

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)**  
**(PROGRAM NAME) BACCALAUREATE SOCIAL WORK PROGRAM**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**

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

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

This form is used to assist the COA 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 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.

<b>Assessment Measure #1: (FPAAI)</b>	
Dimension(s) assessed:	Knowledge, values, skills, and cognitive and affective processes
When/where students are assessed:	SWK460SR (Senior Seminar)
Who assessed student competence:	Field Site Supervisors under guidance of Practicum Director
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A score of 3 or greater is competency
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
<b>Assessment Measure #2: (Class Assignments – common rubric)</b>	
Dimension(s) assessed:	Knowledge, values, skills, and

	cognitive and affective processes
When/where students are assessed:	Within Social work courses across the curriculum
Who assessed student competence:	Social Work Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A score of 3 or greater on rubric is competency
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
<b>[optional] Assessment Measure #3: (INSTRUMENT NAME)</b> <i>(Repeat table for each additional measure)</i>	

### 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 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 program. However, beyond these formatting alternations, the program may not alter the content of this form.

#### Assessment Data Collected during the Academic Year (2021-2022)

COMPETENCY	COMPENTENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
		Aggregate of Students from All Program Options n = (Number of students)
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will earn a 3 or better on rubric scale, competency benchmark in two or more measures including: SWK 460SR: Practicum evaluation instrument (FPAAI), SWK440: Ethical position paper, SWK440: Technology Ethics, SWK460SR: Professional Seminar Final Presentation and Paper	100% of students met or exceeded the benchmark
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will earn a 3 or better on rubric scale, competency benchmark in two or more measures, including: SWK460SR: Practicum evaluation instrument (FPAAI), SWK225: Cross-cultural Engagement Paper, SWK225: Cultural Immersion Paper, SWK225: Diversity Appreciation Conversation/Presentation, SWK225: Plan of Change Paper	100% of students met or exceeded the benchmark
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will earn a 3 or better on rubric scale, competency benchmark in two or more measures including:	100% of students met or exceeded the benchmark

	SWK460SR: Practicum evaluation instrument (FPAAI), SWK420: Community Organizing Project, SWK360: Advocacy Letter Writing Campaign	
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will earn a 3 or better on rubric scale, competency benchmark in two or more measures including:  SWK460SR: Practicum evaluation instrument (FPAAI), SWK320WI: Qualitative Research Paper, SWK370:EBP Individual Client Research Paper, SWK400: EBP Family project: Part B Research-Informed Practice, SWK420: Community Organizing Project: Literature review & Introduction	99% of students met or exceeded the benchmark
<b>Competency 5: Engage in Policy Practice</b>	80% of students will earn a 3 or better on rubric scale, competency benchmark in two or more measures including:  SWK460SR: Practicum evaluation instrument (FPAAI), SWK360: Legislative Day & Reflection Paper, SWK360 Advocacy Letter Writing Campaign, SWK360: Social Policy Brief	100% of students met or exceeded the benchmark
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will earn a 3 or better on rubric scale, competency benchmark in two or more measures including:  SWK460SR: Practicum evaluation instrument (FPAAI), Individual: SWK370: Individual EBP project, Family: SWK400:MSFA (Multi-stressed Family Assignment), Groups: SWK400: EBP Diverse Family Population Project, Org/Communities: SWK420: Community Organizing Project	96% of students met or exceeded the benchmark
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will earn a 3 or better on rubric scale, competency benchmark in two or more measures including:  SWK460SR: Practicum evaluation instrument (FPAAI), Individual: SWK370: Individual EBP project, Family: SWK400:MSFA (Multi-stressed Family Assignment), Groups: SWK400: EBP Diverse Family Population Project, Org/Communities: SWK420: Community Organizing Project	96% of students met or exceeded the benchmark
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will earn a 3 or better on rubric scale, competency benchmark in two or more measures including:	99% of students met or exceeded the benchmark

	SWK460SR: Practicum evaluation instrument (FPAAI), Individual: SWK370: Individual EBP project, Family: SWK400:MSFA (Multi-stressed Family Assignment), Groups: SWK400: EBP Diverse Family Population Project, Org/Communities: SWK420: Community Organizing Project	
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will earn a 3 or better on rubric scale, competency benchmark in two or more measures including:  SWK460SR: Practicum evaluation instrument (FPAAI), Individual: SWK370: Individual EBP project, Family: SWK400:MSFA (Multi-stressed Family Assignment), Groups: SWK400: EBP Diverse Family Population Project, SWK420: Community Organizing Project	97% of students met or exceeded the benchmark
<b>Competency 10: Faith Integration and Spiritual Engagement</b> Vision for Learning: Integrate faith in learning and practice through a liberal arts perspective by engaging ideas, connecting knowledge and experience, and responding to God's call for service.	80% of students will earn a 3 or better on rubric scale, competency benchmark in two or more measures including:  SWK360: Social Policy: Legislative Day/Reflection, SWK420: Community Systems: Unit Papers, SWK440: Ethics: Journals, SWK460SR: Senior Seminar: Final Faith Integration Paper	100% of students met or exceeded the benchmark