

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
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: [Foundation Practicum I Learning Contract]	
Dimension(s) assessed:	4
When/where students are assessed:	2022-2023 APSU
Who assessed student competence:	Dr. Hirono
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
Assessment Measure #2: [Key Generalist Course Assignment]	
Dimension(s) assessed:	4
When/where students are assessed:	2022-2023 APSU
Who assessed student competence:	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

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 Practice]

Assessment Measure #1: [Concentration Practicum II Learning Contract]	
Dimension(s) assessed:	4
When/where students are assessed:	2022-2023 APSU
Who assessed student competence:	Dr. Hirono
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
Assessment Measure #2: [Key Advanced Generalist Course Assignment]	
Dimension(s) assessed:	4
When/where students are assessed:	2022-2023 APSU
Who assessed student competence:	Dr. Hirono
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

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.

Criteria for Benchmarks

The following narrative provides descriptions of how it is determined that students' performance meets the benchmarks for generalist competencies and advanced generalist (specialized) competencies. This information is also summarized in column 7 of the Assessment Plan Table.

Determination that Students' Performance Meets Generalist Competency Benchmarks

(1) Measurement One-Foundation Practicum I Learning Contract. The following narrative describes how it is determined that the students' performance meets the benchmark for Measurement One generalist level practice. Each field instructor rates their foundation MSW student intern(s) on the behaviors associated with each of the nine competencies at the midterm point and at the end of the term using rating the respective rating scales (located on page 80 and page 91, Vol. 3). Ratings for students are made using a 5-point scale: 5 = professional level of activity equivalent to employee, 4 = competent level activity, with indirect supervision, 3 = meets expectations, with direct supervision, 2 = beginning level activity only, and 1 = attempted but failed to engage in this task. The benchmark for Measurement One generalist level practice is that 85% of foundation students will score 4.0 or higher. A final score of 3.0 indicates that the student has met the basic expectation for the competency, while a score of 4.0 reflects mastery of the competency. A score below a 3.0 demonstrates that the student has not mastered the competency. Competencies assessed in this measurement are based on student interactions with clients in real or simulated situations in their foundation practicum.

The midterm evaluation is used to provide the student with feedback halfway through the semester, and to serve as a preventative measure to warn students of any concerns while there is still time to rectify them; it is not used as a measure of competency. Both the field instructor and the faculty field liaison assigned to monitor each student's field practicum use the data from the midterm evaluation to process students' strengths and needs in order to create plans for continued improvement and growth related to each core competency and the respective multiple dimensions associated with each competency. The final evaluation is used to provide students with formal feedback on their development of each competency (including the respective associated multiple dimensions), and is also used to inform their field practicum grade. To obtain a score for each competency on Measurement One, the field instructor rates a student on their performance of each competency while taking into consideration the multiple dimensions comprised by each competency. These scores are then entered into D2L, where they are stored for determination of the percentage of students achieving the benchmark across the program.

(2) Measurement Two-Key Generalist Course Assignment. The following narrative describes how it is determined that students' performance meets the benchmark for Measurement Two assessment of generalist level practice. Designated MSW faculty assess foundation MSW students' reflections on their progress towards each of the nine competencies using the grading scale associated with the identified key generalist course assignments. Students' scores and feedback on this assessment measure are used to provide students with formal feedback on their development of each competency, including respective associated multiple dimensions. Each assignment is scored using a percentage (e.g., a score of 18/20 = 90%). The scores for each student are reviewed to determine if they meet the set benchmark (80%). It is anticipated that 85% of students will score an 80% or higher on these key foundation course assignments. In the APSU MSW program, a grade of 80% on an assignment is equivalent to a "B" in the university grading system. These scores are then entered into D2L, where they are stored for determination of the percentage of students achieving the benchmark across the program.

Determination that Students' Performance Meets Advanced Generalist (Specialized) Competency Benchmarks

(1) Assessment of Measurement One-Concentration Practicum II Learning Contract. The following narrative describes how it is determined that the students' performance meets the benchmark for Measurement One advanced (specialized) level practice. Each field instructor rates their concentration MSW student intern(s) on the behaviors associated with each of the nine competencies at the midterm point and at the end of the term using rating the respective rating scales (located on page 80 and page 91). Ratings for students are made using a 5-point scale: 5 = advanced professional level of activity equivalent to advanced employee, 4 = competent advanced practice level activity, with indirect supervision, 3 = meets expectations, with direct supervision, 2 = beginning level advanced activity only, and 1 = attempted but failed to engage in this task. The benchmark for Measurement One advanced level practice is that 85% of concentration students will score 4.0 or higher. A final score of 3.0 indicates that the student has met the basic expectation for the competency, while a score of 4.0 reflects mastery of the competency. A score below a 3.0 demonstrates that the student has not mastered the competency. Competencies assessed in this measurement are based on student interactions with clients in real or simulated situations in their concentration practicum, where students are expected to demonstrate master's level performance in the form of advanced generalist practice.

The midterm evaluation is used to provide the student with feedback halfway through the semester, and to serve as a preventative measure to warn students of any concerns while there is still time to rectify them; it is not used as a measure of competency. Both the field instructor and the faculty field liaison assigned to monitor each student's field practicum use the data from the midterm evaluation to process students' strengths and needs in order to create plans for continued improvement and growth related to each core competency and the respective multiple dimensions associated with each competency. The final evaluation is used to provide students with formal feedback on their development of each competency (including the respective associated multiple dimensions), and is also used to inform their field practicum grade. To obtain a score for each competency on Measurement One, the field instructor rates a student on their performance of each competency while taking into consideration the multiple dimensions comprised by each competency. These scores are then entered into D2L, where they are stored for determination of the percentage of students achieving the benchmark across the program.

