

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
LIBERTY 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.

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

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.

| Assessment Measure #1: Final Field Evaluation (FFE) for Generalist Field Placement | |
|---|---|
| Competency(ies) assessed: | #1 – 9 |
| Dimension(s) assessed: | Knowledge, Values, Skills, Cognitive & Affective Processes |
| When/where students are assessed: | Field Site -Last semester of Generalist Field Placement |
| Who assessed student competence: | Field Instructor, Agency Task Supervisor, Faculty Field Liaison |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: | 4 on 7-point scale |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80% |
| Assessment Measure #2: Comprehensive Exam for Generalist Level (CE) | |
| Competency(ies) assessed: | #1 – 9 |
| Dimension(s) assessed: | Knowledge, Values |
| When/where students are assessed: | Last semester of Generalist Level courses |
| Who assessed student competence: | Program personnel administer the exam |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: | 70% correct on associated questions |
| 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 | Specialized Practice

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.

Area of Specialized Practice: Advanced Generalist

| Assessment Measure #3: Final Field Evaluation for Advanced Generalist Placement (FFE) | |
|---|--|
| Competency(ies) assessed: | #1 – 9 |
| Dimension(s) assessed: | Knowledge, Values, Skills, Cognitive & Affective Processes |
| When/where students are assessed: | Field Site -Last semester of Advanced Generalist Field Placement |
| Who assessed student competence: | Field Instructor, Agency Task Supervisor, Faculty Field Liaison |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: | 4 on 7-point scale |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80% |
| Assessment Measure #4: Comprehensive Exam for Advanced Generalist Level (CE) | |
| Competency(ies) assessed: | #1 – 9 |
| Dimension(s) assessed: | Knowledge, Values |
| When/where students are assessed: | Last semester of Advanced Generalist Level courses |
| Who assessed student competence: | Program personnel administer the exam |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: | 70% correct on associated questions |
| 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.

Assessment Data Collected during the Academic Year (2022-2023) Program Option #1: Residential Program Option

| COMPETENCY | COMPETENCY BENCHMARK | COMPETENCY BENCHMARK | PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK | |
|--|--|--|---|--|
| | Generalist | Advanced Generalist | Generalist Practice N ¹ = 8 N ² = 7 | Advanced Generalist N ¹ = 11 N ² = 5 |
| Competency 1: Demonstrate Ethical and Professional Behavior | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE = 100 CE= 100 Total= 100 | FFE= 100 CE= 100 Total= 100 |
| Competency 2: Engage Diversity and Difference in Practice | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 100 CE= 100 Total= 100 | FFE= 100 CE= 100 Total= 100 |
| Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 100 CE= 86 Total= 93 | FFE= 100 CE= 100 Total= 100 |
| Competency 4: Engage in Practice-informed Research and Research-informed Practice | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 100 CE= 100 Total= 100 | FFE= 100 CE= 100 Total= 100 |
| Competency 5: Engage in Policy Practice | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 100 CE= 100 Total= 100 | FFE= 100 CE= 100 Total= 100 |
| Competency 6: Engage with Individuals, Families, | 80% of the students will attain the competency | 80% of the students will attain the competency | FFE = 100 CE= 86 | FFE= 100 CE= 100 |

| | | | | |
|---|---|---|---------------------------------------|---------------------------------------|
| Groups, Organizations, and Communities | Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | Total= 93 | Total= 100 |
| Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 100 CE= 100 Total= 100 | FFE= 100 CE= 100 Total= 100 |
| Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 100 CE= 100 Total= 100 | FFE= 100 CE= 100 Total= 100 |
| Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 100 CE= 100 Total= 100 | FFE= 100 CE= 100 Total= 100 |

N¹= N for field evaluations

N²= N for comprehensive exam

* Generalist Data for this table based on SOWK 588 Generalist Level Comprehensive Exam and 500 level Field Evaluations Fall 2022, Spring 2023, Summer 2023

**Advanced Generalist Data for this table based on SOWK 688 Specialist Level Comprehensive Exam and 600 level Field Evaluations Fall 2022, Spring 2023, Summer 2023

