COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
SALISBURY 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 Evaluation	
Dimension(s) assessed:	Values, skills, and cognitive & affective processes
When/where students are assessed:	Final field evaluation
Who assessed student competence:	Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

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 Direct Practice

Assessment Measure #1: Field Evaluation	
Dimension(s) assessed:	Values, skills, and cognitive & affective processes
When/where students are assessed:	Final field evaluation
Who assessed student competence:	Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

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: Salisbury Campus / hybrid

COMPETENCY	COMPETENCY BENCHMARK (%) GENERALIST	COMPETENCY BENCHMARK (%) SPECIALIZED	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice n = 18	Specialized Practice (Advanced Direct Practice) n = 39
Competency 1: Demonstrate Ethical and Professional Behavior	80%	80%	94%	100%
Competency 2: Engage Diversity and Difference in Practice	80%	80%	83%	97%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80%	80%	89%	97%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80%	80%	94%	97%
Competency 5: Engage in Policy Practice	80%	80%	94%	100%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80%	80%	89%	97%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	80%	83%	100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	80%	89%	95%

Assessment Data Collected during the Academic Year (2022-2023)
Program Option #2: Cecil College / hybrid

COMPETENCY	COMPETENCY BENCHMARK (%) GENERALIST	COMPETENCY BENCHMARK (%) SPECIALIZED	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice n = 5	Specialized Practice (Advanced Direct Practice) n = 9
Competency 1: Demonstrate Ethical and Professional Behavior	80%	80%	100%	100%
Competency 2: Engage Diversity and Difference in Practice	80%	80%	100%	100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80%	80%	100%	100%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80%	80%	100%	100%
Competency 5: Engage in Policy Practice	80%	80%	100%	100%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	100%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	100%

Assessment Data Collected during the Academic Year (2022-2023)
Program Option #3: ESHEC / hybrid

COMPETENCY	COMPETENCY BENCHMARK (%) GENERALIST	COMPETENCY BENCHMARK (%) SPECIALIZED	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice **	Specialized Practice (Advanced Direct Practice) n = 7
Competency 1: Demonstrate Ethical and Professional Behavior	80%	80%		86%
Competency 2: Engage Diversity and Difference in Practice	80%	80%		86%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80%	80%		86%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80%	80%		86%
Competency 5: Engage in Policy Practice	80%	80%		86%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	80%		86%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80%	80%		86%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	80%		86%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	80%		86%

**There were too few students at this site to be able to report anonymously

Assessment Data Collected during the Academic Year (2022-2023)
Program Option #4: USM-Hagerstown / hybrid

COMPETENCY	COMPETENCY BENCHMARK (%) GENERALIST	COMPETENCY BENCHMARK (%) SPECIALIZED	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice n = 9	Specialized Practice (Advanced Direct Practice) n = 17
Competency 1: Demonstrate Ethical and Professional Behavior	80%	80%	100%	100%
Competency 2: Engage Diversity and Difference in Practice	80%	80%	100%	94%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80%	80%	100%	100%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80%	80%	100%	100%
Competency 5: Engage in Policy Practice	80%	80%	100%	100%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	100%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	94

Assessment Data Collected during the Academic Year (2022-2023)
Program Option #5: USM-Southern Maryland / hybrid

COMPETENCY	COMPETENCY BENCHMARK (%) GENERALIST	COMPETENCY BENCHMARK (%) SPECIALIZED	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice **	Specialized Practice (Advanced Direct Practice) n = 11
Competency 1: Demonstrate Ethical and Professional Behavior	80%	80%		100%
Competency 2: Engage Diversity and Difference in Practice	80%	80%		100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80%	80%		100%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80%	80%		100%
Competency 5: Engage in Policy Practice	80%	80%		100%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	80%		100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80%	80%		100%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	80%		100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	80%		100%

** There were too few students at this site to be able to report anonymously

Assessment Data Collected during the Academic Year (2022-2023)
Program Option #6: UMCG-Europe / hybrid & online

COMPETENCY	COMPETENCY BENCHMARK (%) GENERALIST	COMPETENCY BENCHMARK (%) SPECIALIZED	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice n = 19	Specialized Practice (Advanced Direct Practice) n = 13
Competency 1: Demonstrate Ethical and Professional Behavior	80%	80%	100%	100%
Competency 2: Engage Diversity and Difference in Practice	80%	80%	100%	100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80%	80%	100%	100%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80%	80%	100%	92%
Competency 5: Engage in Policy Practice	80%	80%	100%	92%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	100%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	100%

Assessment Data Collected during the Academic Year (2022-2023)
Program Option #7: Online Program / online

COMPETENCY	COMPETENCY BENCHMARK (%) GENERALIST	COMPETENCY BENCHMARK (%) SPECIALIZED	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice n = 42	Specialized Practice (Advanced Direct Practice) n = 62
Competency 1: Demonstrate Ethical and Professional Behavior	80%	80%	100%	100%
Competency 2: Engage Diversity and Difference in Practice	80%	80%	100%	100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80%	80%	100%	98%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80%	80%	98%	98%
Competency 5: Engage in Policy Practice	80%	80%	95%	98%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	80%	98%	100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80%	80%	98%	100%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	80%	98%	97%

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 (%) SPECIALIZED	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice n = 98	Specialized Practice (Advanced Direct Practice) n = 158
Competency 1: Demonstrate Ethical and Professional Behavior	80%	80%	99%	99%
Competency 2: Engage Diversity and Difference in Practice	80%	80%	97%	98%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80%	80%	98%	98%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80%	80%	98%	97%
Competency 5: Engage in Policy Practice	80%	80%	97%	98%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	80%	99%	99%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80%	80%	97%	99%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	80%	97%	99%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	80%	97%	96%