

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

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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 | 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 Instructor Assessment of Student Competence (FIASC) SW 7998 Field Work for Social Workers I</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	End of winter semester
Who assessed student competence	Field instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-10:	3
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-10:	90%
<b>Assessment Measure #2: Ethics Quiz, SW 7040 Methods of SW Practice</b>	
Dimension(s) assessed:	K
When/where students are assessed:	End of fall semester
Who assessed student competence	SW 7040 instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 1	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 1	90%
<b>Assessment Measure #3: Social Justice Quilt and Presentation, SW 7680 Human Rights, Social Justice, and Diversity in an Urban Context</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	Winter semester
Who assessed student competence	SW 7660 Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 2	Grade of B
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 2	90%
<b>Assessment Measure #4: Organizational Analysis, SW 7065 Macro Theory and Practice</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	Winter semester
Who assessed student competence	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 3 and 10	83% on rubric item
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 3 and 10	90%

<b>Assessment Measure #5: Papers (2) Addressing Steps in Evidence-Based Practice, SW 7820 Research Methods in Social Work</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	Fall semester
Who assessed student competence	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4	83% on rubric items
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 4	90%
<b>Assessment Measure #6: Legislative Action Assignment Rubric Items A, B, C, SW 7720, Social Policy and Advocacy</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	Fall semester
Who assessed student competence	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 5	90%
<b>Assessment Measure #7: Interview Analysis Assignment, SW 7040 Methods of SW Practice</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	Fall semester
Who assessed student competence	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 6	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 6	90%
<b>Assessment Measure #8: Application of Theoretical Perspectives Paper, SW 7560, Lifespan Development in the Social Environment</b>	
Dimension(s) assessed:	K, S, C/A
When/where students are assessed:	Fall semester
Who assessed student competence	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 7	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 7	90%
<b>Assessment Measure #9: Group Planning, Part II of Mutual Aid Group Proposal, SW 7055 Foundation Group Theory &amp; Practice</b>	
Dimension(s) assessed:	K, S, C/A
When/where students are assessed:	Winter semester
Who assessed student competence	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 8	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 8	90%

<b>Assessment Measure #10: Logic Model, Part I of Mutual Aid Group Proposal, SW 7055 Foundation Group Theory &amp; Practice</b>	
Dimension(s) assessed:	K, S, C/A
When/where students are assessed:	Winter semester
Who assessed student competence	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 9	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 9	90%

### 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: INNOVATIONS IN COMMUNITY, POLICY & LEADERSHIP

<b>Assessment Measure #1: Field Instructor Assessment of Student Competency (FIASC) SW 8998 Field Work for Social Workers II</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	End of winter semester
Who assessed student competence:	Field instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-10:	3 out of 4 (75%)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-10:	90%
<b>Assessment Measure #2: Systems Thinking Essay, SW 8065 Advanced Systems Theory and Practice</b>	
Dimension(s) assessed:	K, V, C/A
When/where students are assessed:	Fall semester
Who assessed student competence:	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 1:	83% of rubric item value
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 1:	90%
<b>Assessment Measure #3: Innovation in Coordinated Care lab assignment, SW 8065 Advanced Systems Theory and Practice</b>	
Dimension(s) assessed:	K, V, C/A
When/where students are assessed:	Fall semester
Who assessed student competence:	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 2, 6, & 8:	83% of rubric item value
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 2, 6, & 8:	90%
<b>Assessment Measure #4: Community Analysis &amp; Intervention Profile, SW 8075 Theories and Practice of Community Building and Development</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	Fall semester
Who assessed student competence:	Course instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 2, 6, & 8:	83% of rubric item value
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1, 2, 6, & 8:	90%
<b>Assessment Measure #5: Problem Analysis &amp; Issue Identification Paper, SW 8085 Theories and Practice of Social Policy and Social Action</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	Winter semester
Who assessed student competence:	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 2, 6, & 8:	83% of rubric item value
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1, 2, 6, & 8:	90%
<b>Assessment Measure #6: Policy Advocacy Project Assessment, SW 8770 Advanced Policy Analysis</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	Winter semester
Who assessed student competence:	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5:	83% of rubric item value
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 5:	90%
<b>Assessment Measure #7: Assignment B Measuring My Community, SW 7840</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	Winter semester
Who assessed student competence:	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 3, 7, & 10:	83% of rubric item value
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 3, 7, & 10:	90%
<b>Assessment Measure #8: Assignment C Evidence-Based Organizational Interventions and Evaluation Plan, SW 7840</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	Winter semester
Who assessed student competence:	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 4 & 9:	83% of rubric item value
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 4 & 9:	90%

**Area of Specialized Practice #2: INTERPERSONAL PRACTICE**

<b>Assessment Measure #1: Field Instructor Assessment of Student Competency (FIASC) SW 8998 Field Work for Social Workers II</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	End of winter semester
Who assessed student competence:	Field instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-10:	3 out of 4 (75%)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-10:	90%
<b>Assessment Measure #2: Assessment for Interpersonal Practice Clinical Assessment Exercise, SW 8305</b>	
Dimension(s) assessed:	K, S, C/A
When/where students are assessed:	End of winter semester
Who assessed student competence:	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 7	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 7	90%
<b>Assessment Measure #3: Integrative Theories and Practice Approaches for Interpersonal Social Work Practice Midterm Common Factors Paper, SW 8315</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	End of winter semester
Who assessed student competence:	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 3, 4, & 6	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1, 3, 4, & 6	90%
<b>Assessment Measure #4: Integrative Theories and Practice Approaches for Interpersonal Social Work Practice Final Intervention Paper, SW 8315</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	End of winter semester
Who assessed student competence:	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 10	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 10	90%
<b>Assessment Measure #4: Intervention Paper, SW 8325, 8335, 8345, or 8355</b>	

Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	End of winter semester
Who assessed student competence:	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 2, 8, & 9	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 2, 8, & 9	90%
<b>Assessment Measure #5: Policy Advocacy Project SW 8770 Advanced Policy Analysis</b>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	Either fall or winter semesters
Who assessed student competence	Course instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 5	90%

#### 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 (2022-2023)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice n = (123)	Area of Specialized Practice #1 Innovations in Community, Policy & Leadership n = (25)	Area of Specialized Practice #2 Interpersonal Practice n = (311)
Competency 1: Demonstrate Ethical and Professional Behavior	90%	90%	87%	100%	98%
Competency 2: Engage Diversity and Difference in Practice	90%	90%	98%	100%	94%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90%	90%	98%	88%	97%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	90%	90%	89%	70%	97%
Competency 5: Engage in Policy Practice	90%	90%	96%	95%	94%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	90%	90%	92%	100%	98%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	90%	90%	99%	89%	98%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	90%	90%	96%	100%	94%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90%	90%	98%	98%	93%
Competency 10: Analyze the impact of the urban context on a range of client systems, including practice implications	90%	90%	98%	100%	97%