

## 2015 CSWE EPAS-Aligned Standardized Field Practicum/Placement Assessment Instrument (FPPAI)

[www.SWEAPINSTRUMENTS.ORG](http://www.SWEAPINSTRUMENTS.ORG)



## WHAT IS SWEAP?

- SWEAP is committed to providing the highest quality assessment instruments
  - Designed to aid undergraduate and graduate social work programs in evaluation necessary for program development and improvement.
- SWEAP instruments are specifically designed to be responsive to the Educational Policy and Accreditation Standards (EPAS) of the Council on Social Work Education (CSWE)
  - Related to both initial accreditation and reaffirmation.
- However, each social work program is individually responsible for appropriately reporting and interpreting data provided through SWEAP instruments to CSWE.

## WHAT IS SWEAP?

Social Work Education Assessment Project

- Non-Profit
- Volunteer
- Service to Profession
- Based out of Metropolitan State University of Denver

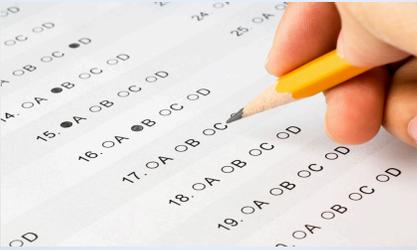
RESULT:

- 6 (copyrighted) instruments in support of program assessment and curriculum development.

## THE SWEAP TEAM

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## The 2015 Field Practicum/Placement Assessment Instrument (FPPAI)



## Overview

This session reports on the development of the 2015 Field Practicum/Placement Assessment Instrument (FPPAI), a standardized measure of student outcomes related to the 2015 EPAS.

## OUTCOMES BEING EXAMINED SHOULD RELATE TO ALL CSWE COMPETENCIES



Accreditation (or reaffirmation) is a “high stakes” activity where all programs are likely to be required to demonstrate equivalency.

## FIELD PRACTICUM/PLACEMENT ASSESSMENT INSTRUMENT (FPPAI)

- Responds to need for a standardized field/practicum assessment instrument that measures student achievement of competencies, behaviors, dimensions.
- Multiple dimensional measures per competency:
  - Values, Skills, and/or Cognitive & Effective Processes.
- Provides:
  - Individual student outcomes reports, and
  - Aggregated outcomes reports
    - Using program defined benchmarks.
    - Compared to other programs nationally.
    - Can compare to similar programs by size, type, and region.

## 2015 FPPAI

- 50 Likert Scale items
  - Measures students at competency level, behavior level, & over multiple dimensions, all linked to the EPAS 2015.
- Items deconstruct competencies
  - ie: Micro, Macro, & Mezzo levels.
  - Examples will be presented further in the presentation.
- Qualitative feedback available for each competency.
- Available online and in print format.
- Can be used as a final field assessment and mid-test/post test design.
  - BSW
  - MSW Foundation Year assessment available.
  - MSW Advanced Practice customization available

## SWEAP Can Cover 2015 CSWE EPAS Assessment

- CSWE EPAS 2015 requires programs to assess multiple dimensions of each of the nine (9) Social Work Competencies.
- SWEAP FPPAI & Foundation Curriculum Assessment Instrument (FCAI), in combination, cover requisite multi-dimensional measures of each of competency.
- Four (4) Dimensions:
  1. Knowledge (FCAI)
  2. Values (FPPAI)
  3. Skills (FPPAI), and,
  4. Cognitive & affective processes (FPPAI).

## Multi-Dimensional Assessment

- “EPAS recognizes a holistic view of competence; that is, the demonstration of competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker’s critical thinking, affective reactions, and exercise of judgment in regard to unique practice situations”
- To insure multi-dimensional assessment of each Social Work Competency, SWEAP developed operational definitions for values, skills, and, cognitive and affective processes dimensions.

## SWEAP Operationalization:

### Value, Skills, and, Cognitive & Effective Processes

- **Values:** The field instructor is able to observe the intern’s adherence to (ability to follow) social work core values (Service, social justice, the dignity and worth of the person, the importance of human relationships, integrity, competence, human rights, and scientific inquiry), as defined by CSWE. It is worth noting that this definition does not imply that the student imbues (internalizes) these values; rather, that the student demonstrates the ability to practice according to these professional values.
- **Skills:** The field instructor is able to observe the student’s ability to execute professional behaviors in the field that demonstrate the integration and application of what they have learned through their social work education.
- **Cognitive and Affective Processes:** The field instructor is able to observe the student’s ability to engage in critical thinking and utilize affective reactions to exercise appropriate judgment when working with or on behalf of the client/client system, peers, colleagues, and/or the community.

