

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

Below, the program summarizes its plan for assessing social work competency among generalist students. The table below identifies Assessment Measure #1: Field Instrument, which is used to assess all competencies. The table then overviews additional measures used for each competency, with the program employing at least two measures for each competency.

Assessment Measure #1: Field Instrument (ALL COMPETENCIES)	
Dimension(s) assessed:	Knowledge, Values, Skills, and Cognitive and Affective Professes
When/where students are assessed:	Field Practicum
Who assessed student competence:	Field Liaison and Field Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A minimum of 3.0 out of 5.0 on all practice behaviors for all competencies
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 1 Assessment Measure #2: Professional Identity Assignment	
Dimension(s) assessed:	Knowledge, Values, Skills, and Cognitive and Affective Professes
When/where students are assessed:	SW 516 – Field Seminar II
Who assessed student competence:	Field Liaison
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 1:	A minimum of 80 out of 100
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 1:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 2 Assessment Measure #2: Professional Reflection Paper	
Dimension(s) assessed:	Knowledge, Values, Skills, and Cognitive and Affective Professes
When/where students are assessed:	SW 505 – Diversity and Social Justice
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 2:	A minimum of 144 out of 180

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 2:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 3 Assessment Measure #2: Professional Reflection Paper	
Dimension(s) assessed:	Knowledge, Values, Skills, and Cognitive and Affective Professes
When/where students are assessed:	SW 505 – Diversity and Social Justice
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 3:	A minimum of 144 out of 180
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 3:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 4 Assessment Measure #2: Professional Identity Assignment	
Dimension(s) assessed:	Knowledge and Cognitive and Affective Processes
When/where students are assessed:	SW 504 – Research for Social Work Practice
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4:	A minimum of 120 out of 150
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 4:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 5 Assessment Measure #2: Engage in Policy Practice Assignment	
Dimension(s) assessed:	Knowledge, Skills, Cognitive and Affective Processes
When/where students are assessed:	SW 507 – Policy and Advocacy in Social Work Practice
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5:	A minimum of 140 out of 175

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 5:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 6 Assessment Measure #2: Engagement Strategies Assignment	
Dimension(s) assessed:	Knowledge, Values, Skills, and Cognitive and Affective Professes
When/where students are assessed:	SW 503 – Generalist Practice I
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 6:	A minimum of 80 out of 100
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 6:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 6 Assessment Measure #3: Propose a Group: Engagement	
Dimension(s) assessed:	Knowledge, Values, Skills, and Cognitive and Affective Professes
When/where students are assessed:	Generalist Practice II
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 6:	A minimum of 120 out of 150
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 6:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 7 Assessment Measure #2: Practicum Case Study Social Issue Assessment	
Dimension(s) assessed:	Knowledge, Skills, and Cognitive and Affective Processes
When/where students are assessed:	SW 502 – Human Behavior and the Social Environment
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 7:	A minimum of 200 out of 250

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 7:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 7 Assessment Measure #3: Propose a Group: Assessment	
Dimension(s) assessed:	Knowledge, Skills, and Cognitive and Affective Professes
When/where students are assessed:	Generalist Practice II
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 7:	A minimum of 120 out of 150
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 7:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 8 Assessment Measure #2: Practice Foundations Part II: Intervention	
Dimension(s) assessed:	Knowledge, Skills, and Cognitive and Affective Professes
When/where students are assessed:	SW 503 - Generalist Practice I
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 8:	A minimum of 80 out of 100
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 8:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 8 Assessment Measure #3: Propose a Group: Intervention	
Dimension(s) assessed:	Knowledge, Skills, and Cognitive and Affective Professes
When/where students are assessed:	SW 506 - Generalist Practice II
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 8:	A minimum of 120 out of 150
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 8:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark

Competency 9 Assessment Measure #2: Evaluation Proposal	
Dimension(s) assessed:	Knowledge, Skills, Values, and Cognitive and Affective Professes
When/where students are assessed:	SW 504 – Research for Social Work Practice
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 9:	A minimum of 200 out of 250
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 9:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark

**Summary of the Program’s Assessment Plan | Specialized Practice
Area of Specialized Practice: Clinical Social Work**

Below, the program summarizes it plan for assessing social work competency among specialized students. The table below identifies Assessment Measure #1: Field Instrument, which is used to assess all competencies. The table then overviews additional measures used for each competency, with the program employing at least two measures for each competency.

