



EAST TEXAS A&M
— UNIVERSITY —

IE Assessment: Two Column Report

Academic Program Plan - Sample 1

Professional Behavior and Actions

Student Learning Outcome (SLO): Exemplify professional social work behavior expected of the industry.

Learning Outcome Status: Active

Planned Assessment Cycle: 2019 - 2020, 2020 - 2021, 2021 - 2022, 2022 - 2023, 2023 - 2024

Mapping

Marketable Skills (Institutional): (X)

- Career Management: X
- Empirical and Quantitative Skills : X

Strategic Plan - Sample College : (X)

- Goal 1: X

Curriculum Mapping

Sample 100 (R), Sample 300 (R), English 101 (R)

Assessment Method	Result
<p>Assessment Method Status: Inactive Assessment Type: Capstone Assignments Assessment Method: Students in PSY 410 will complete a major research project which includes designing a study, conducting a study, and writing up the results. Projects will be evaluated by a panel of faculty at the close of the fall semester on a five point rubric (1 = Unsatisfactory; 5 = Exceptional). Standard of Success: 85% of students will receive a combined rating of 3 out of 5 or more on the rubric items for research design. Notes: Phased out due to faculty leaving.</p>	<p>Result Date: 05/08/2021 Reporting Period: 2020 - 2021 Result: 29 students (out of 29 evaluated) in internships were evaluated by their internship supervisors, which is an increase in 3 students from 2019. 89% of student interns were rated a 3 or higher on analytical skills, down from 92%. Only 2 out of 29 students scored below a 3. A breakdown of results appears in the attached documentation. Though our students have consistently scored high in this area, we saw a decrease overall this year. Conclusion: Standard of Success Met Follow Up on Previous Year Action Plan: Fall 2020 faculty added interviews at the end of the internship in addition to collecting survey data. Faculty were only about to meet with two of the supervisors instead of all of them, though those interviews did go well and supported the survey findings. Action/Use of Results: Action Date: 08/25/2021 Action/Use of Results: N/A Supporting Information</p> <p>Result Date: 06/22/2020 Reporting Period: 2019 - 2020 Result: Only 3 of the 9 students obtained a rating of 3 or more on the rubric for research design. Conclusion: Standard of Success Not Met Follow Up on Previous Year Action Plan: Test prep assignments were changed to more clearly explain the requested research processes Action/Use of Results: Action Date: 06/22/2020 Action/Use of Results: The program will continue to change the test prep materials but also host study nights for students. Supporting Information</p>

Student Learning Outcomes and Results

Assessment Method	Result
<p>Assessment Method Status: Active</p> <p>Assessment Type: External Review</p> <p>Assessment Method: Students in SOC 341 will complete a project applying research tools to examine a social problem. Projects are evaluated by the course instructor on a rubric assessing research skills using a five-point scale where 1 = Unacceptable and 5 = Exemplary. This assessment will be conducted each fall and spring term the course is held.</p> <p>Standard of Success: 90% of students will receive a rubric rating of 3 or higher</p> <p>Notes: Standard of success changed in 2022: 70% of students will receive a rubric rating of 3 or higher</p>	<p>Result Date: 05/17/2022</p> <p>Reporting Period: 2022 - 2023</p> <p>Result: 100% (10 out of 10 students) in SOC 341 completed the research tools project and received a rubric rating of 3 or higher. Though the students were moving between online and face to face courses and likely dealing with other personal considerations, the use of expanded office hours and more frequent communication, as well as faculty advising and support, helped ensure 100% of students performed well on this assessment.</p> <p>Conclusion: Standard of Success Met</p> <p>Follow Up on Previous Year Action Plan: N/A</p> <p>Action/Use of Results: Action Date: 05/09/2023</p> <p>Action/Use of Results: Though 100% of the students were rated a 3 or higher on the rubric, there was some confusion expressed around the initial project instructions. Faculty have met and used a focus group of recent students to clarify the language in the project instructions and expectations, to hopefully communicate this more clearly in the future. Faculty are aware of this update and will report to the program coordinator if these new instructions provided additional clarity for students.</p> <p><u>Supporting Information</u></p> <p>Result Date: 06/01/2021</p> <p>Reporting Period: 2020 - 2021</p> <p>Result: 100% (10 out of 10 students) in SOC 340 completed the research tools project and received a rubric rating of 3 or higher. Though the students were moving between online and face to face courses and likely dealing with other personal considerations, the use of expanded office hours and more frequent communication, as well as faculty advising and support, helped ensure 100% of students performed well on this assessment.</p> <p>Conclusion: Standard of Success Met</p> <p>Follow Up on Previous Year Action Plan: ..</p> <p><u>Supporting Information</u></p> <p>Result Date: 08/05/2020</p> <p>Reporting Period: 2019 - 2020</p> <p>Result: 9 of the 10 students completed the project, scoring a total of 80% class average on the rubric used by the instructor.</p> <p>Conclusion: Standard of Success Met</p> <p>Follow Up on Previous Year Action Plan: Faculty found the expanded resources to help students in scoring a higher cumulative score.</p> <p><u>Supporting Information</u></p>

