

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)**  
**IWU MASTER'S SOCIAL WORK PROGRAM 2021**  
**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.

## 2021 MSW Outcomes

### 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: Course Assignments</b>  |   |
|---|---|
| Dimension(s) assessed:  | Knowledge                                     |
| When/where students are assessed:   | Course Assignments                            |
| Who assessed student competence:  | Faculty                                       |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:   | Average score of 3 or higher on 4-point scale |
| 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 Evaluation Tool</b>   |   |
| Dimension(s) assessed:  | Skill   |
| When/where students are assessed:   | End of Advanced Field Placement – Field Site  |
| Who assessed student competence:  | Field Instructor                              |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:   | Average score of 5 or higher on 7-point scale |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80%   |

## 2021 MSW Outcomes

### 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: Advanced Generalist with a Clinical Emphasis

| <b>Assessment Measure #1: Course Assignments</b>  |   |
|---|---|
| Dimension(s) assessed:  | Knowledge                                     |
| When/where students are assessed:   | Course Assignments                            |
| Who assessed student competence:  | Faculty                                       |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:   | Average score of 3 or higher on 4-point scale |
| 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 Evaluation Tool</b>   |   |
| Dimension(s) assessed:  | Skill   |
| When/where students are assessed:   | End of Advanced Field Placement – Field Site  |
| Who assessed student competence:  | Field Instructor                              |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:   | Average score of 5 or higher on 7-point scale |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80%   |

## 2021 MSW Outcomes

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

#### Program Option #1: (MSW Online)

| COMPETENCY  | COMPETENCY BENCHMARK (%) (GENERALIST)                               | COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)                 | PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK       |  |
|---|---|---|--|--|
|   |   |   | Generalist Practice<br>n = (Number of students)  | Area of Specialized Practice #1<br>(Identify Specialization)<br>n = (Number of students) |
| Competency 1:<br>Demonstrate Ethical and Professional Behavior                        | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | (N = 45/155)<br>100% + 96.5% / 2 = <b>98.25%</b> | (N = 89/189)<br>82% + 99% / 2 = <b>90.5%</b>   |
| Competency 2:<br>Engage Diversity and Difference in Practice                          | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | (N = 95/155)<br>96% + 95% / 2 = <b>95.5%</b>     | (N=73/189)<br>96% + 98% / 2 = <b>97%</b>   |
| Competency 3:<br>Advance Human Rights and Social, Economic, and Environmental Justice | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | (N = 66 / 153)<br>93% + 92% / 2 = <b>92.5%</b>   | N= 28/189)<br>95% + 98% / 2 = <b>96.5%</b>   |
| Competency 4:<br>Engage in Practice-informed Research and                             | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | (N=21/150)<br>95% + 92% / 2 = <b>93.5%</b>       | (N=187)<br><b>93%</b>  |

## 2021 MSW Outcomes

|   |   |   |  |  |
|---|---|---|--|--|
| Research-informed Practice  |   |   |  |  |
| Competency 5:<br>Engage in Policy Practice  | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | (N= 100/155)<br>97% + 94% / 2 = <b>95.5%</b> | (N=128/188)<br>89% + 97% / 2 = <b>93%</b>  |
| Competency 6:<br>Engage with Individuals, Families, Groups, Organizations, and Communities            | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | (N = 26/154)<br>92% + 97% / 2 = <b>94.5%</b> | (N=47/190)<br>100% + 98% / 2 = <b>99%</b>  |
| Competency 7:<br>Assess Individuals, Families, Groups, Organizations, and Communities                 | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | (N=69/155)<br>92% + 94% / 2 = <b>93%</b>     | (N=38/188)<br>96% + 97% / 2 = <b>96.5%</b> |
| Competency 8:<br>Intervene with Individuals, Families, Groups, Organizations, and Communities         | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | N = 69/154<br>94% + 94% / 2 = <b>94%</b>     | (N=98/190)<br>95% + 97% / 2 = <b>96%</b>   |
| Competency 9:<br>Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | (N=45/154)<br>94% + 91% / 2 = <b>92.5%</b>   | (N=66/187)<br>89% + 96% / 2 = <b>92.5%</b> |

## 2021 MSW Outcomes

### OVERALL ASSESSMENT OF STUDENT LEARNING OUTCOMES

(Aggregate Findings for All Students from All Program Options Combined)  
Assessment Data Collected during the Academic Year (2021)

| COMPETENCY  | COMPETENCY BENCHMARK<br>(GENERALIST)                                | COMPETENCY BENCHMARK<br>(AREA OF SPECIALIZED PRACTICE)              | PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK |   |
|---|---|---|--|---|
|   |   |   | Generalist Practice                        | Specialized Practice<br>Advanced Generalist Practice with a Clinical Emphasis |
| Competency 1:<br>Demonstrate Ethical and Professional Behavior                        | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | <b>98.25%</b>                              | <b>90.5%</b>  |
| Competency 2:<br>Engage Diversity and Difference in Practice                          | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | <b>95.5%</b>                               | <b>97%</b>  |
| Competency 3:<br>Advance Human Rights and Social, Economic, and Environmental Justice | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | <b>92.5%</b>                               | <b>96.5%</b>  |
| Competency 4:<br>Engage In Practice-informed Research                                 | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | <b>93.5%</b>                               | <b>93%</b>  |

## 2021 MSW Outcomes

|   |   |   |              |              |
|---|---|---|--------------|--------------|
| and Research-informed Practice  |   |   |              |              |
| Competency 5:<br>Engage in Policy Practice  | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | <b>95.5%</b> | <b>93%</b>   |
| Competency 6:<br>Engage with Individuals, Families, Groups, Organizations, and Communities            | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | <b>94.5%</b> | <b>99%</b>   |
| Competency 7:<br>Assess Individuals, Families, Groups, Organizations, and Communities                 | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | <b>93%</b>   | <b>96.5%</b> |
| Competency 8:<br>Intervene with Individuals, Families, Groups, Organizations, and Communities         | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | <b>94%</b>   | <b>96%</b>   |
| Competency 9:<br>Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities | 80% of students will demonstrate competence inclusive of 2 measures | 80% of students will demonstrate competence inclusive of 2 measures | <b>92.5%</b> | <b>92.5%</b> |