

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

**Form AS 4(B):** 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 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 updates (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 update (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 of measures included in the data presented.

<b>Assessment Measure #1: Field Evaluation Form (SW/SWA 440)</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competencies 1-9 Practice Behaviors 1-30
Dimension(s) assessed:	K, V, S, CA
WHEN and WHERE students are assessed:	Evaluated at mid-term & end of the semester by the field instructor
WHO assessed students' competency is assessed:	Field Instructor, in consultation with Field Professor, using 5 point rating scale and tasks identified in the learning contract
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9 (Practice Behaviors #1-30)	4.0 of 5 scale (B)
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
<b>Assessment Measure #2: Field Seminar (SW/SWA 440) Agency Presentation</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competencies 1, 2 & 5 Practice Behaviors 3, 5 & 14
Dimension(s) assessed:	K & V
WHEN and WHERE students are assessed:	As a class assignment in the seminar portion of the practicum
WHO assessed students' competency is assessed:	Seminar professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 2, and 5 (Practice Behaviors #3, 5 & 14)	4.0 of 5 scale (B)

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
<b>Assessment Measure #3 Field Seminar (SW/SWA 440) Case Study</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competencies 1 & 6-8 Practice Behaviors 3, 18-20, & 26
Dimension(s) assessed:	V, S, CA
WHEN and WHERE students are assessed:	As a class assignment in the seminar portion of the practicum
WHO assessed students' competency is assessed:	Seminar Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 6, 7 & 8 (Practice Behaviors #3, 18, 19, 20 & 26	4.0 of 5 scale (B)
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
<b>Assessment Measure #4 Hum Beh &amp; Soc Env I (SW/SWA 251) Self-Assessment Paper</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competency 6 & 7 Practice Behaviors 18, 20 & 21
Dimension(s) assessed:	V, CA
WHEN and WHERE students are assessed:	Class Assignment at the end of the semester
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6 & 7 (Practice Behaviors #18, 20 & 21)	4.0 of 5 scale (B)
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
<b>Assessment Measure #5 Hum. Beh &amp; Soc Env II (SW/SWA 252) Interview Paper</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competencies 6 & 7 Practice Behaviors 18-20
Dimension(s) assessed:	K, S, CA

WHEN and WHERE students are assessed:	Class Assignment at mid-point of the semester
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6 & 7 (Practice Behaviors #18, 19 & 20)	4.0 of 5 scale (B)
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
<b>Assessment Measure #6 Hum Beh &amp; Soc Env II (SW/SWA 252) Research Project</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competencies 1 & 2 Practice Behaviors 3 & 5
Dimension(s) assessed:	K, CA
WHEN and WHERE students are assessed:	Class Assignment at the end of the semester
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1 & 2 (Practice Behaviors #3 & 5)	4.0 of 5 scale (B)
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
<b>Assessment Measure #7 Ethics &amp; Contemporary Practice (SW/SWA 302) Value Clarification Paper</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competency #1 Practice Behaviors 1 & 2
Dimension(s) assessed:	V
WHEN and WHERE students are assessed:	Class Assignment
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies #1 (Practice Behaviors #1 & 2)	4.0 of 5 scale (B)
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
<b>Assessment Measure #8 Ethics &amp; Contemporary Practice (SW/SWA 302) Final Paper</b>	

