

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
NORTHERN MICHIGAN 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

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: NMU's Final Generalist Field Evaluation Survey	
Competency(ies) assessed:	1-9
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	End of First Year, within the month prior to the official end of semester determined by the NMU academic calendar.
Who assessed student competence:	Field Instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for:	
	Competencies 1: 66%
	Competencies 2: 66%
	Competencies 3: 66%
	Competencies 4: 66%
	Competencies 5: 66%
	Competencies 6: 66%
	Competencies 7: 66%
	Competencies 8: 66%
	Competencies 9: 66%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for:	
	Competencies 1: 90%
	Competencies 2: 90%
	Competencies 3: 90%
	Competencies 4: 70%
	Competencies 5: 80%
	Competencies 6: 90%
	Competencies 7: 90%
	Competencies 8: 90%
	Competencies 9: 90%

Assessment Measure #2: SWEAP's Foundation Curriculum Assessment Instrument (FCAI)	
Competency(ies) assessed:	1-9
Dimension(s) assessed:	K, V
When/where students are assessed:	Summer semester immediately after the completion of the first year of the program. Deadline for completion to be included in competency benchmark analysis will be no later than August 15 th each year, ensuring that first year curriculum content is isolated and not inter-mingled with second year content. To begin being delivered after August 15 th of the same year.
Who assessed student competence:	MSW Program Director reviewing exam results provided by SWEAP.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	
	Competencies 1: 50%
	Competencies 2: 50%
	Competencies 3: 50%
	Competencies 4: 57%
	Competencies 5: 57%
	Competencies 6: 60%
	Competencies 7: 60%
	Competencies 8: 60%
	Competencies 9: 60%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	
	Competencies 1: 90%
	Competencies 2: 90%
	Competencies 3: 90%
	Competencies 4: 70%

Competencies 5:	80%
Competencies 6:	90%
Competencies 7:	90%
Competencies 8:	90%
Competencies 9:	90%

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: Clinical Concentration

Assessment Measure #1: Final Clinical Field Evaluation Survey		
Dimension(s) assessed:	K, V, S, C/A	
When/where students are assessed:	End of second year, within the month prior to the official end of semester determined by the NMU academic calendar.	
Who assessed student competence:	Field Instructors	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:		
	Competencies 1:	75%
	Competencies 2:	66%
	Competencies 3:	66%
	Competencies 4:	66%
	Competencies 5:	66%
	Competencies 6:	75%
	Competencies 7:	67%
	Competencies 8:	75%
	Competencies 9:	66%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:		
	Competencies 1:	90%
	Competencies 2:	90%
	Competencies 3:	90%
	Competencies 4:	90%
	Competencies 5:	90%
	Competencies 6:	90%
	Competencies 7:	90%
	Competencies 8:	90%
	Competencies 9:	90%
Assessment Measure #2: Capstone Clinical Case Study*		

**This measure was not administered in AY 20/21. The instrument selected as measure #2 for the clinical concentration was changed mid-year in response to Benchmark II site visitor feedback. This new instrument, Capstone Case Study, will be administered during AY 21/22.*

Dimension(s) assessed:	K, V, S, C/A	
When/where students are assessed:	End of second year, within the month prior to the official end of semester determined by the NMU academic calendar.	
Who assessed student competence:	Panel of Social Work Program Faculty and Field Personnel.	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:		
	Competencies 1:	3/5
	Competencies 2:	3/5
	Competencies 3:	3/5
	Competencies 4:	3/5
	Competencies 5:	3/5
	Competencies 6:	3/5
	Competencies 7:	3/5
	Competencies 8:	3/5
	Competencies 9:	3/5
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:		
	Competencies 1:	90%
	Competencies 2:	90%
	Competencies 3:	90%
	Competencies 4:	90%
	Competencies 5:	90%
	Competencies 6:	90%
	Competencies 7:	90%
	Competencies 8:	90%
	Competencies 9:	90%

