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

All Master's of Social Work (BSW) 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 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. 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. A copy of the MSW Final Field Evaluation can be reviewed in the Appendix.

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. All competencies are present and measured in the Exit Exam. For this assignment, students are asked to create a 40-minute recorded presentation 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 (See Appendix). 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. The MSW Exit Exam 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 Final Field Evaluation and MSW Exit Exam

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
	80% of students will score 4 or 5 on a 5-point scale.	**MSW Albuquerque** **Field Eval n = 12** **Exit Exam n = 13**	**MSW Las Cruces** **Field Eval n = 32** **Exit Exam n = 32**	**MSW Online** **Field Eval n = 21** **Exit Exam n = 23**	**MSW (Overall)** **Field Eval n = 65** **Exit Exam n = 68**
Competency 1: Demonstrate Ethical and Professional Behavior	**80%**	Field Evaluation: 100% Exit Exam: 85% TOTAL: 93%	Field Evaluation: 100% Exit Exam: 81% TOTAL: 91%	Field Evaluation: 100% Exit Exam: 83% TOTAL: 92%	Field Evaluation: 100% Exit Exam: 83% TOTAL: **92%**
Competency 2: Engage Diversity and Difference in Practice	**80%**	Field Evaluation: 100% Exit Exam: 92% TOTAL: 96%	Field Evaluation: 100% Exit Exam: 78% TOTAL: 89%	Field Evaluation: 100% Exit Exam: 74% TOTAL: 87%	Field Evaluation: 100% Exit Exam: 81% TOTAL: **91%**
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	**80%**	Field Evaluation: 98% Exit Exam: 92% TOTAL: 95%	Field Evaluation: 98% Exit Exam: 88% TOTAL: 93%	Field Evaluation: 98% Exit Exam: 87% TOTAL: 93%	Field Evaluation: 98% Exit Exam: 89% TOTAL: **94%**
Competency 4: Engage in Practice-informed Research and Research-informed Practice	**80%**	Field Evaluation: 100% Exit Exam: 77% TOTAL: 89%	Field Evaluation: 98% Exit Exam: 78% TOTAL: 88%	Field Evaluation: 99% Exit Exam: 78% TOTAL: 89%	Field Evaluation: 98% Exit Exam: 78% TOTAL: **88%**

Competency 5: Engage in Policy Practice	**80%**	Field Evaluation: 94% Exit Exam: 85% TOTAL: 90%	Field Evaluation: 97% Exit Exam: 75% TOTAL: 86%	Field Evaluation: 98% Exit Exam: 73% TOTAL: 86%	Field Evaluation: 96% Exit Exam: 78% TOTAL: **87%**
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	**80%**	Field Evaluation: 100% Exit Exam: 85% TOTAL: 93%	Field Evaluation: 100% Exit Exam: 78% TOTAL: 89%	Field Evaluation: 100% Exit Exam: 74% TOTAL: 87%	Field Evaluation: 100% Exit Exam: 79% TOTAL: **90%**
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	**80%**	Field Evaluation: 100% Exit Exam: 100% TOTAL: 100%	Field Evaluation: 99% Exit Exam: 88% TOTAL: 94%	Field Evaluation: 98% Exit Exam: 74% TOTAL: 86%	Field Evaluation: 99% Exit Exam: 87% TOTAL: **93%**
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	**80%**	Field Evaluation: 100% Exit Exam: 85% TOTAL: 93%	Field Evaluation: 98% Exit Exam: 75% TOTAL: 87%	Field Evaluation: 100% Exit Exam: 78% TOTAL: 89%	Field Evaluation: 99% Exit Exam: 79% TOTAL: **89%**
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	**80%**	Field Evaluation: 100% Exit Exam: 85% TOTAL: 93%	Field Evaluation: 99% Exit Exam: 75% TOTAL: 87%	Field Evaluation: 97% Exit Exam: 90% TOTAL: 94%	Field Evaluation: 99% Exit Exam: 83% TOTAL: **91%**