

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

**Last Completed: June 2025**

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**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 updates (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

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.

<b>Assessment Measure #1: Field Evaluation</b>	
Competencies assessed:	1-9
Dimension(s) assessed:	Knowledge, values, skills, cognitive and affective processes
When/where students are assessed:	In-field mid-year and end of year
Who assessed student competence:	Field Instructor
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Accomplished" on year-end eval)
Competency Benchmark for Competencies 1-9:	90%
<b>Assessment Measure #2: Ethical Decision-Making Paper</b>	
Competency assessed:	1
Dimension(s) assessed:	Knowledge, values, skills, cognitive and affective processes
When/where students are assessed:	SOWK 327
Who assessed student competence:	Faculty teaching SOWK 327
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	90%
<b>Assessment Measure #3: Process Recording</b>	
Competencies assessed:	6, 7
Dimension(s) assessed:	Knowledge, values, skills, cognitive and affective processes
When/where students are assessed:	SOWK 445B
Who assessed student competence:	Faculty teaching SOWK 445B
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	90%
<b>Assessment Measure #4: Case Presentation</b>	
Competencies assessed:	1, 7, 8
Dimension(s) assessed:	Knowledge, values, skills, cognitive and affective processes
When/where students are assessed:	SOWK 446B
Who assessed student competence:	Faculty teaching SOWK 446B
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	80%
<b>Assessment Measure #5: Identities and Assumptions Paper</b>	
Competency assessed:	3
Dimension(s) assessed:	Knowledge, values, cognitive and affective processes
When/where students are assessed:	SOWK 342

Who assessed student competence:	Faculty teaching SOWK 342
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	80%
<b>Assessment Measure #6: Policy Analysis</b>	
Competencies assessed:	2, 5
Dimension(s) assessed:	Knowledge, values, skills, cognitive and affective processes
When/where students are assessed:	SOWK 301
Who assessed student competence:	Faculty teaching SOWK 301
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	90%
<b>Assessment Measure #7: Evidence-Based Practices Poster</b>	
Competencies assessed:	4, 9
Dimension(s) assessed:	Knowledge, values, cognitive and affective processes
When/where students are assessed:	SOWK 452
Who assessed student competence:	Faculty teaching SOWK 452
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	90%
<b>Assessment Measure #8: Literature Review</b>	
Competency assessed:	4
Dimension(s) assessed:	Knowledge, cognitive and affective processes
When/where students are assessed:	SOWK 345
Who assessed student competence:	Faculty teaching SOWK 345
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	90%
<b>Assessment Measure #9: Theory Application</b>	
Competencies assessed:	6-7
Dimension(s) assessed:	Knowledge, cognitive and affective processes
When/where students are assessed:	SOWK 345
Who assessed student competence:	Faculty teaching SOWK 345
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	90%
<b>Assessment Measure #10: Agency Analysis</b>	
Competency assessed:	7
Dimension(s) assessed:	Knowledge, values, skills, cognitive and affective processes
When/where students are assessed:	SOWK 442
Who assessed student competence:	Faculty teaching SOWK 442
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	90%

<b>Assessment Measure #11: Group Analysis</b>	
Competency assessed:	7
Dimension(s) assessed:	Knowledge, cognitive and affective processes
When/where students are assessed:	SOWK 442
Who assessed student competence:	Faculty teaching SOWK 442
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	90%
<b>Assessment Measure #12: Human Rights and Social Justice Paper</b>	
Competency assessed:	2,3
Dimension(s) assessed:	Knowledge, skills, cognitive and affective processes
When/where students are assessed:	SOWK 346
Who assessed student competence:	Faculty teaching SOWK 346
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	90%
<b>Assessment Measure #13: Learning Partners</b>	
Competency assessed:	6
Dimension(s) assessed:	Knowledge, values, skills, cognitive and affective processes
When/where students are assessed:	SOWK 327
Who assessed student competence:	Faculty teaching SOWK 327
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	90%
<b>Assessment Measure #14: Community Asset Mapping</b>	
Competency assessed	3,7,9
Dimension(s) assessed:	Knowledge, skills, values, cognitive and affective processes
When/where students are assessed:	SOWK 442
Who assessed student competence:	Faculty teaching SOWK 442
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	90%
<b>Assessment Measure #15: Working with Families Presentation</b>	
Competency assessed	8
Dimension(s) assessed:	Knowledge, skills, values, cognitive and affective processes
When/where students are assessed:	SOWK 442
Who assessed student competence:	Faculty teaching SOWK 442
Outcome Measure Benchmark for Competencies 1-9:	3 (Max=4; Students must earn at least "Proficient")
Competency Benchmark for Competencies 1-9:	90%

### Assessment Data Collected during the Academic Year 2024-2025

COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
		Face-to-face, n=6
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	90% of students will demonstrate competence	$(\text{Measure 1} + \text{Measure 2} + \text{Measure 4})/3 = 94\%$
<b>Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice</b>	90% of students will demonstrate competence	$(\text{Measure 1} + \text{Measure 6} + \text{Measure 12})/3 = 100\%$
<b>Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice</b>	90% of students will demonstrate competence	$(\text{Measure 1} + \text{Measure 5} + \text{Measure 12} + \text{Measure 14})/4 = 92\%$
<b>Competency 4: Engage In Practice-informed Research and Research-informed Practice</b>	80% of students will demonstrate competence	$(\text{Measure 1} + \text{Measure 7} + \text{Measure 8})/3 = 91\%$
<b>Competency 5: Engage in Policy Practice</b>	80% of students will demonstrate competence	$(\text{Measure 1} + \text{Measure 4} + \text{Measure 6} + \text{Measure 12})/4 = 89\%$
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	90% of students will demonstrate competence	$(\text{Measure 1} + \text{Measure 3} + \text{Measure 13})/3 = 98\%$
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	90% of students will demonstrate competence	$(\text{Measure 1} + \text{Measure 3} + \text{Measure 4} + \text{Measure 9} + \text{Measure 10} + \text{Measure 11} + \text{Measure 14})/7 = 88\%$
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	$(\text{Measure 1} + \text{Measure 4} + \text{Measure 15})/3 = 100\%$
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	$(\text{Measure 1} + \text{Measure 4} + \text{Measure 7} + \text{Measure 14})/4 = 93\%$