

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
UW-Milwaukee MSW 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: Final Field Evaluation - Foundation Semester	
Competency(ies) assessed:	EPAS 2015 Competencies 1-9
Dimension(s) assessed:	Skills Values Knowledge Cognitive and Affective Processes
When/where students are assessed:	At the end of the Foundation (SOC WRK 721) semester of Field Placement
Who assessed student competence:	Agency- Based Field Instructors with oversight by University Field Liaisons
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90% of students will be rated at "Meets Basic

	Expectations” or above for each competency.
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: Social Work Evaluation Assessment Project (SWEAP) MSW Generalist Year Curriculum Instrument	
Competency(ies) assessed:	EPAS 2015 Competencies 1-9
Dimension(s) assessed:	Knowledge
When/where students are assessed:	At the end of the final semester of Foundation curriculum courses, as signified by enrollment in SOC WRK 709.
Who assessed student competence:	Electronically administered assessment instrument prompted by e-mail from MSW Program Coordinator
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Comp 1: 80% Comp 2: 80%

	Comp 3: 80% Comp 4: 70% Comp 5: 70% Comp 6: 80% Comp 7: 80% Comp 8: 80% Comp 9: 70%
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.

Area of Specialized Practice #1: Advanced Generalist (only one area of specialized practice)

Assessment Measure #1: Final Field Evaluation - final semester of field placement	
Competency(ies) assessed:	EPAS 2015 Competencies 1-9
Dimension(s) assessed:	Skills Values Knowledge Cognitive and Affective Processes
When/where students are assessed:	At the end of the final semester of

	Field Placement (SOC WRK 822)
Who assessed student competence:	Agency-Based Field Instructors with oversight by University Field Liaisons
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90% of students will be rated at "Meets Basic Expectations" or above for each competency.
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: MSW Core Assessment Exams	
Competency(ies) assessed:	EPAS 2015 Competencies 1-9
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Via end-of-semester exams of each MSW core course.
Who assessed student competence:	Exams developed by UWM Social

	Work faculty and administered by each core course instructor via Canvas electronic platform.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Comp 1: 80% Comp 2: 80% Comp 3: 80% Comp 4: 70% Comp 5: 70% Comp 6: 80% Comp 7: 80% Comp 8: 80% Comp 9: 70%
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 (2023-2024)**

Program Option #1: Traditional (Campus-Based)

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice n = (75)	Area of Specialized Practice #1 (Advanced Generalist) n = (281)
Competency 1: Demonstrate Ethical and Professional Behavior	80%	80%	89%	91%
Competency 2: Engage Diversity and Difference in Practice	80%	80%	96%	92%

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80%	80%	100%	92%
Competency 4: Engage in Practice- informed Research and Research- informed Practice	80%	80%	93%	87%
Competency 5: Engage in Policy Practice	80%	80%	79%	79%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	80%	75%	92%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80%	80%	100%	90%
Competency 8: Intervene with	80%	80%	98%	83%

Individuals, Families, Groups, Organizations, and Communities				
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	80%	81%	76%

Assessment Data Collected during the Academic Year (2023-2024)
Program Option #2: Online MSW Program

*(*AY 23-24 was the first year of a Foundation (Generalist) cohort in the Online MSW Program at UWM. For this part-time cohort, students were not far enough along in the curriculum in 23-24 to have been assessed for competencies yet. Therefore there is no data to report at the Generalist level.)*

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice* n = (0)	Area of Specialized Practice #1 (Advanced Generalist) n = (55)
Competency 1: Demonstrate Ethical and	80%	80%	N/A for AY 2023-2024	91%

Professional Behavior				
Competency 2: Engage Diversity and Difference in Practice	80%	80%	N/A for AY 2023-2024	97%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80%	80%	N/A for AY 2023-2024	87%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80%	80%	N/A for AY 2023-2024	93%
Competency 5: Engage in Policy Practice	80%	80%	N/A for AY 2023-2024	97%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	80%	N/A for AY 2023-2024	91%
Competency 7: Assess Individuals,	80%	80%	N/A for AY 2023-2024	99%

Families, Groups, Organizations, and Communities				
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	80%	N/A for AY 2023-2024	89%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	80%	N/A for AY 2023-2024	94%