(2) Assessment of Measurement Two-Key Advanced Generalist Course Assignment. The following narrative describes how it is determined that students' performance meets the benchmark for Measurement Two assessment of advanced generalist level practice. Designated MSW faculty assess concentration MSW students' reflections on their progress towards each of the nine competencies using the grading scale associated with the identified key advanced generalist course assignments. Students' scores and feedback on this assessment measure are used to provide students with formal feedback on their advanced development of each competency, including respective associated multiple dimensions at an advanced level (that is, beyond a general practice level understanding). Each assignment is scored using a percentage (e.g., a score of 18/20 = 90%). The scores for each student are reviewed to determine if they meet the set benchmark (80%). It is anticipated that 85% of students will score an 80% or higher on these key foundation course assignments. In the APSU MSW program, a grade of 80% on an assignment is equivalent to a "B" in the university grading system. These scores are then entered into D2L, where they are stored for determination of the percentage of students achieving the benchmark across the program.

Assessment Data Collected during the Academic Year (2022-2023)
Program Option #1: (Austin Peay State University, Clarksville, TN, Face-to-face/Online)

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice n = 32	Area of Specialized Practice (Advanced Generalist Practice) n = 32
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will demonstrate competence inclusive of the two assessment measurements: Measurement One: Students must score a minimum of 4.0 out of 5.0 points Measurement Two: Students must score a minimum of 8 out of 10 points (80% or higher)	85% of students will demonstrate competence inclusive of the two assessment measurements: Measurement One: Students must score a minimum of 4.0 out of 5.0 points Measurement Two: Students must score a minimum of 8 out of 10 points (80% or higher)	94%	95%

Competency 2: Engage Diversity and Difference in Practice	85% of students will demonstrate competence inclusive of the two assessment measurements Measurement One: Foundation Practicum I Learning Contract Measurement Two: Key Generalist Course Assignments	85% of students will demonstrate competence inclusive of the two assessment measurements Measurement One: Foundation Practicum I Learning Contract Measurement Two: Key Generalist Course Assignments	92%	95%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will demonstrate competence inclusive of 2 measurements Measurement One: Students must score a minimum of 4.0 out of 5.0 points Measurement Two: Students must score a minimum of 8 out of 10 points (80% or higher)	85% of students will demonstrate competence inclusive of 2 measurements Measurement One: Students must score a minimum of 4.0 out of 5.0 points Measurement Two: Students must score a minimum of 8 out of 10 points (80% or higher)	88%	94%

Competency 4: Engage in Practice- informed Research and Research- informed Practice	85% of students will demonstrate competence inclusive of 2 measurements Measurement One: Students must score a minimum of 4.0 out of 5.0 points Measurement Two: Students must score a minimum of 8 out of 10 points (80% or higher)	85% of students will demonstrate competence inclusive of 2 measurements Measurement One: Students must score a minimum of 4.0 out of 5.0 points Measurement Two: Students must score a minimum of 8 out of 10 points (80% or higher)	88%	91%
Competency 5: Engage in Policy Practice	85% of students will demonstrate competence inclusive of 2 measurements <i>Measurement One:</i> Students must score a minimum of 4.0 out of 5.0 points Measurement Two: Students must score a minimum of 8 out of 10 points (80% or higher)	85% of students will demonstrate competence inclusive of 2 measurements <i>Measurement One:</i> Students must score a minimum of 4.0 out of 5.0 points Measurement Two: Students must score a minimum of 8 out of 10 points (80% or higher)	85%	89%

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 measurements <i>Measurement One:</i> Students must score a minimum of 4.0 out of 5.0 points <i>Measurement Two:</i> Students must score a minimum of 8 out of 10 points (80% or higher)	85% of students will demonstrate competence inclusive of 2 measurements <i>Measurement One:</i> Students must score a minimum of 4.0 out of 5.0 points <i>Measurement Two:</i> Students must score a minimum of 8 out of 10 points (80% or higher)	93%	94%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 measurements <i>Measurement One:</i> Students must score a minimum of 4.0 out of 5.0 points <i>Measurement Two:</i> Students must score a minimum of 8 out of 10 points (80% or higher)	85% of students will demonstrate competence inclusive of 2 measurements <i>Measurement One:</i> Students must score a minimum of 4.0 out of 5.0 points <i>Measurement Two:</i> Students must score a minimum of 8 out of 10 points (80% or higher)	92%	94%

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 measurements <i>Measurement One: Students must score a minimum of 4.0 out of 5.0 points</i> <i>Measurement Two: Students must score a minimum of 8 out of 10 points (80% or higher)</i>	85% of students will demonstrate competence inclusive of 2 measurements <i>Measurement One: Students must score a minimum of 4.0 out of 5.0 points</i> <i>Measurement Two: Students must score a minimum of 8 out of 10 points (80% or higher)</i>	94%	97%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 measurements	<i>Measurement One: Students must score a minimum of 4.0 out of 5.0 points</i>	91%	89%
Any additional Competency(ies) Developed by the Program	N/A	N/A	N/A	N/A