Area of Specialized Practice #2: Policy, Planning & Administration Concentration

Assessment Measure #1: Final PPA Field Evaluation Survey	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	End of second year, within the month prior to the official end of semester determined by the NMU academic calendar.
Who assessed student competence:	Field Instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	
	Competencies 1: 66%
	Competencies 2: 71%
	Competencies 3: 75%
	Competencies 4: 66%
	Competencies 5: 70%
	Competencies 6: 66%
	Competencies 7: 66%
	Competencies 8: 66%
	Competencies 9: 66%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	
	Competencies 1: 90%
	Competencies 2: 90%
	Competencies 3: 90%
	Competencies 4: 90%
	Competencies 5: 90%
	Competencies 6: 90%
	Competencies 7: 90%
	Competencies 8: 90%
	Competencies 9: 90%
Assessment Measure #2: Capstone PPA Portfolio*	
<i>*This measure was not administered in AY 20/21. The instrument selected as measure #2 for the PPA concentration was changed mid-year in response to Benchmark II site visitor</i>	

<i>feedback. This new instrument, Capstone PPA Portfolio, will be administered during AY 21/22.</i>	
Dimension(s) assessed:	K, V, S, C/A
When/where students are assessed:	End of second year, within the month prior to the official end of semester determined by the NMU academic calendar.
Who assessed student competence:	Panel of Social Work Program Faculty and Field Personnel.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	
	Competencies 1: 3/5
	Competencies 2: 3/5
	Competencies 3: 3/5
	Competencies 4: 3/5
	Competencies 5: 3/5
	Competencies 6: 3/5
	Competencies 7: 3/5
	Competencies 8: 3/5
	Competencies 9: 3/5
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	
	Competencies 1: 90%
	Competencies 2: 90%
	Competencies 3: 90%
	Competencies 4: 90%
	Competencies 5: 90%
	Competencies 6: 90%
	Competencies 7: 90%
	Competencies 8: 90%
	Competencies 9: 90%

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: Traditional

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK Clinical Concentration	COMPETENCY BENCHMARK PPA Concentration	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
				Generalist Practice n = 6	Clinical Concentration n = 6	PPA Concentration n = 1
Competency 1: Demonstrate Ethical and Professional Behavior	90%	90%	90%	100%	100%	100%
Competency 2: Engage Diversity and Difference in Practice	90%	90%	90%	100%	100%	100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90%	90%	90%	100%	100%	100%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	70%	90%	90%	92%	100%	100%
Competency 5: Engage in Policy Practice	80%	90%	90%	88%	100%	100%

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	90%	90%	90%	88%	100%	100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	90%	90%	90%	100%	100%	100%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	90%	90%	90%	100%	100%	100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90%	90%	90%	88%	100%	100%

**Assessment Data Collected during the Academic Year (2020-2021)
Program Option #2: Global Campus***

**An atypical number of students were enrolled in the Global Campus option during this academic year due to the COVID-19 pandemic, making the ratio of global campus students to traditional students atypical for the year as well.*

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK Clinical Concentration	COMPETENCY BENCHMARK PPA Concentration	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
				Generalist Practice n = 6	Clinical Concentration n = 19	PPA Concentration n = 3
Competency 1: Demonstrate Ethical and Professional Behavior	90%	90%	90%	100%	100%	100%
Competency 2: Engage Diversity and Difference in Practice	90%	90%	90%	100%	100%	100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90%	90%	90%	100%	100%	100%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	70%	90%	90%	100%	100%	100%
Competency 5: Engage in Policy Practice	80%	90%	90%	100%	100%	100%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	90%	90%	90%	100%	100%	100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	90%	90%	90%	100%	95%	100%
Competency 8: Intervene with Individuals, Families,	90%	90%	90%	100%	95%	100%

Groups, Organizations, and Communities						
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90%	90%	90%	92%	100%	100%

**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	COMPETENCY BENCHMARK	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
	Generalist Practice	Clinical Concentration	PPA Concentration	Generalist Practice	Clinical Concentration	PPA Concentration
Competency 1: Demonstrate Ethical and Professional Behavior	90%	90%	90%	93%	100%	100%
Competency 2: Engage Diversity and Difference in Practice	90%	90%	90%	100%	100%	100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90%	90%	90%	100%	100%	100%
Competency 4: Engage In Practice-informed Research and Research-informed Practice	70%	90%	90%	82%	100%	100%
Competency 5: Engage in Policy Practice	80%	90%	90%	93%	100%	100%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	90%	90%	90%	100%	100%	100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	90%	90%	90%	100%	96%	100%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	90%	90%	90%	100%	96%	100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90%	90%	90%	96%	100%	100%