Competency(ies) and Practice Behavior(s) assessed:	Competency 1 Practice Behaviors 1 & 3
Dimension(s) assessed:	K,V, S
WHEN and WHERE students are assessed:	Class Assignment at the end of the semester
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1 (Practice Behavior #1 & 3)	4.0 of 5 scale (B)
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
<b>Assessment Measure #9 SW with Ind &amp; Fam (SW/SWA 310) Role Plays 2, 3 &amp; 4</b>	
Competency(ies) and Practice Behavior(s) assessed	Competencies 1, 2, & 6-9 Practice Behaviors 3, 6, 19, 21-25 & 30
Dimension(s) assessed:	K, V, S, CA
WHEN and WHERE students are assessed:	Role Plays in class or via technology at various weeks in the semester or during 8-week term
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 2, 6, 7, 8, & 9 (Practice Behaviors #3, 6, 19, 21, 22, 23, 24, 25, 30)	4.0 of 5 scale (B)
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
<b>Assessment Measure #10 SW with Ind &amp; Fam (SW/SWA 310) Case Study</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competency 7 Practice Behaviors 21-23
Dimension(s) assessed:	S, CA
WHEN and WHERE students are assessed:	Class Assignment
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 7 (Practice Behaviors #21, 22, 23)	4.0 of 5 scale (B)

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
<b>Assessment Measure #11 SW with Ind &amp; Fam (SW/SWA 310) Final Examination</b>	
Competency(ies) and Practice Behavior(s) assessed	Competencies 8 & 9 Practice Behaviors 27 & 29
Dimension(s) assessed:	K, CA
WHEN and WHERE students are assessed:	Examination at the end of the semester
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 8 & 9 (Practice Behaviors #27, 29)	4.0 of 5 scale (B)
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
<b>Assessment Measure #12 Intro to Research (SW/SWA 331) Research Proposal</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competency 4 Practice Behavior 12
Dimension(s) assessed:	K, CA
WHEN and WHERE students are assessed:	Class Assignment
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 4 (Practice Behavior #12)	4.0 of 5 scale (B)
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
<b>Assessment Measure #13 Intro to Research (SW/SWA 331) Data Analysis Labs</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competency 4 Practice Behavior 13
Dimension(s) assessed:	S, CA
WHEN and WHERE students are assessed:	Classroom Activities
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 4 (Practice Behavior #13)	4.0 of 5 scale (B)

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
<b>Assessment Measure #14 Intro to Research (SW/SWA 331) Single Subject Design Project</b>	
Competency(ies) and Practice Behavior(s) assessed	Competency 9 Practice Behavior 28
Dimension(s) assessed	S, CA
WHEN and WHERE students are assessed:	Classroom Project
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 9 (Practice Behavior #28)	4.0 of 5 scale (B)
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
<b>Assessment Measure #15 SW with Groups (SW/SWA 390) Diversity Paper</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competencies 2 & 9 Practice Behaviors 5, 7, 8, & 29
Dimension(s) assessed:	K, CA
WHEN and WHERE students are assessed:	Classroom Paper
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 2 & 9 (Practice Behaviors #5, 7, 8, 29)	4.0 of 5 scale (B)
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
<b>Assessment Measure #16 SW with Groups (SW/SWA 390) Group Leading</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competencies 6-9 Practice Behaviors 18, 19, 23, 27 & 30
Dimension(s) assessed:	S, CA
WHEN and WHERE students are assessed:	Group Activity
WHO assessed students' competency is assessed:	Course Professor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6, 7, 8, & 9 (Practice Behaviors #18, 19, 23, 27, 30)	4.0 of 5 scale (B)
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
<b>Assessment Measure #17 Policy &amp; Services (SW/SWA 402) Policy Investigation Project</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competencies 3-5 Practice Behaviors 9, 10, & 12-17
Dimension(s) assessed:	K, CA
WHEN and WHERE students are assessed:	Class Project
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 3, 4, & 5 (Practice Behaviors #9, 10, 12, 13, 14, 15, 16 & 17)	4.0 of 5 scale (B)
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
<b>Assessment Measure #18 Policy &amp; Services (SW/SWA 402) Macro Events Project</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competencies 3 & 9 Practice Behaviors 11, 29 & 30
Dimension(s) assessed:	K
WHEN and WHERE students are assessed:	Activities & Project
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 3 & 9 (Practice Behaviors #11, 29, 30)	4.0 of 5 scale (B)
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
<b>Assessment Measure #19 SW with Comm &amp; Org (SW/SWA 410) Community Profile Presentation</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competencies 2 & 6-8 Practice Behaviors 8, 18-20 & 26



