

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)**  
**SAN JOSE STATE 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.

| <b>Assessment Measure #1: Field Education</b>   |  |
|---|--|
| Dimension(s) assessed:  | Knowledge(K), Skills (S), Values (V), and Cognitive and Affective Processes (C/A)  |
| When/where students are assessed:   | Spring 2023 in field placement   |
| Who assessed student competence:  | Field Instructors (FI) assessed competencies 1 through 9 along with behaviors of each competency   |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: | Field Instructors rated practice behaviors based on a scale of 0-3 (below). Students who average a score of 2.0 and above (i.e. "Demonstrates Skills Consistently" achieved the outcome measure benchmark.<br>Ranking scale: <ul style="list-style-type: none"> <li>● 0 =Area of future growth;</li> <li>● 1 = Demonstrates Emerging Skill;</li> <li>● 2 = Demonstrates Skill Consistently;</li> <li>● 3 =Demonstrates Advance Accomplishment</li> </ul> |

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|---|--|
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | A minimum of 80% of students achieving a benchmark of an average of 2 or higher on the above 4-point ranking scale.                                  |
| <b>Assessment Measure #2: Course Embedded Signature Assignments</b>   |  |
| Dimension(s) assessed:  | Knowledge(K), Skills (S), Values (V), and Cognitive and Affective Processes (C/A)  |
| When/where students are assessed:   | Signature course-embedded assignments in the foundation-year classes in Fall 2022, Spring 2023, and Summer 2023 (online-hybrid program option only). |
| Who assessed student competence:  | Course instructors   |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:   | The outcome measure benchmark was a score equivalent to “meets standard” or higher for each competency on the course-embedded assignments.           |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | A minimum of 80% of students meeting the standard for each competency on course-embedded assignments.  |

### 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: Advanced Generalist Practice

| <b>Assessment Measure #1: Field Education</b>   |  |
|---|--|
| Dimension(s) assessed:  | Knowledge(K), Skills (S), Values (V), and Cognitive and Affective Processes (C/A)  |
| When/where students are assessed:   | Spring 2023 in field placement   |
| Who assessed student competence:  | Field Instructors (FI) assessed competencies 1 through 9 along with behaviors of each competency.  |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:   | Field Instructors rated practice behaviors based on a scale of 0-3 (below). Students who average a score of 2.0 and above (i.e. "Demonstrates Skills Consistently" achieved the outcome measure benchmark.<br>Ranking scale: <ul style="list-style-type: none"> <li>● 0 =Area of future growth;</li> <li>● 1 = Demonstrates Emerging Skill;</li> <li>● 2 = Demonstrates Skill Consistently;</li> <li>● 3 =Demonstrates Advance Accomplishment</li> </ul> |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | A minimum of 80% of students achieving a benchmark of an average of 2 or higher on the above 4-point ranking scale.  |
| <b>Assessment Measure #2: Course Embedded Signature Assignments</b>   |  |
| Dimension(s) assessed:  | Knowledge(K), Skills (S), Values (V), and Cognitive and Affective Processes (C/A)  |
| When/where students are assessed:   | Signature course-embedded assignments in the second year area of specialized practice/policy courses in Fall 2022 and Spring 2023.   |
| Who assessed student competence:  | Course instructors   |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:   | The outcome measure benchmark was a score equivalent to "meets standard" or higher for each competency on the course-embedded assignments.   |

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|---|---|
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | A minimum of 80% of students meeting the standard for each competency on course-embedded assignments. |
|---|---|

**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 alterations, the program may not alter the content of this form.

**San Jose State University – MSW Program  
 Assessment Data Collected during the Academic Year (2022-2023)  
 Program Option #1: ON-CAMPUS MSW PROGRAM**

| <b>COMPETENCY</b> | <b>COMPETENCY BENCHMARK<br/><br/>(GENERALIST)</b> | <b>COMPETENCY BENCHMARK<br/><br/>(ADVANCED GENERALIST PRACTICE)</b> | <b>Percentage of Students Achieving Benchmark</b> |
|-------------------|---|---|---|
|-------------------|---|---|---|

|  |  |  | <b>Generalist Practice<br/>n = 111</b> | <b>Advanced Generalist Practice<br/>n = 107</b> |
|--|--|--|--|---|
| <b>Competency 1:<br/>Demonstrate Ethical<br/>and Professional<br/>Behavior</b>                                 | <b>80%</b> of students will<br>demonstrate<br>competence | <b>80%</b> of students will<br>demonstrate<br>competence | 97.2%                                  | 99.5%   |
| <b>Competency 2: Engage<br/>Diversity and<br/>Difference in Practice</b>                                       | <b>80%</b> of students will<br>demonstrate<br>competence | <b>80%</b> of students will<br>demonstrate<br>competence | 96.6%                                  | 99.5%   |
| <b>Competency 3:<br/>Advance Human<br/>Rights and Social,<br/>Economic, and<br/>Environmental Justice</b>      | <b>80%</b> of students will<br>demonstrate<br>competence | <b>80%</b> of students will<br>demonstrate<br>competence | 89.6%                                  | 99.1%   |
| <b>Competency 4: Engage<br/>in Practice-informed<br/>Research and<br/>Research-informed<br/>Practice</b>       | <b>80%</b> of students will<br>demonstrate<br>competence | <b>80%</b> of students will<br>demonstrate<br>competence | 81.9%                                  | 93.2%   |
| <b>Competency 5: Engage<br/>in Policy Practice</b>   | <b>80%</b> of students will<br>demonstrate<br>competence | <b>80%</b> of students will<br>demonstrate<br>competence | 81.6%                                  | 92.9%   |
| <b>Competency 6: Engage<br/>with Individuals,<br/>Families, Groups,<br/>Organizations, and<br/>Communities</b> | <b>80%</b> of students will<br>demonstrate<br>competence | <b>80%</b> of students will<br>demonstrate<br>competence | 98.0%                                  | 94.9%   |

