

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)**  
**MTSU 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: Practicum I Field Evaluation	
Dimension(s) assessed:	K,S,V,C/A
When/where students are assessed:	Student specific tasks related to each competency and behavior with observable measurement
Who assessed student competence:	Field Instructor and Field Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	
Assessment Measure #2: Assessment Assignment	
Dimension(s) assessed:	K,S,V, C/A
When/where students are assessed:	Classroom/when assignment due
Who assessed student competence:	Instructor of record
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%

<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	
<b>[optional] Assessment Measure #3: [INSTRUMENT NAME]</b> <i>(Repeat table for each additional measure)</i>	

### 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] *(Add tables to accurately reflect the number of specializations)*

<b>Assessment Measure #1: [Practicum 2 Field Evaluation]</b>	
Dimension(s) assessed:	K,S, V, C/A
When/where students are assessed:	Practicum placement
Who assessed student competence:	Practicum Instructor and Practicum Supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	

Assessment Measure #2: [Assessment Assignment]	
Dimension(s) assessed:	K,S, V, C/A
When/where students are assessed:	Classroom / when assignment is due
Who assessed student competence:	Instructor of record
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	
<b>[optional] Assessment Measure #3: [INSTRUMENT NAME]</b> <i>(Repeat table for each additional measure)</i>	

### 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 (2024-2025) Program Option #1: (Generalist Face-to-Face Delivery) MTSU

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice n = 28	Area of Specialized Practice #1 Advanced Generalist n = 24	Area of Specialized Practice #2 (Identify Specialization) n = (Number of students)	Area of Specialized Practice #3 (Identify Specialization) n = (Number of students)
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum I measure of competency 1 Measurement 2:	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum II measure of competency 1 Measurement 2:	Results 1: <u>met 86%</u> of students scored 4.0 or higher  Results 2: <u>met 96%</u> of students scored 80% or higher  <b>Measures 1 + 2 / 2</b>	Results 1: <u>met 100%</u> of students scored 4.0 or higher  Results 2: <u>met 86%</u> of students scored 80% or higher		

	85% of students will score 80% or higher on the Practice I Paper	85% of students will score 80% or higher on the Adv Practice with Individuals Paper	<b>91%</b>	<b>Measures 1+2 / 2 93%</b>		
<b>Competency 2: Engage Diversity and Difference in Practice</b>	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum I measure of competency 2  Measurement 2: 85% of students will score 80% or higher on the HBSE Term Paper	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum II measure of competency 2  Measurement 2: 85% of students will score 80% or higher on the Empirical Evidence Based Practice Paper	Results 1: <b><u>met 86%</u></b> of students scored 4.0 or higher  Results 2: <b><u>met 89%</u></b> of students scored 80% or higher  <b>Measures 1 + 2 / 2 88%</b>	Results 1: <b><u>met 96%</u></b> of students scored 4.0 or higher  Results 2: <b><u>met 100%</u></b> of students scored 80% or higher  <b>Measures 1 + 2 / 2 98%</b>		
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum I measure of competency 3  Measurement 2: 85% of students will score 80% or higher on the	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum II measure of competency 3  Measurement 2: 85% of students will score 80% or higher on the Adv	Results 1: <b><u>met 100%</u></b> of students scored 4.0 or higher  Results 2: <b><u>met 100%</u></b> of students scored 80% or higher  <b>Measures 1+2 / 2 100%</b>	Results 1: <b><u>met 96%</u></b> of students scored 4.0 or higher  Results 2: <b><u>met 91%</u></b> of students scored 80% or higher  <b>Measures 1+2 / 2 94%</b>		

	Social Justice Project	Macro Practice Final Exam				
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum I measure of competency 4  Measurement 2: 85% of students will score 80% or higher on the Research I Proposal	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum II measure of competency 4  Measurement 2: 85% of students will score 80% or higher on the Empirical Evidence Based Practice Paper	Results 1: <b><u>met 86%</u></b> of students scored 4.0 or higher  Results 2: <b><u>met 96%</u></b> of students scored 80% or higher  <b>Measures 1+2 / 2 91%</b>	Results 1: <b><u>met 92%</u></b> of students scored 4.0 or higher  Results 2: <b><u>met 100%</u></b> of students scored 80% or higher  <b>Measures 1+2 / 2 96%</b>		
<b>Competency 5: Engage in Policy Practice</b>	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum I measure of competency 5  Measurement 2: 85% of students will score 80% or higher on the Policy Final Exam	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum II measure of competency 5  Measurement 2: 85% of students will score 80% or higher on the Policy Analysis Final Paper	Results 1: <b><u>met 86%</u></b> of students scored 4.0 or higher  Results 2: <b><u>met 100%</u></b> of students scored 80% or higher  <b>Measures 1+2 / 2 93%</b>	Results 1: <b><u>met 92%</u></b> of students scored 4.0 or higher  Results 2: <b><u>met 100%</u></b> of students scored 80% or higher  <b>Measures 1+2 / 2 96%</b>		
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations,</b>	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum II	Results 1: <b><u>met 86%</u></b> of students scored 4.0 or higher	Results 1: <b><u>met 96%</u></b> of students scored 4.0 or higher  Results 2: <b><u>met 100%</u></b> of students		

