

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 Practicum (Field) Evaluation - Online & Campus	
Competency(ies) assessed:	1-9
Dimension(s) assessed: skills/values/cognitive and affective processes	Skills Knowledge Cognitive & Affective Processes
When/where students are assessed:	Practicum Evaluation
Who assessed student competence:	Professors: Debra Koestner Kim Lane Jennifer Crandall Kathy Osborne Valarie Jones
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students earn an averaged* grade of 3, 4 or 5 on the final (2 nd) practicum evaluation (*each of the sub-sections are averaged for a final grade).
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

Assessment Measure 2: Assignment Rubric Data - Online	
Competency(ies) assessed:	1-3
Dimension(s) assessed:	Cognitive & Affective Processes

When/where students are assessed:	SSWO 511 – Practice II: Week four assignment
Who assessed student competence:	Joyce Magbie
	Susan Osofsky
	Raj Arumugham
	Diane Dougherty
	Erin Benner
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
Assessment Measure 3 – Assignment Rubric Data - Online	
Competency(ies) assessed:	4 & 9
Dimension(s) assessed:	Knowledge
	Skills
When/where students are assessed:	SSWO 503 – Research I Week Seven Assignment
Who assessed student competence:	Professors:
	Tom McLaughlin
	Analeah Green
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
Assessment Measure 4 – Assignment Rubric Data - Online	
Competency(ies) assessed:	5
Dimension(s) assessed:	Skill
	Knowledge
When/where students are assessed:	SSWO 505 – Social Policy & Advocacy Week 7 Assignment
Who assessed student competence:	Professors:
	Jenna Powers
	Lori Power
	Analeah Green
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
Assessment Measure 5 Assignment Rubric Data – Online	
Competency(ies) assessed:	6-8

Dimension(s) assessed:	Skills
	Cognitive & Affective Processes
When/where students are assessed:	SSWO 510 Week 7 Assignment
Who assessed student competence:	Professors:
	Susan Osofsky
	Joyce Magbie
	Erin Benner
	Diane Dougerty
	Raj Arumugham
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
Assessment Measure 6 Assignment Rubric Data - Campus	
Competency(ies) assessed:	1 – 3 & 7
Dimension(s) assessed:	Knowledge
	Skills
When/where students are assessed:	SSW 511 Biopsychosocial
Who assessed student competence:	Professors:

	Aarabella Perez
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
Assessment Measure 7 Assignment Rubric Data -Campus	
Competency(ies) assessed:	6 & 8
Dimension(s) assessed:	Knowledge & Skill
When/where students are assessed:	SSW 511 Biopsychosocial
Who assessed student competence:	Professor Arabella Perez
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
Assessment Measure 8 – Assignment Rubric Data - Campus	
Competency(ies) assessed:	4

Dimension(s) assessed:	Knowledge, Skills, Cognitive & Affective
When/where students are assessed:	SSWO 510
Who assessed student competence:	Professor Arabella Perez
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
Assessment Measure 9 – Assignment Rubric Data - Campus	
Competency(ies) assessed:	9
Dimension(s) assessed:	Knowledge & Skills
When/where students are assessed	SSWO 504 – Action Research for SW Practice - Assignment 4
Who assessed student competence:	Professor Jenna Powers
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
Assessment Measure 10 – Assignment Rubric Data - Campus	
Competency(ies) assessed:	5
Dimension(s) assessed:	Knowledge & Skills
When/where students are assessed	SSWO 505 – Social Policy and Advocacy – Policy Advocacy Strategy
Who assessed student competence:	Professor Lori Power
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

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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:

Assessment Measure #1: Practicum (Field) Evaluation – Campus & Online	
Competency(ies) assessed:	1-9
Dimension(s) assessed:	Skills Knowledge Cognitive & Affective Processes
When/where students are assessed:	Specialization Practicum Evaluation
Who assessed student competence:	Danielle Larson Monique Spina Stacey Baker Brooke Prolux Lacey Sawyer Trinnete B. Langely Kathy Osborn Robin Asick Larry Knowlton Rita Valarie Jones
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students earn an averaged* grade of 3, 4 or 5 on the final (2 nd) practicum evaluation (*each of the sub-sections are averaged for a final grade).

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
Assessment Measure 2: Week Seven Biopsychosocial Assessment – Campus & Online	
Competency(ies) assessed:	1-3 & 7
Dimension(s) assessed:	Knowledge Skills
When/where students are assessed:	SSWO 597 – Advanced Biopsychosocial Assessment Summer & Fall 2022 – Online Campus – All Semesters
Who assessed student competence:	Professors: Kip Murphy Debra Henderlong Pat Coccoma Arabella Perez
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
ASSESSMENT Measure 3 Biopsychosocial Assessment - Online	
Competency(ies) assessed:	1-3 & 7
Dimension(s) assessed:	Knowledge Skills
When/where students are assessed:	SSWO 553 – Advanced Practice II Spring 2023
Who assessed student competence:	Professors: Pat Coccoma Diane Hessmann Judy Robbins
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
Assessment Measure 4 – ACT Essay Campus & Online	
Competency(ies) assessed:	6
Dimension(s) assessed:	Skills Knowledge
When/where students are assessed:	SSWO 553 – Advanced Practice II Summer 2022
Who assessed student competence:	Professors: Pat Coccoma Craig Owens
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
ASSESSMENT Measure 5 –Practice Video & Progress Note - Online	
Competency(ies) assessed:	6 & 8
Dimension(s) assessed:	Skills Knowledge
When/where students are assessed:	SSWO 552 – Advanced Practice I Fall 2022 & Spring 2023
Who assessed student competence:	Professors: Pat Coccoma Craig Owens Judy Robbins Diane Hessmann Autumn Straw
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

