#### **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.

# 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: Field Instrument			
Dimension(s) assessed:	Skills		
When/where students are assessed:	Final assessment at the end of field		
Who assessed student competence:	Field instructors		
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Score of 3 or higher out of 5		
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: Course-Embedded Measure			

Dimension(s) assessed:	Knowledge,
	values,
	cognitive/affective
	processes
When/where students are assessed:	Quarterly course
	assignments
Who assessed student competence:	Faculty
	instructors
Outcome Measure Benchmark (minimum score indicative of	Score of 3 or
achievement) for Competencies 1-9:	higher out of 5
Competency Benchmark (percent of students the program expects to	80%
have achieved the minimum scores, inclusive of all measures) for	
Competencies 1-9:	

#### 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: Advanced Generalist**

Assessment Measure #1: Field Instrument			
Dimension(s) assessed:	Skills		
When/where students are assessed:	Final assessment at the end of field		
Who assessed student competence:	Field instructors		
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Score of 3 or higher out of 5		

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: Course-Embedded Measu	re
Dimension(s) assessed:	Knowledge, values, cognitive/affective processes
When/where students are assessed:	Quarterly course assignments
Who assessed student competence:	Faculty instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Score of 3 or higher out of 5
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: Cheney

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)		
			Generalist Practice	Area of Specialized Practice #1 Advanced Generalist
			n = 30	n = 60
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 2: Engage Diversity and Difference in Practice	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 4: Engage in Practice-	80% of students will demonstrate competence	<b>80%</b> of students will demonstrate	100%	100%

informed Research and Research- informed Practice	inclusive of 2 or more measures	competence inclusive of 2 or more measures		
Competency 5: Engage in Policy Practice	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	96.4%	100%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 7:     Assess     Individuals,     Families,     Groups,     Organizations,     and     Communities	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	100%	100%

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities  80% of s will demo	onstrate demonstrate tence competence of 2 or inclusive of 2 or	100%	100%	
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## Assessment Data Collected during the Academic Year (2022-2023) Program Option #2: Everett

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)		
			Generalist Practice	Area of Specialized Practice #1 Advanced Generalist
			n = 42	n = 41
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competence inclusive of 2 or more measures	demonstrate competence	100%	100%
Competency 2: Engage Diversity and Difference in Practice	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence	100%	100%

		more measures		
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 4: Engage in Practice- informed Research and Research- informed Practice	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 5: Engage in Policy Practice	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 7: Assess Individuals, Families,	80% of students will demonstrate competence	80% of students will demonstrate competence	100%	100%

Groups, Organizations, and Communities	inclusive of 2 or more measures	inclusive of 2 or more measures		
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures	demonstrate competence	100%	100%
Competency 9:     Evaluate     Practice with     Individuals,     Families,     Groups,     Organizations,     and     Communities	80% of students will demonstrate competence inclusive of 2 or more measures	demonstrate competence	100%	100%

### Assessment Data Collected during the Academic Year (2022-2023) Program Option #3: Spokane Part-Time

	COMPETENCY	COMPETENCY	
	BENCHMARK	BENCHMARK	
COMPETENCY	(%)		
COMPETENCI	(GENERALIS	(AREA OF	
		SPECIALIZED	
		PRACTICE)	

			Generalist Practice n = 63	Area of Specialized Practice #1 Advanced Generalist n = 60
	<b>80%</b> of	<b>80%</b> of	N/A	97%
Competency 4	students will	students will	N/A	97%
Competency 1: Demonstrate				
Ethical and	demonstrate	demonstrate		
Professional	competence	competence inclusive of 2 or		
Behavior				
Benavior	more	more		
	measures	measures	Ν1/Δ	00.50/
0	<b>80%</b> of	<b>80%</b> of	N/A	96.5%
Competency 2:	students will	students will		
Engage	demonstrate	demonstrate		
Diversity and	competence	competence		
	inclusive of 2 or			
Practice	more	more		
	measures	measures	1000/	22.70/
Competency 3:	<b>80%</b> of	<b>80%</b> of	100%	88.5%
Advance Human	students will	students will		
Rights and	demonstrate	demonstrate		
Social,	competence	competence		
,	inclusive of 2 or	inclusive of 2 or		
Environmental	more	more		
Justice	measures	measures		
Competency 4:	<b>80%</b> of	<b>80%</b> of	N/A	84%
Engage in	students will	students will		
Practice-	demonstrate	demonstrate		
informed	competence	competence		
Research and		inclusive of 2 or		
Research-	more	more		
informed	measures	measures		
Practice	measures	เมอสอนเอง		

