

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

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**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. Programs may add/delete rows to accurately reflect the number measures included in the data presented.

<b>Assessment Measure #1: Field Evaluation</b>	
Dimensions assessed:	Knowledge, Value, Skills, Cognitive & Affective Processes
When/where students are assessed:	At end of generalist year in field internship
Who assessed student competence:	Field instructors or external supervisors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must receive an assessment of "Good—Performance generally meets expectations for students at this level" or better on the five-point assessment scale
Competency Benchmark (percent of students the program expects to achieve the minimum scores, inclusive of all measures) for all Competencies:	85% of students achieve outcome benchmark for all measures

<b>Assessment Measure #2: Course-Embedded Assignments</b>	
Dimensions assessed:	Knowledge, Value, Skills, and/or Cognitive & Affective Processes
When/where students are assessed:	<p>At end of semester in required courses:</p> <p>Competency 1: T7103 Advocacy in Social Work Practice: Decolonizing Mezzo and Macro Practice in Social Work</p> <p>Competency 2: T7100 Foundations of Social Work Practice: Decolonizing Social Work</p> <p>Competency 3: T660A Human Behavior and the Social Environment A</p> <p>Competency 4: T6501 Social Work Research</p> <p>Competency 5: T6801 Social Welfare Policy</p> <p>Competencies 6-8: T7102 Direct Practice with Individuals, Families and Groups</p> <p>Competency 9: T7103 Advocacy in Social Work Practice: Decolonizing Mezzo and Macro Practice in Social Work</p>
Who assessed student competence:	Course instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	<p><i>Exams:</i> Students must receive a score of 70% or higher</p> <p><i>Other assignments:</i> Students must receive an instructor's assessment of "Good—Performance generally meets expectations for students at this level" or better on the five-point assessment scale using the competency description and behaviors as an assessment rubric</p>
Competency Benchmark (percent of students the program expects to achieve the minimum scores, inclusive of all measures) for all Competencies:	85% of students achieve outcome benchmark for all measures

## 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.

### Summary of Specialized Practice Assessment Plan: Advanced Clinical Practice

<b>Assessment Measure #1: Field Evaluation</b>	
Dimensions assessed:	Knowledge, Value, Skills, Cognitive & Affective Processes
When/where students are assessed:	At end of specialized year in field internship
Who assessed student competence:	Field instructors or external supervisors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must receive an assessment of "Good—Performance generally meets expectations for students at this level" or better on the five-point assessment scale
Competency Benchmark (percent of students the program expects to achieve the minimum scores, inclusive of all measures) for all Competencies:	85% of students achieve outcome benchmark for all measures

<b>Assessment Measure #2: Course-Embedded Assignments</b>	
Dimensions assessed:	Knowledge, Value, Skills, and/or Cognitive & Affective Processes
When/where students are assessed:	<p>At end of semester in required courses:</p> <p>Competency 1: T7501 Clinical Case Evaluation</p> <p>Competency 2: T711A Clinical Practice with Populations, Clinical Intervention Modalities, and Professional Practice Issues</p> <p>Competency 3: T69xx Field of Practice Policy Courses, or T7901 Legal Foundations for Social Workers</p> <p>Competency 4: T7501 Clinical Case Evaluation</p> <p>Competency 5: T69xx Field of Practice Policy Courses, or T7901 Legal Foundations for Social Workers</p> <p>Competencies 6-8: T7113 Advanced Clinical Practice</p> <p>Competency 9: T7501 Clinical Case Evaluation</p>
Who assessed student competence:	Course instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	<p><i>Exams:</i> Students must receive a score of 70% or higher</p> <p><i>Other assignments:</i> Students must receive an instructor's assessment of "Good—Performance generally meets expectations for students at this level" or better on the five-point assessment scale using the competency description and behaviors as an assessment rubric</p>
Competency Benchmark (percent of students the program expects to achieve the minimum scores, inclusive of all measures) for all Competencies:	85% of students achieve outcome benchmark for all measures

