

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
[PROGRAM NAME] MASTER'S SOCIAL WORK PROGRAM
ASSESSMENT OF STUDENT LEARNING OUTCOMES

Form AS 4(M) A form required for Reaffirmation, Candidacy, and ongoing compliance per AS 4.0.3.

Submitting Form AS 4 for Reaffirmation Self-Study & Candidacy Benchmarks

This form is used to assist the Commission on Accreditation in the evaluation of the program's compliance with the accreditation standard below:

4.0.3: The program uses Form AS 4(B) and/or Form AS 4(M) to report its most recent assessment outcomes for each program option to constituents and the public on its website and routinely up-dates (minimally every 2 years) its findings.

All programs accredited by the Council on Social Work Education's (CSWE) Commission on Accreditation (COA) are required to measure and report student learning outcomes. All students are assessed using a minimum of two measures on their mastery of the nine competencies that comprise the Educational Policy and Accreditation Standards (EPAS) and any additional competencies programs may choose to add. These holistic competencies reflect the dimensions (knowledge, values, skills, and cognitive & affective processes) of social work practice that all social workers are expected to master during their professional training.

Programs determine a percentage-based benchmark for each competency and determine an outcome-measure benchmark (minimum score) for each measure. The competency benchmark (which can differ for each competency) represents the minimum percent of students the program expects to have achieved the outcome measure benchmarks in both/all measures for each of the nine competencies. The program then determines the percentage of students that attained each outcome measure (e.g., minimum score or higher), and aggregates the percentages for both/all measures together to obtain the percentage of students demonstrating competence inclusive of two (2) or more measures. The result of aggregating both/all outcome measure percentages provides the percentage of students achieving the competency benchmark. An aggregated percentage at or above the competency benchmark is considered achievement of that competency. If the program has more than one program option, the program must report data for each program option, and also an aggregate of all program options combined to determine an overall percentage of students across all program options achieving the competency benchmark.

Posting Form AS 4 for Ongoing Compliance with AS 4.0.3

Per the requirement of CSWE COA's recognizing body, the Council on Higher Education Accreditation (CHEA), and accreditation standard 4.0.3, programs must post this form publicly on its website and routinely up-date (minimally every 2 years) its findings. Upon request, programs must provide CSWE with the weblink to the published form on the program's website where it is accessible to the public. Data presented on the form must be collected within 2 years of today's date at all times.

Summary of the Program's Assessment Plan | Generalist Practice

All students are assessed using a minimum of two measures on their mastery of the nine competencies that comprise the Educational Policy and Accreditation Standards of the Council on Social Work Education and any additional competencies programs may choose to add. Summarize the program's competency-based assessment plan. Programs may add/delete rows to accurately reflect the number measures included in the data presented.

Assessment Measure #1: Final Field Evaluation	
Competency(ies) assessed:	1 through 9
Dimension(s) assessed:	Skills
When/where students are assessed:	SWSS 390
Who assessed student competence:	Field Instructor and Field Liaison
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a 1 or a 2 on each question
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Reflective Journaling	
Competency(ies) assessed:	1
Dimension(s) assessed:	Knowledge, values, and cognitive affective reactions
When/where students are assessed:	SWSS 212
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must complete 10 reflective journals. For a score of B or higher,

	students must score 2 points on the assignment (partial points are not awarded, only 0, 1, and 2)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Three Squares Challenge	
Competency(ies) assessed:	2,3
Dimension(s) assessed:	Knowledge, values, and cognitive affective reactions
When/where students are assessed:	SWSS 220
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Grade of B or above on the assignment reflection paper
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Concept paper for Design of Soc. Sci. Research	
Competency(ies) assessed:	4
Dimension(s) assessed:	Knowledge, values, and skills
When/where students are assessed:	SWSS 227
Who assessed student competence:	Course Instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Grade of B or above on the oral presentation and class discussion
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Community Inquiry & Presentation	
Competency(ies) assessed:	4
Dimension(s) assessed:	Values and cognitive affective reactions
When/where students are assessed:	SWSS 213
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score at least 29.75 on this assignment in order to receive a B or higher. A rubric was not used in the past, however one is in development for the current year.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Policy Issue & Analysis Paper	
Competency(ies) assessed:	5

