**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B) NEW MEXICO STATE UNIVERSITY BACCALAUREATE SOCIAL WORK PROGRAM ASSESSMENT OF STUDENT LEARNING OUTCOMES**

**Form AS 4(B):** A form required for Reaffirmation, Candidacy, and ongoing compliance per AS 4.0.3.

**Summary of the Program’s Assessment Plan | MSW Final Year (Advanced Generalist)**

**2023-2024 Report for NMSU SSW Website**

The following is a description of the two assessment measures that take place in the final year for MSW students. A separate AS-4(M) First Year form has been created for the additional two assessments that take place earlier, during the first year, for all MSW students. All Master’s of Social Work (MSW) students at New Mexico State University (NMSU) are assessed using two measures during their final year of the program as well. This is in addition to the two measures that take place in the second semester of their first year of the program. These two items measure their mastery for the nine competencies that comprise the Educational Policy and Accreditation Standards of the Council on Social Work Education. The first of these items/measures is the Final Field Evaluation and the second is the MSW Exit Exam. The Outcome Measure Benchmark for both assignments has been set at 80% for each competency. This indicates that minimum achievement for students is considered to be 80% The Competency Benchmark for all competencies, for both assignments, has been set at 80%, indicating that the Program expects 80% of students to achieve this minimum score. The following is a summarization of NMSU School of Social Work’s competency-based assessment plan for the MSW Program.

**Assessment Measure #1: MSW Final Field Evaluation**

All Master of Social Work (MSW) students at New Mexico State University (NMSU) are assessed using two measures of their mastery for the nine competencies that comprise the Educational Policy and Accreditation Standards of the Council on Social Work Education. The first of these is the Final Field Evaluation and the second is the MSW Exit Exam.

The first measure of assessment for MSW students is the Final Field Evaluation. This Evaluation is completed for each student by the Field Instructor responsible for overseeing their internship. This is typically completed during the Spring semester. Students are usually assessed at their internship placement location. Field Instructors are directed to rank the level of student competence for all practice behaviors under each competency, based on the student’s performance in internship. This measure provides demonstration of competency for a “real practice situation” as mandated by CSWE. Student competence is ranked on a Likert scale from 1-5 (1 = Unacceptable Progress, 2 = Insufficient Progress, 3 = Emerging Competence, 4 = Competence, and 5 = Advanced Competence). This assessment takes place at the conclusion of the students’ final semester of internship and completion of the social work program. Field Instructors submit these assessments electronically to the School of Social Work through Tevera. Tevera is a software program that manages student data related to internship.

**Assessment Measure #2: MSW Exit Exam**

The second measure of assessment for MSW students is the MSW Exit Exam. All MSW students must complete this Exam prior to graduation. This typically takes place during the Spring semester. Students submit materials electronically online. All competencies are present and measured in the Exit Exam. For this assignment, students are asked to create a series of 5-minute recorded presentations in which they answer questions derived from each of the nine competencies. They are directed to apply responses towards a client case from their internship experience, to demonstrate specific knowledge and ability.

For the Exit Exam, each set of questions is associated with one of the Council on Social Work Education’s (CSWE) nine Core Competencies. All competencies are measured in this presentation and the grading rubric mirrors CSWE language closely. Responses demonstrate level of mastery for each competency and multiple related dimensions. For example, to address Competency #1, students are asked to describe an ethical dilemma faced during internship, personal values congruent or in opposition to professional values, and finally to apply an ethical decision-making tool to the case, to ensure a principled response.

Competency, as displayed through the Exit Exam, is evaluated by ranking on a scale from 1 – 5. This is done by a panel of core social work faculty. 1 = Unacceptable, 2 = Insufficient, 3 = Emerging Competence, 4 = Competence, and 5 = Advanced Competence. Student competence is assessed by Graduate faculty in the School of Social Work. If they receive a failing grade, alternate Graduate faculty from the School of Social Work review the submission, along with a Dean’s Representative from an outside department.

