

**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.

### 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: (FIELD PRACTICUM FINAL EVALUATION)</b>	
Dimension(s) assessed:	Knowledge, values, cognitive and affective reaction, skills
When/where students are assessed:	SOWO 452 – Supervised Practice at the end of the course.
Who assessed student competence:	Faculty Field Practicum Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points for each item for each competency.
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: (DEPARTMENTAL EXAM )</b>	
Dimension(s) assessed:	Knowledge and values
When/where students are assessed:	SOWO 200 – Introduction to Social Work at the end of the course.
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will achieve a minimum of 80% of possible points.
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: (FILM ANALYSIS WITH WRITTEN REPORT)</b>	
Dimension(s) assessed:	Knowledge, values and cognitive and affective reaction
When/where students are assessed:	SOWO 212 – Human Behavior and Social Environment II at the middle of the course.
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will achieve a minimum of a 80% of possible points.
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: (WRITTEN ESSAY)</b>	
Dimension(s) assessed:	Knowledge, values and cognitive and affective reaction
When/where students are assessed:	SOWO 330 – Current topic in Social Work at the middle of the course.
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will achieve a minimum of a 80% of possible points.
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: (RESEARCH PROPOSAL WRITTEN REPORT)</b>	
Dimension(s) assessed:	Knowledge and cognitive and affective reaction
When/where students are assessed:	SOWO 320 – Social research techniques at the end of the course.
Who assessed student competence:	Faculty

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will achieve 80% of possible points.
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: (AREA OF SOCIAL POLICY ANALYSIS: WRITTEN REPORT)</b>	
Dimension(s) assessed:	Knowledge and cognitive and affective reaction
When/where students are assessed:	SOWO 300 – Social Policy at the end of the course.
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will achieve 80% of possible points.
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: (ROLE PLAY EXERCISE: ESTABLISHMENT OF THE PROFESSIONAL RELATIONSHIP IN THE HELPING PROCESS)</b>	
Dimension(s) assessed:	Knowledge, cognitive and affective reaction and skills
When/where students are assessed:	SOWO 311 – Social Work Methodology I at the end of the course.
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will achieve 80% of possible points.
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: (ASSESSMENT OF SIMULATED CASE)</b>	
Dimension(s) assessed:	Knowledge, cognitive and affective reaction and skills
When/where students are assessed:	SOWO 312 - Social Work Methodology: Individuals and Families at the end of the course.

Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will achieve 80% of possible points.
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: (WRITTEN EXERCISE: PROPOSAL FOR GROUP INTERVENTION)</b>	
Dimension(s) assessed:	Knowledge, values and cognitive and affective reaction
When/where students are assessed:	SOWO 314 – Methodology of Social Work Intervention with groups at the end of the course.
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will achieve 80% of possible points.
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: (WRITTEN AND ORAL CASE PRESENTATION)</b>	
Dimension(s) assessed:	Knowledge, skills and cognitive and affective reaction
When/where students are assessed:	SOWO 442 – Practicum Seminar II at the end of the course.
Who assessed student competence:	Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will achieve 80% of possible points.
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 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 (2019-2020)

COMPETENCY	COMPETENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK				
		Aggregate of Students from All Program Options n = 297	Program Option #1 (Gurabo) Presencial n = 194	Program Option #2 (Cayey) Presencial N = 25	Program Option #3 (Ponce) Presencial N = 50	Program Option #3 (Yabucoa) Presencial N = 28
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competence	86%	88.7%	76%	97.5%	80.5%
Competency 2: Engage Diversity and Difference in Practice	80% of students will demonstrate competence	94%	88%	94%	This course not offered this year.	100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will demonstrate competence	91%	100%	66.5%	100%	97%

<b>Competency 4: Engage in Practice-informed Research and Research- informed Practice</b>	<b>80% of students will demonstrate competence</b>	<b>83%</b>	<b>82%</b>	<b>This course not offered this year.</b>	<b>91.5%</b>	<b>75%</b>
<b>Competency 5: Engage in Policy Practice</b>	<b>80% of students will demonstrate competence</b>	<b>94%</b>	<b>86.5%</b>	<b>100%</b>	<b>90%</b>	<b>100%</b>
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80% of students will demonstrate competence</b>	<b>94%</b>	<b>98%</b>	<b>93%</b>	<b>100%</b>	<b>86.5%</b>
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<b>80% of students will demonstrate competence</b>	<b>92%</b>	<b>73%</b>	<b>100%</b>	<b>100%</b>	<b>95%</b>
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80% of students will demonstrate competence</b>	<b>88%</b>	<b>94.5%</b>	<b>100%</b>	<b>95%</b>	<b>63.5%</b>
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80% of students will demonstrate competence</b>	<b>97%</b>	<b>96%</b>	<b>100%</b>	<b>100%</b>	<b>92%</b>