

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
CONCORDIA UNIVERSITY OF WISCONSIN 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

Assessment Measure #1: CASE STUDY ASSIGNMENT	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective
When/where students are assessed:	Fall – Generalist Year/MSW 600 – Advanced HBSE
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 2 and 3:	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 and 3:	90%
Assessment Measure #2: GRANT PROPOSAL ASSIGNMENT	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective
When/where students are assessed:	Spring – Generalist Year/MSW 615 – Generalist Practice II – Groups, Organizations, & Communities
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 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 1, 6, 7, 8, 9:	90%
Assessment Measure #3: FINAL SOCIAL WELFARE POLICY ANALYSIS	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective

When/where students are assessed:	Spring – Generalist Year/MSW 620 – Social Policy & Advocacy
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 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 Competency 5:	90%
Assessment Measure #4: QUANTITATIVE & QUALITATIVE QUESTIONS ASSIGNMENT	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective
When/where students are assessed:	Spring – Generalist Year/MSW 650 – Research Methodologies
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4:	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 Competency 4:	90%
Assessment Measure #5: FINAL FIELD EVALUATION	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective
When/where students are assessed:	End of Spring Semester/MSW 680 – Final Field Evaluation
Who assessed student competence:	Field Instructor and 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%
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Area of Specialized Practice #1: ADVANCED GENERALIST

Assessment Measure #1: PROGRAM ANALYSIS ASSIGNMENT	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective
When/where students are assessed:	Fall Advanced Generalist Year/MSW 700 – Administration & Supervision with Groups, Organizations, & Communities
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 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 Competency 5:	85%
Assessment Measure #2: RESEARCH PAPER ON VULNERABLE POPULATIONS	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective
When/where students are assessed:	Fall Advanced Generalist Year/MSW 715 – Advanced Practice – Diverse & Vulnerable Populations
Who assessed student competence:	Faculty Instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 2 and 3:	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 and 3:	85%
Assessment Measure #3: RESEARCH PROJECT ASSIGNMENT	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective
When/where students are assessed:	Spring Advanced Generalist Year/MSW 752 – Research Project II
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1 and 4:	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 and 4:	85%
Assessment Measure #4: CASE THEORY PAPER	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective
When/where students are assessed:	Spring Advanced Generalist Year/MSW 785 – Advanced Field Seminar IV
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 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 6, 7, 8, 9:	85%
Assessment Measure #5: FINAL FIELD EVALUATION	

Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective
When/where students are assessed:	End of Spring Semester/MSW 780 – Final Field Evaluation
Who assessed student competence:	Field Instructor and 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:	85%

**OVERALL ASSESSMENT OF STUDENT LEARNING OUTCOMES
(Aggregate Findings for All Students from All Program Options Combined)**

Assessment Data Collected during the Academic Year (2020-2021)

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE – ADVANCED GENERALIST)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice	Area of Specialized Practice #1 (Advanced Generalist)
Competency 1: Demonstrate Ethical and Professional Behavior	90% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	100%	100%

Competency 2: Engage Diversity and Difference in Practice	90% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 4: Engage In Practice-informed Research and Research- informed Practice	90% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 5: Engage in Policy Practice	90% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	100%	100%
Competency 8: Intervene with	90% of students will demonstrate competence	85% of students will demonstrate competence	100%	100%

Individuals, Families, Groups, Organizations, and Communities	inclusive of 2 or more measures	inclusive of 2 or more measures		
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	100%	100%