Ethical Principles to Problem Solving

Student Learning Outcomes and Results

Student Learning Outcome (SLO): Apply social work ethical principles to resolve dilemmas and create positive changes.

Learning Outcome Status: Active

Planned Assessment Cycle: 2019 - 2020, 2020 - 2021, 2021 - 2022, 2022 - 2023, 2023 - 2024

Mapping

Marketable Skills (Institutional): (X)

- Career Management: X

Strategic Plan - Sample College : (X)

- Goal 3: X

Curriculum Mapping

Sample 200 ()

Assessment Method	Result
<p>Assessment Method Status: Active Assessment Type: Field Observation Assessment Method: Students in the second to last term before graduation will complete an internship and receive feedback from internship supervisors on a standardized, home-developed rubric. The interns will be rated on a scale of 1-5 on various elements for a total comprehensive mean score. Standard of Success: All students will be rated, at minimum a 3 or higher out of 5 on the rubric, with a minimum mean score of 3.0 or 80%. Notes: Objective questions on comprehensive exam taken by psychology majors enrolled in PSY 490. Administered by course instructor of record each spring. A series of 11 multiple-choice questions tests student knowledge of descriptive and inferential statistics. SoS: 90% of students will correctly answer 7 out of 10 or more of the exam questions assessing knowledge of social work. The test bank is used for 501 and 529 classes. Increased the standard of success from 80 to 85%, added a question in Fall of 2021. SLO changed in May 2022: 85% of students will correctly answer 7 out of 10 or more of the exam questions assessing knowledge of social work</p>	<p>Result Date: 06/06/2023 Reporting Period: 2022 - 2023 Result: 25 students (out of 30 evaluated) in internships were evaluated as passing by their internship supervisors, which is an increase in 8+ students from 2021. 83% of student interns were rated a 3 or higher on analytical skills, up from 55% in 2021. Only 5 out of 30 students scored below a 3. This year saw a strong increase in the rating from internship supervisors and in feedback from those the interns worked with in their placements. This could be due to a number of factors that the faculty are interested in exploring further, but one in particular that contributed to the increase is the hiring of an internship director for the college. This person was hired in Fall 2022 and directly oversaw and managed the placements, communications, and feedback cycle of the interns from Fall 2022-SPring 2023. Conclusion: Standard of Success Met Follow Up on Previous Year Action Plan: N/A Action/Use of Results: Action Date: 06/06/2023 Action/Use of Results: The intern director will be starting a new outreach initiative in Summer 2023 to identify new intern placements that are digital and in emerging markets. The director will collaborate with the college dean and the industry advisory board to create and implement new pipelines. Metrics such as internship openings, intern placements, improvement in quality of internships, improvement in internship experience, etc. will be tracked to view any improvements. <u>Supporting Information</u> Result Date: 05/16/2022 Reporting Period: 2021 - 2022 Result: 12 students (out of 28 evaluated) in internships were evaluated by their internship supervisors, which is an increase in 3 students from 2020. 54% of student interns were rated a 3 or higher on analytical skills, down from 55%. Though our students have consistently scored high in this area, we saw a decrease overall this year. This could be due to online learning. Conclusion: Standard of Success Not Met Follow Up on Previous Year Action Plan: This exam is continually passed well by students in the program. We do not expect this to change. <u>Supporting Information</u></p>

Student Learning Outcomes and Results

Assessment Method	Result
	<p>Result Date: 05/03/2021 Reporting Period: 2020 - 2021 Result: 13 students (out of 29 evaluated) in internships were evaluated by their internship supervisors, which is an increase in 3 students from 2019. 55% of student interns were rated a 3 or higher on analytical skills, down from 92%. Only 2 out of 29 students scored below a 3. A breakdown of results appears in the attached documentation. Though our students have consistently scored high in this area, we saw a decrease overall this year. This could be due to online learning. Conclusion: Standard of Success Not Met Follow Up on Previous Year Action Plan: In using the new rubric, site supervisors found it easier to complete, thus a higher completion rate. Action/Use of Results: Action Date: 08/25/2021 Action/Use of Results: Faculty will discuss internship requirements. This change will be implemented in fall 2021</p> <p>Supporting Information</p> <p>Related Documents:</p> <p>Result Date: 05/13/2019 Reporting Period: 2019 - 2020</p>

