

**COUNCIL ON SOCIAL WORK EDUCATION – FORM AS 4(b)**  
**(PROGRAM NAME) 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 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.

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.

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: FIELD INSTRUMENT midpoint and final</b>	
Dimension(s) assessed:	Values, Cognitive/Affective/Knowledge/Skills
When/where students are assessed:	Fall and Spring field placement
Who assessed student competence:	Field supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 of 5 = competency
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #2: CURRICULUM INSTRUMENT midpoint and final</b>	
Dimension(s) assessed:	Knowledge, Values
When/where students are assessed:	Fall-Sophomore year/Spring Senior year
Who assessed student competence:	Test score
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	50% = competency

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #3: Journal Rubric</b>	
Dimension(s) assessed:	Knowledge, Values, Skills/Cognitive/Affective
When/where students are assessed:	Fall/Spring Senior Year
Who assessed student competence:	Rubric completed by faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 out of 5 = competency
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

**4.03: ASSESSMENT DATA COLLECTED DURING THE ACADEMIC YEAR 2021-2022**

**CEDAR CREST COLLEGE BACCALAUREATE SOCIAL WORK**

**PROGRAM ASSESSMENT OF STUDENT LEARNING OUTCOMES**

**ASSESSMENT DATA COLLECTED DURING ACADEMIC YEAR 2021-2022**

COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
		Program Option #1 (Cedar Crest College) N = 9	Program Option #2 (identify campus/delivery method)	Program Option #3 (identify campus/delivery method)	Aggregate of All Program Options n = 9
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	85%  85% of all students will demonstrate competence inclusive of all 3 measures	87.3%  <u>Measure 1:</u> Field Instrument – Competency 3 or higher on a 5 pt scale <u>Measure 2:</u> Curriculum Instrument – Score of 50% answered correctly <u>Measure 3:</u> Journal Rubric – Competency 3 or higher on 5 pt scale <b>M1-100, M2-61.90, M3-100 (261/3)</b> $100 + 61.90 + 100 = 261.90 \div 3 = 87.3\%$			87.3%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	85%  85% of all students will demonstrate competence inclusive of all 3 measures	88.89%  <u>Measure 1:</u> Field Instrument – Competency 3 or higher on a 5 pt scale <u>Measure 2:</u> Curriculum Instrument – Score of 50% answered correctly <u>Measure 3:</u> Journal Rubric – Competency 3 or higher on 5 pt scale <b>M1-100, M2-66.69, M3-100 (266.69/3)</b> $100 + 66.69 + 100 = 266.69 \div 3 = 88.89\%$			88.89%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	85%  85% of all students will demonstrate competence inclusive of all 3 measures	90.12%  <u>Measure 1:</u> Field Instrument – Competency 3 or higher on a 5 pt scale <u>Measure 2:</u> Curriculum Instrument – Score of 50% answered correctly <u>Measure 3:</u> Journal Rubric – Competency 3 or higher on 5 pt scale <b>M1-100, M2-70.37, M3-100 (270.37/3)</b> $100 + 70.37 + 100 = 270.37 \div 3 = 90.12\%$			90.12%

<b>Competency 4: Engage in Practice- Informed Research and Research- Informed Practice</b>	80%  80% of all students will demonstrate competence inclusive of all 3 measures	84.66% <u>Measure 1:</u> Field Instrument – Competency 3 or higher on a 5 pt scale <u>Measure 2:</u> Curriculum Instrument – Score of 50% answered correctly <u>Measure 3:</u> Journal Rubric – Competency 3 or higher on 5 pt scale M1-100, M2-53.99, M3-100 (253/3) $100 + 53.99 + 100 = 253.99 \div 3 = 84.66\%$			84.66%
<b>Competency 5: Engage in Policy Practice</b>	80%  80% of all students will demonstrate competence inclusive of all 3 measures	85.18% <u>Measure 1:</u> Field Instrument – Competency 3 or higher on a 5 pt scale <u>Measure 2:</u> Curriculum Instrument – Score of 50% answered correctly <u>Measure 3:</u> Journal Rubric – Competency 3 or higher on 5 pt scale M1-100, M2-55.56, M3-100 (255.56/3) $100 + 55.56 + 100 = 255.56 \div 3 = 85.18\%$			85.18%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	85%  85% of all students will demonstrate competence inclusive of all 3 measures	87.43% <u>Measure 1:</u> Field Instrument – Competency 3 or higher on a 5 pt scale <u>Measure 2:</u> Curriculum Instrument – Score of 50% answered correctly <u>Measure 3:</u> Journal Rubric – Competency 3 or higher on 5 pt scale M1-100, M2-62.29, M3-100 (262.29/3) $100 + 62.29 + 100 = 262.29 \div 3 = 87.43\%$			87.43%
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	85%  85% of all students will demonstrate competence inclusive of all 3 measures	93.63% <u>Measure 1:</u> Field Instrument – Competency 3 or higher on a 5 pt scale <u>Measure 2:</u> Curriculum Instrument – Score of 50% answered correctly <u>Measure 3:</u> Journal Rubric – Competency 3 or higher on 5 pt scale M1-100, M2-80.9, M3-100 (280.9/3) $100 + 80.9 + 100 = 280.9 \div 3 = 93.63\%$			93.63%

<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<p>85%</p> <p>85% of all students will demonstrate competence inclusive of all 3 measures</p>	<p>94.07%</p> <p><u>Measure 1</u>: Field Instrument – Competency 3 or higher on a 5 pt scale</p> <p><u>Measure 2</u>: Curriculum Instrument – Score of 50% answered correctly</p> <p><u>Measure 3</u>: Journal Rubric – Competency 3 or higher on 5 pt scale</p> <p><b>M1-100, M2-82.22, M3-100 (282.22/3)</b></p> <p><math>100 + 82.22 + 100 = 282.22 \div 3 = 94.07\%</math></p>			<p>94.07%</p>
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<p>85%</p> <p>85% of all students will demonstrate competence inclusive of all 3 measures</p>	<p>89%</p> <p><u>Measure 1</u>: Field Instrument – Competency 3 or higher on a 5 pt scale</p> <p><u>Measure 2</u>: Curriculum Instrument – Score of 50% answered correctly</p> <p><u>Measure 3</u>: Journal Rubric – Competency 3 or higher on 5 pt scale</p> <p><b>M1-100, M2-67.00, M3-100 (267/3)</b></p> <p><math>100 + 67.00 + 100 = 267 \div 3 = 89\%</math></p>			<p>89%</p>
<b>Any Additional Competency(ies) Developed by the Program</b>					