

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)**  
**GRAND VALLEY 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

<b>Assessment Measure #1: Generalist Field Evaluation</b>	
Dimension(s) assessed:	All Dimensions Assessed through Observable Behaviors
When/where students are assessed:	End of Final Field I (Generalist) Evaluation
Who assessed student competence:	Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Competency Rating of 4 or 5 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%
<b>Assessment Measure #2: Core Course -Common Assignment</b>	
Dimension(s) assessed:	Various - See Below
When/where students are assessed:	Classroom/ Assessed throughout the Program
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Competency Assessment Rating of 4 or 5 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%
<b>Measure 2A:</b> SW 601: Social Work Foundations <b>Assignment:</b> Social Issues paper	C1: Knowledge, Cognitive/ Affective
<b>Measure 2B:</b> SW 600: Cultural Competency for Social Work Cross-Cultural Experience Assignment	C2: Knowledge, Cognitive/ Affective
<b>Measure 2C:</b> SW 610: Social Welfare Policy & Services I <b>Assignment:</b> Policy Analysis Paper	C3: Values, Cognitive/ Affective C5: Knowledge, Skills
<b>Measure 2D:</b> SW 690: Social Research I Literature Review	C4: Knowledge, Values, Skills
<b>Measure 2E:</b> SW 603: Integrated Methods <b>Assignment:</b> Population at Risk Paper	C6: Knowledge, Skills C8: Knowledge, Skills C9: Knowledge, Skills
<b>Measure 2F:</b> SW 620: Human Behavior & the Social Environment <b>Assignment:</b> Intervention Case Study	C7: Knowledge, Skills

## Summary of the Program's Assessment Plan | Specialized Practice

### Area of Specialized Practice #1: Advanced Generalist

<b>Assessment Measure #1: Generalist Field Evaluation</b>	
Dimension(s) assessed:	All Dimensions Assessed through Observable Behaviors
When/where students are assessed:	End of Final Field III (Advanced Practice) Evaluation
Who assessed student competence:	Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Competency Rating of 4 or 5 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%
<b>Assessment Measure #2: Core Course -Common Assignment</b>	
Dimension(s) assessed:	Various - See Below
When/where students are assessed:	Classroom/ Assessed throughout the Program
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Competency Rating of 4 or 5 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%
<b><u>Measure 2A:</u></b> SW 640: Advanced Generalist Seminar (Capstone) <b><u>Assignment:</u></b> Capstone Final Project	<b><u>Competencies/Dimensions:</u></b> C1: Values, Cognitive/Affective C2: Skills, Cognitive/Affective
<b><u>Measure 2B:</u></b> Advanced Policy: SW 612, 613, 614, 630, or 631 <b><u>Assignment:</u></b> Advanced Policy Assignment	<b><u>Competencies/Dimensions:</u></b> C3: Values, Cognitive/Affective C5: Knowledge, Skills
<b><u>Measure 2C:</u></b> SW 691 Social Research II <b><u>Assignment:</u></b> Applied Research Project	<b><u>Competency/Dimensions:</u></b> C4: Knowledge, Skills, Values
<b><u>Measure 2D:</u></b> SW 662 – Substance Abuse and Social Work Practice: <b><u>Assignment:</u></b> Substance Abuse Assessment	<b><u>Competencies/Dimensions:</u></b> C6: Knowledge, Skills C7: Knowledge, Skills
<b><u>Measure 2E:</u></b> <b>SW 670:</b> Social Work Practice with Individuals <b><u>Assignment:</u></b> Intervention Case Study	<b><u>Competencies/Dimensions:</u></b> C8: Knowledge, Skills C9: Knowledge, Skills

**Assessment Data Collected during the Academic Year (2023-24)**

**Program Option #1: (Grand Rapids – Traditional in-Person)**

**For AY 2023-24: GVSU has 1 Program Option (Traditional, In-Person) & 1 Area of Specialized Practice (Advanced Generalist)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice n = 70	Area of Specialized Practice #1 Advanced Generalist n =128
	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures		
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	<b>80%</b>	<b>80%</b>	<b>71.6</b>	<b>85.3</b>
<b>Competency 2: Engage Diversity and Difference in Practice</b>	<b>80%</b>	<b>80%</b>	<b>71.6</b>	<b>93.8</b>
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<b>80%</b>	<b>80%</b>	<b>74.2</b>	<b>80.0</b>
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	<b>80%</b>	<b>80%</b>	<b>67.2</b>	<b>81</b>
<b>Competency 5: Engage in Policy Practice</b>	<b>80%</b>	<b>80%</b>	<b>64.2</b>	<b>72.9</b>
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b>	<b>80%</b>	<b>75.8</b>	<b>93.3</b>
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b>	<b>80%</b>	<b>68.6</b>	<b>92.5</b>
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b>	<b>80%</b>	<b>61.4</b>	<b>89.8</b>
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b>	<b>80%</b>	<b>60.0</b>	<b>86</b>

**OVERALL ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
 (Aggregate Findings for All Students from All Program Options Combined) ONE PROGRAM OPTION (See Above)

**Assessment Data Collected during the Academic Year (2023-24)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice n = 70	Area of Specialized Practice #1 Advanced Generalist n =128
	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures		
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	<b>80%</b>	<b>80%</b>	<b>71.6</b>	<b>85.3</b>
<b>Competency 2: Engage Diversity and Difference in Practice</b>	<b>80%</b>	<b>80%</b>	<b>71.6</b>	<b>93.8</b>
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<b>80%</b>	<b>80%</b>	<b>74.2</b>	<b>80.0</b>
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	<b>80%</b>	<b>80%</b>	<b>67.2</b>	<b>81</b>
<b>Competency 5: Engage in Policy Practice</b>	<b>80%</b>	<b>80%</b>	<b>64.2</b>	<b>72.9</b>
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b>	<b>80%</b>	<b>75.8</b>	<b>93.3</b>
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b>	<b>80%</b>	<b>68.6</b>	<b>92.5</b>
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b>	<b>80%</b>	<b>61.4</b>	<b>89.8</b>
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b>	<b>80%</b>	<b>60.0</b>	<b>86</b>

