

**Appendix 8.4:
Foundation Practice
Self-Efficacy (FPSE)
tool**

**Kent School of Social Work
Master of Science in Social Work
Pretest Assessment**

Critical Thinking Skills and Self-Efficacy

As part of our accreditation requirements and to meet our interest in continuous quality improvement, we need to measure student learning outcomes. Kent School decided to focus on critical thinking and self-efficacy as two of our outcomes we want to measure with a pre-post test design.

We are inviting you to participate in this pretest about your critical thinking skills with a standardized critical thinking skills test. We also want to explore your perceived self-efficacy as it relates to core social work tasks.

In order to compare different groups of students, we need some basic demographic information about you. The test is anonymous and the analysis will only be done on the group level. We do however request that you use your University ID as your identification number, so that we can compare pre and posttest results. We also request that you use the following group numbers: if you are a 60 hour student, use the group number 001. If you are a 30 hour student, use the group number 002.

As you participate, we ask that you first read the instructions for the critical thinking test very carefully, then complete the timed test, and when you are done, complete the self-efficacy questionnaire. The knowledge gained from this survey will help Kent School to improve our curriculum. Thank you for your time!!

Sincerely

Office of the Dean
Kent School of Social Work

Instructions for the Critical Thinking Test

Please read the instructions very carefully:

1. Use the pencil provided to you by the instructor. **DO NOT USE A PEN.**
2. Do NOT put your name on the test.
3. Your identification number is your student ID.
4. Your group number is 001 if you are in the 60 hour program and 002 if you are in the 30 hour program.
5. Complete the demographic questions.
6. Do not open the booklet or begin the test until you are told to.
7. You have 45 minutes to complete the 34 questions in the booklet.
8. **Do not write in the booklets. Blank paper is available in the test booklet.**
9. When done, return the booklet and the response form to your instructor and complete the self-efficacy survey.

Identification Number: _____ (Student ID)

Group number: _____ (60 hour = 001; 30 hour = 002)

Social Work Self-Efficacy Scale (Gary Holden, DSW)

We want to know how confident you are in your ability to perform specific social work tasks. After you consider each task, please rate your confidence in your ability to perform that task successfully, by circling the number from 0 to 100 that best describes your level of confidence. What we mean here by *successfully*, is that you *would be able to perform the specific task* in a manner that a social work supervisor would consider excellent. The phrases above the numbers [0= Can not do at all; 50=Moderately certain can do; and 100 = Certain can do] are only guides. You can use these numbers or any of the numbers in between to describe your level of confidence. **We want to know how confident you are that you could successfully perform these tasks today.**

How confident are you that you can....	Cannot do at all			Moderately certain can do				Certain can do			
	0	10	20	30	40	50	60	70	80	90	100
1. apply critical thinking skills within the context of professional social work practice?	0	10	20	30	40	50	60	70	80	90	100
2. understand the value base of the profession and can practice accordingly?	0	10	20	30	40	50	60	70	80	90	100
3. understand the forms and mechanisms of oppression and discrimination and can apply strategies of advocacy and social change that advance social and economic justice?	0	10	20	30	40	50	60	70	80	90	100
4. understand both the history of the social work profession and its contemporary structures and issues, and can use that knowledge effectively in your practice?	0	10	20	30	40	50	60	70	80	90	100
5. apply the knowledge and skills of a generalist social work perspective to practice with systems of all sizes?	0	10	20	30	40	50	60	70	80	90	100
6. use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities?	0	10	20	30	40	50	60	70	80	90	100
7. analyze social policies?	0	10	20	30	40	50	60	70	80	90	100
8. formulate social policies?	0	10	20	30	40	50	60	70	80	90	100
9. influence social policies?	0	10	20	30	40	50	60	70	80	90	100
10. evaluate research studies?	0	10	20	30	40	50	60	70	80	90	100
11. apply research findings to practice?	0	10	20	30	40	50	60	70	80	90	100
12. evaluate your own practice interventions?	0	10	20	30	40	50	60	70	80	90	100
13. use communication skills differentially across client populations, colleagues, and communities?	0	10	20	30	40	50	60	70	80	90	100
14. use supervision appropriately in your social work practice?	0	10	20	30	40	50	60	70	80	90	100
15. use consultation appropriately in your social work practice?	0	10	20	30	40	50	60	70	80	90	100
16. function effectively within the structure of organizations and service delivery systems?	0	10	20	30	40	50	60	70	80	90	100
17. effectively seek necessary organizational change within organizations and service delivery systems?	0	10	20	30	40	50	60	70	80	90	100

