

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)
INTER AMERICAN UNIVERSITY OF PUERTO RICO, ARECIBO CAMPUS 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.

Assessment Measure #1: Oral and written work on recorded simulated interview (Rubric)	
Competency(ies) assessed:	Competency 1: Demonstrate Ethical and Professional Behavior
Dimension(s) assessed:	Knowledge, Skills (Measure in real or simulated practice experience)
When/where students are assessed:	Final project of SOWO 3801 Communication and Interview Process Course
Who assessed student competence:	Faculty assigned to teach the course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points. All criteria in the evaluation rubric will be considered.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	70%
Assessment Measure #2: Oral presentation on a significant or outstanding social intervention (Rubric)	
Competency(ies) assessed:	Competency 1: Demonstrate Ethical and Professional Behavior
Dimension(s) assessed:	Knowledge, Skills, Values, Cognitive and Affective Processes
When/where students are assessed:	Last semester (January -May) of the program in SOWO 4952 - Seminar in Education Practice II
Who assessed student competence:	Field practice seminar faculty assigned to teach the course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
Assessment Measure #3: Field Practice Evaluation and Self-reflexive essay on values and prejudices (Rubrics)	
Competency(ies) assessed:	Competency 2: Engage Diversity and Difference in Practice
Dimension(s) assessed:	Knowledge, Cognitive and Affective Processes (Measure in real or simulated practice experience)
When/where students are assessed:	In SOWO 4911 - Practice Experiences in Generalist Social Work I
Who assessed student competence:	Field practice instructors

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
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: Oral presentation on cultures and cultural competencies (Rubric)	
Competency(ies) assessed:	Competency 2: Engage Diversity and Difference in Practice
Dimension(s) assessed:	Knowledge, Values
When/where students are assessed:	In SOWO 3461 Individuals and Their Social Environment I
Who assessed student competence:	Faculty assigned to teach the course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	75%
Assessment Measure #5: Direct experience by observation and insertion in a community with social and economic disadvantages. Participation in observation and insertion activities of a minimum of 10 hours. Oral presentation and written work are required (Rubrics)	
Competency(ies) assessed:	Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice
Dimension(s) assessed:	Knowledge, Cognitive and Affective Processes (Measure in real or simulated practice experience)
When/where students are assessed:	Last semester of the program in SOWO 4933 - Generalist Social Work with The Community
Who assessed student competence:	Faculty assigned to teach the course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
Assessment Measure #6: Written work about activities designed for the macro system within the social action model (Rubric)	
Competency(ies) assessed:	Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice
Dimension(s) assessed:	Knowledge, Cognitive and Affective Processes

	(Measure in real or simulated practice experience)
When/where students are assessed:	In SOWO 2514 Social Policy and Services
Who assessed student competence:	Faculty assigned to teach the course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	70%
Assessment Measure #7: Written proposal on the creation of a social welfare agency (Rubric)	
Competency(ies) assessed:	Competency 4: Engage in Practice-informed Research and Research-informed Practice
Dimension(s) assessed:	Knowledge, Skills (Measure in real or simulated practice experience)
When/where students are assessed:	In SOWO 3504 Introduction to Social Agencies Administration and Supervision
Who assessed student competence:	Faculty assigned to teach the course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	75%
Assessment Measure #8: Written proposal of social research	
Competency(ies) assessed:	Competency 4: Engage in Practice-informed Research and Research-informed Practice
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	In SOWO 4873 Social Research Methodology
Who assessed student competence:	Faculty assigned to teach the course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
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 #9: Written report on direct observation of a public hearing (Rubric)	
Competency(ies) assessed:	Competency 5: Engage in Policy Practice
Dimension(s) assessed:	Knowledge, Values (Measure in real or simulated practice experience)

When/where students are assessed:	Last semester of the program in SOWO 4952 Seminar in Education Practice II
Who assessed student competence:	Field practice seminar faculty assigned to teach the course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
Assessment Measure #10 Written work on the application of a social policy evaluation model	
Competency(ies) assessed:	Competency 5: Engage in Policy Practice
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	In SOWO 2514 Social Policy and Services
Who assessed student competence:	Faculty assigned to teach the course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	70%
Assessment Measure #11: Field practice evaluation (Rubric)	
Competency(ies) assessed:	Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities
Dimension(s) assessed:	Knowledge, Cognitive and Affective Processes (Measure in real or simulated practice experience)
When/where students are assessed:	In SOWO 4911 Practice Experiences in Generalist Social Work I
Who assessed student competence:	Field practice instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
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 #12: Written work on the application of the generalist model to an assigned situation (Rubric)	
Competency(ies) assessed:	Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities
Dimension(s) assessed:	Knowledge, Cognitive and Affective Processes
When/where students are assessed:	In SOWO 4931 Generalist Social Work with Individuals and Families

