COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
[*PROGRAM NAME*] 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.

The University of Texas at El Paso – Department of Social Work
Summary of the Program's Assessment Plan | Generalist Practice
MSW Program – First Year

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 Placement Evaluations]	
Competency(ies) assessed:	1, 2, 3, 4, 5, 6, 7, 8, 9
Dimension(s) assessed:	K, V, S, C A
When/where students are assessed:	Field Practicum Placements – End of first year practicum
Who assessed student competence:	Field Supervisors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will score at least 80% (4/5) on competency ratings.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	At least 80% of students will achieve benchmark.
Assessment Measure #2: [Role Plays and Treatment Plan]	
Competency(ies) assessed:	1, 2, 6, 7, 8, 9
Dimension(s) assessed:	K, V, S, C A
When/where students are assessed:	Summer 2021 in SOWK 5331 Theory and Practice with Individuals
Who assessed student competence:	Course Instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will score at least 80% on assignment.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	At least 80% of students will achieve benchmark.
Assessment Measure #3: [Policy Practice Paper]	
Competency(ies) assessed:	3, 5
Dimension(s) assessed:	K, V, C A
When/where students are assessed:	Fall 2021 in SOWK 5357 Policy I
Who assessed student competence:	Course Instructors

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will score at least 80% on assignment.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	At least 80% of students will achieve benchmark.

The University of Texas at El Paso – Department of Social Work
Summary of the Program's Assessment Plan | Generalist Practice
MSW Program – Second Year

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: [Social Work in the Border Region]

Assessment Measure #1: [Field Placement Evaluations]	
Competency(ies) assessed:	1, 2, 3, 4, 5, 6, 7, 8, 9
Dimension(s) assessed:	K, V, S, C A
When/where students are assessed:	Field Practicum Placements – End of second year practicum
Who assessed student competence:	Field Supervisors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will score at least 80% (4/5) on competency ratings.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	At least 80% of students will achieve benchmark.
Assessment Measure #2: [Case Analysis and Organizational Analysis]	
Competency(ies) assessed:	1, 2, 3, 4, 5, 6, 7, 8, 9
Dimension(s) assessed:	K, V, S, C A
When/where students are assessed:	Fall 2020 and Spring 2021 in SOWK 5383 Theory and Practice with Organizations
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students will score at least 80% on assignment.

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	At least 80% of students will achieve benchmark.

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)
Program Option #1: *Program has only one option*

COMPETENCY	**COMPETENCY BENCHMARK (%) (GENERALIST)**	**COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)**	**PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK**			
			Generalist Practice **AM1 (n = 30)*** **AM2 (n = 37)*** **AM3 (n = 22)*** **AM4 (n = 45)*** ***variation due to degree plan flexibility and PT vs. FT status)***	**Area of Specialized Practice #1 (Social Work in the Border Region)** **AM1 (n = 36)*** **AM2 (n = 47)*** ***variation due to degree plan flexibility, PT vs. FT vs. Advanced Standing options)***	**Area of Specialized Practice #2 (Identify Specialization) N/A**	**Area of Specialized Practice #3 (Identify Specialization) N/A**
Competency 1: Demonstrate Ethical and Professional Behavior	**80% of students will demonstrate competence through**	**80% of students will demonstrate competence through utilization of two measures.**	99%	95%	N/A – Program has only one option	N/A – Program has only one option

	utilization of two measures.					
Competency 2: Engage Diversity and Difference in Practice	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	97%	95%	N/A	N/A
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	94%	90%	N/A	N/A
Competency 4: Engage in Practice-informed Research and Research-informed Practice	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	85%	91%	N/A	N/A
Competency 5: Engage in Policy Practice	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	93%	90%	N/A	N/A
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	92%	95%	N/A	N/A

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	94%	94%	N/A	N/A
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	94%	93%	N/A	N/A
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	94%	91%	N/A	N/A

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) – *Program has only one option*

COMPETENCY	**COMPETENCY BENCHMARK (GENERALIST)**	**COMPETENCY BENCHMARK (SOCIAL WORK IN THE BORDER REGION)**	**PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK**

			Generalist Practice	Area of Specialized Practice #1 (SW in the Border Region)	Area of Specialized Practice #2 (N/A)	Area of Specialized Practice #3 (N/A)
Competency 1: Demonstrate Ethical and Professional Behavior	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	99%	95%	N/A – Program has only one option	N/A – Program has only one option
Competency 2: Engage Diversity and Difference in Practice	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	97%	95%	N/A	N/A
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	94%	90%	N/A	N/A
Competency 4: Engage In Practice-informed Research and Research-informed Practice	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	85%	91%	N/A	N/A
Competency 5: Engage in Policy Practice	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	93%	90%	N/A	N/A
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	92%	95%	N/A	N/A

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	94%	94%	N/A	N/A
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	94%	93%	N/A	N/A
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	**80% of students will demonstrate competence through utilization of two measures.**	**80% of students will demonstrate competence through utilization of two measures.**	94%	91%	N/A	N/A