Competency	Dimension(s) Covered	
	FCAI	Field (FPPAI)
Competency 1—Demonstrate Ethical and Professional Behavior		Values Skills Cog & Aff Proc
Competency 2—Engage Diversity and Difference in Practice		Values Skills Cog & Aff Proc
Competency 3—Advance Human Rights and Social, Economic, and Environmental Justice		Skills
Competency 4—Engage In Practice-informed Research and Research-informed Practice		Cog & Aff Proc
Competency 5—Engage in Policy Practice		Values Skills Cog & Aff Proc
Competency 6—Engage with Individuals, Families, Groups, Organizations, and Communities		Cog & Aff Proc
Competency 7—Assess Individuals, Families, Groups, Organizations, and Communities		Cog & Aff Proc
Competency 8—Intervene with Individuals, Families, Groups, Organizations, and Communities		Skills Cog & Aff Proc
Competency 9—Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities		Skills Cog & Aff Proc

Knowledge

## Model Learning Plan

*Competency 2—Demonstrate Ethical and Professional Behavior* Social workers understand the value base of the profession and ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to these frameworks to practice, research, and policy issues. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession's history, its mission, and the roles and responsibilities of the profession. Social workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice. Social workers

Objectives	Selected Task & Activities	Methods of Evaluation
Interpret ethical positions 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.		
Use reflection and self-regulation to manage personal biases and maintain professionalism in practice situations.		
Demonstrate professional demeanor in behavior; appearance and oral, written, and electronic communication.		
Use technology ethically and appropriately to facilitate practice outcomes and		
Use supervision and consultation to guide professional judgment and behavior.		

Complete Model Learning Plan available for \$49.99 on [Sweapinstruments.org](http://Sweapinstruments.org)

## FPPAI Reports

- Individual Student Report
  - Can be printed out for student and field instructor to retain copies.
  - Can be saved as pdf for electronic records.
- Aggregated Report
  - Includes scores for individual behaviors/items under each competency,
  - Full scale score for each competency, and
  - Scores at the competency level that reflect at least one dimension (values, skills, and/or cognitive and affective processes) for each competency

Scale	Performance Measure	Description	Definition
5	Mastered Performance	The intern student shows effective and innovative application of the knowledge, values, and skills related to the performance of the practice behavior.	<b>Mastered:</b> "Somebody highly skilled at something." Mastered performance is demonstration of knowledge, values, and skills of the practice behavior at high levels.
4	Superior Performance	The intern student shows superior application of the knowledge, values, and skills related to the performance of the practice behavior.	<b>Superior:</b> "surpasses competent in one or more ways." Superior performance is demonstration of knowledge, values, and skills where all components of the practice behavior are included.
3	Competent Performance	The intern student shows competent application of the knowledge, values, and skills related to the performance of the practice behavior.	<b>Competent:</b> "having enough skill or ability to do something well." Competent performance is demonstration of knowledge, values, and skills where all components of the practice behavior are included, but at the beginning or rudimentary level.
2	Inadequate Performance	The intern student shows beginning application of the knowledge, skills, or dispositions related to the performance of the practice behavior.	<b>Inadequate:</b> "falling to reach an expected or required level or standard." Inadequate performance is demonstration of knowledge, values, and skills where one or more of the components of the practice behavior are missing.
1	Lacking Performance	The intern student has not demonstrated application of the knowledge, values and skills related to the performance of the practice behavior.	<b>Lacking:</b> "missing, not present or available." Lacking performance is the inability to demonstrate any of the components of the knowledge, values, or skills related to the practice behavior.

## FPPAI Question Example

Competency 1 – Demonstrate Ethical and Professional Behavior

Intern makes ethical decisions by applying professional standards (i.e. 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. 1 2 3 4 5 N/D

Intern uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations. 1 2 3 4 5 N/D

Intern demonstrates professional demeanor in behavior. 1 2 3 4 5 N/D

Intern demonstrates professional demeanor in appearance. 1 2 3 4 5 N/D

Intern demonstrates professional demeanor in oral communication. 1 2 3 4 5 N/D

Intern demonstrates professional demeanor in written communication. 1 2 3 4 5 N/D

Intern demonstrates professional demeanor in electronic communication. 1 2 3 4 5 N/D

Intern uses technology ethically and appropriately to facilitate practice outcomes. 1 2 3 4 5 N/D

Intern uses supervision and consultation to guide professional judgment and behavior. 1 2 3 4 5 N/D

Comments

## FPPAI Question Example

Competency 2 – Engage Diversity and Difference in Practice

Intern applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the micro level. 1 2 3 4 5 N/D

Intern applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the mezzo level. 1 2 3 4 5 N/D

Intern applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the macro level. 1 2 3 4 5 N/D

Intern presents themselves as learners to clients and constituencies. 1 2 3 4 5 N/D

Intern engages clients and constituencies as experts of their own experiences. 1 2 3 4 5 N/D

Intern applies self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies. 1 2 3 4 5 N/D

Comments

Competency 3 – Advance Human Rights and Social, Economic, and Environmental Justice

## FPPAI Sample Report

- Pull up Example

## MSW Advanced Practice Instrument Customization

- SWEAP can customize online instruments.
- Customized FPPAIs, including Specialized Practice Competencies for graduate programs, piloted with four (4) different programs with great success!
- First Customization
  - A base customization fee of \$250 includes a first run of up to 50 instruments.
  - After initial run, you just pay the regular per instrument fee.
- Customization Overview
- If interested free consulting is available, provided by the SWEAP FPPAI team.

## Accessing Presentation PowerPoint Slides

- You can access a copy of our presentation slides at <http://www.Sweapinstruments.org>

## QUESTIONS?

