

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.

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: Field Instructor Assessment of Student Competence (FIASC) SW 7998 Field Work for Social Workers I	
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%
Assessment Measure #2: Ethics quiz SW 7040 Methods of SW Practice	
Dimension(s) assessed:	K, S, C/A
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%
Assessment Measure #3: Personal Work Plan for Culturally Competent Practice, SW 7660 Diversity in a Multi-Cultural Society	
Dimension(s) assessed:	K, 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%
Assessment Measure 4: Organizational Analysis, SW 7065 Macro Theory and Practice	
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%
Assessment Measure 5: Paper Addressing Steps in Evidence-Based Practice, SW 7820 Research Methods in Social Work	
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 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%
Assessment Measure 6: Legislative Action Assignment, SW 7720, Social Policy and Advocacy	
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%
Assessment Measure 7: Interview Analysis Assignment, SW 7040	
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 6	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 6	90%
Assessment Measure 8: Application of Theoretical Perspectives Paper, SW 7560, Lifespan Development in the Social Environment	
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 7	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 7	90%
Assessment Measure 9: Group Planning, Part II of Mutual Aid Group Proposal, SW 7055 Foundation Group Theory & Practice	

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%
Assessment Measure 10: Logic Model, Part I of Mutual Aid Group Proposal, SW 7055 Foundation Group Theory & Practice	
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

Assessment Measure #1: Field Instructor Assessment of Student Competency (FIASC) SW 8998 Field Work for Social Workers II	
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%
Assessment Measure #2: Systems Thinking Essay SW 8065 Advanced Systems Theory and Practice	
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 Competencies 1, 4, & 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 Competencies 1, 4, & 5	90%
Assessment Measure #3: Innovation in Coordinated Care lab assignment SW 8065 Advanced Systems Theory and Practice	
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 2, 3, 4, 6, 7, 8, 9, & 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 2, 3, 4, 6, 7, 8, 9, & 10	90%
Assessment Measure #4: Community Analysis & Intervention Profile SW 8075 Theories and Practice of Community Building and Development	
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, 3, 4, 6, 7, 8, & 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 1, 2, 3, 4, 6, 7, 8, & 9.	90%
Assessment Measure #5: Why Urban Communities Change assignment SW 8075 Theories and Practice of Community Building and Development	
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 4, 5, & 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 4, 5, & 10.	90%
Assessment Measure #6: Critique of Contemporary Politics & Policy SW 8085 Theories and Practice of Social Policy and Social Action	
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, 3, 5, & 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 1, 2, 3, 5, & 10	90%
Assessment Measure #7: Advocacy & Policy Implementation Paper SW 8085 Theories and Practice of Social Policy and Social Action	
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, 6, 7, 8, 9, & 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 4, 6, 7, 8, 9, & 10	90%

Area of Specialized Practice #1: INTERPERSONAL PRACTICE

Assessment Measure #1: Field Instructor Assessment of Student Competency (FIASC) SW 8998 Field Work for Social Workers II	
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%
Assessment Measure #2: Process Analysis SW 8350 Application of Cognitive Behavioral Theories to Interpersonal Practice II, SW 8370 Application of Psychodynamic Theories to Interpersonal Practice II, & SW 8390 Application of Family Systems Theory to Interpersonal Practice II	

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, 6, 8, & 9	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1, 6, 8, & 9	90%
Assessment Measure #3: Clinical Assessment SW 8350 Application of Cognitive Behavioral Theories to Interpersonal Practice II, SW 8370 Application of Psychodynamic Theories to Interpersonal Practice II, & SW 8390 Application of Family Systems Theory to Interpersonal Practice II	
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 & 7	83%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 2 & 7	90%
Assessment Measure #4: Policy Advocacy Project SW 8770 Advanced Policy Analysis	
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 (2019-2020)

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice n = (140)	Area of Specialized Practice #1 Innovations in Community, Policy & Leadership n = (47)	Area of Specialized Practice #2 Interpersonal Practice n = (278)
Competency 1: Demonstrate Ethical and Professional Behavior	90%	90%	86%	97%	97%
Competency 2: Engage Diversity and Difference in Practice	90%	90%	98%	99%	98%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90%	90%	96%	99%	99%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	90%	90%	94%	97%	99%
Competency 5: Engage in Policy Practice	90%	90%	96%	96%	99%

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	90%	90%	97%	90%	98%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	90%	90%	97%	95%	97%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	90%	90%	98%	95%	97%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90%	90%	96%	95%	97%
Competency 10: Analyze the impact of the urban context on a range of client systems, including practice implications	90%	90%	94%	98%	99%