**Benchmark**

The benchmark percentage for each competency has been set at 80%. The percentage of students who achieve benchmark for all nine competencies is reported, for both measures (and averaged). The program has calculated the percentage of students achieving each competency benchmark, inclusive of both measures for both of the MSW programs (In Person and Online). Finally, an average of all both programs is offered, to provide an indication of the overall measure of students achieving benchmark.

**MSW Advanced Generalist Competency Measures 2024 – ONLINE STUDENTS**

Competencies are measured on a scale of 0 – 5. The numbers listed below are the averages and the percentage of those that reached the benchmark of 80% or higher. Items below 4.0 (80%) are indicated in red font. This is the benchmark cutoff.

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| Competencies | Measure of Competency  Exit Exam  ONLINE STUDENTS  (n = 39)  Class Avg / % Reaching Benchmark | Measure of Competency  Practicum Evaluation  ONLINE STUDENTS  (n = 36)  Class Avg / % Reaching Benchmark | Average of Exit Exam and Practicum Instructor Measures  ONLINE STUDENTS |
| 1 – Demonstrate Ethical and Professional Behavior | 4.34/80% | 4.98/100% | 4.66/90% |
| 2 – Engage Diversity and Difference in Practice | 4.28/77% | 4.97/100% | 4.63/89% |
| 3 – Advance Human Rights and Social, Economic, and Environmental Justice | 4.60/95% | 4.97/100% | 4.79/98% |
| 4 – Engage in Practice Informed Research and Research Informed Practice | 4.14/74% | 4.96/100% | 4.55/87% |
| 5 – Engage in Policy Practice | 4.41/80% | 4.92/100% | 4.67/90% |
| 6 – Engage with Individuals, Families, Groups, Organizations and Communities | 4.63/92% | 4.98/100% | 4.81/96% |
| 7 – Assess with Individuals, Families, Groups, Organizations and Communities | 4.47/90% | 4.95/100% | 4.71/95% |
| 8 – Intervene with Individuals, Families, Groups, Organizations and Communities | 4.53/85% | 4.95/100% | 4.74/93% |
| 9 – Evaluate with Individuals, Families, Groups, Organizations and Communities | 4.60/90% | 4.96/100% | 4.78/95% |
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**MSW Advanced Generalist Competency Measures 2024 – IN-PERSON STUDENTS**

Competencies are measured on a scale of 0 – 5. The numbers listed below are the averages and the percentage of those that reached the benchmark of 80% or higher. Items below 4.0 (80%) are indicated in red font. This is the benchmark cutoff.

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| --- | --- | --- | --- |
| Competencies | Measure of Competency  Exit Exam  IN-PERSON STUDENTS  (n = 31)  Class Avg / % Reaching Benchmark | Measure of Competency  Practicum Evaluation  IN-PERSON STUDENTS  (n = 31)  Class Avg / % Reaching Benchmark | Average of Exit Exam and Practicum Instructor Measures  IN-PERSON STUDENTS |
| 1 – Demonstrate Ethical and Professional Behavior | 4.26/77% | 4.92/100% | 4.59/89% |
| 2 – Engage Diversity and Difference in Practice | 4.54/87% | 4.90/100% | 4.72/94% |
| 3 – Advance Human Rights and Social, Economic, and Environmental Justice | 4.28/87% | 4.84/100% | 4.56/94% |
| 4 – Engage in Practice Informed Research and Research Informed Practice | 4.00/58% | 4.85/100% | 4.43/79% |
| 5 – Engage in Policy Practice | 4.45/94% | 4.81/100% | 4.63/97% |
| 6 – Engage with Individuals, Families, Groups, Organizations and Communities | 4.66/94% | 4.95/100% | 4.81/97% |
| 7 – Assess with Individuals, Families, Groups, Organizations and Communities | 4.51/87% | 4.86/100% | 4.69/94% |
| 8 – Intervene with Individuals, Families, Groups, Organizations and Communities | 4.15/68% | 4.87/100% | 4.51/84% |
| 9 – Evaluate with Individuals, Families, Groups, Organizations and Communities | 4.39/81% | 4.86/100% | 4.63/91% |