

**JCSU Department of Social Work – BSW Program**  
**Assessment Data Collected during the Academic Year 2024-2025**  
**CSWE Form AS 4(B)**

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 (2022) and any additional competencies programs may choose to add. Below is a summary of the program's competency-based assessment plan.

<b>Assessment Measure #1: Assignments and Activities</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Processes
When/where students are assessed:	Students are assessed in the practicum placements at the end of the fall and spring semesters and throughout the various courses in the BSW curriculum.
Who assessed student competence:	Faculty members in the BSW Program
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	70%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	70%
<b>Assessment Measure #2: Practicum Evaluation</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive and Affective Processes
When/where students are assessed:	Students are assessed in the practicum placements at the end of the fall and spring semesters
Who assessed student competence:	Practicum Instructors in the BSW Program
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	70%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	70%

### 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 2024-2025

Competency	Course/Assignment	Dimensions	Competency Benchmark (%)	Percentage of Students Achieving Benchmark		
				Aggregate of Students from All Program Options n = # of students	Traditional Program n = # of students	Evening Program n = # of students
Competency 1: Demonstrate Ethical and Professional Behavior	SWK 340: Social Work Values & Ethics <i>Ethical Wills Assignment 1</i>	K, V, S, C & AP	70%	98% n = 31	99% n = 21	96% n = 10
	SWK 431: Social Work Research Methods <i>IRB Human Subjects CITI Training</i>	K, V, S, C & AP	70%	100% n = 13	100% n = 9	100% n = 4
	SWK 495 & SWK 496 <i>Final Practicum Evaluation</i>	K, V, S, C & AP	70%	91% n = 12	91% n = 5	91% n = 7

	<b>Aggregate of All Measures for Competency 1</b>	K, V, S, C & AP	<b>70%</b>	<b>96%</b> <b>n = 56</b>	<b>97%</b> <b>n = 35</b>	<b>96%</b> <b>n = 21</b>
<b>Competency 2:</b> Advance Human Rights and Social, Racial, Economic, and Environmental Justice	<b>SWK 332:</b> <i>Social Policy II</i> <i>Social Policy Debate</i>	K, V, S, C & AP	<b>70%</b>	<b>87%</b> <b>n = 12</b>	<b>87%</b> <b>n = 9</b>	<b>87%</b> <b>n = 3</b>
	<b>SWK 434: Social Work Practice II</b> <i>Case Analysis Portfolio</i>	K, V, S, C & AP	<b>70%</b>	<b>81%</b> <b>n = 8</b>	<b>74%</b> <b>n = 5</b>	<b>88%</b> <b>n = 3</b>
	<b>SWK 495 &amp; SWK 496</b> <i>Final Practicum Evaluation</i>	K, V, S, C & AP	<b>70%</b>	<b>91%</b> <b>n = 12</b>	<b>91%</b> <b>n = 5</b>	<b>91%</b> <b>n = 7</b>
	<b>Aggregate of All Measures for Competency 2</b>	K, V, S, C & AP	<b>70%</b>	<b>86%</b> <b>n = 32</b>	<b>84%</b> <b>n = 19</b>	<b>89%</b> <b>n = 13</b>
<b>Competency 3:</b> Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	<b>SWK 300: Cultural Competence and Anti-Racism in Social Work</b> <i>Anti-Racism Assignment #1</i>	K, V, S, C & AP	<b>70%</b>	<b>87%</b> <b>n = 33</b>	<b>88%</b> <b>n = 14</b>	<b>86%</b> <b>n = 19</b>
	<b>SWK 300: Cultural Competence and Anti-Racism in Social Work</b> <i>Anti-Racism Assignment #2</i>	K, V, S, C & AP	<b>70%</b>	<b>83%</b> <b>n = 31</b>	<b>85%</b> <b>n = 14</b>	<b>81%</b> <b>n = 17</b>
	<b>SWK 336: HBSE</b> <i>Diverse Experience Portfolio</i>	K, V, S, C & AP	<b>70%</b>	<b>87%</b> <b>n = 12</b>	<b>93%</b> <b>n = 3</b>	<b>81%</b> <b>n = 9</b>
	<b>SWK 495 &amp; SWK 496</b> <i>Final Practicum Evaluation</i>	K, V, S, C & AP	<b>70%</b>	<b>91%</b> <b>n = 12</b>	<b>91%</b> <b>n = 5</b>	<b>91%</b> <b>n = 7</b>
	<b>Aggregate of All Measures for Competency 3</b>	K, V, S, C & AP	<b>70%</b>	<b>87%</b> <b>n = 88</b>	<b>89%</b> <b>n = 36</b>	<b>85%</b> <b>n = 52</b>

