

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

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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: MSW Generalist Competency Rubric</b>  |   |
|---|---|
| Dimension(s) assessed:  | Knowledge, Values, Skills, Cognitive and Affective Processes  |
| When/where students are assessed:   | Upon completion of core Generalist curriculum   |
| Who assessed student competence:  | MSW Faculty/instructor  |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:   | Students must score a minimum of 4 (competent) or better on the 5-point scale for each competency.                                |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80% of students will demonstrate competence.  |
| <b>Assessment Measure #2: Field Instructor Rating Scale (FIRS)</b>  |   |
| Dimension(s) assessed:  | Knowledge, Values, Skills, Cognitive and Affective Processes  |
| When/where students are assessed:   | Upon completion of Generalist field education. Reviewed between field supervisor, field liaison, student, and MSW Field Director. |
| Who assessed student competence:  | Field Supervisor  |
| 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: | 80% of students will demonstrate competence.  |

### 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: Advanced Direct Practice**

| <b>Assessment Measure #1: Integrative Capstone Portfolio</b>  |  |
|---|--|
| Dimension(s) assessed:  | Knowledge, Values, Skills, Cognitive and Affective Processes   |
| When/where students are assessed:   | Upon completion of core specialized curriculum, during the students last semester of their MSW program.                            |
| Who assessed student competence:  | MSW Faculty  |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:   | Students must score a minimum of 80% out of 100%.  |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80% of students will demonstrate competence.   |
| <b>Assessment Measure #2: Field Instructor Rating Scale (FIRS)</b>  |  |
| Dimension(s) assessed:  | Knowledge, Values, Skills, Cognitive and Affective Processes   |
| When/where students are assessed:   | Upon completion of specialized field education. Reviewed between field supervisor, field liaison, student, and MSW Field Director. |
| Who assessed student competence:  | Field Supervisor   |
| 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: | 80% of students will demonstrate competence.   |

**Area of Specialized Practice #2: Administration and Leadership Practice**

| <b>Assessment Measure #1: Integrative Capstone Portfolio</b>  |  |
|---|--|
| Dimension(s) assessed:  | Knowledge, Values, Skills, Cognitive and Affective Processes   |
| When/where students are assessed:   | Upon completion of core specialized curriculum, during the students last semester of their MSW program.                            |
| Who assessed student competence:  | MSW Faculty  |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:   | Students must score a minimum of 80% out of 100%.  |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80% of students will demonstrate competence.   |
| <b>Assessment Measure #2: Field Instructor Rating Scale (FIRS)</b>  |  |
| Dimension(s) assessed:  | Knowledge, Values, Skills, Cognitive and Affective Processes   |
| When/where students are assessed:   | Upon completion of specialized field education. Reviewed between field supervisor, field liaison, student, and MSW Field Director. |
| Who assessed student competence:  | Field Supervisor   |
| 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: | 80% of students will demonstrate competence.   |


**Assessment Data Collected during the Academic Year (2020-2021)**

**Program Options  
(Face-to-face)**

**(Campuses: Generalist Courses-Fort Worth; Specialized Practice Courses-Stephenville, Fort Worth, Waco)**

| COMPETENCY   | COMPETENCY BENCHMARK<br><br>Generalist  | COMPETENCY BENCHMARK<br><br>Advanced Direct Practice   | COMPETENCY BENCHMARK<br><br>Administration and Leadership Practice   | PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK |   |            |      |   |            |      |              |
|--|---|--|--|--|---|------------|------|---|------------|------|--------------|
|  |   |  |  | Generalist Practice                        | Area of Specialized Practice #1: Advanced Direct Practice |            |      | Area of Specialized Practice #2: Administration and Leadership Practice |            |      |              |
| <b>BENCHMARK CALCULATION</b>                                       | Percentage of students achieving benchmark on the MSW Generalist Competency Rubric+ Percentage of students achieving benchmark on FIRS/2= % | Percentage of students achieving benchmark on the Integrative Capstone + Percentage of students achieving benchmark on FIRS/2= % | Percentage of students achieving benchmark on the Integrative Capstone + Percentage of students achieving benchmark on FIRS/2= % | n = 23                                     | CAMPUS  | Fort Worth | Waco | Stephenville  | Fort Worth | Waco | Stephenville |
|  |   |  |  |  |   | n=16       | n=12 | n=6   | n=4        | n=4  | n=1          |
| <b>Competency 1: Demonstrate Ethical and Professional Behavior</b> | 80% of students will demonstrate competence by meeting the outcome measure benchmark.   | 80% of students will demonstrate competence by meeting the outcome measure benchmark.  | 80% of students will demonstrate competence by meeting the outcome measure benchmark.  | 84%  |   | 93%        | 95%  | 100%  | 86%        | 100% | 100%         |
| <b>Competency 2: Engage Diversity and Difference in Practice</b>   | 80% of students will demonstrate competence by meeting the outcome measure benchmark.   | 80% of students will demonstrate competence by meeting the outcome measure benchmark.  | 80% of students will demonstrate competence by meeting the outcome measure benchmark.  | 86%  |   | 87%        | 100% | 100%  | 97%        | 100% | 100%         |

