

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)**  
**University of St. Francis 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(B) 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.

**Assessment Data Collected during the Academic Year (2023-2024; Fall 2023, Spring 2024, Summer 2024)**

**Methodology**

The Council on Social Work Education (CSWE) asks that all accredited social work programs assess students across these specific competencies. Data collected from external field instructor evaluations served as a practice-based measure for assessing each competency, and at least one course-embedded measure was used to assess each competency. Data were collected at the practice behavior level using measurable objectives. A student's competency level for each measurable objective was assessed using a 5-point Likert scale, with 1 indicating little or no demonstration of competency, 2 indicating a beginning demonstration of competency, 3 indicating a sufficient demonstration of competency, 4 indicating a solid demonstration of competency, and 5 indicating an exemplary demonstration of competency. For measures that had multiple objectives for a given competency, an average was taken across the objectives for each student. Thereafter, students who scored a 3 or above were counted as having met the benchmark for that measure. Then the percentage of students who met the benchmark (3 or above) for the measure was calculated by taking the number of students who met the benchmark divided by the total number of students completing the outcome measure and multiplying this by 100. Our program aimed to have at least 80% of students at or above the benchmark of 3 or greater for each assessed competency.

### 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. Please note, to avoid data entry errors the name of the measure corresponds with the numerical name of the class.

<b>Assessment Measure #241: SWRK 241 Multi-Theoretical Client Paper</b>	
Dimension(s) assessed:	S
When/where students are assessed:	Signature Course Assignment
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3
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 #242: SWRK 242 Elder Life Review Paper</b>	
Dimension(s) assessed:	K, S
When/where students are assessed:	Signature Course Assignment
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3
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 #314: SWRK 314 Policy Matter Essay</b>	
Dimension(s) assessed:	K, S, V, CAP
When/where students are assessed:	Signature Course Assignment
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3

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 #315a: SWRK 315 Global Social Issues</b>	
Dimension(s) assessed:	K, S
When/where students are assessed:	Signature Course Assignment
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3
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 #315b: SWRK 315 Current Policy Development, Ethical Values and Policy Implications</b>	
Dimension(s) assessed:	K, S
When/where students are assessed:	Signature Course assignment
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3
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 #316: SWRK 316 Current Policy Development, Ethical Values and Policy Implications</b>	
Dimension(s) assessed:	K, S
When/where students are assessed:	Signature Course assignment
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3
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 #333: SWRK 333 Final Research Proposal</b>	
Dimension(s) assessed:	K, S, V, CAP
When/where students are assessed:	Signature Course Assignment
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3
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 #363a: SWRK 363 Final Case Application</b>	
Dimension(s) assessed:	K, S, V, CAP
When/where students are assessed:	Signature Course Assignment
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3
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 #363b: SWRK 363 "Who Am I" Personal History Paper</b>	
Dimension(s) assessed:	K, S, V, CAP
When/where students are assessed:	Signature Course Assignment
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3
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 #364: SWRK 364 Family Genogram Group</b>	
Dimension(s) assessed:	K, S, CAP
When/where students are assessed:	Signature Course Assignment
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3
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 #366a: SWRK 366 Community Needs Assessment Survey</b>	
Dimension(s) assessed:	K, S, V, CAP
When/where students are assessed:	Signature Course Assignment
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3
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 #366b: SWRK 366 Organizational Planned Change Paper</b>	
Dimension(s) assessed:	K, S, V
When/where students are assessed:	Signature Course Assignment
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3
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 #493fa: SWRK 493 FIELD I Field Agency Evaluation</b>	
Dimension(s) assessed:	K, S, V, CAP
When/where students are assessed:	SWRK 493 Field II
Who assessed student competence:	Practicum Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3
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 #493fi: SWRK 493 FIELD II Field Instructor Evaluation</b>	
Dimension(s) assessed:	K, S, V, CAP
When/where students are assessed:	SWRK 493 Field II
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3
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(B)**

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 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 program. However, beyond these formatting alternations, the program may not alter the content of this form.

**Assessment Data Collected during the Academic Year (2023-2024)**

COMPETENCY	COMPETENCY BENCHMARK (%)	Percentage of Students Achieving Benchmark
		<p align="center"><b>Program Option #1</b>  <b>Fall 2023, Spring 2024 &amp; Summer 2024</b></p> <p align="center"><b>Aggregate</b></p> <p align="center"><b>N= number of participants</b></p> <p align="center"><b>T= total (number of student that met competency vs. overall possible students).</b></p>
<p align="center"><b>Competency 1: Demonstrate Ethical and Professional Behavior</b></p>	<p align="center">80%</p> <p>Of students at or above the benchmark of 3 or greater for each assessed competency</p>	<p>Students meeting benchmark:            Measure (1) 241 (n= 10; total 10/10) +            Measure (9) 363 (n= 6; t= 6/6) +            Measure (15) 492fa (n= 17; t= 14/17) +            Measure (15) 492sm (n= 2; t= 2/2)+            Measure (16) 493sp (n= 14, t= 12/14)+            Measure (16) 493sm (n=2, t=2/2) =</p> <p align="center">46/51 students met benchmark            x100 = <b>90.20%</b></p>
<p align="center"><b>Competency 2: Engage Diversity and Difference in Practice</b></p>	<p align="center">80%</p> <p>Of students at or above the benchmark of 3 or greater for each assessed competency</p>	<p>Students meeting benchmark:            Measure (9) 363 (n= 6; t= 6/6) +            Measures (13 &amp; 14) 424 (n= 21; t= 19/21)+            Measure (15) 492fa (n= 17, t= 14/17)+            Measure (15) 492sm (n= 2, t= 2/2)+            Measure (16) 493sp (n= 14; t= 13/14)+            Measure (16) 493sm (n= 2; t= 2/2) =</p> <p align="center">56/62 students met benchmark            x 100 = <b>90.32%</b></p>

