

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
Fairleigh Dickinson 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 updates (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: Foundation Fieldwork Education Commitment Document	
Dimension(s) assessed	Knowledge, Values, Skills, Cognitive/Affective Processes
When/where students are assessed	Spring/Summer Semesters at the conclusion of MSW 6600: Field I (baseline data) and MSW 6620: Field II (final evaluation used for assessment)
Who assessed student competence	Field Instructors, Faculty Liaisons
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9	3 (out of 5)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9	80%
Assessment Measure #2: Signature Assignments in Foundation Didactic Coursework	
Dimension(s) assessed	Knowledge, Values, Skills, Cognitive/Affective Processes
When/where students are assessed	Fall and Spring Semesters at the conclusion of foundation didactic courses
Who assessed student competence	MSW Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	
Competency 1: MSW 6200, Practice I Simulated Biopsychosocial Assessment	64 out of 80 points
Competency 2: MSW 6100, HBSE Final Paper	32 out of 40 points
Competency 3: MSW 6500, Diversity & Social Justice Social, Economic, and Environmental Justice (SEEJ) Annotated Bibliography Paper	20 out 25 points
Competency 4: MSW 6300, Research I Research Proposal	40 out of 50 points
Competency 5: MSW 6400, Policy I Policy Brief and Analysis Assignment	12 out of 15 points
Competency 6: MSW 6200, Practice I Simulated Biopsychosocial Assessment	64 out of 80 points
Competency 7: MSW 6220, Practice II Macro Paper	40 out of 50 points
Competency 8: MSW 6220 Practice II Macro Paper	40 out of 50 points
Competency 9: MSW 6320, Research II Program Evaluation	80 out of 100 points
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
Area of Specialized Practice #1: Advanced Generalist**

Assessment Measure #1: Concentration Fieldwork Education Commitment Document	
Dimension(s) assessed	Knowledge, Values, Skills, Cognitive/Affective Processes
When/where students are assessed	Spring/Summer Semesters at the conclusion of MSW 7600: Field III (baseline data) and MSW 7620: Field IV (final evaluation used for assessment)
Who assessed student competence	Field Instructors, Faculty Liaisons
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9	4 (out of 5)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9	80 %
Assessment Measure #2: Signature Assignments in Concentration Didactic Coursework	
Dimension(s) assessed	Knowledge, Values, Skills, Cognitive/Affective Processes
When/where students are assessed	Fall and Spring Semesters at the conclusion of concentration didactic courses
	Fall- MSW 7000: Adv Micro Practice; MSW 7100: Adv. Mezzo Practice; MSW 7200: Adv. Macro Practice; MSW 7400: Social Policy II Spring- MSW 7500: Empirical Practice
Who assessed student competence	MSW Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9	
Competency 1: MSW 7000, Adv. Micro Practice Biopsychosocial Analysis and Intervention Paper	24 out of 30 points
Competency 2: MSW 7500, Empirical Practice Applied Comprehensive Analysis Project	80 out of 100 points
Competency 3: MSW 7200, Adv. Macro Practice Community Assessment and Program Proposal	20 out of 25 points
Competency 4: MSW 7500, Empirical Practice Applied Comprehensive Analysis Project	80 out of 100 points
Competency 5: MSW 7400, Policy II Policy Advocacy Assignment	8 out of 10 points
Competency 6: MSW 7000, Adv. Micro Practice Biopsychosocial Analysis and Intervention Paper	24 out of 30 points
Competency 7: MSW 7100, Adv. Mezzo Practice Simulated Role Play	24 out of 30 points
Competency 8: MSW 7100, Adv. Mezzo Practice Intervention Paper	24 out of 30 points
Competency 9: Empirical Practice Applied Comprehensive Analysis Project	80 out of 100 points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9	80%

