

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)**  
**SPRING ARBOR UNIVERSITY BACCALAUREATE SOCIAL WORK PROGRAM**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
**(2019-2020)**

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

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**Submitting Form AS 4 for Reaffirmation Self-Study & Candidacy Benchmarks**

This form is used to assist the COA 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 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  
(2019-2020)**

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>Competency 1 – Demonstrate Ethical and Professional Behavior</b>	
<b>Assessment Measure #1: (Final Field Evaluation – Competency 1)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Final Semester. SWK450/480 Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4 or higher on each
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80% or more will rate 4.0 or higher on 5.0 scale
<b>Assessment Measure #2: (Code of Ethics Quiz – Competency 1)</b>	
Dimension(s) assessed: K, V	
When/where students are assessed: 1 <sup>st</sup> Class in Major, SWK281	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% or more will receive an 80% or higher
<b>Assessment Measure #3: (Problem Solving Assignment – Competency 1)</b>	
Dimension(s) assessed: S, CAP	
When/where students are assessed: 5 <sup>th</sup> Class in Major, SWK340	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80% or higher

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% or more will receive an 80% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive &amp; Affective Processes</i>	

<b>Competency 2-Engage Diversity and Difference in Practice Assessment Measure #1: (Final Field Evaluation—Competency 2)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Final Semester. SWK 450/480 Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 2	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 2	80% or more will rate 4.0 or higher on a 5.0 scale
<b>Assessment Measure #2: (Cultural Diversity Interview Assignment—Competency 2)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: 4 <sup>th</sup> Class in Major, SWK 335	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 2	80% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 2	90% or more will receive an 80% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive &amp; Affective Processes</i>	

<b>Competency 3-Advance Human Rights and Social, Economic, and Environmental Justice Assessment Measure #1: (Final Field Evaluation—Competency 3)</b>	
Dimension(s) assessed: K, V, S, CAP	

When/where students are assessed: Final Semester. SWK 450/480 Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 3	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 3	80% or more will rate 4.0 or higher on a 5.0 scale
<b>Assessment Measure #2: (Grant Proposal Assignment—Competency 3)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: 9 <sup>th</sup> Class in Major, SWK 447	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 3	80% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 3	90% or more will receive an 80% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive &amp; Affective Processes</i>	

<b>Competency 4 Engage in Practice-Informed Research and Research-Informed Practice Assessment Measure #1: (Final Field Evaluation—Competency 4)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Final Semester. SWK 450/480 Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 4	80% or more will rate 4.0 or higher on a 5.0 scale
<b>Assessment Measure #2: (Final Research Assignment—Competency 4)</b>	
Dimension(s) assessed: K, V, S, CAP	

When/where students are assessed: 6 <sup>th</sup> Class in Major, SWK 352	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4	80% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 4	90% or more will receive an 80% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive &amp; Affective Processes</i>	

<b>Competency 5-Engage in Policy Practice</b>	
<b>Assessment Measure #1: (Final Field Evaluation—Competency 5)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Final Semester. SWK 450/480 Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 5	80% or more will rate 4.0 or higher on a 5.0 scale
<b>Assessment Measure #2: (Policy Analysis Paper—Competency 5)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: 7 <sup>th</sup> Class in Major, SWK 442	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5	80% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 5	90% or more will receive an 80% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive &amp; Affective Processes</i>	

<b>Competencies 6, 7, 8, &amp; 9-Engage, Assess, Intervene, and Evaluate with Individuals, Families, Groups, Organizations and Communities</b>	
<b>Assessment Measure #1: (Final Field Evaluation – Competencies 6, 7, 8, 9)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Final Semester. SWK 450/480 Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6, 7, 8, & 9:	4 or higher on each
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6, 7, 8, & 9:	80% or more will rate 4.0 or higher on a 5.0 scale
<b>Assessment Measure #2: (Life Cycle Interview—Competencies 6, 7, 8, 9)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: 2 <sup>nd</sup> Class in Major, SWK 305	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 6, 7, 8, & 9:	80% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6, 7, 8, & 9:	90% or more will receive an 80% or higher
<b>Assessment Measure #3: (Genogram/Ecomap Assignment – Competencies 6, 7, 8, 9)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: 5 <sup>th</sup> Class in Major, SWK 340	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6, 7, 8, & 9:	80% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6, 7, 8, & 9:	90% or more will receive an 80% or higher
<b>Assessment Measure #4: (Leadership Report Assignment—Competencies 6, 7, 8, 9)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: 8 <sup>th</sup> Class in Major, SWK 446	
Who assessed student competence: Faculty	

Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 6, 7, 8, & 9:	80% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6, 7, 8, & 9:	90% or more will receive an 80% or higher
<b>Assessment Measure #5: (Grant Proposal Assignment—Competencies 6, 7, 8, 9)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: 9 <sup>th</sup> Class in the Major, SWK 447	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 6, 7, 8, & 9:	80% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6, 7, 8, & 9:	90% or more will receive an 80% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive &amp; Affective Processes</i>	

<b>Competency 10—Apply an Ethical Integration of Faith and Social Work Practice Assessment Measure #1: (Final Field Evaluation—Competency 5)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Final Semester. SWK 450/480 Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10	80% or more will rate 4.0 or higher on a 5.0 scale
<b>Assessment Measure #2: (Religion and Social Work Assignment—Competency 10)</b>	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: 5 <sup>th</sup> Class in Major, SWK 340	
Who assessed student competence: Faculty	

Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10	80% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10	90% or more will receive an 80% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive &amp; Affective Processes</i>	



### 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 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 program. However, beyond these formatting alternations, the program may not alter the content of this form.

#### Assessment Data Collected during the Academic Year (2019-2020) Aggregate of all 10 Program Options and Program Options 1-3 of 10

COMPETENCY	COMPETENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
		Aggregate of Students from All Program Options n = 332	Program Option #1 Battle Creek/In Person n = 6 students	Program Option #2 Detroit/In Person n = 10 students	Program Option #3 Grand Rapids/In Person n = 4 students
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	92.5%	83.3%	100%	75%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	93%	83.3%	100%	75%

<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	93%	83.3%	90%	91.7%
<b>Competency 4: Engage in Practice-informed Research and Research- informed Practice</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	90%	83.3%	100%	66.7%
<b>Competency 5: Engage in Policy Practice</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	93.1%	100%	100%	100%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	92%	100%	100%	79%
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	89.5%	67%	100%	79%
<b>Competency 8: Intervene with Individuals, Families, Groups,</b>	80% or more will rate 4.0 or higher on a 5.0 scale And	90%	83.3%	100%	79%

<b>Organizations, and Communities</b>	90% or more will get 80% or higher on assignment(s)				
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	87%	83.3%	100%	75%
<b>Competency 10: Apply an Ethical Integration of Faith and Social Work Practice</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	92.1%	83.3%	100%	75%

**Assessment Data Collected during the Academic Year (2019-2020)  
Program Options 4-7 of 10**

COMPETENCY	COMPETENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
		Program Option #4 Jackson/In Person  n = 6 students	Program Option #5 Lansing/In Person  n = 41 students	Program Option #6 Petoskey/In Person  n = 5 students	Program Option #7 Spring Arbor/Traditional  n = 57 students
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	100%	96.3%	100%	100%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	100%	100%	100%	100%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	100%	97%	100%	96%
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	100%	97%	100%	86.4%

<b>Competency 5: Engage in Policy Practice</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	100%	100%	90%	83.4%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	100%	93%	90%	86%
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	100%	93%	100%	86%
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	83.3%	97%	100%	86%
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	75%	97%	80%	88%
<b>Competency 10: Apply an Ethical Integration of</b>	80% or more will rate 4.0 or higher on a 5.0 scale And	100%	94%	100%	99%

<b>Faith and Social Work Practice</b>	<b>90% or more will get 80% or higher on assignment(s)</b>				
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**Assessment Data Collected during the Academic Year (2019-2020)  
Program Options 8-10 of 10**

COMPETENCY	COMPETENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
		Program Option #8 Spring Arbor/Online  n = 67 students	Program Option #9 Toledo/In Person  n = 22 students	Program Option #10 Zoom/Online  n = 114 students	
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	72%	100%	98%	
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	71%	100%	98.4%	
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	75%	100%	97.4%	
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	65%	100%	98.4%	

<b>Competency 5: Engage in Policy Practice</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	75%	100%	83%	
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	71%	100%	99%	
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	71%	100%	99%	
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	71%	100%	99%	
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% or more will rate 4.0 or higher on a 5.0 scale And 90% or more will get 80% or higher on assignment(s)	71%	100%	99%	
<b>Competency 10: Apply an Ethical Integration of</b>	80% or more will rate 4.0 or higher on a 5.0 scale And	71%	100%	99%	



<b>Faith and Social Work Practice</b>	90% or more will get 80% or higher on assignment(s)				
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