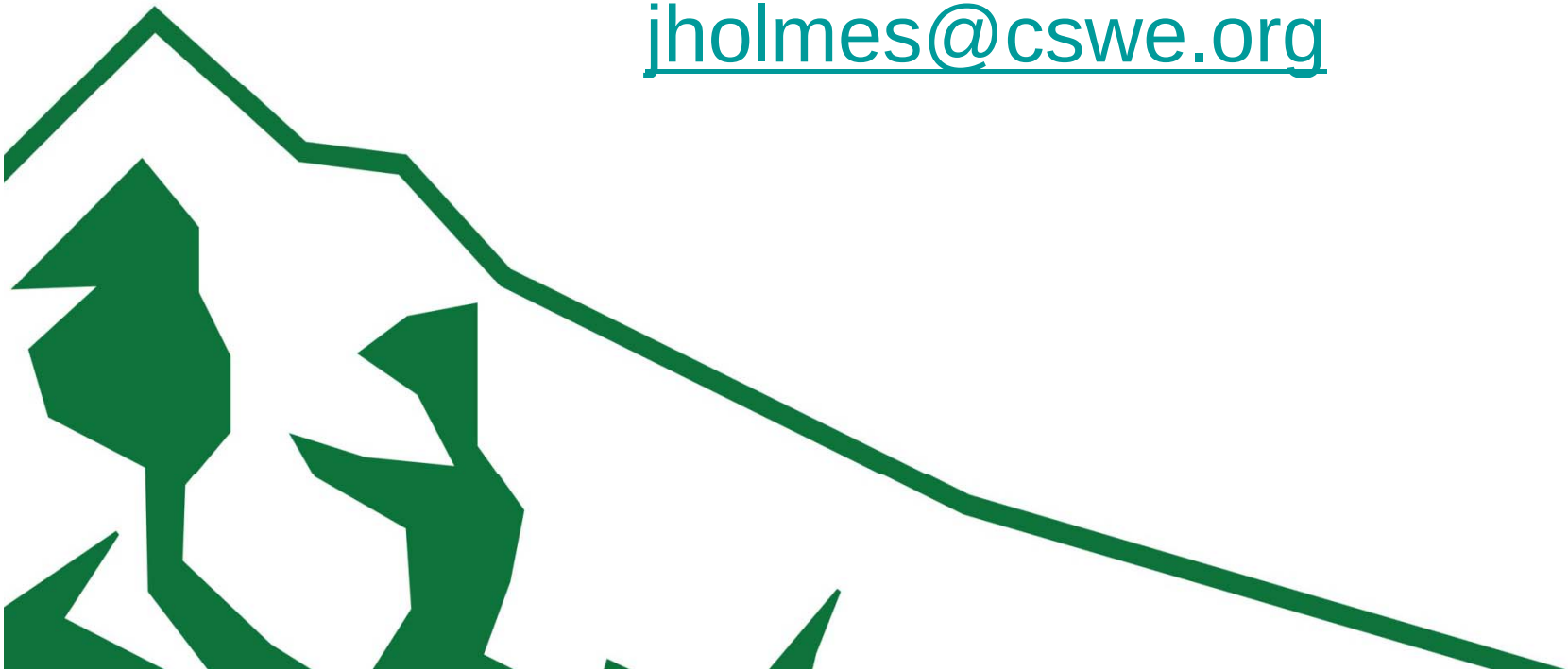
Site Visit Training Recommendations

- Overall, training very successful
- Three items needing further attention:
  - What is expected in a concentration
  - Use of practice behaviors
  - What to do in a final meeting

Future Plans

- QA Survey comparison
- Site visitor survey
  - Revised protocol and Letter of Instruction
  - 2008 EPAS
- Expanding qualitative study
  - Definition of advanced practice
  - Additional practice behaviors developed (foundation and advanced)
- Working with COA on Final Implementation Evaluation Plan

Questions or Suggestions?

Jessica Holmes

jholmes@cswe.org