Azusa Pacific University
Department of Social Work
MSW Program

SOCW 541: Capstone Leadership Project, Rubric- Community Specialization
Referencing student's capstone product, process, and self-reflection paper, assess student competency in the following areas using the rubric below. Remember to consider competency holistically, considering application of knowledge, values, skills, and cognitive and affective processes (critical thinking, affective reactions, and exercise of judgement).

Competency 1: Demonstrate Ethical and Professional Behavior
Social workers have a deep understanding and commitment to the value base of the profession, particularly the commitment to advance social justice. Social workers understand the person-in-environment perspective, and possess advanced understanding of how to apply ethical standards and relevant laws and regulations to micro, mezzo and macro practice situations. Social workers apply critical thinking and ethical frameworks to complex decision-making in community practice including the research and policy arenas. Social workers demonstrate advanced awareness of personal biases and influences and maintain professional judgment when practicing with diverse organizations and communities. Macro social workers understand the roles and responsibilities of managers in social welfare organizations, community organizers in neighborhoods and policy advocates in state, national and international governance. Social workers also understand emerging forms of technology, including social media, data information systems and analytics software and take a great ethical consideration in the application of such technology.

Behavior	Does not meet expectations (0)	Beginning level of skill (1)	Competent (2)	Advanced (3)	Mastered (4)	Score/ Level
(1) Demonstrate advanced insight in personal reflection and self-regulation to maintain professionalism.	Unable to demonstrate more than basic personal reflection. Does not identify areas to self correct. Unable to demonstrate self-regulation.		Identifies and demonstrates insight and personal reflection. Identifies areas of self correction and demonstrates self-regulation.		Demonstrates ability to articulate and apply complex insight in dynamics of self-reflection, self-regulation, and self-correction.	
(2) Demonstrate ability to effectively communicate both orally and in writing when assuming a leadership role and when collaborating with other professionals.	Unable to articulate project ideas and goals either verbally or in writing, with minimal collaboration with other professionals		Demonstrates effective communication in either written or oral communications, enough to effectively communicate with other professionals.		Demonstrates superior communication in both oral and written formats, with excellent collaboration with other professionals.	
(3) Use supervision and consultation to guide professional judgment and behavior.	Unable to demonstrate more than basic uses of supervision and consultation		Demonstrates Effective use of supervision and consultation to improve effectiveness and guide judgement.		Demonstrates advanced insight into the effective use of supervision and consultation, with clear link to improved judgement and behavior.	

(4) Apply ethical decision making skills to address complex and ambiguous practice situations.	Unable to recognize ethical dilemmas or engage in decision making processes to guide intervention in ambiguous practice situations.		Demonstrated awareness and adherence to ethical standards, with some ability to engage in ethical decision making.		Demonstrated adherence to ethical standards, and able to engage in complex decision making skills to address complex situations.	
(5) Utilize technology ethically and appropriately when conducting research, tracking quality of service delivery, and facilitating program outcomes.	Ineffective or poor use of technology, limiting project goals and leadership impact. Or unethical use of technology manifest.		Demonstrated effective and ethical use and integration of technology that advanced project goals, and leadership impact.		Demonstrates maximal use and integration of technology to advance project and leadership goals, adhering to ethical standards.	

OVERALL RATING: Using the above scores as a guideline, evaluation of the student's overall knowledge, values, skills, cognitive and affective processes, as measured on a 0-4 scale

COMMENTS:

