

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

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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: FINAL FIELD EVALUATION</b>	
Dimension(s) assessed:	Knowledge Values Skills Cognitive Affective Processes
When/where students are assessed:	Field Agency April 22, 2020
Who assessed student competence:	Field Education Director
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	70%
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: COMPREHENSIVE EXAM</b>	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Canvas Learning Management System April 17, 2020
Who assessed student competence:	MSW Director
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	70%
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: DIRECT PRACTICE

<b>Assessment Measure #1: FINAL FIELD EVALUATION</b>	
Dimension(s) assessed:	Knowledge Values Skills Cognitive Affective Processes
When/where students are assessed:	Field Agency November 16, 2020
Who assessed student competence:	Field Education Director
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	70%
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: COMPREHENSIVE EXAM</b>	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Canvas Learning Management System
Who assessed student competence:	MSW Director November 2, 2020
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	70%
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  
GENERALIST PRACTICE: Fall 2019-Spring 2020  
SPECIALIZED PRACTICE: Fall 2020  
Delivery Method: Campus**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice  24 = (Number of students)	Area of Specialized Practice #1 Direct Practice 20 = (Number of students)	Area of Specialized Practice #2 (Identify Specialization)  n = (Number of students)	Area of Specialized Practice #3 (Identify Specialization)  n = (Number of students)
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher	80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher	86%+ 87%=173/2  86%	80%+98%=178/2  89%		

<b>Competency 2: Engage Diversity and Difference in Practice</b>	<b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b>	<b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b>	94%+86%=180/2  90%	94%+77%=171/2  85.5%		
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b>	<b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b>	90%+81%=171/2  85.5%	94%+74%=168/2  84%		
<b>Competency 4: Engage in Practice- informed Research and Research- informed Practice</b>	<b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b>	<b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b>	82%+67%=146/2  73%	90%+85%=175/2  87.5%		
<b>Competency 5: Engage in Policy Practice</b>	<b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b>	<b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b>	90%+92%=182/2  91%	72%+98%=170/2  85%		
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations,</b>	<b>80% of students will demonstrate competence inclusive of 2 measures</b>	<b>80% of students will demonstrate competence inclusive of 2 measures</b>	88%+78%=166/2  83%	96%+70%=166/2  83%		

<p><b>and Communities</b></p> <p><b>Specialized Practice: Engage with Individuals, Families, and Groups</b></p>	<p>equaling 70% or higher</p>	<p>equaling 70% or higher</p>				
<p><b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b></p> <p><b>Specialized Practice: Assess with Individuals, Families, and Groups</b></p>	<p>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</p>	<p>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</p>	<p><math>90\%+70\%=160/2</math></p> <p>80%</p>	<p><math>94\%+89\%=183/2</math></p> <p>91.5%</p>		
<p><b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b></p> <p><b>Specialized Practice: Intervene with Individuals,</b></p>	<p>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</p>	<p>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</p>	<p><math>90\%+53\%=143/2</math></p> <p>71%</p>	<p><math>94\%+76\%=170/2</math></p> <p>85%</p>		

<b>Families, and Groups</b>						
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>  <b>Specialized Practice: Evaluate Practice with Individuals, Families, and Groups</b>	<b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b>	<b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b>	$86\%+74\%=160/2$  80%	$78\%+70\%=148/2=$  74%		
<b>Any additional Competency(ies) Developed by the Program</b>						

**OVERALL ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
**(Aggregate Findings for All Students from All Program Options Combined)**  
**GENERALIST PRACTICE: Fall 2019-Spring 2020**  
**SPECIALIZED PRACTICE: Fall 2020**  
**Delivery Method: Campus**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice	Area of Specialized Practice #1 (Identify Specialization)	Area of Specialized Practice #2 (Identify Specialization)	Area of Specialized Practice #3 (Identify Specialization)
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher	80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher	86%	89%		
Competency 2: Engage Diversity and Difference in Practice	80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher	80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher	90%	85.5%		
Competency 3: Advance Human Rights and Social,	80% of students will demonstrate competence inclusive of 2	80% of students will demonstrate competence inclusive of 2	85.5%	84%		



<b>Economic, and Environmental Justice</b>	measures equaling 70% or higher	measures equaling 70% or higher				
<b>Competency 4: Engage In Practice-informed Research and Research-informed Practice</b>	80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher	80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher	73%	87.5%		
<b>Competency 5: Engage in Policy Practice</b>	80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher	80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher	91%	85%		
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>  <b>Specialized Practice: Engage with Individuals, Families, and Groups</b>	80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher	80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher	83%	83%		

<p><b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and Communities</p> <p><b>Specialized Practice:</b> Assess with Individuals, Families, and Groups</p>	<p><b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b></p>	<p><b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b></p>	<p>80%</p>	<p>91.5%</p>		
<p><b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and Communities</p> <p><b>Specialized Practice:</b> Intervene with Individuals, Families, and Groups</p>	<p><b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b></p>	<p><b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b></p>	<p>71%</p>	<p>85%</p>		
<p><b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations,</p>	<p><b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b></p>	<p><b>80% of students will demonstrate competence inclusive of 2 measures equaling 70% or higher</b></p>	<p>80%</p>	<p>74%</p>		

<b>and Communities</b>  <b>Specialized Practice: Evaluate Practice with Individuals, Families, and Groups</b>						
<b>Any Additional Competency(ies) Developed by the Program</b>						