

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)**  
**LBC | CAPITAL SEMINARY AND GRADUATE SCHOOL 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 updates (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 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 their 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.

### 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: Final Field Instructor Evaluation</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective processing
When/where students are assessed:	Field Instructor will complete the Final Evaluation at the end of their foundation internship
Who assessed student competence:	Field Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 or 4 on a 4-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%
<b>Assessment Measure #2: Multidimensional Competencies Assessment Portfolio</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective processing
When/where students are assessed:	Students assessed after an approved assignment in Generalist Curriculum through various courses
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 or 4 on a 4-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%
<b>Assessment Measure #3: Spiritual Dimension Integration Simulation</b>	
Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	This assessment is completed in the Foundation Field Seminar class
Who assessed student competence:	Field Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10:	3 or 4 on a 4-point rubric
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10:	80%

<b>Assessment Measure #4: Competencies and a Biblical Worldview Discussion Posts</b>	
Dimension(s) assessed:	Knowledge, Values, Cognitive and Affective Processes
When/where students are assessed:	This assessment is completed in the Foundation Field Seminar class
Who assessed student competence:	Field Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10:	3 or 4 on a 4-point rubric
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10:	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. Programs may add/delete rows to accurately reflect the number of areas of specialized practice and each measure included in the data presented.

#### Area of Specialized Practice #1: Clinical Social Work

<b>Assessment Measure #1: Final Field Instructor Evaluation</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective processing
When/where students are assessed:	Field Instructor will complete the Final Evaluation at the end of their specialized internship
Who assessed student competence:	Field Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 or 4 on a 4-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: Multi-dimensional Competencies Assessment Portfolio</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective processing
When/where students are assessed:	Students assessed after an approved assignment in Specialized Curriculum through various courses
Who assessed student competence:	Faculty Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 or 4 on a 4-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 #3: Spiritual Practice Group assignment</b>	
Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	This assessment is completed in the Clinical Groups class
Who assessed student competence:	Course Instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10:	3 or 4 on a 4-point rubric
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10:	90%
<b>Assessment Measure #4: Competencies and a Biblical Worldview Discussion Posts</b>	
Dimension(s) assessed:	Knowledge, Values, Cognitive and Affective Processes
When/where students are assessed:	This assessment is completed in the Specialized Field Seminar class
Who assessed student competence:	Field Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10:	3 or 4 on a 4-point rubric
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10:	90%

### Area of Specialized Practice #2: Advanced Child and Family Practice

<b>Assessment Measure #1: Final Field Instructor Evaluation</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective processing
When/where students are assessed:	Field Instructor will complete the Final Evaluation at the end of their specialized internship
Who assessed student competence:	Field Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 or 4 on a 4-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: Multi-dimensional Competencies Assessment Portfolio</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective processing
When/where students are assessed:	Students assessed after an approved assignment in Specialized Curriculum through various courses
Who assessed student competence:	Faculty Instructor

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 or 4 on a 4-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 #3: Spiritual Practice Group Assignment</b>	
Dimension(s) assessed:	Knowledge, Values, Skills
When/where students are assessed:	This assessment is completed in the Systems and Groups class
Who assessed student competence:	Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10:	3 or 4 on a 4-point rubric
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10:	90%
<b>Assessment Measure #4: Competencies and a Biblical Worldview Discussion Posts</b>	
Dimension(s) assessed:	Knowledge, Values, Cognitive and Affective Processes
When/where students are assessed:	This assessment is completed in the Specialized Field Seminar class
Who assessed student competence:	Field Course Instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10:	3 or 4 on a 4-point rubric
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10:	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 and 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. However, beyond these formatting alternations, the program may not alter the content of this form.

#### Assessment Data Collected during the Academic Year (2023-2024) Program Option #1: Online

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice n = 3	Area of Specialized Practice #1: Clinical Social Work n = 7	Area of Specialized Practice #2: Advanced Child and Family Practice n = 0  *There were no students in this specialization during the 2023-2024 academic year
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competence inclusive of 2 measures	90% of students will demonstrate competence inclusive of 2 measures	100%	92.5%	NA
Competency 2: Engage Diversity and Difference in Practice	80% of students will demonstrate competence inclusive of 2 measures	90% of students will demonstrate competence inclusive of 2 measures	100%	92.5%	NA

<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<b>80% of students will demonstrate competence inclusive of 2 measures</b>	<b>90% of students will demonstrate competence inclusive of 2 measures</b>	100%	100%	NA
<b>Competency 4: Engage in Practice- informed Research and Research- informed Practice</b>	<b>80% of students will demonstrate competence inclusive of 2 measures</b>	<b>90% of students will demonstrate competence inclusive of 2 measures</b>	100%	100%	NA
<b>Competency 5: Engage in Policy Practice</b>	<b>80% of students will demonstrate competence inclusive of 2 measures</b>	<b>90% of students will demonstrate competence inclusive of 2 measures</b>	100%	100%	NA
<b>Competency 6: Engage with Individuals, Families, &amp; Groups</b>	<b>80% of students will demonstrate competence inclusive of 2 measures</b>	<b>90% of students will demonstrate competence inclusive of 2 measures</b>	100%	92.5%	NA
<b>Competency 7: Assess Individuals, Families, &amp; Groups</b>	<b>80% of students will demonstrate competence inclusive of 2 measures</b>	<b>90% of students will demonstrate competence inclusive of 2 measures</b>	100%	92.5%	NA
<b>Competency 8: Intervene with Individuals, Families, &amp; Groups</b>	<b>80% of students will demonstrate competence inclusive of 2 measures</b>	<b>90% of students will demonstrate competence inclusive of 2 measures</b>	100%	92.5%	NA
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80% of students will demonstrate competence inclusive of 2 measures</b>	<b>90% of students will demonstrate competence inclusive of 2 measures</b>	100%	92.5%	NA
<b>Competency 10: Synthesize Social Work Values and One's Biblical Worldview when</b>	<b>80% of students will demonstrate competence</b>	<b>90% of students will demonstrate competence</b>	83.5%	85%	NA



<b>Working with Individuals, Families, Groups, Organizations, and Communities</b>	<b>inclusive of 2 measures</b>	<b>inclusive of 2 measures</b>			
---	------------------------------------	------------------------------------	--	--	--