Competency 4: Engage in Practice-informed Research and Research-informed Practice Social workers recognize how multiple forms of knowing and their associated research methodologies help to inform how evidence is developed and used to inform data-driven programmatic and policy development, and implementation. Social workers understand the conceptual and operational links between program and policy design and its impact on the clients and constituencies they are designed to serve.						
Behavior	Does not meet expectations (0)	Beginning level of skill (1)	Competent (2)	Advanced (3)	Mastered (4)	Score/ Level
(1) Use and translate research evidence to inform and improve practice, policy and service delivery.	Unable to demonstrate use of research evidence to inform and advance best practices in social work		Integrates and Demonstrates use of research evidence to inform and advance best practices in social work		Demonstrates complex understanding and ability to research evidence to inform and to advance best practices in social work.	
(2) Create scientifically rigorous inquiries to create, plan and evaluate programs and policies.	Unable to demonstrate basic research methodology to evaluate social work practice effectiveness and/or outcomes		Integrates appropriate and acceptable research methodology and practices to evaluate social work practice effectiveness and/or outcomes.		Advanced understanding and integration of research methodology and practices to evaluate social work practice effectiveness and/or outcomes	
(3) Articulate the tensions between practice wisdom and research evidence when making practice decisions.	Unable to articulate research evidence in making practice decisions.		Understands and applies research evidenced, articulating strengths and limitations in application to a population, yet limited in ability to proposed solutions to meet practice situation.		Able to articulate strengths and limitations of various evidenced based practices, and make appropriate modifications to meet needs of client populations.	

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COMMENTS:

Competency 6: Engage with Individuals, Families, Groups, Organizations and Communities
Social workers understand that engagement is a critical component of social work practice and specialize in connecting with groups, organizations and communities utilizing theoretical practice models for engaging in the change process. Social workers establish relationships by analyzing relevant systems and identifying potential stakeholders. Social workers are committed to engagement with diverse clients and constituencies to enhance assessment and improve effectiveness of interventions.

Behavior	Does not meet expectations (0)	Beginning level of skill (1)	Competent (2)	Advanced (3)	Mastered (4)	Score/ Level
(1) Use interpersonal skills to engage constituents in the change process.	Unable to demonstrate use of interpersonal and participatory skills to engage constituents in the change process.		Demonstrates understanding of more than basic use of interpersonal and participatory skills to engage constituents in the change process.		Demonstrates ability to articulate complex use of interpersonal and participatory skills to engage constituents in the change process.	
(2) Pursue reciprocal relationships to develop desired outcomes and expectations.	Unable to demonstrate basic understanding of reciprocal relationships to develop desired outcomes and expectations.		Demonstrates understanding of reciprocal relationships to develop desired outcomes and expectations.		Demonstrates complex insight and ability to integrate knowledge of reciprocal relationships to develop desired outcomes and expectations.	
(3) Collaborate effectively with constituents to facilitate sustainable change.	Unable to demonstrate or articulate basic collaborative work to effect sustainable change		Demonstrates more than basic understanding and skills in collaborative work with others in the internal and external environment to effect systemic change that is sustainable		Demonstrates and articulates complex insight and understanding of collaborative work with others in the internal and external environment to effect systemic change that is sustainable	

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COMMENTS:

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities
Social workers understand that assessment is contextual and is an ongoing component of effective social work practice among groups, organizations and communities. Social workers collect information through identified stakeholders within critical systems. Social workers are committed to effective assessment among diverse clients and constituencies to enhance the effectiveness of interventions. Social workers apply relevant theoretical and evidence informed practice models in assessment of groups, organizations, and communities.

Behavior	Does not meet expectations (0)	Beginning level of skill (1)	Competent (2)	Advanced (3)	Mastered (4)	Score/ Level
(1) Research, collect, analyze and interpret system policy, and community and organizational data to inform assessment and intervention strategies.	Unable to demonstrate or articulate basic ability to research, gather, analyze, and interpret system, policy, community, and organizational data.		Demonstrates more than basic ability to research, gather, analyze, and interpret system, policy, community, and organizational data.		Demonstrates and articulates complex insight and ability to research, gather, analyze, and interpret system, policy, community, and organizational data.	
(2) Select and modify appropriate intervention strategies based on evidence and continuous assessment.	Does not demonstrate basic skill in selecting appropriate intervention strategies based on continuous assessment.		Demonstrates and articulates moderate skill in selecting appropriate intervention strategies based on continuous assessment.		Demonstrates complex understanding and skill in selecting appropriate intervention strategies based on continuous assessment.	
(3) Mutually develop agreed upon goals and measurable objectives.	Unable to demonstrate basic ability to develop mutually agreed upon goals and measureable objectives.		Demonstrates and articulates moderate ability to develop mutually agreed upon goals and measureable objectives.		Demonstrates consistent ability to develop mutually agreed upon goals and measureable objectives.	
(4) Initiate strategies and/or actions to achieve goals and objectives within the context of the organization, community and/or policy arenas.	Unable to demonstrate strategies and/or actions to achieve goals and objectives within the context of organization, community and policy arenas.		Demonstrates moderate ability to initiate strategies and/or actions to achieve goals and objectives within the context of organization, community and policy arenas.		Demonstrates advanced ability to initiate strategies and/or actions to achieve goals and objectives within the context of organization, community and policy arenas.	

