

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
University of Montana 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

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.

Assessment Measure #1: [MSW Program Committee Designated Course-based Assignments]	
Competencies assessed: 1 -9	EPAS Competencies 1-9
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/ Affective Processes
When/where students are assessed:	Fall, 2020, Spring 2021 via completion of 8 course-embedded projects and assignments designed and designated to assess competence.
Who assessed student competence:	Course instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	A minimum score of 85% (or grade of B) on each designated project/assignment
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85% of students will meet or exceed the outcome measure benchmark on each of the designated projects and assignments.
Assessment Measure #2: [End-of-year Foundation Field Education Evaluation]	
Competencies assessed: 1-9	EPAS 1-9 (All competencies assessed at the behavioral level then averaged)
Dimension(s) assessed:	Behaviors (Application of Knowledge, Skills, Values, and Cognitive and Affective Processes).
When/where students are assessed:	Spring 2021
Who assessed student competence:	Agency Field Instructors

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students should receive a minimum score of 4 on a five point scale indicating successful performance
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85% of students will meet or exceed the outcome measure benchmark on each of the designated projects and assignments.

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 Integrated Practice]

Assessment Measure #1: [Final Capstone Portfolio Project/Presentation/Defense]	
Competencies Assessed:	Competencies 1-10
Dimension(s) assessed:	Integration and application of Knowledge, Skills, Values, Cognitive and Affective processes
When/where students are assessed:	Spring, 2021
Who assessed student competence:	3-member final capstone portfolio committee and independent reviewer
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-10: Note on scoring: 0= Does not meet standard for competency; 1=Meets standard; 2=Exceeds standard	A minimum score of 1 on a 0-2 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 1-10:	90% of students will meet or exceed the outcome

Note on Scoring: 90% of students will achieve minimum score of 1	measure benchmark for each competency
Assessment Measure #2: [Specialization Year Final Field Education Evaluation]	
Competencies Assessed:	Competencies 1-10 (All competencies assessed at the behavior level then averaged)
Dimension(s) assessed:	Behaviors (Integration and application of Knowledge, Skills, Values, Cognitive and Affective Processes)
When/where students are assessed:	Spring, 2021
Who assessed student competence:	Agency Field Instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-10:	Students should receive a minimum score of 4 on a 5 point scale indicating successful performance.
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 will meet or exceed the outcome measure benchmark on each of the designated projects and assignments.

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

**Assessment Data Collected during the Academic Year (2020-2021)
Program Option #1: (UM-Missoula Campus-based program)**

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

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

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	Percentage of Students Achieving Benchmark	
			Generalist Practice N=31	Area of Specialized Practice #1: Advanced Integrated Practice N=28
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will demonstrate competency inclusive of 2 or more measures	90% of students will demonstrate competency inclusive of 2 or more measures	95%	100%
Competency 2: Engage Diversity and Difference in Practice	85% of students will demonstrate competency inclusive of 2 or more measures	90% of students will demonstrate competency inclusive of 2 or more measures	95%	98%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will demonstrate competency inclusive of 2 or more measures	90% of students will demonstrate competency inclusive of 2 or more measures	92%	98%
Competency 4: Engage In Practice-informed Research	85% of students will demonstrate competency	90% of students will demonstrate competency	91.5%	98%

and Research-informed Practice	inclusive of 2 or more measures	inclusive of 2 or more measures		
Competency 5: Engage in Policy Practice	85% of students will demonstrate competency inclusive of 2 or more measures	90% of students will demonstrate competency inclusive of 2 or more measures	91.5%	96%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competency inclusive of 2 or more measures	90% of students will demonstrate competency inclusive of 2 or more measures	95.5%	98%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competency inclusive of 2 or more measures	90% of students will demonstrate competency inclusive of 2 or more measures	93%	98%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competency inclusive of 2 or more measures	90% of students will demonstrate competency inclusive of 2 or more measures	92.5%	98%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competency inclusive of 2 or more measures	90% of students will demonstrate competency inclusive of 2 or more measures	96.5%	96%
Competency 10: Apply forms of leadership to support collaborative, interdisciplinary or transdisciplinary relationships, and active community participation in addressing the intersection of local and global issues impacting the Rocky Mountain West.	N/A	90% of students will demonstrate competency inclusive of 2 or more measures	N/A	98%

Competency	Percentage of Students meeting the Competency Benchmark					
	Generalist Measure 1	Generalist Measure 2	Aggregate Average	Specialization Measure 1	Specialization Measure 2	Aggregate Average
Competency 1: Demonstrate Ethical and Professional Behavior	100%	90%	95%	100%	100%	100%
Competency 2: Engage Diversity and Difference in Practice	100%	90%	95%	100%	96%	98%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	97%	87%	92%	100%	96%	98%
Competency 4: Engage In Practice-informed Research and Research-informed Practice	93%	90%	91.5%	100%	96%	98%
Competency 5: Engage in Policy Practice	93%	90%	91.5%	100%	92%	96%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	98%	93%	95.5%	100%	96%	98%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	96%	90%	93%	100%	96%	98%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	98%	87%	92.5%	100%	96%	98%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	96%	97%	96.5%	100%	92%	96%
Competency 10: Apply forms of leadership to support collaborative, interdisciplinary or transdisciplinary relationships, and active community participation in addressing the intersection of local and global issues impacting the Rocky Mountain West.	N/A	N/A	N/A	100%	96%	98%