

# **Delaware State University**

Department of Social Work

## **ASSESSMENT OF STUDENT LEARNING OUTCOMES**

### **BACCALAUREATE OF SOCIAL WORK PROGRAM**

ACCREDITED BY THE COUNCIL ON SOCIAL WORK EDUCATION

**1200 N. DUPONT HIGHWAY  
DOVER, DE 19901-2277  
(302) 857-6775**

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)**  
**DELAWARE STATE UNIVERSITY BACCALAUREATE SOCIAL WORK PROGRAM**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**

**Form AS 4(B):** A form required for Reaffirmation, Candidacy, and ongoing compliance per AS 4.0.3.

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**Submitting Form AS 4 for Reaffirmation Self-Study & Candidacy Benchmarks**

This form is used to assist the COA 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 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 – BSW

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.

<b>Assessment Measure #1: FIELD PLACEMENT – BSW</b>	
Competency(ies) assessed:	1 – 9
Dimension(s) assessed: BSW C1 – K, V, S, C/A C2 – K, V, S, C/A C3 – K, V, S, C/A C4 – K, V, S, C/A C5 – K, V, S, C/A C6 – K, V, S, C/A C7 – K, V, S, C/A C8 – K, V, S, C/A C9 – K, V, S, C/A	Knowledge (K), Values (V), skills (S), cognitive and affective processes (C/A)
When/where students are assessed:	At final semester (for accreditation) by the field instructors.
Who assessed student competence:	Onsite Field placement instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	2 (adequate)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

<b>Assessment Measure #2: Faculty-Selected Assignments – BSW</b>	
Competency(ies) assessed:	1 – 9
Dimension(s) assessed: C1 – K, S C2 – V, C/A C3 – K, S C4 – K, S, C/A C5 – K, S C6 – V, C/A C7 – K, S, C/A C8 – K, C/A C9 – K, S	Knowledge (K), Values (V), skills (S), cognitive and affective processes (C/A)
When/where students are assessed:	Upon completion of embedded assignment during the semester the student is enrolled in the respective course.
Who assessed student competence:	Faculty assigned to teach the course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	2 (Satisfactory)
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 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 program. However, beyond these formatting alternations, the program may not alter the content of this form.

**Assessment Data Collected during the Academic Year (2022-2023)**

COMPETENCY	COMPETENCY BENCHMARK (%) – BSW	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
		<p align="center"><b>Aggregate of Students from All Program Options</b></p> <p align="center"><b>Course Assignment Measure 1 n = (214)</b>  <b>Field Work Evaluation Measure 2 n = (23)</b></p>
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	$(52.94 + 100.00) / 2 = 76.47$
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	$(83.34 + 100.00) / 2 = 91.67$
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	$(83.34 + 100.00) / 2 = 91.67$
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	$(94.00 + 100.00) / 2 = 91.67$

<b>Competency 5: Engage in Policy Practice</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	$(46.15 + 100.00) / 2 = 73.08$
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	$(90.63 + 100.00) / 2 = 95.32$
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	$(87.50 + 100.00) / 2 = 93.75$
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	$(90.63 + 100.00) / 2 = 95.32$
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	$(90.32 + 100.00) / 2 = 95.16$
<b>Any additional Competency(ies) Developed by the Program</b>		

# **Delaware State University**

Department of Social Work

## **ASSESSMENT OF STUDENT LEARNING OUTCOMES**

### **MASTER'S OF SOCIAL WORK PROGRAM**

ACCREDITED BY THE COUNCIL ON SOCIAL WORK EDUCATION

**1200 N. DUPONT HIGHWAY  
DOVER, DE 19901-2277  
(302) 857-6775**

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)  
DELAWARE STATE UNIVERSITY 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.

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**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 – MSW Year 1

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.

<b>Assessment Measure #1: Field Placement Evaluation – MSW Year 1</b>	
Competency(ies) assessed: Year 1	1 – 9
Dimension(s) assessed: C1 – K,V,S,C/A C2 – K,V,S,C/A C3 – K,V,S,C/A C4 – K,V,S,C/A C5 – K,V,S,C/A C6 – K,V,S,C/A C7 – K,V,S,C/A C8 – K,V,S,C/A C9 – K,V,S,C/A	Knowledge (K), Values (V), skills (S), cognitive and affective processes (C/A)
When/where students are assessed	At the end of the semester (for accreditation purposes) at their placement sites
Who assessed student competence:	On-site Field Placement Instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	2 (Adequate)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

