

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
Brigham Young University MASTER'S SOCIAL WORK PROGRAM
ASSESSMENT OF STUDENT LEARNING OUTCOMES (2023)

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

At its June 2021 meeting, the Commission on Accreditation of CSWE voted to reaffirm the accreditation of the BYU MSW program for eight years (June 2029).

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.

Because BYU's MSW classroom curriculum, Integrative Field Seminars, field internship learning activities, and field evaluations are all correlated with CSWE's competencies, holistic competency dimensions, and practice behaviors (for field education), the theoretical and conceptual contribution of the classroom is closely connected with the practice setting and fosters the implementation of practice-informed research and research-informed practice. Thus, the purpose of continual assessment is to evaluate if MSW students have developed the knowledge, values, skills and cognitive and affective processes necessary at the generalist and specialized practice levels to demonstrate competence of the nine competencies and their respective practice behaviors (in field education), as required by CSWE's 2015 Educational Policy and Accreditation Standards. Because of the clinical focus of the MSW program (the School's only specialized option), the School field education evaluation utilizes both the generalist level practice behaviors outlined in the 2105 EPAS, as well as the specialized level practice behaviors that have been updated from the publication *Advanced Social Work Practice in Clinical Social Work* (CSWE, 2009) to measure real practice situations. Competency assessment at the required course-level measures both real and simulated practice situations for each of the nine competencies at both the generalist and specialized practice levels. Specific assignments, readings, tests and learning activities at the course level are utilized as part of the course level assessment evaluation. Thus, the assessment plan and procedures integrate written, oral, and observational methods in both classroom and field settings. Assessment is used to continually inform and promote change in the explicit and implicit curriculum to demonstrate program competence and foster improvement.

Assessment of Competence for Measure #1 Done By

Gordon Limb, Professor and Director

Initial assessment of field education practice behaviors done by Wendy Sheffield, Director of Field Education

Assessment of Competence for Measure #2 Done By

Gordon Limb, Professor and Director

Assessment of competence for both measures is reviewed and discussed by all faculty at faculty meetings and the annual faculty retreat.

When, Where, and How Assessment Occurs

When:

Field: generalist competencies are assessed at the completion of the MSW's first internship. Specialized clinical competencies are assessed at the mid-point and end of the students' second internship.

Courses: specific assignments in all required classes for generalist and specialized competencies are assessed at the end of each semester.

Where:

Field: generalist and specialized competencies are assessed in the students' field placement.

Courses: generalist and specialized competencies are assessed in the university classrooms where courses are held.

How:

Field: Field instructors score students' Field Evaluation and Learning Activity Agreement form which assess generalist and specialized competencies. The Director of Field Education analyzes the students' scores and the Director reviews the scores. To demonstrate competence, students must score a 1 or above on 75% or more of the practice behaviors.

Courses: Faculty grade students' performance on written, oral, and observational tasks/assignments associated with each generalist and specialized competency (e.g. papers, tests). Students must score at least 80% on each competency task/assignment. Faculty send the office manager a list of students who did not meet the competency standard. They then remediate with students to achieve competence.

Measure 1: Field instructors' assessments of students' competence in their field

Generalist competencies, and their associated practice behaviors, are assessed at the completion of the MSW student's first internship, and the specialized-clinical competencies, and their associated practice behaviors, are assessed at the mid-point and end of the student's second internship by field instructors and the Director of Field Education. Each of these include holistic dimension(s) and area(s) of practice. Scores from the field instructor on the Field Evaluation and Learning Activity Agreement are then analyzed to determine competence. Students must score a minimum of 1 out of 3 in at least 75% of the practice behaviors for the student to demonstrate competency. This information is collected and maintained in the IPT system.

Measure 2: Student evaluation by faculty in course embedded assignments where competencies are taught

Each of the nine competencies are assessed in specific tasks/assignments in two required courses during their generalist practice year. They are again assessed in specific tasks/assignments in two required courses during their specialized practice year. Each of these include holistic dimensions and areas of practice. At the end of each semester, faculty send the office manager a list of students in the course who did not achieve competence on noted embedded assignments. These students then put together a plan to remediate in order to achieve a minimum of 80% out of 100% on noted assignment(s) to demonstrate competence.

Description of How Student Performance Meets Benchmark

Competency Benchmark Rationale: Our rationale for choosing 90% came from multiple faculty discussions, consulting with other social work programs, and the recommendation examples offered by CSWE EPAS. This number is commonly used throughout social work education and in other disciplines as a strong competency benchmark at the program level. While it allows for individual student variance for not meeting a competency, it does require that most students demonstrate competency in order to establish program level competence.

Outcome Measure #1 Benchmark Rationale:

The outcome measure utilized are scores from field instructor on Field Evaluation and Learning Activity Agreement. This agreement was developed after multiple stakeholder focus groups and faculty discussions.

Outcome Measure #2 Benchmark Rationale:

The rationale for choosing 80% as our benchmark for embedded assignments came from multiple faculty discussions, the C grade policy in the School of Social Work, and BYU Graduate Studies policy that a student graduate with a 3.0 GPA or better. As a faculty, we believe students need to demonstrate competency at a B- grade level or better to demonstrate competence. Thus, 80% was determined to be the best minimal indicator of competence.

How the program determines the percentage of students achieving the benchmark involves a three step process: 1) Determine the number of students who attained competence in field and in their coursework; 2) Calculate the percentage of students deemed competent from the program's total student population; and 3) Compare the percentage with pre-determined benchmark.

