

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)  
SIENA COLLEGE 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: Field Performance Evaluation Assessment of Competencies 1 - 9</b>
Dimension(s) assessed: Knowledge, values, skills, & cognitive and affective processes
When/where students are assessed: SWRK 420 Field Education II - field placements
Who assessed student competence: Field educator, field liaison and Coordinator of Field Education
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Students will achieve a rating of 2.0 or higher on a 3-point scale
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 90%
<b>Assessment Measure #2: Competency 1 Ethical Dilemmas Assignment</b>
Dimension(s) assessed: Knowledge, values, & cognitive and affective processes
When/where students are assessed: SWRK 420 Field Education II
Who assessed student competence: Faculty Instructor and Coordinator of Field Education
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Students will achieve a score of 80% or higher on specified parts of an assignment
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 90%

**Assessment Measure #2: Competency 2  
Narrative and Case Presentation**

Dimension(s) assessed: Knowledge & skill

When/where students are assessed: SWRK 300 Human Behavior and the Social Environment I

Who assessed student competence: Faculty instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Students will achieve a score of 80% or higher on specified parts of an assignment

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 90%

**Assessment Measure #2: Competency 3  
Policy Analysis 1: Assessing One's Macro Policy Practice and the Impact of Policy in the Field Setting**

Dimension(s) assessed: Knowledge & skills

When/where students are assessed: SWRK 440 Social Welfare Policy

Who assessed student competence: Faculty instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Students will achieve a score of 80% or higher on specified parts of an assignment

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 90%

**Assessment Measure #2: Competency 4  
Research Proposal**

Dimension(s) assessed: Knowledge, values, skills & cognitive and affective processes

When/where students are assessed: SWRK 430 Social Work Research

Who assessed student competence: Faculty instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Students will achieve a score of 80% or higher on specified parts of an assignment

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 90%

**Assessment Measure #2: Competency 5  
Policy Advocacy Project**

Dimension(s) assessed: Knowledge & skills

When/where students are assessed: SWRK 440 Social Welfare Policy

Who assessed student competence: Faculty instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Students will achieve a score of 80% or higher on specified parts of an assignment

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 90%

**Assessment Measure #2: Competency 6  
Skills Assessment**

Dimension(s) assessed: Skills, values & cognitive and affective processes

When/where students are assessed: SWRK 320 Social Work with Individuals and Families

Who assessed student competence: Faculty instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Students will achieve a score of 80% or higher on specified parts of an assignment

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 90%

**Assessment Measure #2: Competency 7  
Early Childhood: Child & Family Assignment**

Dimension(s) assessed: Knowledge & skills

When/where students are assessed: SWRK 310 Human Behavior and the Social Environment II

Who assessed student competence: Faculty instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Students will achieve a score of 80% or higher on specified parts of an assignment

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 90%

**Assessment Measure #2: Competency 8  
Field Placement Group Proposal**

Dimension(s) assessed: Cognitive and affective processes

When/where students are assessed: SWRK 415 Social Work Practice with Groups

Who assessed student competence: Faculty instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Students will achieve a score of 80% or higher on specified parts of an assignment

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 90%

**Assessment Measure #2: Competency 9  
Community Needs Assessment - Part II**

Dimension(s) assessed: Knowledge, values, skills & cognitive and affective processes

When/where students are assessed: SWRK 315 Social Work Practice with Organizations and Communities

Who assessed student competence: Faculty instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: Students will achieve a score of 80% or higher on specified parts of an assignment

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: 90%

### 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 (2023-2024)

COMPETENCY	COMPETENCY BENCHMARK (%)	<b>PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK</b> Aggregate of Students from All Program Options  n = (Number of students)
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	Field: 90% will achieve 3.0 or higher on a 5-point scale  SWRK 420: 90% will achieve 80% or higher on specified parts of an assignment	97.5% n = 40

<p><b>Competency 2: Engage Diversity and Difference in Practice</b></p>	<p>Field: 90% will achieve 3.0 or higher on a 5-point scale</p> <p>SWRK 300: 90% will achieve 80% or higher on specified parts of an assignment</p>	<p>100% n = 45</p>
<p><b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b></p>	<p>Field: 90% will achieve 3.0 or higher on a 5-point scale</p> <p>SWRK 440: 90% will achieve 80% or higher on specified parts of an assignment</p>	<p>95% n = 40</p>
<p><b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b></p>	<p>Field: 90% will achieve 3.0 or higher on a 5-point scale</p> <p>SWRK 430: 90% will achieve 80% or higher on specified parts of an assignment</p>	<p>85% n = 40</p>
<p><b>Competency 5: Engage in Policy Practice</b></p>	<p>Field: 90% will achieve 3.0 or higher on a 5-point scale</p> <p>SWRK 440: 90% will achieve 80% or higher on specified parts of an assignment</p>	<p>100% n = 40</p>
<p><b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b></p>	<p>Field: 90% will achieve 3.0 or higher on a 5-point scale</p> <p>SWRK 320 (Individuals): 90% will achieve 80% or higher on specified parts of an assignment</p>	<p>96% n = 45</p>
<p><b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b></p>	<p>Field: 90% will achieve 3.0 or higher on a 5-point scale</p> <p>SWRK 310 (Families): 90% will achieve 80% or higher on specified parts of an assignment</p>	<p>98% n = 45</p>

<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	Field: 90% will achieve 3.0 or higher on a 5-point scale SWRK 415 (Groups): 90% will achieve 80% or higher on specified parts of an assignment	95% n = 40
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	Field: 90% will achieve 3.0 or higher on a 5-point scale SWRK 315 (Comm & Org): 90% will achieve 80% or higher on parts of an specified assignment	93.2% n = 43