<b>and Communities</b>	<p>I measure of competency 6</p> <p>Measurement 2: 85% of students will score 80% or higher on the Practice I Paper</p>	<p>measure of competency 6</p> <p>Measurement 2: 85% of students will score 80% or higher on the Practice II Term Paper</p>	<p>Results 2: <b><u>met 96%</u></b> of students scored 80% or higher</p> <p><b>Measures 1+2 / 2</b> <b>91%</b></p>	<p>scored 80% or higher</p> <p><b>Measures 1+2 / 2</b> <b>98%</b></p>		
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<p>Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum I measure of competency 7</p> <p>Measurement 2: 85% of students will score 80% or higher on the Practice II Community Assessment</p>	<p>Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum II measure of competency 7</p> <p>Measurement 2: 85% of students will score 80% or higher on the Families Term Paper</p>	<p>Results 1: <b><u>met 86%</u></b> of students scored 4.0 or higher</p> <p>Results 2: <b><u>met 100%</u></b> of students scored 80% or higher</p> <p><b>Measures 1+2 / 2</b> <b>93%</b></p>	<p>Results 1: <b><u>met 92%</u></b> of students scored 4.0 or higher</p> <p>Results 2: <b><u>not met 78%</u></b> of students scored 80% or higher</p> <p><b>Measures 1+ 2 / 2</b> <b>85%</b></p>		
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<p>Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum I measure of competency 8</p> <p>Measurement 2: 85% of students will score 80% or higher on the Practice I Paper</p>	<p>Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum II measure of competency 8</p> <p>Measurement 2: 85% of students will score 80% or higher on the Groups Course Group</p>	<p>Results 1: <b><u>met 86%</u></b> of students scored 4.0 or higher</p> <p>Results 2: <b><u>met 96%</u></b> of students scored 80% or higher</p> <p><b>Measures 1+2 / 2</b> <b>91%</b></p>	<p>Results 1: <b><u>met 96%</u></b> of students scored 4.0 or higher</p> <p>Results 2: <b><u>100%</u></b> of students scored 80% or higher</p> <p><b>Measures 1+2 / 2</b> <b>98%</b></p>		



		Presentation				
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum I measure of competency 8  Measurement 2: 85% of students will score 80% or higher on the Research II Evaluation	Measurement 1: 85% of Students will score 4.0 or higher (out of 5) in the Practicum II measure of competency 9  Measurement 2: 85% of students will score 80% or higher on the Empirical Paper	Results 1: <b><u>met 86%</u></b> of students scored 4.0 or higher  Results 2: <b><u>not met 78%</u></b> of students scored 80% or higher  <b>Measures 1+2 / 2 82%</b>	Results 1: <b><u>met 92%</u></b> of students scored 4.0 or higher  Results 2: <b><u>met 100%</u></b> of students scored 80% or higher  <b>Measures 1+2 / 2 96%</b>		
<b>Any additional Competency(ies) Developed by the Program</b>						

**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	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
	GENERALIST	ADVANCED GENERALIST	Generalist Practice	Area of Specialized Practice #1 Advanced Generalist	Area of Specialized Practice #2 (Identify Specialization)	Area of Specialized Practice #3 (Identify Specialization)
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	85% of students will exhibit competency in two or more measures	85% of students will exhibit competency in two or more measures	<b>91%</b>	<b>93%</b>		
<b>Competency 2: Engage Diversity and Difference in Practice</b>	85% of students will exhibit competency in two or more measures	85% of students will exhibit competency in two or more measures	<b>88%</b>	<b>98%</b>		
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	85% of students will exhibit competency in two or more measures	85% of students will exhibit competency in two or more measures	<b>100%</b>	<b>94%</b>		
<b>Competency 4: Engage In Practice- informed Research and Research-</b>	85% of students will exhibit competency in two or more measures	85% of students will exhibit competency in two or more measures	<b>91%</b>	<b>96%</b>		

<b>informed Practice</b>						
<b>Competency 5: Engage in Policy Practice</b>	85% of students will exhibit competency in two or more measures	85% of students will exhibit competency in two or more measures	<b>93%</b>	<b>96%</b>		
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	85% of students will exhibit competency in two or more measures	85% of students will exhibit competency in two or more measures	<b>91%</b>	<b>98%</b>		
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	85% of students will exhibit competency in two or more measures	85% of students will exhibit competency in two or more measures	<b>93%</b>	<b>85%</b>		
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	85% of students will exhibit competency in two or more measures	85% of students will exhibit competency in two or more measures	<b>91%</b>	<b>98%</b>		
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations,</b>	85% of students will exhibit competency in two or more measures	85% of students will exhibit competency in two or more measures	<b>82%</b>	<b>96%</b>		

and Communities						
Any Additional Competency(ies) Developed by the Program						