Student Learning Outcomes and Results

Result: A total of 34 students completed their field internships and graduated during Fall 2018. Student learning outcome assessments for these students is outlined below:

(1) SLO #1 AGP 2.1.1 Exemplify professional social work behavior and standards

98% of students met the benchmark of 4.0 or higher on a scale of 1 - 5

(2) SLO#2 AGP 2.1.2 Apply social work ethical principles to resolve dilemmas and create positive change

96% of students met the benchmark of 4.0 or higher on a scale of 1-5

(3) SLO#3 AGP 2.1.3 Critically analyze practice situation and communicate judgments and reasoning through decision-making processes

93% of students met the benchmark of 4.0 or higher on a scale of 1-5

(4) SLO#4 AGP 2.1.4 Demonstrates the ability to build strengths based on mutual engagement with diverse populations

98% of students met the benchmark of 4.0 or higher on a scale of 1-5

(5) SLO#5 AGP 2.1.5 Demonstrates commitment to strategies that address discrimination, reduce disparities and promote social and economic justice 91% of students met the benchmark of 4.0 or higher on a scale of 1-5

(6) SLO#6 AGP 2.1.6 Contribute to evidence-based practice approaches to assess and improve effectiveness

94% of students met the benchmark of 4.0 or higher on a scale of 1-5

(7) SLO#7 AGP 2.1.7 Differentially apply theories and frameworks of HBSE

97% of students met the benchmark of 4.0 or higher on a scale of 1 - 5

(8) SLO#8 AGP 2.1.8 Promotes social policies to improve service delivery systems

94% of students met the benchmark of 4.0 or higher on a scale of 1 -5

(9) SLO#9 AGP 2.1.9 Uses leadership skills to respond, influence and shape changing contexts

94% of students met the benchmark of 4.0 or higher on a scale of 1-5

(10) SLO#10 AGP 2.1.10[1 - 4] Demonstrates autonomy in dynamic practice situations that involve [1] relationship building at all levels of systems; [2] evidence-based assessment tools and intervention approaches; [3] effective intervention with complex problems and prevention and [4] response to the feedback process from interventions

[1] 99 % of student achieved the benchmark of 4.0 on a scale of 1-5

[2] 97% of students achieved the benchmark of 4.0 on a scale of 1-5

[3] 95% of students achieved the benchmark of 4.0 on a scale of 1-5

[4] 96% of students achieved the benchmark of 4.0 on a scale of 1-5

Conclusion: Standard of Success Met

Student Learning Outcomes and Results

Assessment Method	Result
	<p>Follow Up on Previous Year Action Plan: Testing Action/Use of Results: Action Date: 03/19/2020 Action/Use of Results: N/A <u>Supporting Information</u></p>
<p>Assessment Method Status: Active Assessment Type: Standardized Assessment/Test Assessment Method: Graduate Comprehensive Exam Articulates and advocates social work values and ethics among interdisciplinary situations and settings (3 questions) Strategically uses supervision and consultation to address ethical dilemmas in practice (3 questions)</p> <p>Number of Questions Answered Correctly</p> <p>6 = 5 (Proficient) 5 = 4 (Competent) 4 = 3 (Emerging Competent) 3 = 2 (Insufficient) Less than 3 = 1 (Did not meet expectations) Standard of Success: 80% of students will obtain 4.0 (competent) on a scale of 1-5</p>	<p>Result Date: 06/06/2023 Reporting Period: 2022 - 2023 Result: 76% of students obtained a 4.0 or better on a scale of 1-5 Conclusion: Standard of Success Met Follow Up on Previous Year Action Plan: N/A <u>Supporting Information</u></p>
	<p>Result Date: 05/16/2022 Reporting Period: 2021 - 2022 Result: 90% of students obtained a 4.0 or better on a scale of 1-5. Conclusion: Standard of Success Met Follow Up on Previous Year Action Plan: N/A <u>Supporting Information</u></p>
	<p>Result Date: 09/07/2021 Reporting Period: 2020 - 2021 Result: 87% of the 8 students obtained a 5 or better on the results. Conclusion: Standard of Success Met Follow Up on Previous Year Action Plan: N/A <u>Supporting Information</u></p>
	<p>Result Date: 06/22/2020 Reporting Period: 2019 - 2020 Result: 85% of the 8 students obtained a 5 or better on the results. Conclusion: Standard of Success Met Follow Up on Previous Year Action Plan: N/A <u>Supporting Information</u></p>
<p>Assessment Method Status: Active Assessment Type: Project</p>	<p>Result Date: 06/06/2022 Reporting Period: 2021 - 2022 Result: 75% of students scored a 3 or higher on the rubric. 14 student projects were assessed. This was in increase from last year, largely due to increased explanation of the project in the classes where it was completed and more frequent check-ins by the instructor of record. Conclusion: Standard of Success Met Follow Up on Previous Year Action Plan: N/A</p>

