

**UNIVERSITY OF PITTSBURGH MASTER'S OF SOCIAL WORK PROGRAM**  
**ASSESSMENT PLAN – GENERALIST PRACTICE**  
**ACROSS ALL PROGRAM OPTIONS (PITT-MAIN, UPJ, UPB)/FACE-TO-FACE**  
**2019-2020 ACADEMIC YEAR**

<b>Assessment Measure #1: MSW Generalist Field Evaluation Form</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, and Cognitive & Affective Processes
When/where students are assessed:	At end of Generalist Field Placement/ Field agency
Who assessed student competence:	Field Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A score of 3 (out of 5) for each Competency (average of the scores for the individual behaviors associated with each Competency)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
<b>Assessment Measure #2: MSW Generalist Curriculum Assessment Instrument</b>	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Month before graduation/Online survey
Who assessed student competence:	Multiple choice questions answered by student & assessed by MSW Program Director or program faculty as designated by the program director
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 out of 4 questions correct (75%) for each of the 9 Competencies
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%

**UNIVERSITY OF PITTSBURGH MASTER'S OF SOCIAL WORK PROGRAM**  
**ASSESSMENT PLAN – DIRECT PRACTICE WITH INDIVIDUALS, FAMILIES, AND SMALL GROUPS (DIRECT PRACTICE) SPECIALIZATION**  
**ACROSS ALL PROGRAM OPTIONS (PITT MAIN, UPJ, UPB)/FACE-TO-FACE**  
**2019-2020 ACADEMIC YEAR**

<b>Assessment Measure #1: MSW Direct Practice Field Evaluation Form</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, and Cognitive & Affective Processes
When/where students are assessed:	At end of Specialization Field Placement/ Field agency
Who assessed student competence:	Field Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Score of 3 (out of 5) on each of the 9 Competency ratings
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
<b>Assessment Measure #2: MSW Direct Practice Curriculum Assessment Instrument</b>	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Month before graduation/Online survey
Who assessed student competence:	Multiple choice questions answered by student & assessed by MSW Program Director or program faculty as designated by the program director
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	2 out of 3 questions correct (67%) for each of the 9 Competencies
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%

**UNIVERSITY OF PITTSBURGH MASTER'S OF SOCIAL WORK PROGRAM**  
**ASSESSMENT PLAN – COMMUNITY, ORGANIZATION, AND SOCIAL ACTION (COSA) SPECIALIZATION**  
**PITT MAIN CAMPUS/FACE-TO-FACE**  
**2019-2020 ACADEMIC YEAR**

<b>Assessment Measure #1: MSW COSA Field Evaluation Form</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, and Cognitive & Affective Processes
When/where students are assessed:	At end of Specialization Field Placement/ Field agency
Who assessed student competence:	Field Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Score of 3 (out of 5) on each of the 9 Competency ratings
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
<b>Assessment Measure #2: MSW COSA Curriculum Assessment Instrument</b>	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Month before graduation/Online survey
Who assessed student competence:	Multiple choice questions answered by student & assessed by MSW Program Director or program faculty as designated by the program director
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	2 out of 3 questions correct (67%) for each of the 9 Competencies
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%

**UNIVERSITY OF PITTSBURGH MASTER'S OF SOCIAL WORK PROGRAM**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
**PITT MAIN CAMPUS/FACE-TO-FACE**  
**2019-2020 ACADEMIC YEAR**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE: Direct Practice & COSA)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice (n=140)	Direct Practice with Individuals, Families, and Small Groups (Direct Practice) (n=110)	Community, Organization, and Social Action (COSA) (n=30)
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	<b>90%</b>	<b>90%</b>	<b>96.5</b>	<b>98.1</b>	<b>100</b>
<b>Competency 2:</b> Engage Diversity and Difference in Practice	<b>90%</b>	<b>90%</b>	<b>98.2</b>	<b>98.4</b>	<b>92.8</b>
<b>Competency 3:</b> Advance Human Rights and Social, Economic, and Environmental Justice	<b>90%</b>	<b>90%</b>	<b>96.5</b>	<b>93.9</b>	<b>100</b>
<b>Competency 4:</b> Engage In Practice-informed Research and Research-informed Practice	<b>90%</b>	<b>90%</b>	<b>95.5</b>	<b>82.1</b>	<b>92.8</b>
<b>Competency 5:</b> Engage in Policy Practice	<b>90%</b>	<b>90%</b>	<b>92.7</b>	<b>98.1</b>	<b>100</b>
<b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations, and Communities	<b>90%</b>	<b>90%</b>	<b>97.3</b>	<b>98.6</b>	<b>100</b>

**UNIVERSITY OF PITTSBURGH MASTER'S OF SOCIAL WORK PROGRAM**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
**PITT MAIN CAMPUS/FACE-TO-FACE**  
**2019-2020 ACADEMIC YEAR**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE: Direct Practice & COSA)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice (n=140)	Direct Practice with Individuals, Families, and Small Groups (Direct Practice) (n=110)	Community, Organization, and Social Action (COSA) (n=30)
<b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and Communities	<b>90%</b>	<b>90%</b>	<b>97.2</b>	<b>93.9</b>	<b>100</b>
<b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and Communities	<b>90%</b>	<b>90%</b>	<b>97.3</b>	<b>94.4</b>	<b>100</b>
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	<b>90%</b>	<b>90%</b>	<b>96.9</b>	<b>90.6</b>	<b>100</b>