<b>Competency 4:</b> Engage in Practice-informed Research and Research-informed Practice	<b>SWK 436: Senior Investigative Paper I</b> <i>SIP Research Proposal</i>	K, V, S, C & AP	<b>70%</b>	<b>85%</b> <b>n = 13</b>	<b>85%</b> <b>n = 6</b>	<b>85%</b> <b>n = 7</b>
	<b>SWK 438: Senior Investigative Paper II</b> <i>SIP Final Paper</i>	K, V, S, C & AP	<b>70%</b>	<b>86%</b> <b>n = 13</b>	<b>86%</b> <b>n = 6</b>	<b>86%</b> <b>n = 7</b>
	<b>SWK 495 &amp; SWK 496</b> <i>Final Practicum Evaluation</i>	K, V, S, C & AP	<b>70%</b>	<b>91%</b> <b>n = 12</b>	<b>91%</b> <b>n = 5</b>	<b>91%</b> <b>n = 7</b>
	<b>Aggregate of All Measures for Competency 4</b>	K, V, S, C & AP	<b>70%</b>	<b>87%</b> <b>n = 38</b>	<b>87%</b> <b>n = 17</b>	<b>87%</b> <b>n = 21</b>
<b>Competency 5:</b> Engage in Policy Practice	<b>SWK 330: Social Policy I</b> <i>Social Policy Analysis Paper</i>	K, V, S, C & AP	<b>70%</b>	<b>92%</b> <b>n = 12</b>	<b>95%</b> <b>n = 9</b>	<b>88%</b> <b>n = 3</b>
	<b>SWK 332: Social Policy II</b> <i>Social Policy Debate</i>	K, V, S, C & AP	<b>70%</b>	<b>87%</b> <b>n = 12</b>	<b>87%</b> <b>n = 9</b>	<b>87%</b> <b>n = 3</b>
	<b>SWK 495 &amp; SWK 496</b> <i>Final Practicum Evaluation</i>	K, V, S, C & AP	<b>70%</b>	<b>91%</b> <b>n = 12</b>	<b>91%</b> <b>n = 5</b>	<b>91%</b> <b>n = 7</b>
	<b>Aggregate of All Measures for Competency 5</b>	K, V, S, C & AP	<b>70%</b>	<b>90%</b> <b>n = 36</b>	<b>91%</b> <b>n = 23</b>	<b>89%</b> <b>n = 13</b>
<b>Competency 6:</b>	<b>SWK 336: HBSE</b> <i>Biopsychosocial Case Study</i>	K, V, S, C & AP	<b>70%</b>	<b>83%</b> <b>n = 12</b>	<b>81%</b> <b>n = 3</b>	<b>84%</b> <b>n = 9</b>

