

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
California State University, Stanislaus 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. At the foundation level, 2 program assessment tools are used to examine student performance on the 9 required competencies and the associated 31 practice behaviors/performance indicators. These assessment tools include a Foundation Practicum Learning Plan & Evaluation and a Mid-Program Competency Assessment. The formula for holistically determining if the students meet the benchmark for each competency is as follows: 1) For assessment tool #1 (Foundation Practicum Learning Plan & Evaluation) the percentage of students meeting/exceeding expectation for each of the various practice behavior items associated with the competency are summed and averaged; 2) For assessment tool #2 (Mid-Program Competency Assessment) the percentage of students providing the correct answer for the each of the various practice behavior items associated with the competency are summed and averaged; and 3) The 2 scores from the measurement tools are summed and divided by 2 to produce the total percentage of students meeting the benchmark for each competency.

| Assessment Measure #1: Foundation Practicum Learning Plan & Evaluation | |
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| Dimension(s) assessed: Cognitive Processes; Affective Reactions; Skills; Values | |
| When/where students are assessed: End of Spring Semester, Foundation Year. Field Agencies. | |
| Who assessed student competence: Field Instructor/Faculty Liaison | |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: a minimum score of a 3 (5 point Likert scale) | |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 80% of students will have achieved the benchmark. | |
| Assessment Measure #2: Mid Program Competency Assessment | |
| Dimension(s) assessed: Knowledge | |
| When/where students are assessed: End of Foundation Year, in SW 5025 research class. | |
| Who assessed student competence: This is an assessment tool taken from <i>Connecting Core Competencies</i> (Nichols, 2012). Research & Evaluation Committee compile results. | |

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| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: 80% of the student will provide the correct answer on each item of the exam. | |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 80% of the students will achieve the benchmark. | |
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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. At the specialized level, we utilize 2 program assessment strategies to examine student performance on the 9 competencies and 19 associated practice behaviors/performance indicators. The instruments include the: 1) Advanced Practicum Learning Plan & Evaluation (which serves as our real/simulated measure); and 2) A composite score produced by 3 Embedded Advanced Course Measures (Social Welfare Policy and Services for Social Justice II – SW 5002, Advanced Integrative Practice with Children, Adults, and Families – SW 5032, Advanced Integrative Practice with Communities and Organizations – SW 5034). The formula for determining if the students meet the benchmark for each competency is as follows: 1) For assessment tool #1 (Advanced Practicum Learning Plan & Evaluation) the percentage of students meeting/exceeding expectation for the various practice behavior items associated with the competency are summed and averaged; 2) For assessment tool number(s) 2-4 combined (all embedded measures) the percentage of student meeting/exceeding expectations for the various practice behavior items associated with the competency are summed and averaged; and 3) The 2 scores from the measurement tools (the Advanced Practicum Learning Plan & Evaluation and the combined Embedded Measures instruments related to the competency) are summed and divided by 2 to produce the percentage of students meeting the benchmark for each competency.

Area of Specialized Practice #1: ADVANCED INTEGRATIVE PRACTICE

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| Assessment Measure #1: Advanced Practicum Learning Plan & Evaluation | |
| Dimension(s) assessed: Cognitive Processes; Affective Reactions; Skills; Values | |

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| When/where students are assessed: End of Advanced Field Practicum, Field Agency | |
| Who assessed student competence: Field Instructor/Faculty Liaison | |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: "3" on a five point Likert Scale | |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 80% of students will achieve the minimum score or higher | |
| Assessment Measure #2: Advanced Embedded Measures | |
| Dimension(s) assessed: Cognitive Processes; Affective Reactions; Skills; Values; Knowledge. | |
| When/where students are assessed: End of Advanced Core Course in SW 5002, 5032, 5034. | |
| Who assessed student competence: Faculty member of each course | |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: 3 (on a five point Likert scale) | |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 80% of the students will achieve the score of 3 or higher. | |
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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: Turlock Campus, Face to Face**