Dimension(s) assessed:	Knowledge and values
When/where students are assessed:	SWSS 221
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must earn a B or better on the paper
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Thinking About Our Thinking: Articulating Our Positions and Practices	
Competency(ies) assessed:	6
Dimension(s) assessed:	Knowledge, values and cognitive affective reactions
When/where students are assessed:	SWSS 212
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A score above 21 represented substantial depth of knowledge and reflection of their personal and professional values and how these affect engagement with

	individuals, families, and groups.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Community Inquiry	
Competency(ies) assessed:	6
Dimension(s) assessed:	values and cognitive affective reactions
When/where students are assessed:	SWSS 212
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score at least 29.75 on this assignment in order to receive a B or higher. A rubric was not used in the past, however one is in development for the current year.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Generalist Practice Assignment	
Competency(ies) assessed:	7, 8
Dimension(s) assessed:	Knowledge, values and cognitive

	affective reactions
When/where students are assessed:	SWSS 212
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A score above 29.4 represented substantial depth of knowledge and reflection of their personal and professional values and how these affect assessment of individuals, families, and groups.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Organizational Proposal and Presentation.	
Competency(ies) assessed:	7, 8, 9
Dimension(s) assessed:	Knowledge and cognitive affective reactions
When/where students are assessed:	SWSS 213
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score at least 29.75 on this

	assignment in order to receive a B or higher..
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Community Inquiry & Presentation	
Competency(ies) assessed:	7
Dimension(s) assessed:	Values and cognitive affective reactions
When/where students are assessed:	SWSS 213
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score at least 29.75 on this assignment in order to receive a B or higher.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Measurement Instrument	
Competency(ies) assessed:	9
Dimension(s) assessed:	Knowledge and cognitive affective reactions
When/where students are assessed:	SWSS 227
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A score of 8.4 or above

	yielded a grade of B or higher.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%

Summary of the Program's Assessment Plan | Specialized Practice

Students are assessed using a minimum of two measures on their mastery of the nine competencies that comprise the Educational Policy and Accreditation Standards of the Council on Social Work Education and any additional competencies programs may choose to add, that reflect the area of specialized practice. Summarize the program's competency-based assessment plan. Programs may add/delete rows to accurately reflect the number of areas of specialized practice and each measure included in the data presented.

Area of Specialized Practice #1: Transformative Social Work

(Add tables to accurately reflect the number of specializations)

Assessment Measure #1: Final Field Evaluation	
Competency(ies) assessed:	1 through 9
Dimension(s) assessed:	Skills
When/where students are assessed:	SWSS 390
Who assessed student competence:	Field Instructor and Field Liaison
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a 1 or a 2 on each question
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Class participation and facilitation	
Competency(ies) assessed:	1
Dimension(s) assessed:	Skills and Values
When/where students are assessed:	SWSS 314

Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Student must score 84.5 overall (or on average, 6.5 each session, sessions 2-14)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Memo 1 and Memo 2 Assignments	
Competency(ies) assessed:	2
Dimension(s) assessed:	Knowledge, Skills Values and cognitive affective reactions
When/where students are assessed:	SWSS 327
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 85 points on Memo One and 85 points on Memo Two in order to indicate they met competency.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Constructing Transformative Social Work Case Presentation/Meaning Making in Practice Paper	
Competency(ies) assessed:	3

Dimension(s) assessed:	Skills Values and cognitive affective reactions
When/where students are assessed:	SWSS 314
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 85 points on presentation and 85 points on paper to indicate they met competency
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Capstone Proposal and Paper	
Competency(ies) assessed:	4, 5, 9
Dimension(s) assessed:	Knowledge, Skills Values and cognitive affective reactions
When/where students are assessed:	SWSS 316
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	40 points = 100%; students must score 17 out of 20 points in items 1 -3, for a total score of 34 points or

