

COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
SPRING ARBOR UNIVERSITY; Grand Rapids, Kalamazoo, Lansing, Main Campus (Spring Arbor), Petoskey, Metro Toledo, and Online
MASTER'S SOCIAL WORK PROGRAM
ASSESSMENT OF STUDENT LEARNING OUTCOMES
(2022-2023)

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 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 - For Seven (7) Program Options;
Grand Rapids, Kalamazoo, Lansing, Main Campus (Spring Arbor), Petoskey, Metro Toledo, and Online
 (2022-2023)**

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.

Competency 1-Demonstrate Ethical & Professional Behavior	
Assessment Measure #1: (Final Field Evaluation – Competency 1)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semester 1 & 2 (of 2) in SWK552/582-Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1:	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 1:	85% or more will receive a 4 or better
Assessment Measure #2: (Personal Values and Spiritual Formation Narrative)	
Dimension(s) assessed: V, CAP	
When/where students are assessed: Semester 2 (of 2) in SWK528-Ethics and Christianity	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 1:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 1:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</i>	

Competency 2-Engage Diversity and Difference in Practice	
Assessment Measure #1: (Final Field Evaluation – Competency 2)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semesters 1 & 2 (of 2) in	

SWK552/582-Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 2:	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 2:	85% or more will receive a 4 or better
Assessment Measure #2: (Cultural Impact Paper)	
Dimension(s) assessed: V, CAP	
When/where students are assessed: Semester 1 (of 2) in SWK512-HBSE I	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 2:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 2:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</i>	

Competency 3-Advance Human Rights and Social, Economic, and Environmental Justice	
Assessment Measure #1: (Final Field Evaluation – Competency 3)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semesters 1 & 2 (of 2) in SWK552/582-Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 3:	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 3:	85% or more will receive a 4 or better
Assessment Measure #2: (Policy Paper and Presentation)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semester 1 (of 2) in	

SWK510-Social Welfare Policy and Services	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 3:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 3:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</i>	

Competency 4-Engage in Practice-Informed Research and Research-Informed Practice	
Assessment Measure #1: (Final Field Evaluation – Competency 4)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semesters 1 & 2 (of 2) in SWK552/582-Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4:	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 4:	85% or more will receive a 4 or better
Assessment Measure #2: (Final Research Proposal Study Paper)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semester 2 (of 2) in SWK525-Research in Social Work Practice	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 4:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</i>	

Competency 5-Engage in Policy Practice

Assessment Measure #1: (Final Field Evaluation – Competency 5)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semesters 1 & 2 (of 2) in SWK552/582-Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5:	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 5:	85% or more will receive a 4 or better
Assessment Measure #2: (Social Welfare Policy Letter Assignment)	
Dimension(s) assessed: V, CAP	
When/where students are assessed: Semester 1 (of 2) in SWK510-Social Welfare Policy and Services	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 5:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</i>	

Competencies 6, 7, 8, & 9-Engage, Assess, Intervene, and Evaluate with Individuals, Families, Groups, Organizations and Communities	
Assessment Measure #1: (Final Field Evaluation – Competencies 6, 7, 8, 9)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semesters 1 & 2 (of 2) in SWK552/582-Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6, 7, 8, & 9:	4 or higher on each
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6, 7, 8, & 9:	85% or more will receive a 4 or better

Assessment Measure #2: (Recorded Interview & Written Assessment Assignment)	
Dimension(s) assessed: V, S, CAP	
When/where students are assessed: Semester 2 (of 2) in SWK520-Social Work Practice 1- Individuals and Families	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 6, 7, 8, & 9:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6, 7, 8, & 9:	85% or more will receive an 86% or higher
Assessment Measure #3: (Community Organization Change Analysis Paper)	
Dimension(s) assessed: K, V, S	
When/where students are assessed: Semester 2 (of 2) in SWK521-Social Work Practice 2-Groups Communities & Organizations	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 6, 7, 8, & 9:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6, 7, 8, & 9:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</i>	

Competency 10-Apply an Ethical Integration of Faith and Social Work Practice	
Assessment Measure #1: (Final Field Evaluation – Competency 10)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semesters 1 & 2 (of 2) in SWK552/582-Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 10:	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10:	85% or more will receive a 4 or better