ASSESSMENT Measure 6 Letters from the Heart – Online & Campus	
Competency(ies) assessed:	8
Dimension(s) assessed:	Skills Knowledge
When/where students are assessed:	SSWO 553 – Advanced Practice II Summer 2022 – Online All Semester - Campus
Who assessed student competence:	Professors: Pat Coccoma Craig Owens
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
ASSESSMENT Measure 7 Case Study Student Reflection - Online	
Competency(ies) assessed:	4, 5 & 9
Dimension(s) assessed:	Skills Knowledge
When/where students are assessed:	SSWO 565 – Leadership, Administration & Supervision Summer, Fall 2022 & Spring 2023
Who assessed student competence:	Professors: Jerome Anderson Joy Patton
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
ASSESSMENT MEASURE 8 Non-Profit Assignment - Campus	
Competency(ies) assessed:	4,5 & 9
Dimension(s) assessed:	Skills

	Knowledge
When/where students are assessed:	SSW 565 - Non Profit Creation and Presentation
Who assessed student competence:	Professors: Jennifer O'Neil Lori Power
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

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 (2022-2023)
Program Option #1: Online**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice n = (Number of students)	Specialized Practice n = (Number of students)

Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N=143 $93.75 + 100 = 193.75/2=96.87\%$	N=179 $94.73+100= 194.75/2 =97.375$
Competency 2: Engage Diversity and Difference in Practice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N=143 $93.75 + 100 = 193.75/2=96.87$	N=179 $94.73+100= 194.75/2 =97.37$
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N=143 $93.75\% + 100\% = 193.75/2=96.87\%$	N=179 $94.73+100= 194.75/2 =97.37$
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N=127 $89.6\%+100\%=189.6/2=94.8\%$	N=210 $100\%+100\%= 200/2=100\%$
Competency 5: Engage in Policy Practice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N=159 $95\%+100\%=195/2= 97.5\%$	N=210 $100\%+100\%= 200/2=100\%$
Competency 6: Engage with Individuals, Families, Groups, Organizations,	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N=151 $97.22\%+100\%= 197.22/2=98.61\%$	N=220 $94.04\%+100= 194.04/2=97.02$

and Communities				
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N=151 97.22%+100%= 197.22/2=98.61%	N=179 94.73+100= 194.75/2 =97.37
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N=151 97.22%+100%= 197.22/2=98.61%	N=220 96.58%+100%= 196.58/2=98.29
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N=127 89.6%+100%=189. 6/2=94.8%	N=200 100%+100%= 200/2=100%

**Assessment Data Collected during the Academic Year (2022-2023)
Program Option #1: Campus**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
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			Generalist Practice n = (Number of students)	Area of Specialized Practice Clinical Practice n = (Number of students)
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N= 33 100%	N=22 100%
Competency 2: Engage Diversity and Difference in Practice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N= 33 100%	N=22 100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N= 33 100%	N=22 100%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N=19 100%	N=40 100%
Competency 5: Engage in Policy Practice	80% of students will demonstrate competence	80% of students will demonstrate competence	N=10 100%	N=40 100%

	inclusive of 2 measures	inclusive of 2 measures		
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N=23 100%	N=27 100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N= 33 100%	N=22 100%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N=23 100%	N=24 100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	N=31 100%	N=40 100%

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

Assessment Data Collected during the Academic Year (2022-2023)

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice	Area of Specialized Practice #1 (Identify Specialization)
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$96.87\% + 100\% = 196.87/2 = 98.44$	$97.37 + 100 = 197.37/2 = 98.68$
Competency 2: Engage Diversity and Difference in Practice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$96.87\% + 100\% = 196.87/2 = 98.44$	$97.37 + 100 = 197.37/2 = 98.68$
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$96.87\% + 100\% = 196.87/2 = 98.44$	$97.37 + 100 = 197.37/2 = 98.68$
Competency 4: Engage In Practice-informed Research and	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$94.8\% + 100\% = 194.8/2 = 97.4$	$100 + 100 = 200/2 = 100$

Research-informed Practice				
Competency 5: Engage in Policy Practice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$97.5\% + 100\% = 197.5/2 = 98.75$	$100 + 100 = 200/2 = 100\%$
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$98.61\% + 100\% = 198.61/2 = 99.31$	$97.02 + 100 = 197.02/2 = 98.51$
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$98.61\% + 100 = 198.61/2 = 99.3$	$97.37 + 100 = 197.37/2 = 98.68$
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$98.61\% + 100 = 198.61/2 = 99.31$	$98.29 + 100 = 198.29/2 = 99.14$
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations,	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$94.8\% + 100\% = 194.8/2 = 97.4$	$100 + 100 = 200/2 = 100$

**and
Communities**

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