	85% to meet competency.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Leading Class Review of One Practice Approach Assignment	
Competency(ies) assessed:	6, 7
Dimension(s) assessed:	Knowledge and values
When/where students are assessed:	SWSS 314
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 80 points, with a minimum of 70 points from assessments 1-3 to meet benchmark.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%
Assessment Measure #2: Constructing Transformative Social Work Case Presentation/Meaning Making in Practice Paper	
Competency(ies) assessed:	8
Dimension(s) assessed:	Skills Values and cognitive affective reactions
When/where students are assessed:	SWSS 327
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of

	85 points on presentation and 85 points on paper to indicate they met competency.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%

Directions for completing Form AS 4

Indicate the benchmark percentage for each competency. The competency benchmark is the percent of students the program expects to have achieved both/all outcome measure benchmarks. Programs calculate the percentage of students achieving each outcome measure benchmark, then calculate the percentage of students achieving each competency inclusive of two or more measures for each program option. Programs with multiple program options must present data for each program option, and in aggregate inclusive of all program options per competency. Programs may add/delete columns and to accurately reflect the number of program options offered. This is a required form. The assessment data table may be altered to accurately reflect the number of program options offered and additional program-developed competencies. However, beyond these formatting alternations, the program may not alter the content of this form.

Assessment Data Collected during the Academic Year (2019-2020) Program Option #1: (On Campus/ In Person)

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice n = 28	Area of Specialized Practice #1 (Transformative Social Work) n = 28
<p>Competency 0: Sample Row <i>(Delete this row prior to submission and/or posting)</i></p> <p><i>Disclaimer: This is an example row, programs are solely responsible for selecting their benchmarks. COA does not endorse nor recommend any specific benchmarks.</i></p>	e.g. 80% of students will demonstrate competence inclusive of 2 or more measures	e.g. 90% of students will demonstrate competence inclusive of 2 or more measures	(Measure 1 + Measure 2 / 2) e.g. 85%	(Measure 1 + Measure 2 / 2) e.g. 90%
Competency 1: Demonstrate Ethical and Professional Behavior	90%	90%	98.5%	100%

Competency 2: Engage Diversity and Difference in Practice	90%	90%	95.3%	99%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90%	90%	91%	98.5%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	90%	90%	92.5%	94.1%
Competency 5: Engage in Policy Practice	90%	90%	95.7%	94%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	90%	90%	99%	99.25%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	90%	90%	96.9%	97.2%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	90%	90%	95.9%	100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90%	90%	94.3%	96.7%
Any additional Competency(ies) Developed by the Program				

OVERALL ASSESSMENT OF STUDENT LEARNING OUTCOMES
(Aggregate Findings for All Students from All Program Options Combined)

Assessment Data Collected during the Academic Year (2019-2020)

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice	Area of Specialized Practice #1 (Transformative Social Work)
<p>Competency 0: Sample Row <i>(Delete this row prior to submission and/or posting)</i></p> <p><i>Disclaimer: This is an example row, programs are solely responsible for selecting their benchmarks. COA does not endorse nor recommend any specific benchmarks.</i></p>	e.g. 80% of students will demonstrate competence inclusive of 2 or more measures	e.g. 90% of students will demonstrate competence inclusive of 2 or more measures	(Aggregate percentage of students, inclusive of all program options, who demonstrated competence) e.g. 85%	(Aggregate percentage of students, inclusive of all program options, who demonstrated competence) e.g. 95%
Competency 1: Demonstrate Ethical and Professional Behavior	90%	90%	98.5%	100%
Competency 2: Engage Diversity and Difference in Practice	90%	90%	95.3%	99%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90%	90%	91%	98.5%
Competency 4: Engage In Practice-informed Research	90%	90%	92.5%	94.1%

and Research-informed Practice				
Competency 5: Engage in Policy Practice	90%	90%	95.7%	94%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	90%	90%	99%	99.25%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	90%	90%	96.9%	97.2%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	90%	90%	95.9%	100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90%	90%	94.3%	96.7%
Any Additional Competency(ies) Developed by the Program				