Student Learning Outcomes and Results

Assessment Method	Result
<p>Assessment Method: Students in SOC 340 will complete a project applying research tools to examine a social problem. Projects are evaluated by the course instructor on a rubric assessing research skills using a five-point scale where 1 = Unacceptable and 5 = Exemplary. This assessment will be conducted each fall and spring term the course is held.</p> <p>Standard of Success: 70% of students will receive a rubric rating of 3 or higher</p>	<p>Supporting Information</p> <hr/> <p>Result Date: 09/01/2020 Reporting Period: 2019 - 2020 Result: 65% of students scored a 3 or higher on the rubric. 14 student projects were assessed. Conclusion: Standard of Success Not Met Follow Up on Previous Year Action Plan: N/A Action/Use of Results: Action Date: 09/01/2020 Action/Use of Results: The department has met and decided to assign students in the course an additional practice assignment prior to the project due date to provide students with extra practice in applying research tools to social problems. The course instructor will create the assignment and begin its use the next term the course meets, Spring 2021.</p> <p>Supporting Information</p>

Critical Analyzation and Decision Making Processes

Student Learning Outcome (SLO): Critically analyze practice situations and communicate judgments and reasoning through decision-making processes

Learning Outcome Status: Active

Planned Assessment Cycle: 2019 - 2020, 2020 - 2021, 2021 - 2022, 2022 - 2023, 2023 - 2024

Mapping

Marketable Skills (Institutional): (X)

- Career Management: X

Strategic Plan - Sample College : (X)

- Goal 1: X

Curriculum Mapping

Sample 100 (), Sample 300 (R)

Assessment Method	Result
<p>Assessment Method Status: Active Assessment Type: Field Observation</p>	<p>Result Date: 06/06/2023 Reporting Period: 2022 - 2023</p>

Student Learning Outcomes and Results

Assessment Method	Result
<p>Assessment Method: Field Learning Contract : Practice Behaviors 2.1.3.a and 2.1.3.b</p> <p>2.1.3.a Applies professional judgment and reasoning (questions)</p> <p>2.1.3.b Synthesizes and effectively communicates relevant information to others (3 questions)</p> <p>5 = Excellent (advanced competence/proficient in activity)</p> <p>4 = Good (competent in activity)</p> <p>3 = Average (met expectations - emerging competent)</p> <p>2 = Fair (met minimal expectations - but insufficient)</p> <p>1 = Poor (Did not meet expectations)</p> <p>n/a Not applicable, as the intern has not had the opportunity to demonstrate competence in this area</p> <p>Standard of Success: 80% of students will obtain 4.0 (competent) on a scale of 1-5</p>	<p>Result: A total of 24 students completed their field internships and graduated during Fall 2022. Student learning outcome assessments for these students is outlined below:</p> <p>(1) SLO #1 Exemplify professional social work behavior and standards 98% of students met the benchmark of 4.0 or higher on a scale of 1 - 5 Same as last year (98%)</p> <p>(2) SLO#2 Apply social work ethical principles to resolve dilemmas and create positive change 98% of students met the benchmark of 4.0 or higher on a scale of 1-5 Increase from last year (96%)</p> <p>(3) SLO#3 Critically analyze practice situation and communicate judgments and reasoning through decision-making processes 90% of students met the benchmark of 4.0 or higher on a scale of 1-5 Decrease from last year (92%)</p> <p>(4) SLO#4 Demonstrates the ability to build strengths based on mutual engagement with diverse populations 100% of students met the benchmark of 4.0 or higher on a scale of 1-5 Increase form last year (98%)</p> <p>In general, feedback remained the same or improved from the previous year. This is largely due to the hiring of a new internship director who maintained constant communication and oversight, starting when they were hired in Fall 2022.</p> <p>Conclusion: Standard of Success Met</p> <p>Follow Up on Previous Year Action Plan: N/A</p> <p><u>Supporting Information</u></p>
	<p>Result Date: 05/16/2022</p> <p>Reporting Period: 2021 - 2022</p>

