

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)**  
**CALIFORNIA STATE UNIVERSITY LOS ANGELES 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

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: Signature Assignments</b>	
Dimension(s) assessed:	knowledge, values, skills, and cognitive & affective processes
When/where students are assessed:	Each semester/ In classroom
Who assessed student competence:	Instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80 out of 100 points
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
<b>Assessment Measure #2: Field Evaluation</b>	
Dimension(s) assessed:	knowledge, values, skills, and cognitive & affective processes
When/where students are assessed:	Each semester/ In Field
Who assessed student competence:	Field instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 out of 4
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%

### 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 (2019-2020)

COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	<p><i>Measure 1: Field evaluation</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must attain 3 out of 4 or higher in spring</li> </ul> <p><i>Measure 2: Signature Assignments</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must receive an 80 out of 100 points or higher on the following papers</li> </ul> <p>-3700 Field of SW: Reflection paper -4750 SW Practice with Groups: Paper on group formation, the middle phase, and the ending stage</p> <p><b><i>Average of all measures must be at or above 85%</i></b></p>	<ol style="list-style-type: none"> <li>1. Field ratings: 84%, not meeting the benchmark.</li> <li>2. 3700 Field of SW: 92%, meeting the benchmark.</li> <li>3. 4750 SW Practice with Groups: <i>data unavailable</i></li> </ol> <p><b><i>Average: 88% Met benchmark</i></b></p>

<p><b>Competency 2: Engage Diversity and Difference in Practice</b></p>	<p><i>Measure 1: Field evaluation</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must attain 3 out of 4 or higher in spring</li> </ul> <p><i>Measure 2: Signature Assignments</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must receive an 83 out of 100 points or higher on the following papers</li> </ul> <p>-3710 Culturally Competent SW Practice: Ethnographic interview Plan/Diagnostic Assignment  -4630 Diversity Issues in SW: Reflection paper #3  -4740 SW Practice with Individuals &amp; Families: Practice model paper  -4780 SW Policy &amp; Services: Policy and social issues paper</p> <p><b><i>Average of all measures must be at or above 85%</i></b></p>	<ol style="list-style-type: none"> <li>1. Field ratings: 87%, meeting the benchmark.</li> <li>2. 3710 Culturally Competent SW Practice: 76%, not meeting the benchmark.</li> <li>3. 4630 Diversity Issues in SW: 88%, meeting the benchmark.</li> <li>4. 4740 SW Practice with Individuals &amp; Families: 100%, meeting the benchmark.</li> <li>5. 4780 SW Policy &amp; Services: 90%, meeting the benchmark.</li> </ol> <p><b><i>Average: 88% Met benchmark</i></b></p>
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COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<p><i>Measure 1: Field evaluation</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must attain 3 out of 4 or higher in spring</li> </ul> <p><i>Measure 2: Signature Assignments</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must receive an 83 out of 100 points or higher on the following paper and a Satisfactory or higher on their thesis/research project</li> </ul> <p>-3010 Writing and Computers in SW: Power Point presentation -3820 Community Organization: Community assessment and intervention proposal</p> <p><b><i>Average of all measures must be at or above 85%</i></b></p>	<ol style="list-style-type: none"> <li>1. Field ratings: 80%, not meeting the benchmark.</li> <li>2. 3010 Writing and Computers in SW: 91%, meeting the benchmark.</li> <li>3. 3820 Community Organization: 91%, meeting the benchmark.</li> </ol> <p><b><i>Average: 87% Met benchmark</i></b></p>

<p><b>Competency 4: Engage In Practice- informed Research and Research- informed Practice</b></p>	<p><i>Measure 1: Field evaluation</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must attain 3 out of 4 or higher in spring</li> </ul> <p><i>Measure 2: Signature Assignments</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must receive a Satisfactory or higher on their thesis/research project</li> </ul> <p>-3712 Human Behavior &amp; Social Environment 2: Social/Health disparity literature review paper -3910 SW Research Methods: Literature review paper</p> <p><b><i>Average of all measures must be at or above 85%</i></b></p>	<ol style="list-style-type: none"> <li>1. Field ratings: 80%, not meeting the benchmark.</li> <li>2. 3712 Human Behavior &amp; Social Environment 2: 95%, meeting the benchmark.</li> <li>3. 3910 SW Research Methods: 95%, meeting the benchmark.</li> </ol> <p><b><i>Average: 90% Met benchmark</i></b></p>
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COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
<b>Competency 5: Engage in Policy Practice</b>	<p><i>Measure 1: Field evaluation</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must attain 3 out of 4 or higher in spring</li> </ul> <p><i>Measure 2: Signature Assignments</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must receive an 83 out of 100 points or higher on the following paper and a Satisfactory or higher on their thesis/research project</li> </ul> <p>-3820 Community Organization: Community assessment and intervention proposal  -4780 SW Policy &amp; Services: Policy and social issues paper</p> <p><b><i>Average of all measures must be at or above 85%</i></b></p>	<ol style="list-style-type: none"> <li>1. Field ratings: 76%, not meeting the benchmark.</li> <li>2. 3820 Community Organization: 91%, meeting the benchmark.</li> <li>3. 4780 SW Policy &amp; Services: 90%, meeting the benchmark.</li> </ol> <p><b><i>Average: 86% Met benchmark</i></b></p>