|   |  |  |       |       |
|---|--|--|-------|-------|
| <b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>                 | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 94.5% | 99.1% |
| <b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>         | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 91.7% | 97.2% |
| <b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b> | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 86.9% | 97.7% |

**Assessment Data Collected during the Academic Year (2022-2023)  
Program Option #2: ONLINE/HYBRID MSW PROGRAM**

| COMPETENCY | COMPETENCY BENCHMARK | COMPETENCY BENCHMARK           | Percentage of Students Achieving Benchmark |  |
|------------|----------------------|--------------------------------|--|--|
|            | (GENERALIST)         | (ADVANCED GENERALIST PRACTICE) | Generalist Practice<br>n = 60              | Advanced Generalist Practice<br>n = 60 |
|            |                      |                                |  |  |

|   |  |  |       |       |
|---|--|--|-------|-------|
| <b>Competency 1: Demonstrate Ethical and Professional Behavior</b>                                | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 95.0% | 97.5% |
| <b>Competency 2: Engage Diversity and Difference in Practice</b>                                  | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 95.0% | 96.7% |
| <b>Competency 3: Advance Human Rights, Social, Economic, and Environmental Justice</b>            | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 91.7% | 91.0% |
| <b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>          | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 83.5% | 87.5% |
| <b>Competency 5: Engage in Policy Practice</b>  | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 85.0% | 89.2% |
| <b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>    | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 97.2% | 98.3% |
| <b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>         | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 92.2% | 96.7% |
| <b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b> | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 91.3% | 96.7% |



|   |  |  |       |       |
|---|--|--|-------|-------|
| <b>Competency 9:<br/>Evaluate Practice with<br/>Individuals, Families,<br/>Groups, Organizations,<br/>and Communities</b> | <b>80%</b> of students will<br>demonstrate<br>competence | <b>80%</b> of students will<br>demonstrate<br>competence | 84.0% | 95.0% |
|---|--|--|-------|-------|

**OVERALL ASSESSMENT OF MSW STUDENT LEARNING OUTCOMES  
(Aggregate Findings for All Students from All Program Options Combined)**

| COMPETENCY   | COMPETENCY<br>BENCHMARK<br><br>(GENERALIST)              | COMPETENCY<br>BENCHMARK<br><br>(ADVANCED<br>GENERALIST<br>PRACTICE) | Percentage of Students Achieving Benchmark |                              |
|--|--|---|--|------------------------------|
|  |  |   | Generalist Practice                        | Advanced Generalist Practice |
| <b>Competency 1:<br/>Demonstrate Ethical<br/>and Professional<br/>Behavior</b> | <b>80%</b> of students will<br>demonstrate<br>competence | <b>80%</b> of students<br>will demonstrate<br>competence            | 96.1%                                      | 98.5%                        |
| <b>Competency 2:<br/>Engage Diversity and<br/>Difference in Practice</b>       | <b>80%</b> of students will<br>demonstrate<br>competence | <b>80%</b> of students<br>will demonstrate<br>competence            | 95.8%                                      | 98.1%                        |

|   |  |  |       |       |
|---|--|--|-------|-------|
| <b>Competency 3:<br/>Advance Human Rights and Social, Economic, and Environmental Justice</b>         | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 90.7% | 95.1% |
| <b>Competency 4:<br/>Engage in Practice-informed Research and Research-informed Practice</b>          | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 82.7% | 90.4% |
| <b>Competency 5:<br/>Engage in Policy Practice</b>  | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 83.3% | 91.1% |
| <b>Competency 6:<br/>Engage with Individuals, Families, Groups, Organizations, and Communities</b>    | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 97.6% | 96.6% |
| <b>Competency 7:<br/>Assess Individuals, Families, Groups, Organizations, and Communities</b>         | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 93.4% | 97.9% |
| <b>Competency 8:<br/>Intervene with Individuals, Families, Groups, Organizations, and Communities</b> | <b>80%</b> of students will demonstrate competence | <b>80%</b> of students will demonstrate competence | 91.5% | 96.9% |

|   |  |  |       |       |
|---|--|--|-------|-------|
| <b>Competency 9:<br/>Evaluate Practice with<br/>Individuals, Families,<br/>Groups,<br/>Organizations, and<br/>Communities</b> | <b>80%</b> of students will<br>demonstrate<br>competence | <b>80%</b> of students<br>will demonstrate<br>competence | 85.5% | 96.4% |
|---|--|--|-------|-------|