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

COMPETENCY	GENERALIST BENCHMARKS	GENERALIST BENCHMARK ACHIEVEMENTS	ADVANCED GENERALIST BENCHMARKS	ADVANCED GENERALIST BENCHMARK ACHIEVEMENTS
Competency 1: Demonstrate Ethical & Professional Behavior	<u>Measure 1</u> 80% of Students will score 3 (out of 5) or higher on the foundation fieldwork measure of competency 1	<u>Measure 1: Results</u> 96.66% of Students (N=30) scored 3 (out of 5) or higher on the foundation fieldwork measure of competency 1	<u>Measure 1</u> 80% of Students will score 4 (out of 5) or higher on the concentration fieldwork measure of competency 1	<u>Measure 1: Results</u> 100% of Students (N=21) scored 4 (out of 5) or higher on the concentration fieldwork measure of competency 1
	<u>Measure 2</u> 80% of students will score 64 points (out of 80) or higher on the Simulated Biopsychosocial Assessment in the MSW 6200, Practice I course	<u>Measure 2: Results</u> 100% of students (N=31) scored 64 points (out of 80) or higher on the Simulated Biopsychosocial Assessment in the MSW 6200, Practice I course	<u>Measure 2</u> 80% of students will score 24 points (out of 30) or higher on the Biopsychosocial Analysis and Intervention Paper in the MSW 7000, Adv. Micro Practice course	<u>Measure 2: Results</u> 83% of students (N=24) scored 24 points (out of 30) or higher on the Biopsychosocial Analysis and Intervention Paper in the MSW 7000, Adv. Micro Practice course
Competency 2: Engage Diversity & Difference in Practice	<u>Measure 1</u> 80% of Students will score 3 (out of 5) or higher on the foundation fieldwork measure of competency 2	<u>Measure 1: Results</u> 96.66% of Students (N=30) scored 3 (out of 5) or higher on the foundation fieldwork measure of competency 2.	<u>Measure 1</u> 80% of Students will score 4 (out of 5) or higher on the concentration fieldwork measure of competency 2	<u>Measure 1: Results</u> 100% of Students (N=21) scored 4 (out of 5) or higher on the concentration fieldwork measure of competency 2
	<u>Measure 2</u> 80% of students will score 32 points (out of 40) or higher on the Final Paper in the MSW 6100, HBSE course	<u>Measure 2: Results</u> 64.28% of students (N=28) scored 32 points or higher on the Final Paper in the MSW 6100, HBSE course	<u>Measure 2</u> 80% of students will score 80 points (out of 100) or higher on the Applied Comprehensive Analysis Project in the MSW 7500, Empirical Practice course	<u>Measure 2: Results</u> 85.71% of students (N=21) scored 80 points (out of 100) or higher on the Applied Comprehensive Analysis Project in the MSW 7500, Empirical Practice course
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	<u>Measure 1</u> 80% of Students will score 3 (out of 5) or higher on the foundation fieldwork measure of competency 3	<u>Measure 1: Results</u> 96.55% of Students (N=29) scored 3 (out of 5) or higher on the foundation fieldwork measure of competency 3	<u>Measure 1</u> 80% of Students will score 4 (out of 5) or higher on the concentration fieldwork measure of competency 3	<u>Measure 1: Results</u> 100% of Students (N=21) scored 4 (out of 5) or higher on the concentration fieldwork measure of competency 3

	<u>Measure 2</u> 80% of Students will score 20 points (out of 25) or higher on the Social, Economic, and Environmental Justice (SEEJ) Annotated Bibliography Paper in the MSW 6500, Diversity and Social Justice Course	<u>Measure 2: Results</u> 100% of Students (N=27) scored 20 points (out of 25) or higher on the Social, Economic, and Environmental Justice (SEEJ) Annotated Bibliography Paper in the MSW 6500, Diversity and Social Justice Course	<u>Measure 2</u> 80% of students will score 20 points (out of 25) or higher on the Community Assessment and Program Proposal in the MSW 7200, Adv. Macro Practice course	<u>Measure 2: Results</u> 100% of students (N=19) scored 20 points (out of 25) or higher on the Community Assessment and Program Proposal in the MSW 7200, Adv. Macro Practice course
Competency 4: Engage in Practice-Informed Research and Research-Informed Practice	<u>Measure 1</u> 80% of Students will score 3 (out of 5) or higher on the foundation fieldwork measure of competency 4	<u>Measure 1: Results</u> 100% of Students (N=28) scored 3 (out of 5) or higher on the foundation fieldwork measure of competency 4	<u>Measure 1</u> 80% of Students will score 4 (out of 5) or higher on the concentration fieldwork measure of competency 4	<u>Measure 1: Results</u> 85.71% of Students (N=21) scored 4 (out of 5) or higher on the concentration fieldwork measure of competency 4
	<u>Measure 2</u> 80% of students will score 40 points (out of 50) or higher on the Research Proposal in the MSW 6300, Research I Course	<u>Measure 2: Results</u> 75.75% of students (N=33) scored 40 points or higher on the Research Proposal in the MSW 6300, Research I Course	<u>Measure 2</u> 80% of students will score 80 points (out of 100) or higher on the Applied Comprehensive Analysis Project in the MSW 7500, Empirical Practice course	<u>Measure 2: Results</u> 85.71% of students (N=21) scored 80 points (out of 100) or higher on the Applied Comprehensive Analysis Project in the MSW 7500, Empirical Practice course
Competency 5: Engage in Policy Practice	<u>Measure 1</u> 80% of Students will score 3 (out of 5) or higher on the foundation fieldwork measure of competency 5	<u>Measure 1: Results</u> 100% of Students (N=28) scored 3 (out of 5) or higher on the foundation fieldwork measure of competency 5	<u>Measure 1</u> 80% of Students will score 4 (out of 5) or higher on the concentration fieldwork measure of competency 5	<u>Measure 1: Results</u> 80.95% of Students (N=21) scored 4 (out of 5) or higher on the concentration fieldwork measure of competency 5
	<u>Measure 2</u> 80% of students will score 12 points (out of 15) or higher on the Policy Brief and Analysis Assignment in the MSW 6400, Policy I course	<u>Measure 2: Results</u> 84.37% of students (N=32) scored 12 points or higher on the Policy Brief and Analysis Assignment in the MSW 6400, Policy I course	<u>Measure 2</u> 80% of students will score 8 points (out of 10) or higher on the Policy Advocacy Assignment in the MSW 7400 Policy II course	<u>Measure 2: Results</u> 100% of students (N=22) scored 8 points (out of 10) or higher on the Policy Advocacy Assignment in the MSW 7400 Policy II course
Competency 6: Engage with Individuals, Families, Groups, Organizations,	<u>Measure 1</u> 80% of Students will score 3 (out of 5) or higher on the foundation fieldwork	<u>Measure 1: Results</u> 96.66% of Students (N=30) scored 3 (out of 5) or higher on the foundation fieldwork	<u>Measure 1</u> 80% of Students will score 4 (out of 5) or higher on the concentration	<u>Measure 1: Results</u> 100% of Students (N=21) scored 4 (out of 5) or higher on the concentration

