

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
EAST TENNESSEE STATE UNIVERSITY MASTER'S SOCIAL WORK PROGRAM
ASSESSMENT OF STUDENT LEARNING OUTCOMES**

6.19.25

***note – the formatting of this form has been modified from tables for accessibility compliance.* The form with tables is available from the MSW Program Director.**

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

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Social Work Education and any additional competencies programs may choose to add. Summarize the program's competency-based assessment plan.

Assessment Measure #1: Generalist Capstone Assignment

- Assesses: Knowledge, Cognitive Processes, and Affective Processes
- Administered: End of SOWK 5206
- Evaluator: SOWK 5206 Faculty

Outcome Benchmarks

- Competency 1: 16.3/18 points
- Competency 2: 8.1/9 points
- Competency 3: 8.1/9 points
- Competency 4: 10.8/12 points
- Competency 5: 8.1/9 points
- Competency 6: 16.3/18 points
- Competency 7: 35.4/39 points
- Competency 8: 27/30 points
- Competency 9: 21.8/24 points

Competency Benchmark

- 90% of students are expected to achieve the benchmark.

Assessment Measure 2: Final Field Evaluation

- Assesses: Skills, Knowledge, Values, Cognitive Processes, and Affective Processes
- Administered: End of SOWK 5206
- Evaluator: Field Instructor

Outcome Benchmark

- Competencies 1–9: 4.5/5 points

Competency Benchmark

- 90% of students are expected to achieve the benchmark.

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.

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Area of Specialized Practice #1: Clinical

Assessment Measure #1: Clinical Capstone Assignment

- Assesses: Knowledge, Cognitive Processes, and Affective Processes
- Administered: End of SOWK 5406
- Evaluator: SOWK 5406 Faculty

Outcome Benchmarks

- Competency 1: 16.3/18 points
- Competency 2: 8.1/9 points
- Competency 3: 8.1/9 points
- Competency 4: 10.8/12 points
- Competency 5: 8.1/9 points
- Competency 6: 16.3/18 points
- Competency 7: 35.4/39 points
- Competency 8: 27/30 points
- Competency 9: 21.8/24 points

Competency Benchmark

- 90% of students are expected to achieve the benchmark.

Assessment Measure 2: Final Field Evaluation

- Assesses: Skills, Knowledge, Values, Cognitive Processes, and Affective Processes
- Administered: End of SOWK 5406
- Evaluator: Field Instructor

Outcome Benchmark

- Competencies 1–9: 4.5/5 points

Competency Benchmark

- 90% of students are expected to achieve the benchmark.

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

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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.

Assessment Data Collected During Academic Year 2024–2025

Program Option #1: Online MSW Program

Generalist Practice

- Number of students assessed: 22

Clinical Specialized Practice

- Number of students assessed: 32

Competency 1: Demonstrate Ethical and Professional Behavior

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 90.8%
- Clinical Specialized Practice: 93.8%

Competency 2: Engage Diversity and Difference in Practice

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 89.7%
- Clinical Specialized Practice: 93.8%

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 88.8%

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- Clinical Specialized Practice: 94.6%

Competency 4: Engage in Practice-Informed Research and Research-Informed Practice

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 81.8%
- Clinical Specialized Practice: 91.7%

Competency 5: Engage in Policy Practice

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 95.0%
- Clinical Specialized Practice: 90.0%

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 97.9%
- Clinical Specialized Practice: 94.0%

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 91.0%
- Clinical Specialized Practice: 94.0%

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

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Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 93.8%
- Clinical Specialized Practice: 93.9%

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 92.9%
- Clinical Specialized Practice: 93.9%

Assessment Data Collected during the Academic Year (2024-2025)
Program Option #2: (Main Campus MSW Program)

Assessment Data Collected During Academic Year 2024–2025

Program Option #2: Traditional Main Campus MSW Program

Generalist Practice

- Number of students assessed: 18

Clinical Specialized Practice

- Number of students assessed: 54

Competency 1: Demonstrate Ethical and Professional Behavior

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 95.0%
- Clinical Specialized Practice: 92.5%

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Competency 2: Engage Diversity and Difference in Practice

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 95.0%
- Clinical Specialized Practice: 90.0%

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 89.9%
- Clinical Specialized Practice: 88.0%

Competency 4: Engage in Practice-Informed Research and Research-Informed Practice

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 80.0%
- Clinical Specialized Practice: 85.9%

Competency 5: Engage in Policy Practice

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 93.7%
- Clinical Specialized Practice: 84.0%

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Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 97.7%
- Clinical Specialized Practice: 93.5%

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 92.0%
- Clinical Specialized Practice: 91.9%

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 92.5%
- Clinical Specialized Practice: 89.9%

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 83.0%
- Clinical Specialized Practice: 90.8%

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

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Assessment Data Collected During Academic Year 2024–2025

The following results represent aggregate findings for all students across all MSW program options. The benchmark for each competency was that 90% of students would demonstrate competence based on the combined results of two assessment measures.

Competency 1: Demonstrate Ethical and Professional Behavior

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 92.9%
- Clinical Specialized Practice: 93.0%

Competency 2: Engage Diversity and Difference in Practice

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 92.0%
- Clinical Specialized Practice: 91.9%

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 89.0%
- Clinical Specialized Practice: 91.3%

Competency 4: Engage in Practice-Informed Research and Research-Informed Practice

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 80.9%

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- Clinical Specialized Practice: 88.8%

Competency 5: Engage in Policy Practice

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 94.0%
- Clinical Specialized Practice: 87.0%

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 97.8%
- Clinical Specialized Practice: 93.7%

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 91.5%
- Clinical Specialized Practice: 92.9%

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 93.0%
- Clinical Specialized Practice: 91.9%

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Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Benchmark

- Generalist Practice: 90%
- Clinical Specialized Practice: 90%

Results

- Generalist Practice: 87.9%
- Clinical Specialized Practice: 92.0%