Engage with Individuals, Families, Groups, Organizations, and Communities						
	<b>SWK 433: Social Work Practice I</b> <i>Biopsychosocial Assessment</i>	K, V, S, C & AP	<b>70%</b>	<b>80%</b> n = 12	<b>82%</b> n = 9	<b>78%</b> n = 3
	<b>SWK 435: Social Work Practice III</b> <i>Group Proposal</i>	K, V, S, C & AP	<b>70%</b>	<b>89%</b> n = 12	<b>85%</b> n = 9	<b>93%</b> n = 3
	<b>SWK 495 &amp; SWK 496</b> <i>Final Practicum Evaluation</i>	K, V, S, C & AP	<b>70%</b>	<b>91%</b> n = 12	<b>91%</b> n = 5	<b>91%</b> n = 7
	<b>Aggregate of All Measures for Competency 6</b>	K, V, S, C & AP	<b>70%</b>	<b>86%</b> n = 48	<b>85%</b> n = 26	<b>87%</b> n = 22
<b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and Communities	<b>SWK 336: HBSE</b> <i>Biopsychosocial Case Study</i>	K, V, S, C & AP	<b>70%</b>	<b>83%</b> n = 12	<b>81%</b> n = 3	<b>84%</b> n = 9
	<b>SWK 433: Social Work Practice I</b> <i>Biopsychosocial Assessment</i>	K, V, S, C & AP	<b>70%</b>	<b>80%</b> n = 12	<b>82%</b> n = 3	<b>78%</b> n = 9
	<b>SWK 435: Social Work Practice III</b> <i>Group Proposal</i>	K, V, S, C & AP	<b>70%</b>	<b>89%</b> n = 12	<b>85%</b> n = 3	<b>93%</b> n = 9
	<b>SWK 495 &amp; SWK 496</b> <i>Final Practicum Evaluation</i>	K, V, S, C & AP	<b>70%</b>	<b>91%</b> n = 12	<b>91%</b> n = 5	<b>91%</b> n = 7
	<b>Aggregate of All Measures for Competency 7</b>	K, V, S, C & AP	<b>70%</b>	<b>86%</b> n = 48	<b>85%</b> n = 14	<b>87%</b> n = 34

<b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and Communities	<b>SWK 434: Social Work Practice II Case Analysis Portfolio</b>	K, V, S, C & AP	<b>70%</b>	<b>90%</b> <b>n = 8</b>	<b>92%</b> <b>n = 5</b>	<b>88%</b> <b>n = 3</b>
	<b>SWK 435: Social Work Practice III Group Facilitation</b>	K, V, S, C & AP	<b>70%</b>	<b>89%</b> <b>n = 12</b>	<b>91%</b> <b>n = 9</b>	<b>86%</b> <b>n = 3</b>
	<b>SWK 495 &amp; SWK 496 Final Practicum Evaluation</b>	K, V, S, C & AP	<b>70%</b>	<b>91%</b> <b>n = 12</b>	<b>91%</b> <b>n = 5</b>	<b>91%</b> <b>n = 7</b>
	<b>Aggregate of All Measures for Competency 8</b>	K, V, S, C & AP	<b>70%</b>	<b>90%</b> <b>n = 32</b>	<b>91%</b> <b>n = 19</b>	<b>88%</b> <b>n = 13</b>
<b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	<b>SWK 435: Social Work Practice III Group Facilitation</b>	K, V, S, C & AP	<b>70%</b>	<b>89%</b> <b>n = 12</b>	<b>91%</b> <b>n = 9</b>	<b>86%</b> <b>n = 3</b>
	<b>SWK 438: Senior Investigative Paper II SIP Final Paper</b>	K, V, S, C & AP	<b>70%</b>	<b>86%</b> <b>n = 13</b>	<b>86%</b> <b>n = 6</b>	<b>86%</b> <b>n = 7</b>
	<b>SWK 495 &amp; SWK 496 Final Practicum Evaluation</b>	K, V, S, C & AP	<b>70%</b>	<b>91%</b> <b>n = 12</b>	<b>91%</b> <b>n = 5</b>	<b>91%</b> <b>n = 7</b>
	<b>Aggregate of All Measures for Competency 9</b>	K, V, S, C & AP	<b>70%</b>	<b>89%</b> <b>n = 37</b>	<b>89%</b> <b>n = 20</b>	<b>88%</b> <b>n = 17</b>

Each of the nine social work competencies listed above contains “dimensions” of the competency necessary for learning and developing competence in the area throughout the course. These four dimensions are:

- **Knowledge (K):** academic and experiential
- **Values (V):** Values and beliefs of the profession: codified in the Code of Ethics
- **Skills (S):** Demonstrated ability to practice social work interventions (that integrate values, knowledge, and cognitive and affective processes).
- **Cognitive and Affective Processes (C & AP):** As defined in CSWE 2015 EPAS Glossary - (includes critical thinking, affective reactions, and exercise of judgment)
  - *Critical Thinking:* an intellectual, disciplined process of conceptualizing, analyzing, evaluating and synthesizing multiple sources of information generated by observation, reflection and reasoning.
  - *Affective Reactions:* the way in which our emotions influence our thinking and subsequent behavior.
  - *Judgement:* the capacity to perceive and discern multiple sources to form an opinion.