



CalSWEC

California Social Work Education Center

The CalSWEC Evaluation Framework 2010

The primary purpose of the CalSWEC evaluation framework, which applies to all CalSWEC initiatives, is to assess the effects of CalSWEC's educational and training programs on increasing the quantity and quality of social workers in California who work with disadvantaged populations in public human services, including how well they are prepared (knowledge, skills and values), and retained in their respective fields. Broad, systematic dissemination of results is intrinsic to CalSWEC's overall goals and supports the implementation of new policies, evidence-based practices, curricula, and new practice models for public human services.

The CalSWEC evaluation is driven by State and federal regulations regarding education and training which require evaluation that, at minimum, includes scanning program elements, counting the program's participants and graduates' outcomes, the program's successes and challenges, listing needed resources, and disseminating results broadly. Our evaluation framework is aligned with CalSWEC's mission and goals which lead us to evaluate the extent to which CalSWEC's efforts have increased the numbers of professionally educated public sector social workers who work with the poor and disadvantaged and diversified the professional workforce by creating access to higher education and in-service training.

CalSWEC's evaluation has two tiers. The primary evaluation tier promotes efforts to increase and improve the workforce necessary for the improvement of services for the client population. It includes the following activities which CalSWEC is obligated to accomplish:

Tier 1

1. Tracking the count and diversity of the population of public human services social workers in California.
2. Monitoring the number and characteristics of students and graduates who apply for and who accept support through CalSWEC programs.
3. Tracking the numbers of graduates who complete their work obligations.
4. Evaluating pre-service and inservice curricula content, incorporating regular stakeholder review, with the goal of moving toward best practices in education and training for human services.
5. Identifying, promoting, and evaluating alternative educational and in-service training delivery models which prepare the public sector workforce.

6. Evaluating the student field experience including the available opportunities, curriculum and transfer of learning.
7. Comparing how well CalSWEC students and trainees are prepared to those who are not similarly prepared, including their impact on practice, policy and program.
8. Examining retention post work obligation or training to determine factors that influence retention.

An additional, and equally important, evaluation tier contributes to the primary evaluation tier by CalSWEC's participation in outcome studies:

Tier 2

1. Promoting and supporting the implementation, dissemination and evaluation of practice improvements in public human services and alternative educational and inservice training delivery models which prepare the public sector workforce.
2. Linking recognized sources (e.g., the Council on Social Work Education's Educational Policy & Accreditation Standards [EPAS]), to the CalSWEC competencies, learning objectives, standards and values, and to new evidence-informed practices.
3. Encouraging the development and use of data systems and data sharing to improve and inform evidence-based human services and educational/training practice.
4. Participating in workforce development research, evaluation and implementation activities that examine methods for improving client population outcomes, program decision-making, practice improvement and policy development.