

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)**  
**Creighton 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.

---

**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: Field Evaluation for direct observation</b>	
Dimension(s) assessed:	Skill level dimension is primarily assessed, but some competencies also measure cognitive/affective processing, knowledge, and value dimensions as well
When/where students are assessed:	Students are assessed throughout the fall and spring semesters of their senior year while actively demonstrating skills at the practicum site or in regularly scheduled supervision meetings.
Who assessed student competence:	Each student's practicum field instructor and/or combination of field task supervisor and social work educational supervisor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	8.3 measure on a 10-point scale to align with the B grade level
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	Not applicable with benchmarks of current reported data
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	75% of students will achieve the 8.3 outcome measure benchmark
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	Not applicable with current data; no differences per competency benchmarks
<b>Assessment Measure #2: Capstone Assignment for in-direct observation</b>	
Dimension(s) assessed:	Cognitive/affective dimension
When/where students are assessed:	Students are assessed via their capstone assignment as part of SWK 480 their final semester of the social work program
Who assessed student competence:	Faculty of SWK 480 assess this competency. One portion of the assignment is evaluated by community social work providers to give student and program

	feedback on demonstration of competencies related to capstone poster presentation.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	8.3 measure on a 10-point scale to align with the B grade level
<i>(Add additional rows if Outcome Measure Benchmarks are different per competency)</i>	Not applicable with benchmarks of current reported data
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	75% of students will achieve the 8.3 outcome measure benchmark
<i>(Add additional rows if Competency Benchmarks are different per competency)</i>	Not applicable with current data; no differences per competency benchmarks
<b>[optional] Assessment Measure #3: (INSTRUMENT NAME)</b> <i>(Repeat table for each additional measure)N/A for Creighton's program</i>	

### 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 (2021-2022)

COMPETENCY	COMPETENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
		Aggregate of Students from All Program Options  n = (Number of students) n=16 in Creighton University's BSW program
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	<b>75% of our students will demonstrate competence of 2 or more identified measures at the 8.3 benchmark outcome level noted above</b>	83%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	<b>75% of our students will demonstrate competence of 2 or more identified measures at the 8.3 benchmark outcome level noted above</b>	61.5%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<b>75% of our students will demonstrate competence of 2 or more identified measures at the 8.3 benchmark outcome level noted above</b>	75%
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	<b>75% of our students will demonstrate competence of 2 or more identified measures at the 8.3 benchmark outcome level noted above</b>	93%

<b>Competency 5: Engage in Policy Practice</b>	<b>75% of our students will demonstrate competence of 2 or more identified measures at the 8.3 benchmark outcome level noted above</b>	83.5%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	<b>75% of our students will demonstrate competence of 2 or more identified measures at the 8.3 benchmark outcome level noted above</b>	75%
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<b>75% of our students will demonstrate competence of 2 or more identified measures at the 8.3 benchmark outcome level noted above</b>	80.35%
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<b>75% of our students will demonstrate competence of 2 or more identified measures at the 8.3 benchmark outcome level noted above</b>	71.4%
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>75% of our students will demonstrate competence of 2 or more identified measures at the 8.3 benchmark outcome level noted above</b>	91.5%
<b>Competency 10: Ignatian Ideals/charisms in social work practice</b>	<b>75% of our students will demonstrate competence of 2 or more identified measures at the 8.3 benchmark outcome level noted above</b>	98.5%