Dimension(s) assessed:	K, S
WHEN and WHERE students are assessed:	Class Presentation
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 2, 6, 7 & 8 (Practice Behaviors #8, 18, 19, 20, 26)	4.0 of 5 scale (B)
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
<b>Assessment Measure #20 SW with Comm &amp; Org (SW/SWA 410) Organization &amp; Macro Change Project</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competencies 3 & 6-8 Practice Behaviors 11, 18-20 & 26
Dimension(s) assessed:	K, S, CA
WHEN and WHERE students are assessed:	Project
WHO assessed students' competency is assessed	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 3, 6, 7 & 8 (Practice Behaviors #11, 18, 19, 20, 26)	4.0 of 5 scale (B)
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
<b>Assessment Measure #21 SW with Comm &amp; Org (SW/SWA 410) Macro Events</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competency 5 Practice Behavior 17
Dimension(s) assessed:	K
WHEN and WHERE students are assessed:	Activities
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 5 (Practice Behavior #17)	4.0 of 5 scale (B)
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

<b>Assessment Measure #22 Senior Seminar (SW/SWA 475) Personal/Professional Developmental Plan (PPD)</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competencies 1 & 2 Practice Behaviors 1, 4, 6 & 7
Dimension(s) assessed:	K, V, S, CA
WHEN and WHERE students are assessed:	Class Assignment
WHO students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1 & 2 (Practice Behaviors #1, 4, 6, 7)	4.0 of 5 scale (B)
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
<b>Assessment Measure #23 Senior Seminar (SW/SWA 475) Integrative Paper</b>	
Competency(ies) and Practice Behavior(s) assessed:	Competencies 1, 2 & 4 Practice Behaviors 2, 8 & 12
Dimension(s) assessed:	K, V, S, CA
When/where students are assessed:	Class Paper
WHO assessed student competence:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 2 & 4 (Practice Behaviors #2, 8, 12)	4.0 of 5 scale (B)
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
<b>Assessment Measure #24 Senior Seminar (SW/SWA 475) Peer-Led Discussion</b>	
Competency(ies) and Practice Behavior(s) assessed	Competency 6 Practice Behavior 19
Dimension(s) assessed:	K
WHEN and WHERE students are assessed:	Class Activity
WHO assessed students' competency is assessed:	Course Professor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 6 (Practice Behavior #19)	4.0 of 5 scale (B)

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
---	-----------------

**Assessment Data Collected during the Academic Year (2022-2023)**

COMPETENCY	COMPETENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
		Aggregate of Students from All Program Options  n = (48)	Program Option #1 On-Campus Delivery System  n = (27)	Program Option #2 Online Delivery System  n = (21)
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	<b>80%</b> of students will demonstrate competence inclusive of 2 or more measures	<b>93%</b>	94%	92%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	<b>80%</b> of students will demonstrate competence inclusive of 2 or more measures	<b>95.5%</b>	99%	92%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<b>80%</b> of students will demonstrate competence inclusive of 2 or more measures	<b>93%</b>	100%	86%
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	<b>80%</b> of students will demonstrate competence inclusive of 2 or more measures	<b>74.5%</b>	72%	77%
<b>Competency 5: Engage in Policy Practice</b>	<b>80%</b> of students will demonstrate competence inclusive of 2 or more measures	<b>78%</b>	78%	78%

<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b> of students will demonstrate competence inclusive of 2 or more measures	<b>90%</b>	96%	84%
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b> of students will demonstrate competence inclusive of 2 or more measures	<b>91.5%</b>	96%	87%
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b> of students will demonstrate competence inclusive of 2 or more measures	<b>92%</b>	97%	87%
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b> of students will demonstrate competence inclusive of 2 or more measures	<b>93%</b>	98%	88%