

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

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.

Assessment Measure #1: [Foundation Field Competency Rubric-Agency Field Supervisor]	
Competency(ies) assessed:	All
Dimension(s) assessed:	All
When/where students are assessed:	Spring semester after completion of at least 360 total hours of Generalist Field Practicum.
Who assessed student competence:	Field Practicum Agency supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Earn a total minimum score of 115/138.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	At least 83% of students will achieve the minimum total score.
Assessment Measure #2: [Foundation Field Competency Rubric-Field Director]	
Competency(ies) assessed:	All
Dimension(s) assessed:	All
When/where students are assessed:	Spring semester after completion of at least 360 total hours of Generalist Field Practicum.
Who assessed student competence:	Field Director
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Earn a total minimum score of 115/138.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	At least 83% of students will achieve the minimum total score.
Assessment Measure #3: [Generalist Coursework Rubric]	

Competency(ies) assessed:	All
Dimension(s) assessed:	All
When/where students are assessed:	At the end of each semester
Who assessed student competence:	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Earn a total minimum score of 77/93.	Average an overall rating of 2.5+ for each competency linked to the course.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	At least 83% of students will achieve the minimum average score.

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: [Advanced Clinical Practice]

Assessment Measure #1: [Advanced Field Competency Rubric-Agency Field Supervisor]	
Competencies Assessed:	All
Dimension(s) assessed:	All
When/where students are assessed:	Spring semester following completion of 450 Field Practicum hours
Who assessed student competence:	Agency Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Earn a total minimum score of 90/108
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	At least 83% of students will achieve the minimum total score.
Assessment Measure #2: [Advanced Field Competency Rubric-Field Director]	
Competencies Assessed:	All
Dimension(s) assessed:	All
When/where students are assessed:	Spring semester following completion of 450 Field Practicum hours
Who assessed student competence:	Field Director
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Earn a total minimum score of 90/108
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	At least 83% of students will achieve the minimum total score.
Assessment Measure #3: [Advanced Coursework Rubric]	
Competencies Assessed:	All
Dimension(s) assessed:	All

When/where students are assessed:	At the end of each semester
Who assessed student competence:	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Average an overall rating of 2.5+ for each competency linked to the course.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	At least 83% of students will achieve the minimum average score.

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.

OVERALL ASSESSMENT OF ISU MSW STUDENT LEARNING OUTCOMES (Aggregate Findings for All Students from All Program Options Combined) Assessment Data Collected during the Academic Year (2021-2022)

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK (Aggregated Outcomes in Bold)	
			Generalist Practice n = 23	Area of Specialized Practice #1 Advanced Clinical Practice n = 36
Competency 1: Demonstrate Ethical and Professional Behavior	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	1- 58.82% 2- 88.24% 3- 100% 82.35%	1- 95.65% 2- 100% 3- 82.76% 92.8%
Competency 2: Engage Diversity and Difference in Practice	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	1- 47.06% 2- 94.12% 3- 94.45% 78.54%	1- 91.3% 2- 100% 3- 75.86% 89.05%

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK (Aggregated Outcomes in Bold)	
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	1- 58.82% 2- 100% 3- 81.82% 80.21%	1- 91.3% 2- 95.65% 3- 100% 95.65%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	1- 41.18% 2- 76.47% 3- 78.26% 65.3%	1- 73.91% 2- 100% 3- 21.21% 65.04%
Competency 5: Engage in Policy Practice	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	1- 35.29% 2- 58.24% 3- 89.47% 61%	1- 78.26% 2- 95.65% 3- 92.59% 88.83%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	1- 64.71% 2- 93.75% 3- 100% 86.15%	1- 95.65% 2- 95.65% 3- 54.55% 81.95%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	1- 41.18% 2- 82.35% 3- 81% 68.18%	1- 82.61% 2- 100% 3- 47.22% 76.61%

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK (Aggregated Outcomes in Bold)	
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	1- 52.94% 2- 94.12% 3- 94.44% 80.5%	1- 86.96% 2- 95.65% 3- 41.18% 74.6%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	83% of students will demonstrate competence via the Field Practicum and Course measures Average 2.5/3+	1- 29.41% 2- 76.47% 3- 78.26% 61.38%	1- 91.3% 2- 95.65% 3- 71.43% 86.13%
Any additional Competency(ies) Developed by the Program	NA	NA	NA	NA