**Summary of Specialized Practice Assessment Plan:  
Advanced Generalist Practice and Programming**

<b>Assessment Measure #1: Field Evaluation</b>	
Dimensions assessed:	Knowledge, Value, Skills, Cognitive & Affective Processes
When/where students are assessed:	At end of specialized year in field internship
Who assessed student competence:	Field instructors or external supervisors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must receive an assessment of "Good—Performance generally meets expectations for students at this level" or better on the five-point assessment scale
Competency Benchmark (percent of students the program expects to achieve the minimum scores, inclusive of all measures) for all Competencies:	85% of students achieve outcome benchmark for all measures

<b>Assessment Measure #2: Course-Embedded Assignments</b>	
Dimensions assessed:	Knowledge, Value, Skills, and/or Cognitive & Affective Processes
When/where students are assessed:	<p>At end of semester in required courses:</p> <p>Competency 1: T6416 Program Evaluation in Social Services</p> <p>Competency 2: T7133 Advanced Generalist Practice and Programming I</p> <p>Competency 3: T69xx Field of Practice Policy Courses, or T7901 Legal Foundations for Social Workers</p> <p>Competency 4: T6416 Program Evaluation in Social Services</p> <p>Competency 5: T69xx Field of Practice Policy Courses, or T7901 Legal Foundations for Social Workers</p> <p>Competencies 6-8: T713B Advanced Generalist Practice and Programming II</p> <p>Competency 9: T6416 Program Evaluation in Social Services</p>
Who assessed student competence:	Course instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	<p><i>Exams:</i> Students must receive a score of 70% or higher</p> <p><i>Other assignments:</i> Students must receive an instructor's assessment of "Good—Performance generally meets expectations for students at this level" or better on the five-point assessment scale using the competency description and behaviors as an assessment rubric</p>
Competency Benchmark (percent of students the program expects to achieve the minimum scores, inclusive of all measures) for all Competencies:	85% of students achieve outcome benchmark for all measures

**Summary of Specialized Practice Assessment Plan:  
Policy Practice**

<b>Assessment Measure #1: Field Evaluation</b>	
Dimensions assessed:	Knowledge, Value, Skills, Cognitive & Affective Processes
When/where students are assessed:	At end of specialized year in field internship
Who assessed student competence:	Field instructors or external supervisors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must receive an assessment of "Good—Performance generally meets expectations for students at this level" or better on the five-point assessment scale
Competency Benchmark (percent of students the program expects to achieve the minimum scores, inclusive of all measures) for all Competencies:	85% of students achieve outcome benchmark for all measures



<b>Assessment Measure #2: Course-Embedded Assignments</b>	
Dimensions assessed:	Knowledge, Value, Skills, and/or Cognitive & Affective Processes
When/where students are assessed:	At end of semester in required courses: Competency 1: T7143 Seminar on Policy Practice I Competency 2: T7144 Seminar on Policy Practice II Competency 3: T69xx Field of Practice Policy Courses, or T7901 Legal Foundations for Social Workers Competency 4: T7811 Microeconomics and Policy Analysis Competency 5: T69xx Field of Practice Policy Courses, or T7901 Legal Foundations for Social Workers Competencies 6-7: T7143 Seminar on Policy Practice I Competencies 8-9: T7144 Seminar on Policy Practice II
Who assessed student competence:	Course instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	<i>Exams:</i> Students must receive a score of 70% or higher <i>Other assignments:</i> Students must receive an instructor's assessment of "Good—Performance generally meets expectations for students at this level" or better on the five-point assessment scale using the competency description and behaviors as an assessment rubric
Competency Benchmark (percent of students the program expects to achieve the minimum scores, inclusive of all measures) for all Competencies:	85% of students achieve outcome benchmark for all measures

**Summary of Specialized Practice Assessment Plan:  
Leadership, Management, and Entrepreneurship for Social Justice**

<b>Assessment Measure #1: Field Evaluation</b>	
Dimensions assessed:	Knowledge, Value, Skills, Cognitive & Affective Processes
When/where students are assessed:	At end of specialized year in field internship
Who assessed student competence:	Field instructors or external supervisors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must receive an assessment of "Good—Performance generally meets expectations for students at this level" or better on the five-point assessment scale
Competency Benchmark (percent of students the program expects to achieve the minimum scores, inclusive of all measures) for all Competencies:	85% of students achieve outcome benchmark for all measures

