

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

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**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.

<b>Assessment Measure #1</b>	
Dimension(s) assessed:	Knowledge (K), Values (V), Cognitive Affective Processes (CAP)
When/where students are assessed:	For measure #1, students are assessed in a resident instruction (RI) program using curricular measures (e.g., assignments, papers, community-based projects, etc.). These measures were determined using assignments that specifically targeted the nine EPAS competencies.
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Competency 1: SOCW626 Personal Values Paper (V, CAP) Competency 2: SOCW626 Community Meeting Paper (K, CAP) Competency 3: SOCW642 Advocacy Assignment Reflection Paper (S) Competency 4: SOCW625 Critical Annotated Bibliography (K, S, CAP) Competency 5: SOCW642 Policy Analysis (K, S, CAP) Competency 6: SOCW642 Community Engagement Exercise Rubric (K, S) Competency 7: SOCW625 Theory Analysis Paper/Presentation (K, S, CAP) Competency 8: SOCW651 Community Intervention Score (K, S) Competency 9: SOCW615 Evaluation Practice Paper (K) <b>Benchmark/SCALE:</b> 5 = Mastered Performance/Mastered performance requires exhibited high performance 4 = Superior performance/Superior performance requires exhibiting 'all' the 'appropriate' competencies and surpassing in one or more ways 3 = Competent performance/Competent performance is exhibiting appropriate competencies at the beginning or	Benchmark score has been set at 3.0 out of 5.0

rudimentary level. 2 = Inadequate performance/ Inadequate performance is where one or more of the appropriate competencies are missing. 1 = Lacking performance/Lacking performance is a failure to exhibit any of the competencies.	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
<b>Assessment Measure #2</b>	
Dimension(s) assessed:	Skills
When/where students are assessed:	Measure #2 assessed students' based on the mean score of items on the Field Practicum Placement Assessment Instrument (FPPAI). All are real/simulated assessments.
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Competency 1: FPPAI Mean Score Competency 2: FPPAI Mean Score Competency 3: FPPAI Mean Score Competency 4: FPPAI Mean Score Competency 5: FPPAI Mean Score Competency 6: FPPAI Mean Score Competency 7: FPPAI Mean Score Competency 8: FPPAI Mean Score Competency 9: FPPAI Mean Score	Benchmark score has been set at 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:	80%

### 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 with Evidence-Based Practice Emphasis

<b>Assessment Measure #1</b>	
Dimension(s) assessed:	Knowledge (K), Values (V), Cognitive Affective Processes (CAP)
When/where students are assessed:	For measure #1, students are assessed in a resident instruction (RI) program using curricular measures (e.g., assignments, papers, community-based projects, etc.). These measures were determined using assignments that specifically targeted the nine EPAS competencies and the articulated advanced generalist competencies with an evidence-based focus.
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Competency 1: SOCW725 Ethical decision making-Spirituality in Practice/SOCW752 Ethics Case Study (K, S, V, CAP) Competency 2: SOCW725 Spirituality -Helpful and Harmful Spiritual Involvement/SOCW752 Reflection Paper 1 (K, CAP) Competency 3: SOCW748 Mental Health Practice Video Schizophrenia/ SOCW752 Reflection Paper 2 (K, CAP)	

Competency 4: SOCW752 Analysis of Assessment Instrument (K, CAP) Competency 5: SOCW752 Analysis of Assessment Instrument (K, S, CAP) Competency 6: SOCW751+ Assignment and SOCW752 Ethics Case Study (K, S, CAP) Competency 7: SOCW748 SOAP Assignments and SOCW751 EIT Assignment (K, S, CAP) Competency 8: SOCW751 EIT and SOCW752 Evidence-Based Practice Critique (K, CAP) Competency 9: SOCW744: Program Evaluation Assignment (K, S)	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
<b>Assessment Measure #2</b>	
Dimension(s) assessed:	
When/where students are assessed:	Measure #2 assessed students' based on the mean score of items on the Field Practicum Placement Assessment Instrument (FPPAI). All are real/simulated assessments.
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Competency 1: SOCW782/FPPAI Mean Score Competency 2: SOCW782/FPPAI Mean Score Competency 3: SOCW782/FPPAI Mean Score Competency 4: SOCW782/FPPAI Mean Score/SOCW799 THESIS Competency 5: SOCW782/FPPAI Mean Score/SOCW799 THESIS Competency 6: SOCW782/FPPAI Mean Score Competency 7: SOCW782/FPPAI Mean Score Competency 8: SOCW782/FPPAI Mean Score Competency 9: SOCW782/FPPAI Mean Score/SOCW799 THESIS	3.0 or greater on 5.0 scale
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