and Communities	measure of competency 6	measure of competency 6	fieldwork measure of competency 6	fieldwork measure of competency 6
	<u>Measure 2</u> 80% of students will score 64 points (out of 80) or higher on the Simulated Biopsychosocial Assessment in the MSW 6200, Practice I course.	<u>Measure 2: Results</u> 100% of students (N=31) scored 64 points (out of 80) or higher on the Simulated Biopsychosocial Assessment in the MSW 6200, Practice I course	<u>Measure 2</u> 80% of students will score 24 points (out of 30) or higher on the Biopsychosocial Analysis and Intervention Paper In the MSW 7000, Adv. Micro course	<u>Measure 2: Results</u> 83% of students (N=24) scored 24 points (out of 30) or higher on the Biopsychosocial Analysis and Intervention Paper In the MSW 7000, Adv. Micro course
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	<u>Measure 1</u> 80% of Students will score 3 (out of 5) or higher on the foundation fieldwork measure of competency 7	<u>Measure 1: Results</u> 100% of Students (N=29) scored 3 (out of 5) or higher on the foundation fieldwork measure of competency 7.	<u>Measure 1</u> 80% of Students will score 4 (out of 5) or higher on the concentration fieldwork measure of competency 7	<u>Measure 1: Results</u> 100% of Students (N=21) scored 4 (out of 5) or higher on the concentration fieldwork measure of competency 7
	<u>Measure 2</u> 80% of students will score 40 points (out of 50) or higher on the Macro Paper In the MSW 6220, Practice II course	<u>Measure 2: Results</u> 89.65% of students (N=29) scored 40 points (out of 50) or higher on the Macro Paper In the MSW 6220, Practice II course	<u>Measure 2</u> 80% of students will score 24 points (out of 30) or higher on the Simulated Role Play in the MSW 7100 Adv. Mezzo Practice course	<u>Measure 2: Results</u> 62.5% of students (N=24) scored 24 points (out of 30) or higher on the Simulated Role Play in the MSW 7100 Adv. Mezzo Practice course
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	<u>Measure 1</u> 80% of Students will score 3 (out of 5) or higher on the foundation fieldwork measure of competency 8	<u>Measure 1: Results</u> 96.66% of Students (N=30) scored 3 (out of 5) or higher on the foundation fieldwork measure of competency 8.	<u>Measure 1</u> 80% of Students will score 4 (out of 5) or higher on the concentration fieldwork measure of competency 8	<u>Measure 1: Results</u> 100% of Students (N=21) scored 4 (out of 5) or higher on the concentration fieldwork measure of competency 8
	<u>Measure 2</u> 80% of students will score 40 points (out of 50) or higher on the Macro Paper In the MSW 6220, Practice II course	<u>Measure 2: Results</u> 89.65% of students (N=29) scored 40 points (out of 50) or higher on the Macro Paper In the MSW 6220, Practice II course	<u>Measure 2</u> 80% of students will score 24 points (out of 30) or higher on the Intervention Paper in the MSW 7100, Adv. Mezzo Practice course	<u>Measure 2: Results</u> 75% of students (N=24) scored 24 points (out of 30) or higher on the Intervention Paper in the MSW 7100, Adv. Mezzo Practice course
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations,	<u>Measure 1</u> 80% of Students will score 3 (out of 5) or higher on the foundation fieldwork	<u>Measure 1: Results</u> 100% of Students (N=29) scored 3 (out of 5) or higher on the foundation fieldwork	<u>Measure 1</u> 80% of Students will score 4 (out of 5) or higher on the concentration	<u>Measure 1: Results</u> 95.23% of Students (N=21) scored 4 (out of 5) or higher on the concentration

and Communities	measure of competency 9	measure of competency 9	fieldwork measure of competency 9	fieldwork measure of competency 9
	<u>Measure 2</u> 80% of students will score 80 points (out of 100) or higher on the Research II Evaluation	<u>Measure 2: Results</u> 84.37% of students (N=32) scored 80 points (out of 100) or higher on the Program Evaluation in the MSW6320 Research II course.	<u>Measure 2</u> 80% of students will score 80 points (out of 100) or higher on the Applied Comprehensive Analysis Project in the MSW 7500, Empirical Practice course	<u>Measure 2: Results</u> 76.19% of students (N=21) scored 80 points (out of 100) or higher on the Applied Comprehensive Analysis Project in the MSW 7500, Empirical Practice course