| COMPETENCY | COMPETENCY BENCHMARK (%) (GENERALIST) | COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE) | PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK | | | |
|---|--|--|--|--|--|--|
| | | | Generalist Practice n = 64 | Area of Specialized Practice (Advanced Integrative Practice) n = 42 | | |
| Competency 1: Demonstrate Ethical and Professional Behavior | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 90% | 97% | | |
| Competency 2: Engage Diversity and Difference in Practice | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 85% | 97% | | |
| Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 88% | 99% | | |
| Competency 4: Engage in | 80% of students will | 80% of students will | 86% | 98% | | |

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|---|---|---|-----|-----|--|--|
| Practice-informed Research and Research-informed Practice | demonstrate competence inclusive of two foundation measures | demonstrate competence inclusive of two advanced measures | | | | |
| Competency 5: Engage in Policy Practice | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 78% | 96% | | |
| Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 95% | 98% | | |
| Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 77% | 97% | | |
| Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 85% | 96% | | |

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|---|---|---|-----|-----|--|--|
| Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 90% | 98% | | |
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**Assessment Data Collected during the Academic Year
(2022-2023) Program Option #2: Stockton/Hybrid Program**

| COMPETENCY | COMPETENCY BENCHMARK (%) (GENERALIST) | COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE) | PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK | | | |
|--|---|---|--|--|--|--|
| | | | Generalist Practice n = 28 | Area of Specialized Practice: Advanced Integrative Practice) n = 25 | | |
| Competency 1: Demonstrate Ethical and Professional Behavior | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 87% | 98% | | |
| Competency 2: Engage Diversity and | 80% of students will demonstrate | 80% of students will demonstrate | 87% | 97% | | |

| Difference in Practice | competence inclusive of two foundation measures | competence inclusive of two advanced measures | | | | |
|---|--|--|-----|-----|--|--|
| Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 94% | 98% | | |
| Competency 4: Engage in Practice-informed Research and Research-informed Practice | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 90% | 97% | | |
| Competency 5: Engage in Policy Practice | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 83% | 97% | | |
| Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 95% | 96% | | |
| Competency 7: Assess Individuals, Families, | 80% of students will demonstrate competence | 80% of students will demonstrate competence | 92% | 91% | | |

| Groups, Organizations, and Communities | inclusive of two foundation measures | inclusive of two advanced measures | | | | |
|---|---|---|-----|-----|--|--|
| Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 89% | 92% | | |
| Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 98% | 93% | | |
| 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 (2022-2023)

| COMPETENCY | COMPETENCY BENCHMARK (GENERALIST) | COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE) | PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK | | | |
|--|--|--|--|---|--|--|
| | | | Generalist Practice | Area of Specialized Practice: Advanced Integrative Practice | | |
| Competency 1: Demonstrate Ethical and Professional Behavior | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 92% | 98% | | |
| Competency 2: Engage Diversity and Difference in Practice | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 86% | 95% | | |
| Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 91% | 97% | | |
| Competency 4: Engage In Practice-informed Research and | 80% of students will demonstrate competence inclusive of two | 80% of students will demonstrate competence inclusive of two | 88% | 97% | | |

| Research-informed Practice | foundation measures | advanced measures | | | | |
|---|---|---|-----|-----|--|--|
| Competency 5: Engage in Policy Practice | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 80% | 99% | | |
| Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 95% | 96% | | |
| Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 83% | 94% | | |
| Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities | 80% of students will demonstrate competence inclusive of two foundation measures | 80% of students will demonstrate competence inclusive of two advanced measures | 87% | 92% | | |
| Competency 9: Evaluate Practice with Individuals, | 80% of students will demonstrate competence inclusive of two | 80% of students will demonstrate competence | 94% | 96% | | |

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|---|--------------------------------|---|--|--|--|--|
| Families, Groups, Organizations, and Communities | foundation measures | inclusive of two advanced measures | | | | |
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