### 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 (2020-2021) Program Option #1: Abilene, TX: Resident Instruction

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice  n = 3	Area of Specialized Practice #1 (Advanced Generalist with Evidence-Based Practice Emphasis)  n = 16	Area of Specialized Practice #2 (Identify Specialization)  n = (Number of students)	Area of Specialized Practice #3 (Identify Specialization)  n = (Number of students)
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	100% of students demonstrated competence; cohort competency met n=3	100% of students demonstrated competence; cohort competency met n=16	n/a	n/a

<b>Competency 2: Engage Diversity and Difference in Practice</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	100% of students demonstrated competence; cohort competency met n=3	100% of students demonstrated competence; cohort competency met n=16	n/a	n/a
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	100% of students demonstrated competence; cohort competency met n=3	100% of students demonstrated competence; cohort competency met n=16	n/a	n/a
<b>Competency 4: Engage in Practice- informed Research and Research- informed Practice</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	100% of students demonstrated competence; cohort competency met n=3	100% of students demonstrated competence; cohort competency met n=16	n/a	n/a
<b>Competency 5: Engage in Policy Practice</b>	<b>80%</b> of MSSW students will demonstrate competence	<b>80%</b> of MSSW Advanced Generalist students will	100% of students demonstrated competence; cohort competency met n=3	100% of students demonstrated competence; cohort competency met n=16	n/a	n/a

	inclusive of two or more measures (mean score of all measures)	demonstrate competence inclusive of two or more (mean score of all measures)				
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	100% of students demonstrated competence; cohort competency met n=3	100% of students demonstrated competence; cohort competency met n=16	n/a	n/a
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	100% of students demonstrated competence; cohort competency met n=3	100% of students demonstrated competence; cohort competency met n=16	n/a	n/a
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean	100% of students demonstrated competence; cohort competency met n=3	100% of students demonstrated competence; cohort competency met n=16	n/a	n/a

		score of all measures)				
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	100% of students demonstrated competence; cohort competency met n=3	93.75% of students demonstrated competence; cohort competency met n=16	n/a	n/a

**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)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice	Area of Specialized Practice #1 (Advanced Generalist with Evidence-Based Practice Emphasis)	Area of Specialized Practice #2 (Identify Specialization)	Area of Specialized Practice #3 (Identify Specialization)
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	100% of students demonstrated competence; Aggregate/All program options competency met n=3	100% of students demonstrated competence; Aggregate/All program options competency met n=16	n/a	n/a
<b>Competency 2: Engage Diversity and Difference in Practice</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two	100% of students demonstrated competence; Aggregate/All program options competency met n=3	100% of students demonstrated competence; Aggregate/All program options competency met n=16	n/a	n/a

		or more (mean score of all measures)				
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	100% of students demonstrated competence; Aggregate/All program options competency met n=3	100% of students demonstrated competence; Aggregate/All program options competency met n=16	n/a	n/a
<b>Competency 4: Engage In Practice-informed Research and Research-informed Practice</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	100% of students demonstrated competence; Aggregate/All program options competency met n=3	100% of students demonstrated competence; Aggregate/All program options competency met n=16	n/a	n/a
<b>Competency 5: Engage in Policy Practice</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	100% of students demonstrated competence; Aggregate/All program options competency met n=3	100% of students demonstrated competence; Aggregate/All program options competency met n=16	n/a	n/a
<b>Competency 6: Engage with</b>	<b>80%</b>	<b>80%</b>	100% of students demonstrated	100% of students demonstrated	n/a	

<b>Individuals, Families, Groups, Organizations, and Communities</b>	of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	competence; Aggregate/All program options competency met n=3	competence; Aggregate/All program options competency met n=16		n/a
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	100% of students demonstrated competence; Aggregate/All program options competency met n=3	100% of students demonstrated competence; Aggregate/All program options competency met n=16	n/a	n/a
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures (mean score of all measures)	<b>80%</b> of MSSW Advanced Generalist students will demonstrate competence inclusive of two or more (mean score of all measures)	100% of students demonstrated competence; Aggregate/All program options competency met n=3	100% of students demonstrated competence; Aggregate/All program options competency met n=16	n/a	n/a
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups,</b>	<b>80%</b> of MSSW students will demonstrate competence inclusive of two or more measures	<b>80%</b> of MSSW Advanced Generalist students will demonstrate	100.0% of students demonstrated competence; Aggregate/All program options	93.75% of students demonstrated competence; Aggregate/All program options	n/a	n/a

Organizations, and Communities	(mean score of all measures)	competence inclusive of two or more (mean score of all measures)	competency met n=3	competency met n=16		
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