

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
University of the Pacific 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 Practice Competency Evaluation	
Competency(ies) assessed: 1-9	
Dimension(s) assessed: 1a, 1b, 1c, 1d, 1e, 2a, 2b, 2c, 3a, 3b, 4a, 4b, 4c, 5a, 5b, 5c, 6a, 6b, 7a, 7b, 7c, 7d, 8a, 8b, 8c, 8d, 8e, 9a, 9b, 9c, 9d	
When/where students are assessed: Spring in last 2 weeks of 15-week generalist internship/ Real Practice in Field Placement	
Who assessed student competence: Field Instructor of each student – Arrickia McDaniel Field Director	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	98
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	
Assessment Measure #2: Biopsychosocial-Spiritual Assessment and Treatment Plan Embedded, SOCW201	
Competency(ies) assessed: 6-9	
Dimension(s) assessed: 6a, 6b, 7a, 7b, 7c, 8a, 8b, 9a, 9c	
When/where students are assessed: Fall 1 st Trimester of Study/ Classroom	
Who assessed student competence: Amanda West & Sharon Fernekees-Jeans	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	100
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	

[optional] Assessment Measure #3: [INSTRUMENT NAME] <i>(Repeat table for each additional measure)</i>	
Assessment Measure #3: Literature Review Paper & Group Research Design Exercise Embedded, SOCW203	
Competency(ies) assessed: 4	
Dimension(s) assessed: 4a,4b,4c	
When/where students are assessed: Fall 1 st Trimester of Study/ Classroom	
Who assessed student competence: Edgar Hernandez	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	91
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	
Assessment Measure #4: Final Group Presentation: Gentrification in California Embedded, SOCW205	
Competency(ies) assessed: 1,2,3,5	
Dimension(s) assessed: 1a,2a,2c,3a,3b,5a,5b,5c	
When/where students are assessed: Fall 1 st Trimester of Study/Classroom	
Who assessed student competence: Katie Savin	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	98
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	

Assessment Measure #5: Self-Assessment Paper Embedded, SOCW207	
Competency(ies) assessed: 1-2	
Dimension(s) assessed: 1a, 1b, 2a, 2b, 2c	
When/where students are assessed: Fall 2 nd Trimester of Study/ Classroom	
Who assessed student competence: Course Instructor: Nurit Fischer-Shemer	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	97
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	

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: [SPECIALIZATION NAME]

(Add tables to accurately reflect the number of specializations)

Assessment Measure #1: Specialist Practice Competency Evaluation	
Dimension(s) assessed: 1a, 1b, 1c, 1d, 1e, 1f, 1g, 1h, 1i, 1j, 2a, 2b, 2c, 2d, 2e, 2f, 3a, 3b, 3c, 3d, 3e, 4a, 4b, 4c, 4d, 5a, 5b, 5c, 6a, 6b, 6c, 6d, 7a, 7b, 7c, 7d, 7e, 8a, 8b, 8c, 8d, 9a, 9b, 9c	
When/where students are assessed: Fall in last 2 weeks of 31-week specialized internship/ Real Practice in Field Placement	
Who assessed student competence: Field Instructor of each student	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	99
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	
Assessment Measure #2: Ethnographic Biopsychosocial-Spiritual Assessment Embedded, SOCW215	
Dimension(s) assessed:1b,1d,1g,2a,2b,2c,2d	
When/where students are assessed: Spring 2 nd Trimester of Study (1 st of Adv. Standing)/Classroom	
Who assessed student competence: Nurit Fischer-Shemer	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	99
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	

Assessment Measure #3: Biopsychosocial-Spiritual Assessment and Treatment Plan Embedded, SOCW217	
Dimension(s) assessed:6a,6b,6c,6d,7a,7b,7d,7e,8a,8b,8c,8d,9a,9b,9c	
When/where students are assessed: Summer 3 rd Trimester of Study (2 nd for Adv. Standing)/Classroom	
Who assessed student competence: Melissa Calnon	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	100
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	
Assessment Measure #4: Research to Practice Paper Embedded, SOCW219	
Dimension(s) assessed: 2a,2b,2c,2d,2e,2f,4a,4b,4d,5a,5b	
When/where students are assessed: Summer 3 rd Trimester of Study(2 nd for Adv. Standing)/Classroom	
Who assessed student competence: Nurit Fischer-Shemer	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	98
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	

Assessment Measure #5: Health Policy Analysis Embedded, SOCW221	
Dimension(s) assessed:1a,1c,3a,3b,5a,5b,5c	
When/where students are assessed: Fall 4 th Trimester of Study (3 rd for Adv. Standing)/ Classroom	
Who assessed student competence: Melissa Calnon	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	98
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	
Assessment Measure #6: Intervention or Evaluation Capstone Project Embedded SOCW223	
Dimension(s) assessed: 3a,3b,3c,3d,3e,4a,4b,4c,4d,6a,6b,6c,6d,7a,7b,7c,7d,7e,8a,8b,8c,8d,9a,9b,9c	
When/where students are assessed: Fall 4 th Trimester of Study(3 rd for Adv. Standing)/ Classroom	
Who assessed student competence: Nurit Fischer Shemer & Katie Savin	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	99
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	

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 (2022-2023) Program Option #1: (One program option – hybrid on Sacramento Campus)

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (HEALTHCARE SPECIALIZED PRACTICE)		
			Generalist Practice n = 18	Area of Specialized Practice #1 (Identify Specialization) n = 18
Competency 1: Demonstrate Ethical and Professional Behavior	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	99	99
Competency 2: Engage Diversity and Difference in Practice	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	94	99
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	100	100

Competency 4: Engage in Practice-informed Research and Research-informed Practice	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	91	97
Competency 5: Engage in Policy Practice	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	100	96
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	100	99
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	100	100
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	100	100
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	100	100
Any additional Competency(ies) Developed by the Program				

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

Assessment Data Collected during the Academic Year (2022-2023)

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (HEALTHCARE SPECIALIZED PRACTICE)	Generalist Practice n = 18	Area of Specialized Practice #1 Healthcare) n = 18
Competency 1: Demonstrate Ethical and Professional Behavior	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	99	99
Competency 2: Engage Diversity and Difference in Practice	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	94	99

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	100	100
Competency 4: Engage in Practice-informed Research and Research-informed Practice	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	91	97
Competency 5: Engage in Policy Practice	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	100	96
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	100	99
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	100	100
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	100	100

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	90% of students will demonstrate competence inclusive of 2 or more measures	100	100
Any additional Competency(ies) Developed by the Program				