Assessment Measure #1: Field Instrument (ALL COMPETENCIE)	
Dimension(s) assessed:	Knowledge, Skills, Values, and Cognitive and Affective Professes
When/where students are assessed:	SW 545 -Field Practicum IV
Who assessed student competence:	Field Liaison and Field Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A minimum of 3.0 out of 5.0 on all practice behaviors for all competencies
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 1 Assessment Measure #2: Professional Development and Identity Assignment	
Dimension(s) assessed:	Knowledge, Skills, Values, and Cognitive and Affective Professes
When/where students are assessed:	SW 546 – Field Seminar IV
Who assessed student competence:	Field Liaison

Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 1:	A minimum of 160 out of 200
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 1:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 2 Assessment Measure #2: Diversity and Difference and Substance Use	
Dimension(s) assessed:	Knowledge, Skills, Values, and Cognitive and Affective Professes
When/where students are assessed:	SW 513 – Substance Use and Co-Occurring Disorders
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 2:	A minimum of 80 out of 100
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 2:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 3 Assessment Measure #2: Interprofessional Practice and Just Care	
Dimension(s) assessed:	Knowledge, Skills, Values, and Cognitive and Affective Professes
When/where students are assessed:	SW 511 – Integrated Practice
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 3:	A minimum of 80 out of 100
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 3:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 4 Assessment Measure #2: Evaluation of Practice Proposal Assignment Part 2	
Dimension(s) assessed:	Knowledge, Skills, Values, and Cognitive and Affective Professes
When/where students are assessed:	SW 512 - Evaluation
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4:	A minimum of 192 out of 240

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 4:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 5 Assessment Measure #2: Policy and Interprofessional Care Assignment	
Dimension(s) assessed:	Knowledge, Skills, Values, and Cognitive and Affective Professes
When/where students are assessed:	SW 511 – Integrated Practice
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5:	A minimum of 80 out of 100
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 5:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 6 Assessment Measure #2: Video Responses - Engagement	
Dimension(s) assessed:	Knowledge, Skills, Values, and Cognitive and Affective Professes
When/where students are assessed:	SW 510 – Clinical Assessment and Diagnosis
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6:	A minimum of 160 out of 200
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 7 Assessment Measure #2: Case Narrative Part 2: Assessment	
Dimension(s) assessed:	Knowledge, Skills, Values, and Cognitive and Affective Professes
When/where students are assessed:	SW 510 – Clinical Assessment and Diagnosis
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 7:	A minimum of 148 out of 185

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 7:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 8 Assessment Measure #2: Substance Use Intervention Project	
Dimension(s) assessed:	Knowledge, Skills, Values, and Cognitive and Affective Professes
When/where students are assessed:	SW 513 – Substance Use and Co-Occurring Disorders
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 8:	A minimum of 80 out of 100
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 8:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 9 Assessment Measure #2: Evaluation of Practice Proposal Part 1	
Dimension(s) assessed:	Knowledge, Skills, Values, and Cognitive and Affective Professes
When/where students are assessed:	SW 512 – Evaluation of Practice
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 9:	A minimum of 120 out of 150
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 9:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
Competency 10 Assessment Measure #2: Organizational Leadership Assessment	
Dimension(s) assessed:	Knowledge, Skills, Values, and Cognitive and Affective Professes
When/where students are assessed:	SW 514 – Leadership and Management
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 10:	A minimum of 112 out of 140

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 10:	Inclusive of all measures, the program expects a minimum of 85% of students to achieve the competency benchmark
--	---

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

Assessment Data Collected during the Academic Year (2022-2023)

Competency	Competency Benchmark – Generalist and Specialized Students (Inclusive of two or more measures)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
		Generalist Practice	Specialized Practice: Clinical Social Work
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will demonstrate competence	90%	100%
Competency 2: Engage Diversity and Difference in Practice	85% of students will demonstrate competence	86%	99%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will demonstrate competence	88%	97%
Competency 4: Engage In Practice-informed Research and Research- informed Practice	85% of students will demonstrate competence	94%	99%
Competency 5: Engage in Policy Practice	85% of students will demonstrate competence	100%	99%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence	95%	91%

Competency	Competency Benchmark – Generalist and Specialized Students (Inclusive of two or more measures)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
		Generalist Practice	Specialized Practice: Clinical Social Work
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence	89%	92%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence	100%	95%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence	100%	94%
Competency 10: Demonstrate Professional Leadership (Specialized Only)	85% of students will demonstrate competence		95%