

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

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**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 Instrument Final Evaluation (Competencies 1-10)</b>	
Dimension(s) assessed:	Values, Skills, and C/A Processes
When/where students are assessed:	End of Spring Semester
Who assessed student competence:	Agency Field Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #2: Bridging Spirituality &amp; Social Work Ethics Paper (Competency 1)</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, and C/A Processes
When/where students are assessed:	Fall Semester in First Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #3: Self-Awareness and Professional Development Paper (Competency 2)</b>	
Dimension(s) assessed:	Knowledge, Skills, and C/A Processes
When/where students are assessed:	Spring Semester in First Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students

<b>Assessment Measure #4: Change Project Proposal (Competency 3)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Spring Semester in First Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #5: Research Critique Assignment (Competency 4)</b>	
Dimension(s) assessed:	Knowledge, Skills, and C/A Processes
When/where students are assessed:	Spring Semester in First Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #6: Policy Analysis Paper (Competency 5)</b>	
Dimension(s) assessed:	Skills and C/A Processes
When/where students are assessed:	Spring Semester in First Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #7: Basic Counseling Skills Role Plays (Competency 6)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Fall Semester in First Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #8: Biopsychosocial Spiritual Assessment (Competency 7)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Fall Semester in First Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #9: Workbook Case Study Assignment (Competency 8)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Fall Semester in First Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #10: Workbook Case Study Assignment (Competency 9)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Fall Semester in First Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
<b>Assessment Measure #11: Bridging Spirituality and Social Work Ethics Paper (Competency 10)</b>	
Dimension(s) assessed:	Knowledge, Values, C/A Processes
When/where students are assessed:	Fall Semester in First Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
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### 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 #1: Direct Practice

<b>Assessment Measure #1: Field Instrument Final Evaluation (Competencies 1-10)</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, and C/A Processes
When/where students are assessed:	Spring Semester Before Graduation
Who assessed student competence:	Agency Field Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #2: Video Recorded Role Play (Competency 1)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Fall Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #3: Neuroscience and Trauma Practice Implications Paper (Competency 2)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Spring Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #4: Neuroscience and Trauma Practice Implications Paper (Competency 3)</b>	
Dimension(s) assessed:	Values, Skills, and C/A Processes
When/where students are assessed:	Spring Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #5: Research Paper on DSM-5 Disorder (Competency 4)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Fall Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #6: Neuroscience and Trauma Practice Implications Paper (Competency 5)</b>	
Dimension(s) assessed:	Values, Skills, and C/A Processes
When/where students are assessed:	Spring Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #7: Video Recorded Role Play (Competency 6)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Spring Semester in Specialization Year

Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #8: Research Paper on DSM-5 Disorder (Competency 7)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Fall Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #9: Video Recorded Role Play (Competency 8)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Spring Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #10: Neuroscience and Trauma Practice Implications Paper (Competency 9)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Spring Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
<b>Assessment Measure #11: Neuroscience and Trauma Practice Implications Paper (Competency 10)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Spring Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students

**Area of Specialized Practice #1:Community Practice**

<b>Assessment Measure #1: Field Instrument Final Evaluation (Competencies 1-10)</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, and C/A Processes
When/where students are assessed:	Spring Semester Before Graduation
Who assessed student competence:	Agency Field Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #2: Community Change Proposal (Competency 1)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Fall Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #3: Community Change Proposal (Competency 2)</b>	
Dimension(s) assessed:	Values, Skills, and C/A Processes
When/where students are assessed:	Fall Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students



<b>Assessment Measure #4: COVID-19 Organizational Response Thinktank (Competency 3)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Spring Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #5: Community Change Proposal (Competency 4)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Fall Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #6: COVID-19 Organizational Response Thinktank (Competency 5)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Spring Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #7: Community Change Proposal (Competency 6)</b>	
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Fall Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #8: Community Change Proposal (Competency 7)</b>	
Dimension(s) assessed:	Values, Skills, and C/A Processes
When/where students are assessed:	Fall Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #9: Community Change Proposal (Competency 8)</b>	
Dimension(s) assessed:	Values, Skills, and C/A Processes
When/where students are assessed:	Fall Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #10: Community Change Proposal (Competency 9)</b>	
Dimension(s) assessed:	Values, Skills, and C/A Processes
When/where students are assessed:	Fall Semester in Specialization Year
Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students
<b>Assessment Measure #11: Community Change Proposal (Competency 10)</b>	
Dimension(s) assessed:	Values, Skills, and C/A Processes
When/where students are assessed:	Fall Semester in Specialization Year

Who assessed student competence:	MSW Faculty Assigned to the Course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students Must Score a Minimum of 3 out of 5 Points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90% of Students

**Assessment Data Collected during the Academic Year (2021-2022)  
Program Option #1: Portland, OR Campus Program Option (In Person)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (%) (Direct Practice and Community Practice)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK				
			Aggregate of Students from All Program Options	Generalist Practice n = 19	Area of Specialized Practice #1 (Direct Practice) n = 31	Area of Specialized Practice #2 (Community Practice) n = 4	Area of Specialized Practice #3 (Identify Specialization) n = (Number of students)
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	90% of students will demonstrate competency inclusive of 2 measurements.	90% of students will demonstrate competency inclusive of 2 measurements	98%	95%	98%	100%	N/A
<b>Competency 2: Engage Diversity</b>	90% of students will demonstrate	90% of students will demonstrate	100%	100%	99%	100%	N/A

<b>and Difference in Practice</b>	<b>competency inclusive of 2 measurements.</b>	<b>competency inclusive of 2 measurements</b>					
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements.</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements</b>	97%	100%	90%	100%	N/A
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements.</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements</b>	100%	100%	99%	100%	N/A
<b>Competency 5: Engage in Policy Practice</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements.</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements</b>	96%	95%	93%	100%	N/A
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements.</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements</b>	100%	94%	100%	100%	N/A
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements.</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements</b>	98%	97%	98%	100%	N/A
<b>Competency 8: Intervene with</b>	<b>90% of students will</b>	<b>90% of students will</b>	99%	98%	100%	100%	N/A

<b>Individuals, Families, Groups, Organizations, and Communities</b>	<b>demonstrate competency inclusive of 2 measurements.</b>	<b>demonstrate competency inclusive of 2 measurements</b>					
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements.</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements</b>	99%	100%	96%	100%	N/A
<b>Competency 10: Demonstrate Ethical Integration of Faith and Social W</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements.</b>	<b>90% of students will demonstrate competency inclusive of 2 measurements</b>	97%	100%	91%	100%	N/A