SSW 3844 CSWE Competency Appendix

This course serves as the best content across the curriculum in the following competencies:

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities
In Class Bridge to Belonging Activity. This activity uses a case study of the fictional "Bridge to Belonging" program to evaluate social work interventions through the lens of ecological systems theory. Students should read the program narrative before class. In class, students will engage in small group discussions to analyze the effectiveness of program interventions at the micro, mezzo, and macro levels. Following discussion, students will submit a “memo”, or three paragraphs summarizing how methods/findings can inform practice and policy across system levels. Students will demonstrate their skills in interpreting quantitative methods/findings and using an ecological framework to evaluate practice with individuals, families, groups, and the broader community.

Competency 9 Description

Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of diverse individuals, families, groups, organizations, and communities. Social workers evaluate processes and outcomes to increase practice, policy, and service delivery effectiveness. Social workers apply anti-racist and anti-oppressive perspectives in evaluating outcomes. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers use qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

Competency Assessment Rubric *Note: This rubric assesses professional competency levels separately from the assignment grade.*					
	1 Not Evident	2 Developing	3 Foundational Proficiency	4 Proficient	5 Exemplary
Competency 9: Assessed by the Bridge to Belonging In-Class Activity					
A. Select and use culturally responsive methods for evaluation of outcomes	Does not identify evaluation methods or discuss the appropriateness of data collection tools for the population served.	Identifies evaluation methods but lacks a critical explanation of their cultural relevance or potential for inherent bias.	Identifies specific evaluation method or tool and describes its cultural alignment or misalignment with populations served.	Critically evaluates why specific methods (quantitative or qualitative) may contain inherent biases and explains how using a multi-method approach is preferred for cultural responsiveness.	Demonstrates advanced skill in selecting alternative, culturally resonant evaluation tools that mitigate bias, avoid pathologizing the community, and prioritize findings that are empowering and actionable for diverse constituencies.
B. Critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities	Does not provide an analysis of outcomes and does not suggest any changes to practice or program delivery.	Mentions findings but provides a disconnected or general recommendation that does not clearly relate to the data or a specific system level.	Analyzes findings to propose specific practice changes that prioritize effective service delivery at multiple ecological system levels.	Analyzes findings to propose specific practice changes that prioritize service delivery effectiveness, shifting the focus from individual deficits to systemic or organizational improvements.	Analyzes findings to identify gaps where program goals conflict with community needs, recommending a shift in resources to address the community's own priorities and rights.
Scoring: Overall student competency scores are averages of the two items above.					