<p><b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b></p>	<p><i>Measure 1: Field evaluation</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must attain 3 out of 4 or higher in spring</li> </ul> <p><i>Measure 2: Signature Assignments</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must receive an 83 out of 100 points or higher on the following papers</li> </ul> <p>-3720 Interviewing and Communication Skills for SW Practice: Interview assignment  -4740 SW Practice with Individuals &amp; Families: Practice model paper  -4750 SW Practice with Groups: Paper on group formation, the middle phase, and the ending stage  -4780 SW Policy &amp; Services: Policy and social issues paper  -3820 Community Organization: Community assessment and intervention proposal</p> <p><b><i>Average of all measures must be at or above 85%</i></b></p>	<ol style="list-style-type: none"> <li>1. Field ratings: 86%, meeting the benchmark.</li> <li>2. 3720 Interviewing and Communication Skills for SW Practice: <i>data unavailable</i></li> <li>3. 4740 SW Practice with Individuals &amp; Families: 100%, meeting the benchmark.</li> <li>4. 4750 SW Practice with Groups: <i>data unavailable</i></li> <li>5. 4780 SW Policy &amp; Services: 90%, meeting the benchmark.</li> <li>6. 3820 Community Organization: 91%, meeting the benchmark.</li> </ol> <p><b><i>Average: 92% Met benchmark</i></b></p>
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COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<p><i>Measure 1: Field evaluation</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must attain 3 out of 4 or higher in spring</li> </ul> <p><i>Measure 2: Signature Assignments</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must receive an 83 out of 100 points or higher on the following papers</li> </ul> <p>-3711 Human Behavior &amp; Social Environment I: Family of origin paper  -3712 Human Behavior &amp; Social Environment 2: Social/Health di-sparity literature review paper  -4740 SW Practice with Individuals &amp; Families: Practice model paper  -4750 SW Practice with Groups: Paper on group formation, the middle phase, and the ending stage  -3820 Community Organization: Community assessment and intervention proposal  -4780 SW Policy &amp; Services: Policy and social issues paper</p> <p><b><i>Average of all measures must be at or above 85%</i></b></p>	<ol style="list-style-type: none"> <li>1. Field ratings: 81%, not meeting the benchmark.</li> <li>2. 3820 Community Organization: 91%, meeting the benchmark.</li> <li>3. 3711 Human Behavior &amp; Social Environment 1: <i>data unavailable</i></li> <li>4. 3712 Human Behavior &amp; Social Environment 2: 95%, meeting the benchmark.</li> <li>5. 4740 SW Practice with Individuals &amp; Families: 100% , meeting the benchmark</li> <li>6. 4750 SW Practice with Groups: <i>data unavailable</i></li> <li>7. 4780 SW Policy &amp; Services: 90%, meeting the benchmark</li> </ol> <p><b><i>Average: 91% Met benchmark</i></b></p>

<p><b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b></p>	<p><i>Measure 1: Field evaluation</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must attain 3 out of 4 or higher in spring</li> </ul> <p><i>Measure 2: Signature Assignments</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must receive an 83 out of 100 points or higher on the following papers</li> </ul> <p>-3820 Community Organization: Community assessment and intervention proposal  -4740 SW Practice with Individuals &amp; Families: Practice model paper  -4750 SW Practice with Groups: Paper on group formation, the middle phase, and the ending stage  -4780 SW Policy &amp; Services: Policy and social issues paper</p> <p><b><i>Average of all measures must be at or above 85%</i></b></p>	<ol style="list-style-type: none"> <li>1. Field ratings: 84%, not meeting the benchmark.</li> <li>2. 3820 Community Organization: 91%, meeting the benchmark.</li> <li>3. 4740 SW Practice with Individuals &amp; Families: 100%, meeting the benchmark.</li> <li>4. 4750 SW Practice with Groups: <i>data unavailable</i></li> <li>5. 4780 SW Policy &amp; Services: 90%, meeting the benchmark</li> </ol> <p><b><i>Average: 91% Met benchmark</i></b></p>
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COMPETENCY	COMPETENCY BENCHMARK	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<p><i>Measure 1: Field evaluation</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must attain 3 out of 4 or higher in spring</li> </ul> <p><i>Measure 2: Signature Assignments</i></p> <ul style="list-style-type: none"> <li>▪ 85% of students must receive an 83 out of 100 points or higher on the following papers</li> </ul> <p>-3820 Community Organization: Community assessment and intervention proposal  -4740 SW Practice with Individuals &amp; Families: Practice model paper  -4750 SW Practice with Groups: Paper on group formation, the middle phase, and the ending stage  -4780 SW Policy &amp; Services: Policy and social issues paper</p> <p><b><i>Average of all measures must be at or above 85%</i></b></p>	<ol style="list-style-type: none"> <li>1. Field ratings: 80%, not meeting the benchmark.</li> <li>2. 3820 Community Organization: 91%, meeting the benchmark.</li> <li>3. 4740 SW Practice with Individuals &amp; Families: 100%, meeting the benchmark.</li> <li>4. 4750 SW Practice with Groups: <i>data unavailable</i></li> <li>5. 4780 SW Policy &amp; Services: 90%, meeting the benchmark.</li> </ol> <p><b><i>Average: 90% Met benchmark</i></b></p>