



School of Social Work

Below are the headings for the fields that users will be asked to complete. We anticipate the ability to provide instructions for users about how to complete the fields. We must identify the reporting period.

STRATEGIC PLAN PROGRESS TEMPLATE	
Unit Mission: To prepare competent social workers and promote community well-being and social justice through teaching, scholarship, and service with special attention to vulnerable populations	
Unit Objective #1:	Develop a quality continuum of educational programs for a wide range of students that contribute to the ongoing delivery of ethical, effective and culturally-responsive social services.
College Goal #1	Improve and expand innovative, interdisciplinary, and accessible degree programs in the health and human services that focus on student success, respond to the changing demography of the region and nation, changes in the health care environment, and meet emerging workforce needs.
Actions/Tactics	<ol style="list-style-type: none"> 1. Plan and implement flexible programming 2. Build a continuing education program 3. Recruit, accept, enroll, and retain a diverse student body 4. Assess feasibility and implementation of interdisciplinary certificates and dual degree programs 5. Reduce time from admission to program to graduation for BSW students 6. Improve transition of transfer students who select Social Work as their desired major
Assessment Methodology	<ol style="list-style-type: none"> 1a. Completion of feasibility study for part-time programming 1b. Students admitted to and graduating from part-time program. 1c. Number of online/hybrid courses 1d. Number of employer-based, distance, and/or other flexible field placements 2a. Completion of a needs assessment that identifies the types of community training needs that could include increase in continuing education programming and CEU program offerings 3a. Baseline of current identified diverse students 3b. Identified new diverse-type of students and supports they need to succeed 4. Report(s) on feasibility of interdisciplinary certificates and/or dual degree programs 5. Trend analysis of hours from admission to graduation of BSW graduates annually 6a. Assess feasibility of SOWK 1101 courses offered at local community colleges 6b. If feasible, number of SOWK 1101 courses offered at local community colleges 6c. If feasible, assess and compare community college and UNC Charlotte students' knowledge of 1101 course material
Type of Evidence:	Prepopulated drop down list: direct, indirect, administrative, etc.
Budget Allocation Amount:	
Budget Allocation Description:	<ol style="list-style-type: none"> 1. Training in online teaching technology 2. Software that enables reliable communication w distance placements 3. Administrative support for an additional 10 hrs/week to support part-time MSW program

	<ol style="list-style-type: none"> 4. Program Director to coordinate part-time degree program and Continuing Education programming 5. Assessment of social work practitioners' training needs Budgeting support for part-time faculty- 4 sections per semester, 2 times per year + supervision contracts 6. Stipends to faculty to teach in the part-time program on weekends, design online courses and coordinate interdisciplinary degree and certificate 7. Software with EPAS 2015 criteria for student and field instructor assessment
Performance Target/Expected Outcomes (Narrative)	<p>Identify the desired or expected level of performance for successful attainment of the objective, including who will demonstrate attainment of the objective, when, under what conditions, and to what degree of completion. <i>Example: 80% of the funds will be raised by department X in 2016</i></p> <ol style="list-style-type: none"> 1a. Feasibility study completed in 2015 by MSW and School Directors 1b. If feasible, begin enrolling PT students in Fall 2017 1c. 10% of the MSW and 5% of the BSW courses are taught online or hybrid by Fall 2017; 25% of the MSW and 10% of the BSW courses are taught online or hybrid by Fall 2019 1d. 10% of the MSW and 5% of the BSW field placements in employer-based or out-of-region areas 2. Develop and conduct bi-annual community training needs assessment by May 2016 3a. Develop criteria and identify baseline diversity of BSW and MSW students by May 2016 3b. Assess bi-annually needs of diverse students beginning Spring 2017 and develop first level of support by Fall 2018. 4. Develop implementation plan of feasible certificate and/or dual degree programs that includes deadlines and resource needs by Fall 2017. As budget allows, implement at least one certificate or dual degree program by 2019. 5. Report of trend analysis of hours from admission to graduation of BSW graduates conducted annually beginning Spring 2016. 6. School director and BSW program director will complete a feasibility report for SOWK 1101 accessibility to local community college students by Spring 2016. <p>Depending on findings, an implementation plan will be constructed by Spring 2017 that will include deadlines and process to monitor and assess student outcomes.</p>
Analysis of Assessment Findings (For narrative):	<p>Identify the performance or level degree of completion based on the measures used to assess the objectives. Describe the progress made on the achievement of the objective.</p>
Use of Assessment Findings	<p>Based upon the assessment findings, describe the changes that the unit will implement during the next year to improve performance on the objective.</p>
Unit Objective #2:	<p>Advance the scientific knowledge base in order to positively affect policy and practice change</p>
College Goal #2	<p>Advance and expand discovery in the health and human services to directly impact and improve the health and well-being of diverse populations.</p>
Actions/Tactics	<ol style="list-style-type: none"> 1. Expand faculty and student research capacity through fostering a culture of research 2. Develop methods to increase involvement in research by students, field instructors and other community partners. 3. Conduct interprofessional social-work-related research with emphasis on policies and services for historically oppressed people, families and communities. 4. Dissemination of scholarship
Assessment Methodology	<ol style="list-style-type: none"> 1a. Improved School supports for research (funding, research assistance, infrastructure, mentorships....) 1b. Increased research funding