Who assessed student competence:	Faculty assigned to teach the course
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
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 #13: Field Practice Evaluation Rubric	
Competency(ies) assessed:	Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities
Dimension(s) assessed:	Knowledge, Skills (Measure in real or simulated practice experience)
When/where students are assessed:	In SOWO 4912 Practice Experiences in Generalist Social Work II
Who assessed student competence:	Field practice instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
Assessment Measure #14: Field Practice Evaluation (Rubric)	
Competency(ies) assessed:	Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities
Dimension(s) assessed:	Knowledge, Skills
When/where students are assessed:	Last semester of the program in SOWO 4911 Practice Experiences in Generalist Social Work I
Who assessed student competence:	Field practice instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
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 #15: Field Practice Evaluation Rubric	
Competency(ies) assessed:	Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities
Dimension(s) assessed:	Knowledge, Cognitive and Affective Processes (Measure in real or simulated practice experience)

When/where students are assessed:	Last semester of the program in SOWO 4912 Practice Experiences in Generalist Social Work II
Who assessed student competence:	Field practice instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
Assessment Measure #16: Field Practice Evaluation Rubric	
Competency(ies) assessed:	Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities
Dimension(s) assessed:	Knowledge, Cognitive and Affective Processes
When/where students are assessed:	In SOWO 4911 Practice Experiences in Generalist Social Work I
Who assessed student competence:	Field practice instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
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 #17: Field Practice Evaluation Rubric	
Competency(ies) assessed:	Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities
Dimension(s) assessed:	Knowledge, Cognitive and Affective Processes (Measure in real or simulated practice experience)
When/where students are assessed:	Last semester of the program in SOWO 4912 Practice Experiences in Generalist Social Work II
Who assessed student competence:	Field practice instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	85%
Assessment Measure #18: Field Practice Evaluation Rubric	
Competency(ies) assessed:	Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Dimension(s) assessed:	Knowledge, Cognitive and Affective Processes
When/where students are assessed:	In SOWO 4911 Practice Experiences in Generalist Social Work I
Who assessed student competence:	Field practice instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Students must score a minimum of 4 out of 5 points.
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. 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 (2019-2020)

COMPETENCY	COMPETENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
		Aggregate of Students from All Program Options N= 170 * n = **	Program Option #1 (Arecibo Campus/Traditional method)	Program Option #2 (identify location/delivery method) N= (Number of students)	Program Option #3 (identify location/delivery method) N = (Number of students)
Competency 1: Demonstrate Ethical and Professional Behavior	80%	91% n = 61	91% n = 61	N/A	N/A
Competency 2: Engage Diversity and Difference in Practice	80%	100% n = 36	100% n = 36	N/A	N/A
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80%	96% n = 74	96% n = 74	N/A	N/A

COMPETENCY	COMPETENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
		Aggregate of Students from All Program Options N= 170 * n = **	Program Option #1 (Arecibo Campus/Traditional method)	Program Option #2 (identify location/delivery method) N= (Number of students)	Program Option #3 (identify location/delivery method) N = (Number of students)
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80%	75% n = 78	75%	N/A	N/A
Competency 5: Engage in Policy Practice	80%	44% n = 74	44%	N/A	N/A
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	90% n = 54	90%	N/A	N/A
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85%	97% n = 58	97% n = 58	N/A	N/A
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85%	85% n = 58	85% n = 58	N/A	N/A

COMPETENCY	COMPETENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
		Aggregate of Students from All Program Options N= 170 * n = **	Program Option #1 (Arecibo Campus/Traditional method)	Program Option #2 (identify location/delivery method) N= (Number of students)	Program Option #3 (identify location/delivery method) N = (Number of students)
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85%	71% n = 58	71% n = 58	N/A	N/A
Any additional Competency(ies) Developed by the Program					

Notes: * - Total program student enrollment

** - Number of students with whom competency achievement was measured