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COMMENTS:

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities
Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice and specialize in interventions relevant to groups, organizations and communities. Social workers are knowledgeable of and apply evidence-informed interventions that are grounded in participatory methods. Social workers in macro practice understand the importance of acknowledging systems and power structures to best promote change and recognize the value of place-based initiative. Social workers are specifically skilled in advocacy, facilitation, policy practice, administration and development as intervention strategies within groups, organizations and communities.

Behavior	Does not meet expectations (0)	Beginning level of skill (1)	Competent (2)	Advanced (3)	Mastered (4)	Score/ Level
(1) Develop intervention goals and design and implement a plan of action in collaboration with individuals, groups, organizations and communities.	Engages in goal setting, design and implementation without collaboration of stakeholders.		Engages in collaborative goal setting, project design, and implementation along with stakeholders.		Demonstrates superior skill in collaborative goal setting, project design, and implementation along with stakeholders.	
(2) Plan for the use of models, methods and strategies that are appropriate to the local, regional, national and international context.	Unable to articulate impact of context in program/project planning and implementation.		Able to articulate impact of context in program/project planning and implementation.		Able to articulate impact of context in program planning and implementation, and make strategic adjustment based on context.	
(3) Identify power structures and use consensus building to enhance service implementation.	Unable to identify power structures or impact on service implementation.		Able to recognize and identify power structures, and impact on project, but only minimal skill in implementing strategies to build consensus.		Able to identify power structures, and implement strategies to build consensus, or buy in to enhance service implementation.	

OVERALL RATING: Using the above scores as a guideline, evaluation of the student's overall knowledge, values, skills, cognitive and affective processes, as measured on a 0-4 scale

COMMENTS:

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations and Communities
Social workers understand that evaluation is an ongoing component of ensuring effective practice with groups, organizations and communities. Social workers recognize stakeholders in the development of evaluation methods and ensure a broad range of qualitative and quantitative measures are utilized. Social workers in macro practice understand data collection, analysis, interpretation and application related to program and policy evaluation. Social workers are committed to the dissemination of outcomes of intervention strategies to enhance evidence-informed practice.

Behavior	Does not meet expectations (0)	Beginning level of skill (1)	Competent (2)	Advanced (3)	Mastered (4)	Score/ Level
(1) Establish and/or ensure measurable evaluation criteria and methods are being utilized within change efforts.	Unable to articulate clear, measurable, evaluation criteria.		Able to articulate clear, measureable evaluation criteria.		Able to articulate measureable evaluation criteria, clearly linked to project goals.	
(2) Collect, analyze and interpret system, policy, community and organizational data relevant to intervention evaluation.	Unable to collect analyze or interpret data relevant to intervention.		Able to collect, analyze, and make basic interpretations of data relative to intervention.		Able to collect, analyze, and make sophisticated interpretations relevant to program intervention.	
(3) Utilize evaluation data in collaboration with constituents to select and modify appropriate intervention strategies for enhanced benefit to client systems.	Unable to utilize data to inform program improvement, or enhancement of intervention strategies.		Able to utilize data to inform program improvement, but struggles to do so in collaboration with constituents		Able to utilize data to inform program improvements, in such a way as to clearly engage and collaborate with constituents.	

OVERALL RATING: Using the above scores as a guideline, evaluation of the student's overall knowledge, values, skills, cognitive and affective processes, as measured on a 0-4 scale

COMMENTS: