**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)**

**NEW MEXICO STATE UNIVERSITY SCHOOL OF SOCIAL WORK 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**

|  |
| --- |
| **Assessment Measure #1: Year One Field Evaluation** |
| Competency(ies) assessed: | 1-9 |
| Dimension(s) assessed: | All four |
| When/where students are assessed: | This assessment takes place at the conclusion of the students’ first semester of internship. This is typically completed during the Fall semester. Students are usually assessed at their internship placement location. |
| Who assessed student competence: | This Evaluation is completed for each student by the Field Instructor responsible for overseeing their internship. |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:  | The Outcome Measure Benchmark for this assignment has been set at 80% for each competency (4/5) |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | The Competency Benchmark for all competencies, for this assignment, has been set at 80%, indicating that the Program expects 80% of students to achieve this minimum score. |
| **Assessment Measure #2: Year One 521 Assignment** |
| Competency(ies) assessed: | 1-9 |
| Dimension(s) assessed: | All four |
| When/where students are assessed: | Students are assessed in the first year of their program in the 521 course. |
| Who assessed student competence: | The Graduate faculty instructor that teaches this course assesses student competence for this measure. |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:  | The Outcome Measure Benchmark for this assignment has been set at 80% for each competency (4/5) |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | The Competency Benchmark for all competencies, for this assignment, has been set at 80%, indicating that the Program expects 80% of students to achieve this minimum score. |

The following is a description of the two assessment measures that take place in the first year for MSW students. A separate AS-4(M) form has been created for the additional two assessments that take place in the final year for all MSW students. All first year Master’s 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 Year One Field Evaluation and the second is the Year One 521 Assignment. The Outcome Measure Benchmark for both assignments is 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 students in Year One of the MSW Program.

**Assessment Measure #1: Year One Field Evaluation**

In their first year of the Master of Social Work (MSW) program, all 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 Year One Field Evaluation and the second is the Year One 521 Assignment.

The first measure of assessment for MSW students is the Year One Field Evaluation. This Evaluation is completed for each student by the Field Instructor responsible for overseeing their internship. 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’ second semester in the first year of their internship. 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. A copy of the Year One Field Evaluation can be reviewed in the Appendix.

**Assessment Measure #2: Year One 521 Assignment**

The second measure of assessment for MSW students in the second semester of their first year in the program is the Year One 521 Assignment. All MSW students must complete this assignment as one of the requirements for the 521 course. All competencies are present and measured in the assignment, in which students are asked to write a paper in which they answer questions derived from each of the nine competencies. They are directed to apply responses towards a client case provided to them, to demonstrate specific knowledge and ability.

For the Year One 521 Assignment, 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 (See Appendix). Responses demonstrate level of mastery for each competency and multiple related dimensions. For example, to address Competency #1, students are given the following prompt:

*After reading the case provided, you will identify and describe a clear role for social work involvement in the case. Because this is a complex case with multiple potential “clients” across the range of practice levels (micro, mezzo and macro), you should clearly identify a hypothetical role that you might play as a social worker in this case and which individual(s) might be your primary client in that role. Some examples might include medical social work (Octavio), school social work (Abraham), work in a housing agency (Celina and/or the whole family), work in an immigration-related role (the whole family) or work for a healthcare or immigration advocacy organization. In this section you should clearly describe your
hypothetical role as a social worker and the hypothetical manner in which you came into contact with the family member/family. You should then provide a brief case summary from your perspective in this role. What are the primary presenting issues that you might address? What are they key challenges you would address in this case and what key strengths that you would utilize in working on this case?*

Competency, as displayed through the Year One 521 Assignment, is evaluated by ranking on a scale from 1 – 5. This is done by the MSW Program Coordinator. 1 = Unacceptable, 2 = Insufficient, 3 = Emerging Competence, 4 = Competence, and 5 = Advanced Competence. The assignment and grading rubric can be found in the Appendix.

**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 all of the MSW programs (Albuquerque, Las Cruces, and Online). Finally, an average of all three programs is offered, to provide an indication of the overall measure of students achieving benchmark.