<b>Assessment Measure #2: Course-Embedded Assignments</b>	
Dimensions assessed:	Knowledge, Value, Skills, and/or Cognitive & Affective Processes
When/where students are assessed:	At end of semester in required courses: Competency 1: T6416 Program Evaluation in Social Services Competency 2: T7123 Human Resource Management, Supervision, and Staff Development Competency 3: T69xx Field of Practice Policy Courses, or T7901 Legal Foundations for Social Workers Competency 4: T6416 Program Evaluation in Social Services Competency 5: T69xx Field of Practice Policy Courses, or T7901 Legal Foundations for Social Workers Competency 6: T7122 Social Planning and Program Development Competencies 7-9: T7124 Macro Community Practice
Who assessed student competence:	Course instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	<i>Exams:</i> Students must receive a score of 70% or higher <i>Other assignments:</i> Students must receive an instructor's assessment of "Good—Performance generally meets expectations for students at this level" or better on the five-point assessment scale using the competency description and behaviors as an assessment rubric
Competency Benchmark (percent of students the program expects to achieve the minimum scores, inclusive of all measures) for all Competencies:	85% of students achieve outcome benchmark for all measures

### **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.

**Form AS 4(M) Assessment Data Collected during the Academic Year 2021-2022  
Program Option #1: Residential Campus**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK				
			Generalist Practice n = 428	Advanced Clinical Practice n = 256	Advanced Generalist Practice and Programming n = 61	Policy Practice n = 33	Leadership, Management, and Entrepreneurship for Social Justice n = 35
Competency 1: Demonstrate Ethical and Professional Behavior	85%	85%	99%	99%	99%	99%	91%
Competency 2: Engage Diversity and Difference in Practice	85%	85%	98%	99%	100%	98%	97%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85%	85%	99%	99%	99%	97%	99%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	85%	85%	92%	98%	98%	89%	100%
Competency 5: Engage in Policy Practice	85%	85%	97%	99%	97%	97%	98%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85%	85%	99%	99%	98%	100%	95%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85%	85%	98%	99%	97%	95%	99%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85%	85%	98%	98%	96%	100%	98%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85%	85%	99%	97%	100%	98%	98%

**(Form AS 4(M), cont.) Assessment Data Collected during the Academic Year 2021-2022  
Program Option #2: Online Campus**

COMPETENCY	COMPETENCY BENCHMARK  (GENERALIST)	COMPETENCY BENCHMARK  (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK				
			Generalist Practice  n = 176	Advanced Clinical Practice  n = 110	Advanced Generalist Practice and Programming  n = 12	Policy Practice  n = 12	Leadership, Management, and Entrepreneurship for Social Justice  n = 14
Competency 1: Demonstrate Ethical and Professional Behavior	85%	85%	99%	99%	99%	100%	100%
Competency 2: Engage Diversity and Difference in Practice	85%	85%	98%	99%	100%	100%	100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85%	85%	97%	100%	100%	100%	100%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	85%	85%	92%	99%	100%	88%	100%
Competency 5: Engage in Policy Practice	85%	85%	95%	100%	100%	100%	96%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85%	85%	100%	100%	99%	96%	91%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85%	85%	99%	100%	97%	100%	96%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85%	85%	99%	99%	100%	100%	96%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85%	85%	99%	99%	100%	100%	96%

**(Form AS 4 (M), cont.) OVERALL ASSESSMENT OF STUDENT LEARNING OUTCOMES  
(Aggregate Findings for All Students from All Program Options Combined)**

**Assessment Data Collected during the Academic Year 2021-2022**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK				
			Generalist Practice n = 604	Advanced Clinical Practice n = 366	Advanced Generalist Practice and Programming n = 73	Policy Practice n = 45	Leadership, Management, and Entrepreneurship for Social Justice n = 49
Competency 1: Demonstrate Ethical and Professional Behavior	85%	85%	99%	99%	99%	99%	94%
Competency 2: Engage Diversity and Difference in Practice	85%	85%	98%	99%	100%	99%	98%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85%	85%	99%	99%	99%	98%	99%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	85%	85%	92%	98%	99%	89%	100%
Competency 5: Engage in Policy Practice	85%	85%	97%	99%	97%	98%	97%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85%	85%	99%	99%	98%	99%	94%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85%	85%	98%	99%	97%	97%	98%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85%	85%	98%	98%	97%	100%	97%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85%	85%	99%	98%	100%	99%	98%