

## 2014-2015 Leadership Concentration 2<sup>nd</sup> Measure: Integrated Coursework

### Summary Table for Leadership Concentration by Competency IUPUI (N=22)

Educational Policy	Average (Median)	% Students Scoring 'Proficient' or above*	SD (missing)
<b>Competency 1:</b> Identify as a professional social worker and conduct oneself accordingly	5.14 (5.14)	76.2	0.00 (4)
<b>Competency 2:</b> Apply Social Work Ethical Principles to Guide Professional Practice	5.14 (5.14)	76.2	0.00 (3)
<b>Competency 3:</b> Apply Critical Thinking to Inform and Communicate Professional Judgments	5.14 (5.14)	76.2	0.00 (3)
<b>Competency 4:</b> Engage Diversity and Difference in Practice	5.08 (5.14)	76.6	.519 (2)
<b>Competency 5:</b> Advance Human Rights and Social and Economic Justice	5.05 (5.05)	79.3	4.24 (2)
<b>Competency 6:</b> Engage in Research-Informed Practice and Practice-Informed Research	4.98 (4.98)	72.2	.799 (1)
<b>Competency 7:</b> Apply Knowledge of Human Behavior and the Social Environment	5.14 (5.14)	76.2	0.00 (2)
<b>Competency 8:</b> Engage in Policy Practice	5.35 (5.14)	84.1	11.22 (2)
<b>Competency 9:</b> Respond to Contexts that Shape Practice	5.14 (5.14)	76.2	0.00 (2)
<b>Competency 10a:</b> Engage	5.14 (5.14)	76.2	0.00 (3)
<b>Competency 10b:</b> Assess	5.09 (5.14)	75.0	1.65 (3)
<b>Competency 10c:</b> Intervene	5.39 (5.14)	85.7	11.66 (3)
<b>Competency 10d:</b> Evaluate	4.97 (5.14)	73.33	6.22 (2)

\*Students were evaluated on the following 1-7 rating scale: (1) Inability, (2) Rudimentary level, (3) Beginning-level MSW coursework, (4) Mid-point MSW level, (5) New MSW graduate, (6) Relatively new MSW graduate, and (7) Highly experienced post-MSW practitioner. The '%' column represents the percentage of students who achieved a score of 5 or more to demonstrate mastery of that particular competency.

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### Summary Table for Leadership Concentration by Competencies & Practice Behaviors IUPUI (N=22)

COMPETENCY	PRACTICE BEHAVIOR	Average (Median)	% of scoring 'proficient' or more*
Competency 1	PB1. Identify & analyze leadership & professional roles that effect change	5.14 (5)	76.2
	PB2. Develop & maintain professional relationships	5.14 (5)	76.2
	PB3. Articulate strengths & biases that may influence effectiveness	5.14 (5)	76.2
	PB4. Use supervision, consultation, personal reflection, and ongoing professional development	5.14 (5)	76.2
Competency 2	PB1. Apply social work ethical principles	5.14 (5)	76.2
	PB2. Identify & interpret ethical principles	5.14 (5)	76.2
	PB3. Demonstrate respect for boundaries, values, and ethical standards of other professions	5.14(5)	76.2
Competency 3	PB1. Use various modes of communication to promote meaningful dialogue and convey information	5.05 (5)	85.7
	PB2. Analyze research-informed models for organizational and community practice	5.14(5)	76.2
	PB3. Conceptualize, gather, analyze, synthesize, and evaluate information relevant to interventions	5.14 (5)	76.2
Competency 4	PB1. Promote diversity & difference from a strengths perspective with emphasis on inclusion	5.14 (5)	76.2
	PB2. Distinguish how diversity issues shape management & delivery of human services	5.14 (5)	76.2
	PB3. Engage diverse staff members, consumers, and community members as informants	4.95 (5)	77.3
Competency 5	PB1. Identify mechanisms of oppression & discrimination & provide leadership to change these	5.14 (5)	76.2
	PB2. Integrate voice of all stakeholders	4.95 (5)	77.3
	PB3. Analyze fiscal policies that create barriers to fair treatment	5.05 (5)	85.7
Competency 6	PB1. Synthesize theory & practice strategy	5.14 (5)	76.2
	PB2. Initiate & engage in research activities	4.82 (5)	68.2
Competency 7	PB1. Synthesize & apply HBSE theories to all aspects of leadership practice	5.14 (5)	76.2
	PB2. Integrate HBSE frameworks to inform Competency 10 efforts	5.14 (5)	76.2
Competency 8	PB1. Analyze policy related to funding streams & decisions	5.14 (5)	76.2
	PB2. Identify constraints for achieving effective service delivery or creating change	5.14 (5)	76.2
	PB3. Collaborate with colleagues and consumers for effective policy action to advance social & economic well-being	5.77 (6)	100
Competency 9	PB1. Analyze historical & multifaceted relationships of systems	5.14 (5)	76.2
	PB2. Develop plans for service delivery sustainability & effectiveness in context variety of factors.	5.14 (5)	76.2
Competency 10A	PB1. Use basic social work skills to effectively engage all relevant individuals or groups in change processes	5.14 (5)	76.2
	PB2. Create inclusive collaborative processes	5.14 (5)	76.2
	PB3. Attend to interpersonal and organizational dynamics	5.14 (5)	76.2

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Competency 10B	PB1. Conduct organizational & community needs assessments to deliver service	5.00 (5)	72.7
	PB2. Assess organizational & community context to determine if needs are being met	5.14 (5)	76.2
	PB3. Create & use management information systems to determine effectiveness of internal practices	5.14 (5)	76.2
Competency 10C	PB1. Apply theories & research-informed, best practice interventions to fill gaps in services	5.14 (5)	76.2
	PB2. Use strategic planning processes and tools for advancing change processes.	5.14 (5)	76.2
	PB3. Develop marketing plans & budgets	5.14 (5)	76.2
	PB4. Organize & motivate all relevant stakeholders	5.82 (6)	100
	PB5. Use negotiation, lobbying, bargaining, & education campaigns in organizational, community & policy interventions	5.73 (6)	100
Competency 10D	PB1. Design & implement evaluations of program effectiveness & efficiency	5.14 (5)	76.2
	PB2. Guide front-line staff members in appropriate evaluations	4.86 (5)	77.3
	PB3. Apply both qualitative & quantitative skills	4.73 (5)	63.6
	PB4. Responsibly report & use internal and external evaluative feedback for change	5.14 (5)	76.2

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