

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)
CENTRAL MICHIGAN UNIVERSITY 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.

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 of measures included in the data presented.

Competency 1: Demonstrate Ethical and Professional Behavior

Assessment Measure #1: SWEAP Foundation Curriculum Assessment	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Students were required to complete the exam online during the last two weeks of the field experience, which is also the end of their social work curriculum.
Who assessed student competence:	The social work program director using the SWEAP instrument.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Student answers at least 50% of competency area questions correctly.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%
Assessment Measure #2: SWEAP Field Instrument	
Dimension(s) assessed:	Values, Skills, Cognitive & Affective Processes
When/where students are assessed:	The students' field instructors completed the assessment instrument virtually at the end of the students' field education experience.
Who assessed student competence:	Field instructors.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Score of 3 or above at the competency level at the end of their field education experience.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%

Competency 2: Engage Diversity and Difference in Practice

Assessment Measure #1: SWEAP Foundation Curriculum Assessment	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Students were required to complete the exam online during the last two weeks of the field experience, which is also the end of their social work curriculum.
Who assessed student competence:	The social work program director using the SWEAP instrument.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Student answers at least 50% of competency area questions correctly.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%
Assessment Measure #2: SWEAP Field Instrument	
Dimension(s) assessed:	Values, Skills, Knowledge, Cognitive & Affective Processes
When/where students are assessed:	The students' field instructors completed the assessment instrument virtually at the end of the students' field education experience.
Who assessed student competence:	Field instructors.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Score of 3 or above at the competency level at the end of their field education experience.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

Assessment Measure #1: SWEAP Foundation Curriculum Assessment	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Students were required to complete the exam online during the last two weeks of the field experience, which is also the end of their social work curriculum.
Who assessed student competence:	The social work program director using the SWEAP instrument.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Student answers at least 50% of competency area questions correctly.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%
Assessment Measure #2: SWEAP Field Instrument	
Dimension(s) assessed:	Values, Skills, Knowledge, Cognitive & Affective Processes
When/where students are assessed:	The students' field instructors completed the assessment instrument virtually at the end of the students' field education experience.
Who assessed student competence:	Field instructors.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Score of 3 or above at the competency level at the end of their field education experience.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%

Competency 4: Engage in Practice-informed Research and Research-informed Practice

Assessment Measure #1: SWEAP Foundation Curriculum Assessment	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Students were required to complete the exam online during the last two weeks of the field experience, which is also the end of their social work curriculum.
Who assessed student competence:	The social work program director using the SWEAP instrument.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Student answers at least 50% of competency area questions correctly.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	80%
Assessment Measure #2: SWEAP Field Instrument	
Dimension(s) assessed:	Knowledge, Skills, Cognitive & Affective Processes
When/where students are assessed:	The students' field instructors completed the assessment instrument virtually at the end of the students' field education experience.
Who assessed student competence:	Field instructors.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Score of 3 or above at the competency level at the end of their field education experience.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	80%

Competency 5: Engage in Policy Practice

Assessment Measure #1: SWEAP Foundation Curriculum Assessment	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Students were required to complete the exam online during the last two weeks of the field experience, which is also the end of their social work curriculum.
Who assessed student competence:	The social work program director using the SWEAP instrument.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Student answers at least 50% of competency area questions correctly.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	80%
Assessment Measure #2: SWEAP Field Instrument	
Dimension(s) assessed:	Skills, Cognitive & Affective Processes
When/where students are assessed:	The students' field instructors completed the assessment instrument virtually at the end of the students' field education experience.
Who assessed student competence:	Field instructors.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Score of 3 or above at the competency level at the end of their field education experience.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	80%

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Assessment Measure #1: SWEAP Foundation Curriculum Assessment	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Students were required to complete the exam online during the last two weeks of the field experience, which is also the end of their social work curriculum.
Who assessed student competence:	The social work program director using the SWEAP instrument.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Student answers at least 50% of competency area questions correctly.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%
Assessment Measure #2: SWEAP Field Instrument	
Dimension(s) assessed:	Skills
When/where students are assessed:	The students' field instructors completed the assessment instrument virtually at the end of the students' field education experience.
Who assessed student competence:	Field instructors.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Score of 3 or above at the competency level at the end of their field education experience.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Assessment Measure #1: SWEAP Foundation Curriculum Assessment	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Students were required to complete the exam online during the last two weeks of the field experience, which is also the end of their social work curriculum.
Who assessed student competence:	The social work program director using the SWEAP instrument.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Student answers at least 50% of competency area questions correctly.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%
Assessment Measure #2: SWEAP Field Instrument	
Dimension(s) assessed:	Skills, Cognitive & Affective Processes
When/where students are assessed:	The students' field instructors completed the assessment instrument virtually at the end of the students' field education experience.
Who assessed student competence:	Field instructors.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Score of 3 or above at the competency level at the end of their field education experience.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

Assessment Measure #1: SWEAP Foundation Curriculum Assessment	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Students were required to complete the exam online during the last two weeks of the field experience, which is also the end of their social work curriculum.
Who assessed student competence:	The social work program director using the SWEAP instrument.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Student answers at least 50% of competency area questions correctly.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%
Assessment Measure #2: SWEAP Field Instrument	
Dimension(s) assessed:	Skills
When/where students are assessed:	The students' field instructors completed the assessment instrument virtually at the end of the students' field education experience.
Who assessed student competence:	Field instructors.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Score of 3 or above at the competency level at the end of their field education experience.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Assessment Measure #1: SWEAP Foundation Curriculum Assessment	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Students were required to complete the exam online during the last two weeks of the field experience, which is also the end of their social work curriculum.
Who assessed student competence:	The social work program director using the SWEAP instrument.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Student answers at least 50% of competency area questions correctly.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%
Assessment Measure #2: SWEAP Field Instrument	
Dimension(s) assessed:	Skills, Knowledge, Cognitive & Affective Processes
When/where students are assessed:	The students' field instructors completed the assessment instrument virtually at the end of the students' field education experience.
Who assessed student competence:	Field instructors.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies:	Score of 3 or above at the competency level at the end of their field education experience.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies:	85%

Assessment Data Collected during the Academic Year (2024-2025)

COMPETENCY	COMPETENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
		Aggregate of All Program Options (BSW only) n = 35	BSW program n = 35
Competency 1: Demonstrate Ethical and Professional Behavior	85%	98%	$(100+97)/2 = 98\%$
Competency 2: Engage Diversity and Difference in Practice	85%	97%	$(94+100)/2 = 97\%$
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85%	98%	$(100+97)/2 = 98\%$
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80%	94%	$(88+100)/2 = 94\%$
Competency 5: Engage in Policy Practice	80%	91%	$(85+97)/2 = 91\%$
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85%	94%	$(88+100)/2 = 94\%$
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85%	100%	$(100+100)/2 = 100\%$
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85%	97%	$(94+100)/2 = 97\%$
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85%	91%	$(85+97)/2 = 91\%$