Student Learning Outcomes and Results

Assessment Method	Result
	<p>Result: A total of 20 students completed their field internships and graduated during Fall 2021. Student learning outcome assessments for these students is outlined below:</p> <p>(1) SLO #1 Exemplify professional social work behavior and standards 98% of students met the benchmark of 4.0 or higher on a scale of 1 - 5</p> <p>(2) SLO#2 Apply social work ethical principles to resolve dilemmas and create positive change 96% of students met the benchmark of 4.0 or higher on a scale of 1-5</p> <p>(3) SLO#3 Critically analyze practice situation and communicate judgments and reasoning through decision-making processes 93% of students met the benchmark of 4.0 or higher on a scale of 1-5</p> <p>(4) SLO#4 Demonstrates the ability to build strengths based on mutual engagement with diverse populations 98% of students met the benchmark of 4.0 or higher on a scale of 1-5</p> <p>[1] 95 % of student achieved the benchmark of 4.0 on a scale of 1-5 [2] 92% of students achieved the benchmark of 4.0 on a scale of 1-5 [3] 90% of students achieved the benchmark of 4.0 on a scale of 1-5 [4] 86% of students achieved the benchmark of 4.0 on a scale of 1-5</p> <p>Conclusion: Standard of Success Met Follow Up on Previous Year Action Plan: N/A <u>Supporting Information</u></p>
	<p>Result Date: 09/01/2021 Reporting Period: 2020 - 2021</p>

Student Learning Outcomes and Results

Assessment Method	Result
	<p>Result: A total of 38 students completed their field internships and graduated during Fall 2018. Student learning outcome assessments for these students is outlined below:</p> <p>(1) SLO #1 Exemplify professional social work behavior and standards 98% of students met the benchmark of 4.0 or higher on a scale of 1 - 5</p> <p>(2) SLO#2 Apply social work ethical principles to resolve dilemmas and create positive change 96% of students met the benchmark of 4.0 or higher on a scale of 1-5</p> <p>(3) SLO#3 Critically analyze practice situation and communicate judgments and reasoning through decision-making processes 93% of students met the benchmark of 4.0 or higher on a scale of 1-5</p> <p>(4) SLO#4 Demonstrates the ability to build strengths based on mutual engagement with diverse populations 98% of students met the benchmark of 4.0 or higher on a scale of 1-5</p> <p>[1] 99 % of student achieved the benchmark of 4.0 on a scale of 1-5 [2] 97% of students achieved the benchmark of 4.0 on a scale of 1-5 [3] 95% of students achieved the benchmark of 4.0 on a scale of 1-5 [4] 96% of students achieved the benchmark of 4.0 on a scale of 1-5</p> <p>Conclusion: Standard of Success Met Follow Up on Previous Year Action Plan: N/A <u>Supporting Information</u></p>
	<p>Result Date: 03/19/2020 Reporting Period: 2019 - 2020</p>

Student Learning Outcomes and Results

Assessment Method	Result
	<p>Result: A total of 34 students completed their field internships and graduated during Fall 2018. Student learning outcome assessments for these students is outlined below:</p> <p>(1) SLO #1 Exemplify professional social work behavior and standards 98% of students met the benchmark of 4.0 or higher on a scale of 1 - 5</p> <p>(2) SLO#2 Apply social work ethical principles to resolve dilemmas and create positive change 96% of students met the benchmark of 4.0 or higher on a scale of 1-5</p> <p>(3) SLO#3 Critically analyze practice situation and communicate judgments and reasoning through decision-making processes 93% of students met the benchmark of 4.0 or higher on a scale of 1-5</p> <p>(4) SLO#4 Demonstrates the ability to build strengths based on mutual engagement with diverse populations 98% of students met the benchmark of 4.0 or higher on a scale of 1-5</p> <p>[1] 99 % of student achieved the benchmark of 4.0 on a scale of 1-5 [2] 97% of students achieved the benchmark of 4.0 on a scale of 1-5 [3] 95% of students achieved the benchmark of 4.0 on a scale of 1-5 [4] 96% of students achieved the benchmark of 4.0 on a scale of 1-5</p> <p>Conclusion: Standard of Success Met Follow Up on Previous Year Action Plan: N/A <u>Supporting Information</u></p>