**UNIVERSITY OF PITTSBURGH MASTER'S OF SOCIAL WORK PROGRAM**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
**JOHNSTOWN (UPJ) CAMPUS/FACE-TO-FACE**  
**2019-2020 ACADEMIC YEAR**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE: Direct Practice)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice (n=13)	Direct Practice with Individuals, Families, and Small Groups (Direct Practice) (n=13)
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	<b>90%</b>	<b>90%</b>	<b>97.2</b>	<b>96.0</b>
<b>Competency 2:</b> Engage Diversity and Difference in Practice	<b>90%</b>	<b>90%</b>	<b>93.7</b>	<b>96.0</b>
<b>Competency 3:</b> Advance Human Rights and Social, Economic, and Environmental Justice	<b>90%</b>	<b>90%</b>	<b>96.0</b>	<b>92.0</b>
<b>Competency 4:</b> Engage In Practice-informed Research and Research-informed Practice	<b>90%</b>	<b>90%</b>	<b>84.0</b>	<b>92.0</b>
<b>Competency 5:</b> Engage in Policy Practice	<b>90%</b>	<b>90%</b>	<b>84.0</b>	<b>83.5</b>
<b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations, and Communities	<b>90%</b>	<b>90%</b>	<b>92.0</b>	<b>96.0</b>
<b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and Communities	<b>90%</b>	<b>90%</b>	<b>95.2</b>	<b>91.5</b>

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**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
**JOHNSTOWN (UPJ) CAMPUS/FACE-TO-FACE**  
**2019-2020 ACADEMIC YEAR**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE: Direct Practice)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice (n=13)	Direct Practice with Individuals, Families, and Small Groups (Direct Practice) (n=13)
<b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and Communities	<b>90%</b>	<b>90%</b>	<b>95.3</b>	<b>96.0</b>
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	<b>90%</b>	<b>90%</b>	<b>93.4</b>	<b>62.3</b>

**UNIVERSITY OF PITTSBURGH MASTER'S OF SOCIAL WORK PROGRAM**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
**BRADFORD (UPB) CAMPUS/FACE-TO-FACE**  
**2019-2020 ACADEMIC YEAR**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE: (Direct Practice)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice (n=10)	Direct Practice with Individuals, Families, and Small Groups (Direct Practice) (n=10)
<b>Competency 1:</b> Demonstrate Ethical and Professional Behavior	<b>90%</b>	<b>90%</b>	<b>95.0</b>	<b>100</b>
<b>Competency 2:</b> Engage Diversity and Difference in Practice	<b>90%</b>	<b>90%</b>	<b>95.0</b>	<b>95.0</b>
<b>Competency 3:</b> Advance Human Rights and Social, Economic, and Environmental Justice	<b>90%</b>	<b>90%</b>	<b>95.0</b>	<b>90.0</b>
<b>Competency 4:</b> Engage In Practice-informed Research and Research-informed Practice	<b>90%</b>	<b>90%</b>	<b>92.7</b>	<b>100</b>
<b>Competency 5:</b> Engage in Policy Practice	<b>90%</b>	<b>90%</b>	<b>95.0</b>	<b>100</b>
<b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations, and Communities	<b>90%</b>	<b>90%</b>	<b>100</b>	<b>90.0</b>
<b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and Communities	<b>90%</b>	<b>90%</b>	<b>93.3</b>	<b>100</b>



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**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
**BRADFORD (UPB) CAMPUS/FACE-TO-FACE**  
**2019-2020 ACADEMIC YEAR**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE: (Direct Practice)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice (n=10)	Direct Practice with Individuals, Families, and Small Groups (Direct Practice) (n=10)
<b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and Communities	<b>90%</b>	<b>90%</b>	<b>100</b>	<b>100</b>
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	<b>90%</b>	<b>90%</b>	<b>98.3</b>	<b>95.0</b>

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**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
**AGGREGATE (Pitt-Main, UPJ, & UPB)/FACE-TO-FACE**  
**2019-2020 ACADEMIC YEAR**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice (n=163)	Direct Practice with Individuals, Families and Small Groups (n=133)	Community, Organization, and Social Action (n=30)
Competency 1: Demonstrate Ethical and Professional Behavior	90%	90%	96.8	97.8	100
Competency 2: Engage Diversity and Difference in Practice	90%	90%	97.5	94.8	92.8
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90%	90%	96.7	93.2	100
Competency 4: Engage In Practice-informed Research and Research-informed Practice	90%	90%	94.3	84.2	92.8
Competency 5: Engage in Policy Practice	90%	90%	91.8	96.6	100
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	90%	90%	96.6	97.4	100
Competency 7: Assess Individuals, Families,	90%	90%	96.6	93.9	100

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**AGGREGATE (Pitt-Main, UPJ, & UPB)/FACE-TO-FACE**  
**2019-2020 ACADEMIC YEAR**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice (n=163)	Direct Practice with Individuals, Families and Small Groups (n=133)	Community, Organization, and Social Action (n=30)
Groups, Organizations, and Communities					
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	90%	90%	97.2	94.8	100
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90%	90%	96.6	88.0	100