

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
CARLOW 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: Generalist Comprehensive Exam	
Dimension(s) assessed:	Knowledge; Values; Critical Thinking; Affective Reactions; and Exercise of Judgment that Inform Performance
When/where students are assessed:	2/03/2021: Students took exam through the online course platform on October 18 th , 2020 and March 7 th , 2021. Students were given 2 hours to complete the exam.
Who assessed student competence:	A panel of social work faculty graded the exam
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A minimum of 4 out of 5 points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	100%
Assessment Measure #2: Field One Evaluation	
Dimension(s) assessed:	Knowledge; Values; Critical Thinking; Affective Reactions; and Exercise of Judgment that Inform Performance
When/where students are assessed:	Students were assessed throughout their field placement. Final evaluation of competencies was scored on 2/03/2021 or 5/07/2021

Who assessed student competence:	Field Instructors and Director of Field
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A minimum of 4 out of 5 points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	100%

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: Direct Practice

Assessment Measure #1: Direct Practice Comprehensive Exam	
Dimension(s) assessed:	Knowledge; Values; Critical Thinking; Affective Reactions; and Exercise of Judgment that Inform Performance
When/where students are assessed:	2/03/2021: Students took exam through the online course platform on November 1 st , 2020 or March 28 th , 2021. Students were given 2 hours to complete the exam.
Who assessed student competence:	A panel of social work faculty graded the exam
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A minimum of 4 out of 5 points

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	100%
Assessment Measure #2: Direct Practice Field Three Evaluation	
Dimension(s) assessed:	Knowledge; Values; Critical Thinking; Affective Reactions; and Exercise of Judgment that Inform Performance
When/where students are assessed:	Students were assessed throughout their field placement. Final evaluation of competencies was scored on 2/03/2021 or 5/07/2021
Who assessed student competence:	Field Instructors and Director of Field
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A minimum of 4 out of 5 points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	100%

Area of Specialized Practice #2: Macro Practice

Assessment Measure #1: Macro Practice Comprehensive Exam	
Dimension(s) assessed:	Knowledge; Values; Critical Thinking; Affective Reactions; and Exercise of Judgment that Inform Performance
When/where students are assessed:	2/03/2021: Students took exam through the online course platform on November 15 th , 2020 or April 11 th , 2021. Students were given 2 hours to complete the exam.

Who assessed student competence:	A panel of social work faculty graded the exam
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A minimum of 4 out of 5 points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	100%
Assessment Measure #2: Macro Practice Field Three Evaluation	
Dimension(s) assessed:	Knowledge; Values; Critical Thinking; Affective Reactions; and Exercise of Judgment that Inform Performance
When/where students are assessed:	Students were assessed throughout their field placement. Final evaluation of competencies was scored on 2/03/2021 or 5/07/2021
Who assessed student competence:	Field Instructors and Director of Field
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A minimum of 4 out of 5 points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	100%

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.

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

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice Generalist Comprehensive Exam n = (10) Generalist Field One Evaluation n = (6)	Area of Specialized Practice #1 (Direct Practice) Direct Practice Comprehensive Exam n = (8) Direct Practice Field Three Evaluation = (8)	Area of Specialized Practice #2 (Macro Practice) Macro Practice Comprehensive Exam n = (2) Macro Practice Field Three Evaluation = (2)
Competency 1: Demonstrate Ethical and Professional Behavior	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% + Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% + Macro Practice Field Three Evaluation = 100%) / 2 =100%

Competency 2: Engage Diversity and Difference in Practice	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% + Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% + Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% + Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% + Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% + Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% + Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 5: Engage in Policy Practice	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% + Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% + Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 6: Engage with Individuals,	90% or above score a 4 or 5 on	90% or above score a 4 or 5	(Generalist Comprehensive	(Direct Practice Comprehensive Exam	(Macro Practice Comprehensive Exam =

Families, Groups, Organizations, and Communities	generalist section of the comprehensive competency exam and on the generalist field evaluation	on specialized section of the comprehensive competency exam and on the specialized field evaluation	Exam = 100% + Field One Evaluation = 100%) / 2 =100%	= 100% +Direct Practice Field Three Evaluation = 100%) / 2 =100%	100% +Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% +Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% +Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% +Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% +Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% +Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% +Macro Practice Field Three Evaluation = 100%) / 2 =100%

OVERALL ASSESSMENT OF STUDENT LEARNING OUTCOMES
(Aggregate Findings for All Students from All Program Options Combined)

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

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice Generalist Comprehensive Exam n = (10) Generalist Field One Evaluation n = (6)	Area of Specialized Practice #1 (Direct Practice) Direct Practice Comprehensive Exam n = (8) Direct Practice Field Three Evaluation = (8)	Area of Specialized Practice #2 (Macro Practice) Macro Practice Comprehensive Exam n = (2) Macro Practice Field Three Evaluation = (2)
Competency 1: Demonstrate Ethical and Professional Behavior	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% + Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% + Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 2: Engage Diversity and Difference in Practice	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% + Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% + Macro Practice Field Three Evaluation = 100%) / 2 =100%

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% + Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% + Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% + Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% + Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 5: Engage in Policy Practice	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% + Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% + Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% + Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% + Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 7: Assess Individuals, Families,	90% or above score a 4 or 5 on	90% or above score a 4 or 5	(Generalist Comprehensive	(Direct Practice Comprehensive Exam	(Macro Practice Comprehensive Exam =

Groups, Organizations, and Communities	generalist section of the comprehensive competency exam and on the generalist field evaluation	on specialized section of the comprehensive competency exam and on the specialized field evaluation	Exam = 100% + Field One Evaluation = 100%) / 2 =100%	= 100% +Direct Practice Field Three Evaluation = 100%) / 2 =100%	100% +Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% +Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% +Macro Practice Field Three Evaluation = 100%) / 2 =100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90% or above score a 4 or 5 on generalist section of the comprehensive competency exam and on the generalist field evaluation	90% or above score a 4 or 5 on specialized section of the comprehensive competency exam and on the specialized field evaluation	(Generalist Comprehensive Exam = 100% + Field One Evaluation = 100%) / 2 =100%	(Direct Practice Comprehensive Exam = 100% +Direct Practice Field Three Evaluation = 100%) / 2 =100%	(Macro Practice Comprehensive Exam = 100% +Macro Practice Field Three Evaluation = 100%) / 2 =100%