|   |   |   |   |     |  |     |     |      |      |      |      |
|---|---|---|---|-----|--|-----|-----|------|------|------|------|
| <b>Competency 3:<br/>Advance Human Rights and Social, Economic, and Environmental Justice</b>         | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 84% |  | 93% | 83% | 100% | 95%  | 87%  | 100% |
| <b>Competency 4:<br/>Engage in Practice-informed Research and Research-informed Practice</b>          | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 81% |  | 93% | 89% | 100% | 96%  | 87%  | 100% |
| <b>Competency 5:<br/>Engage in Policy Practice</b>  | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 82% |  | 93% | 83% | 100% | 96%  | 95%  | 100% |
| <b>Competency 6:<br/>Engage with Individuals, Families, Groups, Organizations, and Communities</b>    | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 84% |  | 87% | 87% | 100% | 100% | 100% | 100% |
| <b>Competency 7:<br/>Assess Individuals, Families, Groups, Organizations, and Communities</b>         | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% |  | 90% | 87% | 100% | 81%  | 87%  | 100% |
| <b>Competency 8:<br/>Intervene with Individuals, Families, Groups, Organizations, and Communities</b> | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 87% |  | 93% | 87% | 100% | 100% | 87%  | 100% |

|   |   |   |   |     |   |     |     |      |      |      |      |
|---|---|---|---|-----|---|-----|-----|------|------|------|------|
| <b>Competency 9:<br/>Evaluate Practice<br/>with Individuals,<br/>Families, Groups,<br/>Organizations,<br/>and Communities</b> | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% |  | 86% | 89% | 100% | 100% | 100% | 100% |
|---|---|---|---|-----|---|-----|-----|------|------|------|------|

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

| COMPETENCY   | COMPETENCY BENCHMARK<br><br>Generalist  | COMPETENCY BENCHMARK<br><br>Advanced Direct Practice                                  | COMPETENCY BENCHMARK<br><br>Administration and Leadership Practice                    | PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK   |   |   |
|--|---|---|---|--|---|---|
|  |   |   |   | Generalist Practice<br><br>n = 23  | Area of Specialized Practice #1: Advanced Direct Practice<br><br>n = 34   | Area of Specialized Practice #2: Administration and Leadership Practice<br><br>n = 9  |
| <b>Competency 1:<br/>Demonstrate Ethical and Professional Behavior</b> | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | Percentage of students achieving benchmark on the MSW Generalist Competency Rubric+<br>Percentage of students achieving benchmark on FIRS/2=<br><br><b>84%</b> | Percentage of students achieving benchmark on the Integrative Capstone +<br>Percentage of students achieving benchmark on FIRS/2=<br><br><b>96%</b> | Percentage of students achieving benchmark on the Integrative Capstone +<br>Percentage of students achieving benchmark on FIRS/2=<br><br><b>95%</b> |
| <b>Competency 2:<br/>Engage Diversity and Difference in Practice</b>   | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | Percentage of students achieving benchmark on the MSW Generalist Competency Rubric+<br><br><b>84%</b>  | Percentage of students achieving benchmark on the Integrative Capstone +<br><br><b>96%</b>  | Percentage of students achieving benchmark on the Integrative Capstone +<br>Percentage of students achieving benchmark on FIRS/2=<br><br><b>95%</b> |