Please turn the page

How confident are you that you can practice without discrimination and with respect, knowledge, and skills related to clients'....	Cannot do at all				Moderately certain can do				Certain can do			
	0	10	20	30	40	50	60	70	80	90	100	
18. age?	0	10	20	30	40	50	60	70	80	90	100	
19. class?	0	10	20	30	40	50	60	70	80	90	100	
20. color?	0	10	20	30	40	50	60	70	80	90	100	
21. culture?	0	10	20	30	40	50	60	70	80	90	100	
22. disability?	0	10	20	30	40	50	60	70	80	90	100	
23. ethnicity?	0	10	20	30	40	50	60	70	80	90	100	
24. family structure?	0	10	20	30	40	50	60	70	80	90	100	
25. gender?	0	10	20	30	40	50	60	70	80	90	100	
26. marital status?	0	10	20	30	40	50	60	70	80	90	100	
27. national origin?	0	10	20	30	40	50	60	70	80	90	100	
28. race?	0	10	20	30	40	50	60	70	80	90	100	
29. religion?	0	10	20	30	40	50	60	70	80	90	100	
30. sex?	0	10	20	30	40	50	60	70	80	90	100	
31. sexual orientation?	0	10	20	30	40	50	60	70	80	90	100	

Please tell us about yourself:

1. Age	<input type="text"/>	years
2. Gender	<input type="text" value="1"/>	Male
	<input type="text" value="2"/>	Female
3. Race	<input type="text" value="1"/>	Caucasian
	<input type="text" value="2"/>	African American
	<input type="text" value="3"/>	Hispanic
	<input type="text" value="4"/>	Asian
	<input type="text" value="5"/>	Native American
	<input type="text" value="6"/>	Other
4. Type of program enrolled	<input type="text" value="1"/>	30 hour program
	<input type="text" value="2"/>	60 hour program
5. Specialization (mark only if you are already approved into this specialization)	<input type="text" value="1"/>	None
	<input type="text" value="2"/>	Marriage and Family Therapy
	<input type="text" value="3"/>	School Social Work
	<input type="text" value="4"/>	ADCS
	<input type="text" value="5"/>	Gerontology
	<input type="text" value="6"/>	Other
6. Undergraduate degree	<input type="text" value="1"/>	Social Work
	<input type="text" value="2"/>	Psychology
	<input type="text" value="3"/>	Sociology
	<input type="text" value="4"/>	Other
7. State in which you earned your undergraduate degree	<input type="text" value="1"/>	Kentucky
	<input type="text" value="2"/>	State bordering Kentucky
	<input type="text" value="3"/>	Other state
	<input type="text" value="4"/>	Other country
8. Current employment status (mark all that apply)	<input type="text" value="1"/>	Job related to social work
	<input type="text" value="2"/>	Job not related to social work
	<input type="text" value="3"/>	Not employed
9. If employed, hours per week	<input type="text"/>	hours
10. Years of social work related full-time employment prior to entering this program	<input type="text"/>	years
11. How many credit hours are you taking this semester?	<input type="text"/>	credit hours
12. How many credit hours have you completed in the program?	<input type="text"/>	credit hours

Thank you for your time!!

