**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)**

**BOWLING GREEN STATE UNIVERSITY 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.

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| **Assessment Measure #1: Signature Assignment** | |
| Competency(ies) assessed: | 1-9 |
| Dimension(s) assessed: | K, V, S, C/A |
| When/where students are assessed: | In class |
| Who assessed student competence: | Faculty |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: | 80% or grade of B |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80% of total number of students in class will achieve a B or more (80%+) |
| **Assessment Measure #2: Final Generalist Field Evaluation** | |
| Competency(ies) assessed: | 1-9 |
| Dimension(s) assessed: | K, V. S, C/A |
| When/where students are assessed: | Field agency |
| Who assessed student competence: | Field instructor |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: | Minimum score of 4 on a 5-point 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 earn a minimum score of 4 on a 5-point scale for each competency area |

**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**

**The program has only one option**

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| **Assessment Measure #1: Signature Assignment** | |
| Dimension(s) assessed: | all |
| When/where students are assessed: | In classes |
| Who assessed student competence: | Faculty |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: | 80% or grade of B |
| 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 in course will earn a B or better on the assignment |
| **Assessment Measure #2: Final Specialized Practice Field Evaluation** | |
| Dimension(s) assessed: | all |
| When/where students are assessed: | Field agency |
| Who assessed student competence: | Field Instructors |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: | Score of 4 on a 5-point 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 earn a minimum of 4 out of 5 in all competency areas on field evaluation |

**Rationale for Program’s Assessment Plan**

**Measure #1 – Signature Assignments**

* Each course in the Generalist and Specialized Practice curriculum identifies a specific assignment that is used to measure student competency in one or more of the nine required competency areas and dimensions identified by CSWE. Each identified assignment has a rubric and outcomes are scored as (1) meets criteria which is a score on the assignment between 80%-89%; (2) exceeds criteria which is a score of 90% or higher on the assignment, or (3) does not meet criteria which is a score of less than 80% on the assignment. Outcomes are monitored on each individual student in the program, and totals are aggregated to produce the programmatic outcomes.
* The Program outcome measures are (1) meets competency (80% of the students in the course obtained a grade of B or score of 80%-89% on the signature assignment; (2) exceeds competency (% of students in the course who obtained a grade of A or a score 90% or more on the signature assignment; or (3) did not meet competency (% of students in the course who earned a grade of C or lower and a percentage less than 80% on the signature assignment.

**Measure #2 – Final Field Evaluations**

* The field evaluations at the Generalist and Specialized Practice levels allow students to be evaluated in real-time work with clients or simulations. The evaluations measure all nine competency areas and dimensions and tend to be accurate indicators of the student’s ability to practice as a professional social worker. The students are evaluated in the field agency by their field instructor who has firsthand knowledge of their ability and who has been providing weekly supervision throughout the internship process. Students are assessed individually by their field instructor on competency in all areas and need to earn a score of 4 on a 5-point scale to meet the competency standard. An aggregate minimum score of 4 out of 5 determines whether the student is sufficiently competent to pass field.
* Programmatically, the student scores are aggregated and averaged to determine the overall score for the specific competency. Programmatic competency scores are determined by the percentage of students’ scores in each of three categories. The categories are: (1) meets criteria- 80% of students will obtain a score of 4 on a 5-point scale in each competency standard and in an aggregate total; (2) exceeds criteria - % of students who meet or exceed 90% in each competency standard and in an aggregate total; (3) does not meet criteria - % of students scoring less than 80% on each competency standard and in an aggregate total. 80% of the students need to score at least a 4 on a 5-point scale for the program to meet its competency threshold.

**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: (Bowling Green, Ohio – Main Campus)**

**The program has only one option**

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| **COMPETENCY** | **COMPETENCY BENCHMARK (80%) (GENERALIST)** | **COMPETENCY BENCHMARK**  **(80%)**  **Advanced Generalist** | **PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK** | | | |
|  | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 instruments | **Generalist Practice**  **n = (9)** | **Area of Specialized Practice #1 (Advanced Generalist)**  **n = (19)** | **Area of Specialized Practice #2 (Identify Specialization)**  **n = N/A** | **Area of Specialized Practice #3 (Identify Specialization)**  **n = (N/A** |
| **Competency 1: Demonstrate Ethical and Professional Behavior** | **80%** | 80% | 98% | 100% |  |  |
| **Competency 2: Engage Diversity and Difference in Practice** | 80% | 80% | 98% | 100% |  |  |
| **Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice** | 80% | 80% | 95% | 100% |  |  |
| **Competency 4: Engage in Practice-informed Research and Research-informed Practice** | 80% | 80% | 93% | 100% |  |  |
| **Competency 5: Engage in Policy Practice** | 80% | 80% | 91% | 100% |  |  |
| **Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities** | 80% | 80% | 95% | 100% |  |  |
| **Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities** | 80% | 80% | 93.5% | 100% |  |  |
| **Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities** | 80% | 80% | 92% | 100% |  |  |
| **Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities** | 80% | 80% | 94% | 100% |  |  |