|   |   | measure benchmark.  | measure benchmark.  | Percentage of students achieving benchmark on FIRS/2=  | Percentage of students achieving benchmark on FIRS/2=  | benchmark on FIRS/2=   |
|---|---|---|---|--|--|--|
|   |   |   |   | <b>86%</b>   | <b>95%</b>   | <b>99%</b>   |
| <b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b> | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | Percentage of students achieving benchmark on the MSW Generalist Competency Rubric + Percentage of students achieving benchmark on FIRS/2= | Percentage of students achieving benchmark on the Integrative Capstone + Percentage of students achieving benchmark on FIRS/2= | Percentage of students achieving benchmark on the Integrative Capstone + Percentage of students achieving benchmark on FIRS/2= |
|   |   |   |   | <b>84%</b>   | <b>92%</b>   | <b>94%</b>   |
| <b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>  | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | Percentage of students achieving benchmark on the MSW Generalist Competency Rubric + Percentage of students achieving benchmark on FIRS/2= | Percentage of students achieving benchmark on the Integrative Capstone + Percentage of students achieving benchmark on FIRS/2= | Percentage of students achieving benchmark on the Integrative Capstone + Percentage of students achieving benchmark on FIRS/2= |
|   |   |   |   | <b>81%</b>   | <b>94%</b>   | <b>94%</b>   |
| <b>Competency 5: Engage in Policy Practice</b>  | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | Percentage of students achieving benchmark on the MSW Generalist Competency Rubric + Percentage of students achieving benchmark on FIRS/2= | Percentage of students achieving benchmark on the Integrative Capstone + Percentage of students achieving benchmark on FIRS/2= | Percentage of students achieving benchmark on the Integrative Capstone + Percentage of students achieving benchmark on FIRS/2= |
|   |   |   |   |  |  |  |



|   |   |   |   |   |   |  |
|---|---|---|---|---|---|--|
|   |   |   |   | <b>82%</b>  | <b>89%</b>  | <b>97%</b>   |
| <b>Competency 6:<br/>Engage with<br/>Individuals,<br/>Families, Groups,<br/>Organizations,<br/>and Communities</b>    | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | Percentage of students achieving benchmark on the MSW Generalist Competency Rubric +<br>Percentage of students achieving benchmark on FIRS/2=<br><br><b>84%</b> | Percentage of students achieving benchmark on the Integrative Capstone +<br>Percentage of students achieving benchmark on FIRS/2=<br><br><b>93%</b> | Percentage of students achieving benchmark on the Integrative Capstone +<br>Percentage of students achieving benchmark on FIRS/2=<br><br><b>100%</b> |
| <b>Competency 7:<br/>Assess<br/>Individuals,<br/>Families, Groups,<br/>Organizations,<br/>and Communities</b>         | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | Percentage of students achieving benchmark on the MSW Generalist Competency Rubric +<br>Percentage of students achieving benchmark on FIRS/2=<br><br><b>80%</b> | Percentage of students achieving benchmark on the Integrative Capstone +<br>Percentage of students achieving benchmark on FIRS/2=<br><br><b>92%</b> | Percentage of students achieving benchmark on the Integrative Capstone +<br>Percentage of students achieving benchmark on FIRS/2=<br><br><b>89%</b>  |
| <b>Competency 8:<br/>Intervene with<br/>Individuals,<br/>Families, Groups,<br/>Organizations,<br/>and Communities</b> | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | 80% of students will demonstrate competence by meeting the outcome measure benchmark. | Percentage of students achieving benchmark on the MSW Generalist Competency Rubric +<br>Percentage of students achieving benchmark on FIRS/2=<br><br><b>87%</b> | Percentage of students achieving benchmark on the Integrative Capstone +<br>Percentage of students achieving benchmark on FIRS/2=<br><br><b>93%</b> | Percentage of students achieving benchmark on the Integrative Capstone +<br>Percentage of students achieving benchmark on FIRS/2=<br><br><b>95%</b>  |
| <b>Competency 9:<br/>Evaluate Practice<br/>with Individuals,<br/>Families, Groups,</b>                                | 80% of students will demonstrate competence by meeting the                            | 80% of students will demonstrate competence by meeting the                            | 80% of students will demonstrate competence by meeting the                            | Percentage of students achieving benchmark on   | Percentage of students achieving benchmark on the Integrative Capstone +  | Percentage of students achieving benchmark on the Integrative Capstone +   |

|   |                               |                                  |                                  |  |   |   |
|---|-------------------------------|----------------------------------|----------------------------------|--|---|---|
| <b>Organizations,<br/>and Communities</b> | outcome measure<br>benchmark. | outcome<br>measure<br>benchmark. | outcome<br>measure<br>benchmark. | the MSW Generalist<br>Competency Rubric +<br>Percentage of students<br>achieving benchmark on<br>FIRS/2=<br><br><b>80%</b> | Percentage of students<br>achieving benchmark on<br>FIRS/2=<br><br><b>91%</b> | Percentage of<br>students achieving<br>benchmark on<br>FIRS/2=<br><br><b>100%</b> |
|---|-------------------------------|----------------------------------|----------------------------------|--|---|---|