<b>Assessment Measure #2: Faculty-Selected Assignment – MSW Year1</b>	
Competency(ies) assessed:	1 - 9
Dimension(s) assessed: C1 – K,V,S,C/A C2 – K,V,S,C/A C3 – K,V,S,C/A C4 – K,V,S,C/A C5 – K,V,S,C/A C6 – K,V,S,C/A C7 – K,V,C/A C8 – K,V,S,C/A C9 – K,V,S,C/A	Knowledge (K), Values (V), skills (S), cognitive and affective processes (C/A)
When/where students are assessed:	Upon completion of embedded assignment during the semester the student is enrolled in the respective course
Who assessed student competence:	Faculty teaching the course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	2 (Satisfactory)
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 (MSW Specialized Practice Year 2)

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 – MSW Year 2

<b>Assessment Measure #1: Field Placement Evaluation – MSW Year 2</b>	
Competency(ies) assessed	1 – 9
Dimension(s) assessed: C1 – K,V,S,C/A C2 – K,V,S,C/A C3 – K,V,S,C/A C4 – K,V,S,C/A C5 – K,V,S,C/A C6 – K,V,S,C/A C7 – K,V,S,C/A C8 – K,V,S,C/A C9 – K,V,S,C/A	Knowledge (K), Values (V), skills (S), cognitive and affective processes (C/A)
When/where students are assessed:	At the end of the semester for accreditation reporting purpose.
Who assessed student competence:	Field instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 (Good)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80%

<b>Assessment Measure #2: Faculty-Selected Assignment – MSW Year 2</b>	
Competency(ies) assessed:	1 – 9
Dimension(s) assessed: C1 – V,C/A C2 – K,V,S,C/A C3 – K,V C4 – K,V,S,C/A C5 – K,V,S C6 – K,C/A C7 – K,C/A C8 – K,V,S,C/A C9 – S,C/A	Knowledge (K), Values (V), skills (S), cognitive and affective processes (C/A)
When/where students are assessed:	Upon completion of embedded assignment during the semester the student is enrolled in the respective course
Who assessed student competence:	Faculty teaching the course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 (proficient).
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 (2022 to 2023)  
Online Program**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice MSW Year 1 Course Assignments Measure 1 n = 327 Field Work Evaluation Measure 2 n = 49	Area of Specialized Practice MSW Year 2 Course Assignments Measure 1 n = 200 Field Work Evaluation Measure 2 n = 89
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	80% of students will demonstrate competence by earning scores of 3 (good) or higher on their field evaluations and scores of 3 (proficient) or higher on their faculty selected assignments	$(85.19 + 100.00)/2 = 92.56$	$(95.00 + 98.90) / 2 = 96.95$
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	80% of students will demonstrate competence by earning scores of 3 (good) or higher on their field evaluations and scores of 3 (proficient) or higher on their faculty selected assignments	$(85.71 + 100.00)/2 = 92.86$	$(82.76 + 95.50)/2 = 89.13$
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	80% of students will demonstrate competence by earning scores of 3 (good) or higher on their field evaluations and scores of 3 (proficient) or higher on their faculty selected assignments	$(86.79 + 100.00)/2 = 93.40$	$(96.15 + 95.50)/2 = 95.83$

<b>Competency 4: Engage in Practice- informed Research and Research- informed Practice</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	80% of students will demonstrate competence by earning scores of 3 (good) or higher on their field evaluations and scores of 3 (proficient) or higher on their faculty selected assignments	$(95.83 + 100.00)/2$ = 97.92	$(88.46 + 97.70)/2$ = 93.08
<b>Competency 5: Engage in Policy Practice</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	80% of students will demonstrate competence by earning scores of 3 (good) or higher on their field evaluations and scores of 3 (proficient) or higher on their faculty selected assignments	$(94.44 + 97.90)/2$ = 96.17	$(88.46 + 90.80)/2$ = 89.63
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	80% of students will demonstrate competence by earning scores of 3 (good) or higher on their field evaluations and scores of 3 (proficient) or higher on their faculty selected assignments	$(88.68 + 100.00)/2$ = 94.34	$(95.00 + 98.90)/2$ = 96.95
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	80% of students will demonstrate competence by earning scores of 3 (good) or higher on their field evaluations and scores of 3 (proficient) or higher on their faculty selected assignments	$(90.70 + 100.00)/2$ = 95.35	$(89.29 + 94.40)/2$ = 91.84
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	80% of students will demonstrate competence by earning scores of 3 (good) or higher on their field evaluations and scores of 3 (proficient) or higher on their faculty selected assignments	$(86.05 + 97.90)/2$ = 91.97	$(89.29 + 95.50)/2$ = 92.39

<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence by earning scores of 2 (adequate) or higher on their field evaluations and scores of 2 (satisfactory) or higher on their faculty-selected assignments	80% of students will demonstrate competence by earning scores of 3 (good) or higher on their field evaluations and scores of 3 (proficient) or higher on their faculty selected assignments	$(96.00 + 100.00)/2$ $= 98.00$	$(97.44 + 92.10)/2$ $= 94.77$
<b>Any Additional Competency(ies) Developed by the Program</b>				