<p><b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b></p>	<p>80% Of students at or above the benchmark of 3 or greater for each assessed competency</p>	<p>Students meeting benchmark: Measure (6) 316 (n= 16; t= 14/16) + Measure (12) 366 (n= 20; t= 20/20) + Measure (15) 492fa (n= 17; t= 13/17) + Measure (15) 492sm (n= 2; t= 2/2)+ Measure (16) 493sp (n= 14; t= 12/14)+ Measure (16) 493sm (n= 2; t= 2/2)=</p> <p>51/57 students met benchmark x 100 = <b>88.73%</b></p>
<p><b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b></p>	<p>80% Of students at or above the benchmark of 3 or greater for each assessed competency</p>	<p>Students meeting benchmark: Measure (7) 333 (n= 18; t= 17/18) + Measure (11) 366 (n=20, t= 17/20) + Measure (15) 492fa (n= 17; t= 11/17) + Measure (15) 492sm (n=2; t= 1/2) + Measure (16) 493sp (n= 14; t= 11/14)+ Measure (16) 493sm (n= 2; t= 2/2)=</p> <p>59/73 students met benchmark x 100 = <b>80.82%</b></p>
<p><b>Competency 5: Engage in Policy Practice</b></p>	<p>80% Of students at or above the benchmark of 3 or greater for each assessed competency</p>	<p>Students meeting benchmark: Measure (3) 314 (n= 8; t= 6/8) + Measure (4) 315 (n= 7; t= 7/7)+ Measure (15) 492fa (n= 17; t= 12/17) + Measure (15) 492sm (n= 2; t= 1/2) + Measure (16) 493sp (n= 14; t= 12/14)+ Measure (16) 493sm (n= 2; t= 2/2)=</p> <p>40/46 students met benchmark x 100 = <b>80.00%</b></p>
<p><b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b></p>	<p>80% Of students at or above the benchmark of 3 or greater for each assessed competency</p>	<p>Students meeting benchmark: Measure (10) 364 (n= 7; t= 7/7) + Measure (15) 492fa (n= 17; t= 14/17) + Measure (15) 492sm (n= 2; t=1/2)+ Measure (16) 493sp (n= 14; t= 12/14)+ Measure (16) 493sm (n= 2; t= 2/2) =</p>



		31/35 students met benchmark x 100 = <b>85.71%</b>
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% Of students at or above the benchmark of 3 or greater for each assessed competency	Students meeting benchmark: Measure (1) 241 (n= 10; t= 9/10) + Measure (2) 242 (n= 4; t= 4/4) + Measure (8) 363 (n= 6; t= 6/6) + Measure (11) 366 (n= 20; t= 20/20) + Measure (15) 492fa (n= 17; t= 11/17) + Measure (15) 492sm (n= 2; t= 0/2)+ Measure (16) 493sp (n= 14; t= 12/14)+ Measure (16) 493sm (n= 2; t= 2/2) =  63/67 students met benchmark x 100 = <b>85.33%</b>
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% Of students at or above the benchmark of 3 or greater for each assessed competency	Students meeting benchmark: Measure (8) 363 (n= 6; t= 6/6) + Measure (11) 366 (n= 20; t= 19/20) + Measure (15) 492fa (n= 17; t= 11/17) + Measure (15) 492sm (n=2; t= 0/0032)+ Measure (16) 493sp (n= 14; t= 12/14)+ Measure (16) 493sm (n= 2; t= 1/2) =  48/52 students met benchmarks x 100 = <b>80.33%</b>
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% Of students at or above the benchmark of 3 or greater for each assessed competency	Students meeting benchmark: Measure (3) 314 (n= 8; t= 6/8) + Measure (4 & 5) 315 (n=7; t= 7/7) + Measure (15) 492fa (n= 17; t= 11/17) + Measure (15) 492sm (n= 2; t= 0/2) + Measure (16) 493sp (n= 14; t= 12/14)+ Measure (16) 493sm (n= 2; t= 2/2) =  39/46 students met benchmarks x 100 = <b>76.00%</b>

<b>Any additional Competency(ies) Developed by the Program</b>		
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