**Assessment Data Collected during the Academic Year (2022-2023)
Program Option #2: Online Program Option**

| COMPETENCY | COMPETENCY BENCHMARK | COMPETENCY BENCHMARK | PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK | |
|--|---|---|--|---|
| | Generalist | Advanced Generalist | Generalist Practice N ¹ = 65 N ² =92 | Advanced Generalist N ¹ = 12 N ² = 17 |
| Competency 1: Demonstrate Ethical and Professional Behavior | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 98 CE= 99 Total= 99 | FFE= 100 CE= 100 Total= 100 |
| Competency 2: Engage Diversity and Difference in Practice | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 98 CE= 87 Total= 93 | FFE= 100 CE= 100 Total= 100 |
| Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 98 CE= 88 Total= 93 | FFE= 100 CE= 94 Total= 95 |
| Competency 4: Engage in Practice-informed Research and Research-informed Practice | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 94 CE= 82 Total= 88 | FFE= 100 CE= 100 Total= 100 |
| Competency 5: Engage in Policy Practice | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 97 CE= 93 Total= 95 | FFE= 100 CE= 100 Total= 100 |
| Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 98 CE= 97 Total= 98 | FFE= 100 CE= 100 Total= 100 |
| Competency 7: Assess Individuals, Families, | 80% of the students will attain the competency Benchmark across two measures: | 80% of the students will attain the competency Benchmark across two measures: | FFE= 98 CE= 93 | FFE= 100 CE= 100 |

| | | | | |
|---|---|---|------------------------------------|---------------------------------------|
| Groups, Organizations, and Communities | Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | Total= 96 | Total= 100 |
| Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 98 CE= 90 Total= 94 | FFE= 100 CE= 100 Total= 100 |
| Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | FFE= 98 CE= 97 Total= 98 | FFE= 100 CE= 100 Total= 100 |

N¹= N for field evaluations

N²= N for comprehensive exam

* Generalist Data for this table based on SOWK 588 Generalist Level Comprehensive Exam and 500 level Field Evaluations Fall 2022, Spring 2023, Summer 2023

**Advanced Generalist Data for this table based on SOWK 688 Specialist Level Comprehensive Exam and 600 level Field Evaluations Fall 2022, Spring 2023, Summer 2023

**OVERALL ASSESSMENT OF STUDENT LEARNING OUTCOMES
(Aggregate Findings for All Students from All Program Options Combined)**

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

| COMPETENCY | COMPETENCY BENCHMARK | COMPETENCY BENCHMARK | PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK | |
|--|--|--|--|--|
| | Generalist | Advanced Generalist | Generalist Practice N ¹ = 73 N ² =99 | Advanced Generalist N ¹ = 23 N ² =22 |
| Competency 1: Demonstrate Ethical and Professional Behavior | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 99 | 100 |
| Competency 2: Engage Diversity and Difference in Practice | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 94 | 100 |
| Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 94 | 95 |
| Competency 4: Engage in Practice-informed Research and Research-informed Practice | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 89 | 100 |
| Competency 5: Engage in Policy Practice | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 96 | 100 |
| Competency 6: Engage with Individuals, Families, | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; | 98 | 100 |

| | | | | |
|---|--|--|----|-----|
| Groups, Organizations, and Communities | 70% achievement on related exam questions | 70% achievement on related exam questions | | |
| Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 97 | 100 |
| Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 95 | 100 |
| Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 80% of the students will attain the competency Benchmark across two measures: Earning 4 or higher on a 7-point scale on FFE; 70% achievement on related exam questions | 98 | 100 |

N¹= N for field evaluations

N²= N for comprehensive exam

* Generalist Data for this table based on SOWK 588 Generalist Level Comprehensive Exam and 500 level Field Evaluations Fall 2022, Spring 2023, Summer 2023

**Advanced Generalist Data for this table based on SOWK 688 Specialist Level Comprehensive Exam and 600 level Field Evaluations Fall 2022, Spring 2023, Summer 2023