

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

Capella University's Master of Social work (MSW) program assesses learners' performance at the course competency and program outcome levels. The assessment maps presented below detail the assessment procedures for when each competency is assessed, where each competency is assessed, and how each competency is assessed. The MSW program collects summative data on individual learners at the end of the generalist practice curriculum and at the end of the specialized curriculum in the learners' final year. Thus, the assessment measures and corresponding summative data are used to assess learners' attainment of the nine competencies. At least two measures assess each competency. One of the assessment measures is based on demonstration of the competency in real or simulated practice situations.

For Foundation curriculum, three measures assess each competency, which include the following: 1) Social Work Education Assessment Project (SWEAP) Foundation Practice/ Practicum Placement Instrument (FPAI) Assessment. All practices are assessed by the Practice Instructor/Supervisor during the learner's practice education practicum. The 31 generalist practices are assessed in the Foundation Practice Practicum 1 and 2 (200 hours each). For the purpose of this report, data from the final course is provided; 2) SWEAP Foundation Curriculum Assessment Instrument (FCAI) Benchmark. This measure is completed in the SWK5026 which is the last Foundation Practice Practicum 2 course and results are sent to SWEAP SSL secured website database to be evaluated; and 3) Signature Assignment, SWK5026 Foundation Practice Practicum 1, u09a1 Professional Portfolio Benchmark. This signature assignment is evaluated through a comprehensive scoring guide that is completed by the SWK5026 course faculty members.

Assessment Measure #1: SWEAP Field Practice / Placement Assessment Instrument	
Competency(ies) assessed:	1,2,3,4,5,6,7,8,9
Dimension(s) assessed:	Cognitive and Affective Processes, Values, Skills
When/where students are assessed:	SWK5026 Foundation Practicum 2 This is the final practicum course, and the assessment is given in the last two weeks.
Who assessed student competence:	Practicum Site Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 out of 5 at the competency level.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

Assessment Measure #2: SWEAP Foundation Curriculum Assessment Instrument (FCAI)	
Competency(ies) assessed:	1,2,3,4,5,6,7,8,9
Dimension(s) assessed:	Knowledge
When/where students are assessed:	SWK5026 Foundation Practicum 2 This is the final practicum course, and the assessment is given in the last two weeks.
Who assessed student competence:	Data collected and analyzed electronically through the SWEAP website.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	50% correct at the competency level.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
Assessment Measure #3: Signature Assessment in SWK5026 Foundation Practicum 2, u09a1 Professional Portfolio	
Competency(ies) assessed:	1,3,5,7,8,9
Dimension(s) assessed:	Cognitive and Affective Processes, Values, Skills, and Knowledge
When/where students are assessed:	SWK5026 Foundation Practicum 2 This is the final practicum course, and the assessment is given in the last two weeks.
Who assessed student competence:	SWK5026 Faculty Member
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Proficient or higher on scoring guide. Proficient is equal to 85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

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.

Capella University's Master of Social Work – Advanced Standing (MSW-AS) program assesses learners' performance at the course competency and program outcome levels. The assessment maps presented below detail the assessment procedures for when each competency is assessed, where each competency is assessed, and how each competency is assessed. The MSW-AS program collects summative data on individual learners at the end of the generalist practice curriculum and at the end of the specialized curriculum in the learners' final year. Thus, the assessment measures and corresponding summative data are used to assess learners' attainment of the nine competencies. At least two measures assess each competency. One of the assessment measures is based on demonstration of the competency in real or simulated practice situations.

For the Advanced Standing curriculum, three measures are used to assess each competency: 1) Social Work Education Assessment (SWEAP) Capella Customized Practice/ Practicum Placement Instrument (CCPAI) Assessment. All practices are assessed by the Practice Instructor/Supervisor during the learner's practice education practicum. The 29 specialized practices are assessed in the Advanced Practice 1, 2, and 3 courses (200 hours each). For the purpose of this report, the data from the final course is provided. The FPAI questions correspond to the cognitive and affective processes, values, and skill dimensions of the CSWE; 2) SWEAP Capella Curriculum Assessment Instrument (CCAI) Benchmark. This measure is completed in the SWK5528 Advanced Internship Practicum 3 course and the results are sent to the SWEAP SSL secured website to be evaluated; and 3) Signature Assignment, SWK5018 Systems Analysis of Social Work Practice: Theories, Skills, Values, and Professional Practice, u04a1 Systems Analysis, and u10a1 Model Program Presentation benchmark. These two signature assignments are both application-based projects. This signature assignment is evaluated through a comprehensive scoring guide that is completed by the SWK5026 course faculty members.