	<b>80%</b> of	<b>80%</b> of	N/A	90%
	students will	students will	14/71	0070
Competency 5:	demonstrate	demonstrate		
Engage in Policy		competence		
Practice	inclusive of 2 or			
	more	more		
	measures	measures		
Competency 6:	900/ of	900/ of	N/A	97%
Engage with	<b>80%</b> of students will	<b>80%</b> of students will		
Individuals,	demonstrate	demonstrate		
Families,				
Groups,	competence inclusive of 2 or	competence		
Organizations,				
and	more	more		
Communities	measures	measures		
Competency 7:	<b>80%</b> of	<b>80%</b> of	N/A	99%
Assess	students will	students will		
Individuals,	demonstrate	demonstrate		
Families,	competence	competence		
Groups,	inclusive of 2 or	<u>.</u>		
Organizations,	more	more		
and	measures	measures		
Communities	measures	measures		
Competency 8:	<b>80%</b> of	<b>80%</b> of	N/A	95%
Intervene with	students will	students will		
Individuals,	demonstrate	demonstrate		
Families,	competence	competence		
Groups,	•	inclusive of 2 or		
Organizations,	more	more		
and	measures	measures		
Communities			1000/	7.407
Competency 9:	<b>80%</b> of	<b>80%</b> of	100%	74%
Evaluate	students will	students will		
Practice with	demonstrate	demonstrate		
Individuals,	competence	competence		
Families,	inclusive of 2 or	inclusive of 2 or		

Groups,	more	more	
Organizations,	measures	measures	
and			
Communities			

### 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)		
			Generalist Practice	Area of Specialized Practice #1 Advanced Generalist
Competency 1:	80% of students will	80% of students	100%	99.25%
Demonstrate	demonstrate	will demonstrate		
Ethical and	competence	competence		
Professional	inclusive of 2 or more	inclusive of 2 or		
Behavior	measures	more measures		
Competency 2:	80% of students will	80% of students	100%	98.25%
Engage	demonstrate	will demonstrate		
Diversity and	competence	competence		
Difference in	inclusive of 2 or more	inclusive of 2 or		
Practice	measures	more measures		
		80% of students	100%	94.25%
Advance Human	demonstrate	will demonstrate		
Rights and	competence	competence		

	inclusive of 2 or more measures	inclusive of 2 or more measures		
informed	demonstrate competence inclusive of 2 or more	80% of students will demonstrate competence inclusive of 2 or more measures	100%	96%
Competency 5: Engage in Policy Practice	demonstrate competence inclusive of 2 or more	80% of students will demonstrate competence inclusive of 2 or more measures	100%	95%
Families, Groups, Organizations	demonstrate competence inclusive of 2 or more	80% of students will demonstrate competence inclusive of 2 or more measures	100%	99.25%
Individuals, Families	demonstrate competence inclusive of 2 or more	80% of students will demonstrate competence inclusive of 2 or more measures	100%	99.5%
Intervene with	demonstrate	<b>80%</b> of students will demonstrate competence	100%	97.5%

1 <u>-</u>	inclusive of 2 or more measures	inclusive of 2 or more measures		
Individuals, Families, Groups,	demonstrate competence inclusive of 2 or more	80% of students will demonstrate competence inclusive of 2 or more measures	100%	93.5%