**Kent School of Social Work
Master of Science in Social Work
Posttest Assessment**

Critical Thinking Skills and Self-Efficacy

As part of our accreditation requirements and to meet our interest in continuous quality improvement, we need to measure student learning outcomes. Kent School decided to focus on critical thinking and self-efficacy as two of our outcomes we want to measure with a pre-post test design.

We are inviting you to participate in this posttest about your critical thinking skills with a standardized critical thinking skills test. We also want to explore your perceived self-efficacy as it relates to core social work tasks, both retrospectively (the way you perceive your self-efficacy was at the beginning of the program) and at the end of your education at Kent.

In order to compare different groups of students, we need some basic demographic information about you. We also need to compare your progress from pretest to posttest therefore we need you to use the same identification number you used during the pretest, namely five zeros and the last four digits of your Social Security Number. We also request that you use the following group number: 002.

We want to celebrate the success of students who showed significant improvements in their Critical Thinking skills between pre and posttest. We therefore ask your permission to identify you by name if your test results show that you are eligible to be recognized at our commencement ceremony. We will identify you by comparing your SSN and your demographic information with our database. This will only be done with students who meet the requirements for recognition. If you choose not to be identified and therefore not be eligible for recognition, please indicate this as an answer to a question on the demographic information sheet that forms part of the self-efficacy scale.

As you participate, we ask that you first read the instructions for the critical thinking test very carefully, then complete the timed test, return the packet to your instructor when you are done, and then pick up the self-efficacy packet and complete. The knowledge gained from this survey will help Kent School to improve our curriculum. Thank you for your time!!

Sincerely

Office of the Dean
Kent School of Social Work

Please turn the page for Instructions for the Critical Thinking Test

Instructions for the Critical Thinking Test

Please read the instructions very carefully:

1. Use the pencil provided to you by the instructor. **DO NOT USE A PEN.**
2. Do NOT put your name on the test.
3. Your identification number is five zeros followed by the last four digits of your SSN.
4. Your group number is 002.
5. Complete the demographic questions.
6. Do not open the booklet or begin the test until your instructor tells you to.
7. You have 45 minutes to complete the 34 questions in the booklet.
8. **Do not write in the booklets. Blank paper is available upon request from your instructor.**
9. When done, return the booklet and the response form to your instructor and complete the second packet on self-efficacy.

Identification Number: _____ (5 zeros and last 4 digits of your SSN)

Group number: 002

**Social Work Self-Efficacy Scale (Gary Holden, DSW)
RETROSPECTIVE ASSESSMENT**

We want to know how confident you feel you were **at the start of your graduate studies** at Kent in your ability to perform specific social work tasks. After you consider each task, please rate your previous perceived confidence in your ability to perform that task successfully, by circling the number from 0 to 100 that best describes your level of confidence. What we mean here by *successfully*, is that you *would be able to perform the specific task* in a manner that a social work supervisor would consider excellent. The phrases above the numbers [0= Can not do at all; 50=Moderately certain can do; and 100 = Certain can do] are only guides. You can use these numbers or any of the numbers in between to describe your level of confidence. **We want to know how confident you were that you could successfully perform these tasks at the start of your graduate studies.**

