

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)**  
**CONCORDIA UNIVERSITY WISCONSIN ANN ARBOR 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.

**CONCORDIA UNIVERSITY - WISCONSIN BACCALAUREATE SOCIAL WORK PROGRAM**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
 LAST COMPLETED ON *(February 3, 2020)*

**Summary of the Program's Assessment Plan | Generalist Practice**

<b>Assessment Measure #1: POLICY PROPOSAL &amp; PRESENTATION ASSIGNMENT</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective
When/where students are assessed:	Junior Year/SW 306 – Social Welfare Policy & Programs
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 3 and 5:	3.0 out of 5.0
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 3 and 5:	90%
<b>Assessment Measure #2: INTERVIEW AT SENIOR LIVING FACILITY, VETERAN'S OR INDIVIDUALS WITH DEVELOPMENT DISABILITIES ASSIGNMENT</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective
When/where students are assessed:	Junior Year/SW 326 – Skills and Methods of Social Work Practice I
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 2, 6, 7, 8, 9:	3.0 out of 5.0

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 2, 6, 7, 8, 9:	90%
<b>Assessment Measure #3: PROGRAM EVALUATION RESEARCH PROJECT</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective
When/where students are assessed:	Junior Year/SW 410 – Research Methods II
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 4, 7, 9:	3.0 out of 5.0
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 4, 7, 9:	90%
<b>Assessment Measure #4: KNOWING YOUR NEIGHBORHOOD ASSIGNMENT</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective
When/where students are assessed:	Senior Year/SW 436 – Skills and Methods of Social Work Practice III
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 3, 6, 7, 9:	3.0 out of 5.0
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 3, 6, 7, 9:	90%
<b>Assessment Measure #5: FINAL FIELD EVALUATION</b>	
Dimension(s) assessed:	Knowledge, Skills, Values, Cognitive/Affective

When/where students are assessed:	Spring Senior Year/ SW 428 – Field Seminar II
Who assessed student competence:	Field Instructor & Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3.0 out of 5.0
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%

**Assessment Data Collected during the Academic Year (2019-2020)**

COMPETENCY	COMPETENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
		Aggregate of Students from All Program Options  n = 12 (Number of students)
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	90% of students will demonstrate competence inclusive of 2 or more measures	92%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	90% of students will demonstrate competence inclusive of 2 or more measures	100%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	90% of students will demonstrate competence inclusive of 2 or more measures	82%
<b>Competency 4: Engage in Practice-informed Research</b>	90% of students will demonstrate competence inclusive of 2 or more measures	100%

<b>and Research-informed Practice</b>		
<b>Competency 5: Engage in Policy Practice</b>	90% of students will demonstrate competence inclusive of 2 or more measures	82%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	90% of students will demonstrate competence inclusive of 2 or more measures	83%
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	90% of students will demonstrate competence inclusive of 2 or more measures	92%
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	90% of students will demonstrate competence inclusive of 2 or more measures	92%
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	90% of students will demonstrate competence inclusive of 2 or more measures	92%