Area of Specialized Practice #1: Advanced Social Work Program

Assessment Measure #1: SWEAP Field Practice / Placement Assessment Instrument	
Competency(ies) assessed:	1,2,3,4,5,6,7,8,9
Dimension(s) assessed:	Cognitive and Affective Processes, Values, Skills
When/where students are assessed:	SWK5528 Advanced Internship 3. This course is the final internship, and the assessment is given in the last two weeks.
Who assessed student competence:	Advanced Internship Site Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 out of 5 at the competency level

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
Assessment Measure #2: SWEAP Capella Curriculum Assessment Instrument (CAI)	
Competency(ies) assessed:	1,2,3,4,5,6,7,8,9
Dimension(s) assessed:	Knowledge
When/where students are assessed:	SWK5528 Advanced Internship Practicum 3 This course is the final internship, and the assessment is given in the last two weeks.
Who assessed student competence:	Data collected and analyzed electronically through the SWEAP website.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	50% of the questions correct at the competency level.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%
Assessment Measure #3: Signature Assessment in SWK5018 System Analysis of Social Work Practice: Theories, Skills, Values, and Professional Practice, u04a1 and u10a1	
Competency(ies) assessed:	1,2,3,4,5,6,7,8,9
Dimension(s) assessed:	Cognitive and Affective Process, Knowledge, Values, Skills
When/where students are assessed:	SWK5018 Systems Analysis of Social Work Practice: Theories, Skills, Values, and Professional Practice
Who assessed student competence:	SWK5018 Faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Proficient or higher on scoring rubric criteria, proficient is equal to 85%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

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 (January 2022 - December 2023) Program Option #1: ONLINE

COMPETENCY	COMPETENCY BENCHMARK (%) Foundation MSW Program (Generalist)	COMPETENCY BENCHMARK (%) Advanced MSW Program (Specialized)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK *	
			Generalist Practice Measure 1 n = 469 Measure 2 n = 422 Measure 3 n = 589	Specialized Practice #1 Advanced Social Work Program Measure 1 n = 557 Measure 2 n = 449 Measure 3 n = 241
Competency 1: Demonstrate Ethical and Professional Behavior	80%	80%	$(99\% + 89\% + 97\%) / 3 =$ 95%	$(98\% + 93\% + 97\%) / 3 =$ 96%
Competency 2: Engage Diversity and Difference in Practice	80%	80%	$(99\% + 93\%) / 2 =$ 96%	$(98\% + 75\% + 93\%) / 3 =$ 89%
Competency 3: Advance Human Rights and Social, Economic, and	80%	80%	$(99\% + 88\% + 95\%) / 3 =$ 94%	$(97\% + 94\% + 97\%) / 3 =$ 96%

Environmental Justice				
Competency 4: Engage in Practice- informed Research and Research- informed Practice	80%	80%	$(98\% + 53\%) / 2 =$ 76%	$(99\% + 81\% + 100\%) / 3 =$ 93%
Competency 5: Engage in Policy Practice	80%	80%	$(99\% + 64\% + 95\%) / 3 =$ 86%	$(97\% + 85\% + 99\%) / 3 =$ 94%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	80%	$(100\% + 51\%) / 2 =$ 76%	$(98\% + 42\% + 99\%) / 3 =$ 80%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80%	80%	$(99\% + 90\% + 96\%) / 3 =$ 95%	$(98\% + 66\% + 98\%) / 3 =$ 87%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	80%	$(99\% + 91\% + 96\%) / 3 =$ 95%	$(97\% + 96\% + 99\%) / 3 =$ 97%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	80%	$(99\% + 64\% + 97\%) / 3 =$ 87%	$(97\% + 64\% + 98\%) / 3 =$ 86%

** n is based on measure attempts versus number of learners.*