How confident are you that you can....	Cannot do at all			Moderately certain can do				Certain can do			
	0	10	20	30	40	50	60	70	80	90	100
1. apply critical thinking skills within the context of professional social work practice?	0	10	20	30	40	50	60	70	80	90	100
2. understand the value base of the profession and can practice accordingly?	0	10	20	30	40	50	60	70	80	90	100
3. understand the forms and mechanisms of oppression and discrimination and can apply strategies of advocacy and social change that advance social and economic justice?	0	10	20	30	40	50	60	70	80	90	100
4. understand both the history of the social work profession and its contemporary structures and issues, and can use that knowledge effectively in your practice?	0	10	20	30	40	50	60	70	80	90	100
5. apply the knowledge and skills of a generalist social work perspective to practice with systems of all sizes?	0	10	20	30	40	50	60	70	80	90	100
6. use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities?	0	10	20	30	40	50	60	70	80	90	100
7. analyze social policies?	0	10	20	30	40	50	60	70	80	90	100
8. formulate social policies?	0	10	20	30	40	50	60	70	80	90	100
9. influence social policies?	0	10	20	30	40	50	60	70	80	90	100
10. evaluate research studies?	0	10	20	30	40	50	60	70	80	90	100
11. apply research findings to practice?	0	10	20	30	40	50	60	70	80	90	100
12. evaluate your own practice interventions?	0	10	20	30	40	50	60	70	80	90	100
13. use communication skills differentially across client populations, colleagues, and communities?	0	10	20	30	40	50	60	70	80	90	100
14. use supervision appropriately in your social work practice?	0	10	20	30	40	50	60	70	80	90	100
15. use consultation appropriately in your social work practice?	0	10	20	30	40	50	60	70	80	90	100
16. function effectively within the structure of organizations and service delivery systems?	0	10	20	30	40	50	60	70	80	90	100
17. effectively seek necessary organizational change within organizations and service delivery systems?	0	10	20	30	40	50	60	70	80	90	100

Please turn the page

**Social Work Self-Efficacy Scale (Gary Holden, DSW)
POST ASSESSMENT**

We want to know how confident you are **at the end of your graduate studies** in your ability to perform specific social work tasks. After you consider each task, please rate your confidence in your ability to perform that task successfully, by circling the number from 0 to 100 that best describes your level of confidence. What we mean here by *successfully*, is that you *would be able to perform the specific task* in a manner that a social work supervisor would consider excellent. The phrases above the numbers [0= Can not do at all; 50=Moderately certain can do; and 100 = Certain can do] are only guides. You can use these numbers or any of the numbers in between to describe your level of confidence. **We want to know how confident you are that you could successfully perform these tasks today.**

How confident are you that you can....	Cannot do at all Moderately certain can do Certain can do											
	0	10	20	30	40	50	60	70	80	90	100	
1. apply critical thinking skills within the context of professional social work practice?	0	10	20	30	40	50	60	70	80	90	100	
2. understand the value base of the profession and can practice accordingly?	0	10	20	30	40	50	60	70	80	90	100	
3. understand the forms and mechanisms of oppression and discrimination and can apply strategies of advocacy and social change that advance social and economic justice?	0	10	20	30	40	50	60	70	80	90	100	
4. understand both the history of the social work profession and its contemporary structures and issues, and can use that knowledge effectively in your practice?	0	10	20	30	40	50	60	70	80	90	100	
5. apply the knowledge and skills of a generalist social work perspective to practice with systems of all sizes?	0	10	20	30	40	50	60	70	80	90	100	
6. use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities?	0	10	20	30	40	50	60	70	80	90	100	
7. analyze social policies?	0	10	20	30	40	50	60	70	80	90	100	
8. formulate social policies?	0	10	20	30	40	50	60	70	80	90	100	
9. influence social policies?	0	10	20	30	40	50	60	70	80	90	100	
10. evaluate research studies?	0	10	20	30	40	50	60	70	80	90	100	
11. apply research findings to practice?	0	10	20	30	40	50	60	70	80	90	100	
12. evaluate your own practice interventions?	0	10	20	30	40	50	60	70	80	90	100	
13. use communication skills differentially across client populations, colleagues, and communities?	0	10	20	30	40	50	60	70	80	90	100	
14. use supervision appropriately in your social work practice?	0	10	20	30	40	50	60	70	80	90	100	
15. use consultation appropriately in your social work practice?	0	10	20	30	40	50	60	70	80	90	100	
16. function effectively within the structure of organizations and service delivery systems?	0	10	20	30	40	50	60	70	80	90	100	
17. effectively seek necessary organizational change within organizations and service delivery systems?	0	10	20	30	40	50	60	70	80	90	100	

Please turn the page