**Assessment Data Collected during the Academic Year (2020-2021)**

**MSW Year One Field Evaluation and Year One 521 Assignment**

|  |  |  |
| --- | --- | --- |
| **COMPETENCY**  | **COMPETENCY BENCHMARK (%) (GENERALIST)**  | **PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK**   |
|  | **80%** | **MSW****Albuquerque** **Y1 Field Evaluation n = 11****Y1 521 Assignment n = 10** | **MSW****Las Cruces****Y1 Field Evaluation n = 9** **Y1 521 Assignment n = 9** | **MSW****Online****Y1 Field Evaluation n = 21** **Y1 521 Assignment n = 20** | **MSW** **(Overall)****Y1 Field Evaluation n = 41****Y1 521 Assignment n = 39** |
| **Competency 0: Sample Row** *(Delete this row prior to submission and/or posting)* | **e.g. 80%** of students will demonstrate competence inclusive of 2 or more measures | (Measure 1 + Measure 2 / 2)**e.g. 85%** | (Measure 1 + Measure 2 / 2)**e.g. 90%** | (Measure 1 + Measure 2 / 2)**e.g. 85%** | (All Programs’ Measure 1s averaged + All Programs’ Measure 2s averaged / 2)**e.g. 80%** |
| **Competency 1: Demonstrate Ethical and Professional Behavior** | **80%** | Y1 521 Assignment: 90% Y1 Field Evaluation: 100%Y1 Average: 95% | Y1 521 Assignment: 88%Y1 Field Evaluation: 100%Y1 Average: 94% | Y1 521 Assignment: 95%Y1 Field Evaluation: 100% Y1 Average: 98% | Y1 521 Assignment: 91%Y1 Field Evaluation: 100% Y1 Average: **96%** |
| **Competency 2: Engage Diversity and Difference in Practice** | **80%** | Y1 521 Assignment: 100%Y1 Field Evaluation: 100%Y1 Average: 100% | Y1 521 Assignment: 88%Y1 Field Evaluation: 100% Y1 Average: 94% | Y1 521 Assignment: 80% Y1 Field Evaluation: 100%Y1 Average: 90% | Y1 521 Assignment: 89%Y1 Field Evaluation: 100%Y1 Average: **95%** |
| **Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice** | **80%** | Y1 521 Assignment: 80% Y1 Field Evaluation: 100% Y1 Average: 90% | Y1 521 Assignment:75%Y1 Field Evaluation: 100%  Y1 Average: 88% | Y1 521 Assignment: 75%Y1 Field Evaluation: 100%Y1 Average: 88% | Y1 521 Assignment: 77%Y1 Field Evaluation: 100% Y1 Average: **89%** |
| **Competency 4: Engage in Practice-informed Research and Research-informed Practice** | **80%** | Y1 521 Assignment: 70% Y1 Field Evaluation: 100%Y1 Average: 85% | Y1 521 Assignment: 88%Y1 Field Evaluation: 100%  Y1 Average: 94% | Y1 521 Assignment: 65%Y1 Field Evaluation: 100% Y1 Average: 83% | Y1 521 Assignment: 74% Y1 Field Evaluation: 100%Y1 Average: **87%** |
| **Competency 5: Engage in Policy Practice** | **80%** | Y1 521 Assignment: 100% Y1 Field Evaluation: 100% Y1 Average: 100% | Y1 521 Assignment: 88%Y1 Field Evaluation: 100% Y1 Average: 94% | Y1 521 Assignment: 75%Y1 Field Evaluation: 93%Y1 Average: 84% | Y1 521 Assignment: 88%Y1 Field Evaluation: 98% Y1 Average: **93%** |
| **Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities** | **80%** | Y1 521 Assignment: 90%Y1 Field Evaluation: 100% Y1 Average: 95% | Y1 521 Assignment: 100%Y1 Field Evaluation: 100% Y1 Average: 100% | Y1 521 Assignment: 80%Y1 Field Evaluation: 100% Y1 Average: 90% | Y1 521 Assignment: 90%Y1 Field Evaluation: 100%Y1 Average**: 95%** |
| **Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities** | **80%** | Y1 521 Assignment: 80%Y1 Field Evaluation: 100%Y1 Average: 90% | Y1 521 Assignment: 100%Y1 Field Evaluation: 100%  Y1 Average: 100% | Y1 521 Assignment: 80%Y1 Field Evaluation: 100% Y1 Average: 90% | Y1 521 Assignment: 87%Y1 Field Evaluation: 100%Y1 Average: **94%** |
| **Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities** | **80%** | Y1 521 Assignment: 90%Y1 Field Evaluation: 98% Y1 Average: 94% | Y1 521 Assignment: 100%Y1 Field Evaluation: 100% Y1 Average: 100% | Y1 521 Assignment: 70% Y1 Field Evaluation: 100%Y1 Average: 85% | Y1 521 Assignment: 87% Y1 Field Evaluation: 99% Y1 Average: **93%** |
| **Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities** | **80%** | Y1 521 Assignment: 90%Y1 Field Evaluation: 98% Y1 Average: 94% | Y1 521 Assignment: 100%Y1 Field Evaluation: 100%  Y1 Average: 100% | Y1 521 Assignment: 75%Y1 Field Evaluation: 96%Y1 Average: 86% | Y1 521 Assignment: 88% Y1 Field Evaluation: 98%Y1 Average: **93%** |