	<p>2a. Faculty, students, & community members' involvement in research activities</p> <p>2b. Faculty collaboration in community-based research</p> <p>3a. Number of interprofessional public forums</p> <p>4a. Increased faculty peer-review publications</p> <p>4b. Research- to- practice information in digital and in-person forums</p>
Type of Evidence:	Prepopulated drop down list: direct, indirect, administrative, etc.
Budget Allocation Amount:	
Budget Allocation Description:	<ol style="list-style-type: none"> 1. Seed money for funding with community partners that could lead to grant writing 2. Funding to advertise, market and host public forums 3. Conference travel/registration funding 4. Additional support for graduate students involved with research
Performance Target/Expected Outcomes (Narrative)	<p>Identify the desired or expected level of performance for successful attainment of the objective, including who will demonstrate attainment of the objective, when, under what conditions, and to what degree of completion.</p> <ol style="list-style-type: none"> 1. Faculty will show a 10% increase in funded research proposals between 2015 and 2017; an additional 10% increase in funded research between 2017 and 2019. 2. Documentation of faculty research teams and mentorships by spring 2016-within Social Work and across College units 3. Documentation of community partners involvement in funded research proposals by spring 2016. 4. Faculty will show a 5% increase in peer-review articles between 2015 & 2017; an additional 5% increase in peer-review articles between 2017 & 2019.
Analysis of Assessment Findings (For narrative):	<p>Identify the performance or level degree of completion based on the measures used to assess the objectives.</p> <p>Describe the progress made on the achievement of the objective.</p>
Use of Assessment Findings	Based upon the assessment findings, describe the changes that the unit will implement during the next year to improve performance on the objective.
Unit Objective #3	Facilitate the participation of students, faculty, and staff in relationships with community partners
College Goal #3	Sustain and expand innovative, reciprocal, and mutually beneficial community and industry partnerships to create new knowledge and approaches to improve community health status, provide meaningful, interdisciplinary educational experiences for students, create transdisciplinary research and service opportunities for community agencies, faculty and students, and to contribute to economic viability.
Actions/Tactics	<ol style="list-style-type: none"> 1. Support student, staff, and faculty involvement in volunteer and service projects particularly in health and human services 2. Ensure the representation of community stakeholders (including clients, front line staff, supervisors, administrators, and other community leaders) in the School of Social Work. 3. Maintain a School culture of civic involvement and "giving back" 4. Engage the community by conducting events open to social work professionals and the public
Assessment Methodology	<ol style="list-style-type: none"> 1a. Faculty & Staff participation on boards, work groups, and task forces. 1b. Faculty professional and University committee participation. 1c. Student organization engagement with community organizations 2a. Increased involvement of Social Work alumni 2b. Community Advisory Board composition 2c. Field Advisory Board composition 2d. Curriculum revisions from community input 3a. Evidence of advocacy activities by social work students 4. Social Work-sponsored events/programs open to the public and professionals
Type of Evidence:	Prepopulated drop down list: direct, indirect, administrative, etc.

Budget Allocation Amount:	
Budget Allocation Description:	<p>Graduate student positions to support faculty participation in community</p> <p>Tokens/parking passes</p> <p>½ FTE for continuing education coordinator</p> <p>Technological expertise to develop and maintain social media presence</p> <p>Printing/mailing resources</p>
Performance Target/Expected Outcomes (Narrative)	<p>Identify the desired or expected level of performance for successful attainment of the objective, including who will demonstrate attainment of the objective, when, under what conditions, and to what degree of completion.</p> <p>1a. Documentation of faculty & staff 5% increase in participation on community boards, work groups, and task forces with special emphasis on leadership or professional-related activities between 2015 & 2017; and another 5% between 2017 & 2019.</p> <p>1b. Documentation of faculty & staff 5% increase in participation on university, college or professional committees with special emphasis on leadership 2015 & 2017; and another 5% between 2017 & 2019</p> <p>1c. Documentation of student organization 5% increase in participation with community organizations between 2015 & 2017; another 5% between 2017 & 2019</p> <p>2a. Documentation of 5% increased involvement of Social Work alumni in Social Work-related events, CAB, or research proposals</p> <p>2b. Community Advisory Board and Field Advisory Board compositions will reflect the diversity of the region by demographics and profession.</p> <p>2d. Documentation of the inclusion of community professionals' input into curriculum revisions will be reported in the School's annual report beginning Spring 2016</p> <p>3a. Documentation of advocacy programs or student involvement in advocacy activities with faculty support will be reported in the School's annual report beginning Spring 2016</p> <p>4. Social Work-sponsored events/programs open to the public and professionals will increase by 5% between 2015 & 2017; another 5% between 2017 & 2019</p>
Analysis of Assessment Findings (For narrative):	<p>Identify the performance or level degree of completion based on the measures used to assess the objectives.</p> <p>Describe the progress made on the achievement of the objective.</p>
Use of Assessment Findings	<p>Based upon the assessment findings, describe the changes that the unit will implement during the next year to improve performance on the objective.</p>