

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)**  
**NYACK COLLEGE 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 | MSW 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: SWEAP-FCAI</b>	
Competencies assessed:	Competencies 1-9
Dimension(s) assessed:	Knowledge
When/where students are assessed:	End of spring semester in final generalist year/Link to SWEAP-FCAI exam provided to students enrolled in SWK557.
Who assessed student competence:	Ingyu Moon— Assessment Coordinator
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	50% as validated by SWEAP
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: Field Instructor Evaluation</b>	
Competencies assessed:	Competencies 1-10
Dimension(s) assessed:	Knowledge, values, skills
When/where students are assessed:	At completion of generalist

	field placement
Who assessed student competence:	Agency Field Instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-10:	Whether or not the competency is marked as 'met' is based on the average of multiple competency-related practice behavior measures of a 5-point Likert scale, with 5 being the highest score. A benchmark score is determined as 3 or higher.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-10:	80%
<b>Assessment Measure #3: Faculty Evaluation</b>	
Competencies assessed:	Competencies 1-10
Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	End of spring semester in SWK557.

Who assessed student competence:	Faculty teaching SWK557.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Whether or not the competency is marked as 'met' is based on multiple competency-related practice behavior measures of a 5-point Likert scale, with 5 being the highest score. A benchmark score is determined as 3 or higher.
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 #4: Competency 10 Exam</b>	
Competency assessed:	Competency 10
Dimension(s) assessed:	Knowledge
When/where students are assessed:	End of spring semester when completing generalist year.
Who assessed student competence:	Ingyu Moon, Assessment Coordinator

Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10:	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: Clinical Social Work Practice**

<b>Assessment Measure #1: FIELD EVALUATION</b>	
Dimension(s) assessed:	Knowledge, values, skills
When/where students are assessed:	End of specialization field placement
Who assessed student competence:	Field Instructors at agencies
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-10:	Whether or not the competency is marked as ‘met’ is based on the average of multiple competency-related practice behavior measures of a 5-point Likert

	scale, with 5 being the highest score. A benchmark score is determined as 3 or higher
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: FACULTY EVALUATION</b>	
Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	End of specialization year
Who assessed student competence:	Key clinical faculty who are familiar with each student's capabilities.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-10:	Whether or not the competency is marked as 'met' is based on multiple competency-related practice behavior measures of a 5-point Likert scale, with 5 being the highest score. A benchmark

	score is determined as 3 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

**Area of Specialized Practice #2: LEADERSHIP IN ORGANIZATIONS AND COMMUNITIES**

<b>Assessment Measure #1: FIELD EVALUATION</b>	
Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	End of specialization field placement
Who assessed student competence:	Field Instructors in Agencies
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-10:	Whether or not the competency is marked as 'met' is based on the average of multiple competency-related practice behavior measures of a 5-point Likert scale, with 5 being the highest score. A benchmark

	score is determined as 3 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-10:	80%
<b>Assessment Measure #2: FACULTY EVALUATION</b>	
Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	End of specialization year
Who assessed student competence:	Key Leadership faculty who are familiar with each student's capabilities
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-10:	Whether or not the competency is marked as 'met' is based on multiple competency-related practice behavior measures of a 5-point Likert scale, with 5 being the highest score. A benchmark score is determined as 3 or higher.



Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-10:	80%
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### 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 STUDENT LEARNING OUTCOMES

#### Assessment Data Collected during the Academic Year (2020-2021)

COMPETENCY	COMPETENCY BENCHMARK (%) (Generalist)	COMPETENCY BENCHMARK (%) (Clinical Social Work Practice and Leadership in Organizations and Communities)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice n = (18)	Area of Specialized Practice #1: Clinical Social Work Practice n = (35)	Area of Specialized Practice #2: Leadership in Organizations and Communities n = (1)	
<b>Competency 1: Demonstrate</b>	80% of students will demonstrate	80% of students will	90%	99%	100%	

<b>Ethical and Professional Behavior</b>	competence inclusive of 3 measures	demonstrate competence inclusive of 2 measures				
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will demonstrate competence inclusive of 3 measures	80% of students will demonstrate competence inclusive of 2 measures	94%	85%	100%	
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will demonstrate competence inclusive of 3 measures	80% of students will demonstrate competence inclusive of 2 measures	85%	97%	100%	
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will demonstrate competence inclusive of 3 measures	80% of students will demonstrate competence inclusive of 2 measures	62%	91%	100%	
<b>Competency 5: Engage in Policy Practice</b>	80% of students will demonstrate competence inclusive of 3 measures	80% of students will demonstrate competence inclusive of 2 measures	75%	89%	100%	
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations,</b>	80% of students will demonstrate competence inclusive of 3 measures	80% of students will demonstrate competence inclusive of 2 measures	74%	99%	100%	

<b>and Communities</b>						
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence inclusive of 3 measures	80% of students will demonstrate competence inclusive of 2 measures	82%	99%	100%	
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence inclusive of 3 measures	80% of students will demonstrate competence inclusive of 2 measures	74%	95%	100%	
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence inclusive of 3 measures	80% of students will demonstrate competence inclusive of 2 measures	68%	97%	100%	
<b>Competency 10: Integrate Professional Social Work Practice with their Faith Developed through Understanding a Christian Worldview</b>	80% of students will demonstrate competence inclusive of 3 measures	80% of students will demonstrate competence inclusive of 2 measures	94%	100%	100%	