PRESENTING THE PROGRAM'S ASSESSMENT PLAN FOR GENERALIST PRACTICE

Assessment Data Collected during the Academic Year (2023)

Competency	Competency Benchmark	Outcome Measure Benchmark	Percent Attaining (N=37)	Percent Achieving Competency	Competency Benchmark Met?
Competency 1: Demonstrate Ethical and Professional Behavior	90% of students will demonstrate competence inclusive of 2 or more measures	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 1 practice behaviors.	(Practice) Behavior 1: 100% Behavior 2: 100% Behavior 3: 100% Behavior 4: 100% Behavior 5: 100%	100%+ 100%+ 100% + 100%+ 100% + 100% + 100% = 100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 660 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 661 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 2: Engage Diversity and Difference in Practice	90% of students will demonstrate competence inclusive of 2 or more measures	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 2 practice behaviors.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100%	100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 620 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 623 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 3: Advance Human Rights and Social,	90% of students will demonstrate competence inclusive	Measure 1: Field Internship Evaluation Students must score a minimum of 1	Behavior 1: 100% Behavior 2: 100%	100% + 100% +	Yes

Economic, and Environmental Justice	of 2 or more measures	out of 3 on at least 75% of Competency 3 practice behaviors.		100% + 100% = 100%	
		Measure 2a: Course-embedded Measures, Soc W 620 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 623 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 4: Engage In Practice-informed Research and Research-informed Practice	90% of students will demonstrate competence inclusive of 2 or more measures	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 4 practice behaviors.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100%	100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 602 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 603 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 5: Engage in Policy Practice	90% of students will demonstrate competence inclusive of 2 or more measures	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of competency 5 practice behaviors.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100%	100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 620 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 623 Students must score a minimum of 80% out of 100 on identified assignments.	100%		

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 6 practice behaviors.	Behavior 1: 100% Behavior 2: 100%	100% + 100%+ 100% + 100% = 100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 622 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 660 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 7 practice behaviors.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100% Behavior 4: 100%	100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 611 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 622 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 8 practice behaviors.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100% Behavior 4: 100% Behavior 5: 100%	100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 611 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 661	100%		

		Students must score a minimum of 80% out of 100 on identified assignments.			
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	90% of students will demonstrate competence inclusive of 2 or more measures	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 9 practice behaviors.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100% Behavior 4: 100%	100% + 100% + 100% + 100% = 100%	Yes Note: four students in Soc W 603 were originally not competent but through remediation became competent
		Measure 2a: Course-embedded Measures, Soc W 602 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 603 Students must score a minimum of 80% out of 100 on identified assignments.	100%		

Specialized Assessment Outcomes for the BYU School of Social Work Program Option:

Clinical Practice Area of Specialized Practice

Competency	Competency Benchmark	Outcome Measure Benchmark (Minimum Score)	Percent Attaining (N=37)	Percent Achieving Competency	Competency Benchmark Met?
Competency 1: Demonstrate Ethical and Professional Behavior	90% of students will demonstrate competence by meeting the outcome measure benchmarks.	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 1 practice behaviors.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100% Behavior 4: 100% Behavior 5: 100%	100%+ 100%+ 100%+ 100%+ 100%+ 100%+ 100% =100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 666 Students must score a minimum of 80% out of 100 on identified assignments.	100%		

		Measure 2b: Course-embedded Measures, Soc W 669 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 2: Engage Diversity and Difference in Practice	90% of students will demonstrate competence by meeting the outcome measure benchmarks.	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 2 practice behaviors.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100% Behavior 4: 100%	100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 624 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 667 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	90% of students will demonstrate competence by meeting the outcome measure benchmarks.	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 3 practice behaviors.	Behavior 1: 100% Behavior 2: 100%	100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 630 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 664 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 4: Engage In Practice-informed Research and Research-informed Practice	90% of students will demonstrate competence by meeting the outcome measure benchmarks.	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 4 practice behaviors.	Behavior 1: 100% Behavior 2: 100%	100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 606	100%		

		Students must score a minimum of 80% out of 100 on identified assignments.			
		Measure 2b: Course-embedded Measures, Soc W 624 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 5: Engage in Policy Practice	90% of students will demonstrate competence by meeting the outcome measure benchmarks.	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 5 practice behaviors.	Behavior 1: 100% Behavior 2: 100%	100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 630 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 664 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 6: Engage with [Individuals, Families, Groups, Organizations, and/or Communities]	90% of students will demonstrate competence by meeting the outcome measure benchmarks.	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 6 practice behaviors.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100%	100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 663 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 666 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 7: Assess [Individuals, Families, Groups, Organizations, and/or Communities]	90% of students will demonstrate competence by meeting the outcome measure benchmarks.	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 7 practice behaviors.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100% Behavior 4: 100%	100%	Yes

		Measure 2a: Course-embedded Measures, Soc W 606 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 667 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 8: Intervene with [Individuals, Families, Groups, Organizations, and/or Communities]	90% of students will demonstrate competence by meeting the outcome measure benchmarks.	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 8 practice behaviors.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100% Behavior 4: 100%	100%+ 100%+ 100%+ 100%+ 100%+ 100% =100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 624 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 663 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
Competency 9: Evaluate Practice with [Individuals, Families, Groups, Organizations, and/or Communities]	90% of students will demonstrate competence by meeting the outcome measure benchmarks.	Measure 1: Field Internship Evaluation Students must score a minimum of 1 out of 3 on at least 75% of Competency 9 practice behaviors.	Behavior 1: 100% Behavior 2: 100% Behavior 3: 100%	100%	Yes
		Measure 2a: Course-embedded Measures, Soc W 606 Students must score a minimum of 80% out of 100 on identified assignments.	100%		
		Measure 2b: Course-embedded Measures, Soc W 669 Students must score a minimum of 80% out of 100 on identified assignments.	100%		