

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
CALIFORNIA STATE UNIVERSITY BAKERSFIELD 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: COMPETENCY TEST	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Generalist Practice (Foundation) Competencies; at the end of first year for full time students and at the end of second year for part time students
Who assessed student competence:	Students take the test through the Canvas. Faculty monitor the progress.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
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: PRACTICUM EVALUATION FORM	
Dimension(s) assessed:	Behaviors and skills
When/where students are assessed:	Generalist Practice (Foundation) Competencies; at the end of first year for full time students and at the end of second year for part time students
Who assessed student competence:	Task supervisor or field instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 out of 5 for Generalist Practice (Foundation) Competencies

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

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: COMPETENCY TEST	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	Specialized Practice (Advance) Competencies; at the end of the final semester through the Canvas
Who assessed student competence:	Students take the test through the Canvas. Faculty monitor the progress.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80%
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: PRACTICUM EVALUATION FORM	
Dimension(s) assessed:	Behaviors and skills
When/where students are assessed:	Specialized Practice (Advance) Competencies; at the end of the final semester At the field placement sites
Who assessed student competence:	Task supervisor or field instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4 out of 5 for Specialized Practice (Advance) Competencies
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

Assessment Data Collected during the Academic Year (2024-2025)
Program Option #1: California State University Bakersfield
(Face-to-Face for fulltime students and Hybrid for parttime students)

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST: FOUNDATION)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE: ADVANCE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			GENERALIST (Foundation Level) n = 83 (52+31)	AREA OF SPECIALIZED PRACTICE (Advance Level) n = 110 (69+41)
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	$(94.2 + 96.1) / 2$ 95.1%	$(99.0 + 87.8) / 2$ 93.4%
Competency 2: Engage Diversity and Difference in Practice	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	$(95.2 + 100) / 2$ 97.6%	$(93.5 + 87.8) / 2$ 90.6%
Competency 3: Advance Human Rights and Social,	80% of students will demonstrate competence	80% of students will demonstrate competence	$(96.2 + 100) / 2$ 98.1%	$(97.5 + 81.6) / 2$ 89.5%

Economic, and Environmental Justice	inclusive of 2 or more measures	inclusive of 2 or more measures		
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	$(95.2 + 100) / 2$ 98.6%	$(96.5 + 75.0) / 2$ 85.7%
Competency 5: Engage in Policy Practice	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	$(95.2 + 100) / 2$ 98.6%	$(100 + 68.0) / 2$ 84.0%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	$(92.2 + 100) / 2$ 96.1%	$(91.3 + 92.5) / 2$ 91.9%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	$(96.1 + 98.3) / 2$ 97.2%	$(94.5 + 82.5) / 2$ 88.5%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	$(93.2 + 100) / 2$ 96.6%	$(94.5 + 78.7) / 2$ 86.6%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 or more measures	80% of students will demonstrate competence inclusive of 2 or more measures	$(90.4 + 98.1) / 2$ 94.2%	$(92.5 + 78.4) / 2$ 85.4%