Assessment Measure #2: (SWK528-Personal Values and Spiritual Formation Narrative)	
Dimension(s) assessed: V, CAP	
When/where students are assessed: Semester 2 (of 2) in SWK528-Ethics and Christianity	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10:	85% or more will receive an 86% or higher
Assessment Measure #3: (Cultural Impact Paper)	
Dimension(s) assessed: V, CAP	
When/where students are assessed: Semester 1 (of 2) in SWK512-HBSE I	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</i>	

**Summary of the Program’s Assessment Plan | Specialized Practice/Clinical - For all 7 Program Options;
Grand Rapids, Kalamazoo, Main Campus (Spring Arbor), Lansing, Petoskey, Metro Toledo, and Online
(2022-2023)**

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 Practice)

Competency 1: Demonstrate Ethical & Professional Behavior	
Assessment Measure #1: (Final Field Evaluation-Competency 1)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semesters 1 & 2 (of 2) in SWK652/682 Field Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 1:	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 1:	85% or more will receive a 4 or better
Assessment Measure #2: (Transference & Countertransference Reflection Paper)	
Dimension(s) assessed: K, V, CAP	
When/where students are assessed: Semester 1 (of 2) in SWK619-Clinical Social Work Practice and Theory 1	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 1:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 1:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</i>	

Competency 2: Engage Diversity and Difference in Practice	
Assessment Measure #1: (Final Field Evaluation-Competency 2)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semesters 1 & 2 (of 2) in SWK652/682 Field Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 2:	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 2:	85% or more will receive a 4 or better
Assessment Measure #2: (Video Exercise #4)	
Dimension(s) assessed: V, S, CAP	
When/where students are assessed: Semester 2 (of 2) in SWK625-Clinical Social Work Practice with Families	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 2:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 2:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</i>	

Competency 3: Advance Human Rights and Social, Economic & Environmental Justice	
Assessment Measure #1: (Final Field Evaluation-Competency 3)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semesters 1 & 2 (of 2) in SWK652/682 Field Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 3:	4 or higher

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 3:	85% or more will receive a 4 or better
Assessment Measure #2: (Current Social Justice Paper)	
Dimension(s) assessed: V, CAP	
When/where students are assessed: Semester 1 (of 2) in SWK681-Specialized Micro Field Internship Seminar 1	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 3:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 3:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</i>	

Competency 4: Engage in Practice-Informed Research & Research-Informed Practice	
Assessment Measure #1: (Final Field Evaluation-Competency 4)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semesters 1 & 2 (of 2) in SWK652/682 Field Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4:	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 4:	85% or more will receive a 4 or better
Assessment Measure #2: (Research Paper on DSM5 Diagnosis)	
Dimension(s) assessed: K, S	
When/where students are assessed: Semester 1 (of 2) in SWK618-Psychopathology/Multi-Dimensional Assessment: Specialized Social Work Practice 1	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4:	86% or higher

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 4:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</i>	

Competency 5: Engage in Policy Practice	
Assessment Measure #1: (Final Field Evaluation-Competency 5)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semesters 1 & 2 (of 2) in SWK652/682 Field Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5:	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 5:	85% or more will receive a 4 or better
Assessment Measure #2: (Stakeholders Meeting Paper)	
Dimension(s) assessed: K, V, S	
When/where students are assessed: Semester 2 (of 2) in SWK617-Specialized Applied Social Policy	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 5:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</i>	

Competencies 6, 7, 8, & 9: Engage, Assess, Intervene, & Evaluate with Individuals, Families, Groups, Organizations & Communities
Assessment Measure #1: (Final Field Evaluation-Competencies 6, 7, 8, & 9)

Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semesters 1 & 2 (of 2) in SWK652/682 Field Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6, 7, 8, & 9:	4 or higher on each
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6, 7, 8, & 9:	85% or more will receive a 4 or better
Assessment Measure #2: (Research Paper on DSM5 Diagnosis)	
Dimension(s) assessed: K, S	
When/where students are assessed: Semester 1 (of 2) in SWK618-Psychopathology/Multi-Dimensional Assessment: Specialized Social Work Practice 1	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6, 7, 8, & 9:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6, 7, 8, & 9:	85% or more will receive an 86% or higher
Assessment Measure #3 (Check-In Paper: Application)	
Dimension(s) assessed: K, S, CAP	
When/where students are assessed: Semester 1 (of 2) in SWK617-Advanced Applied Social Research	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6, 7, 8, & 9:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6, 7, 8, & 9:	85% or more will receive an 86% or higher
Assessment Measure #4 (Therapeutic Process of Groups with Vulnerable Populations Paper)	
Dimension(s) assessed: K, S	
When/where students are assessed: Semester 2 (of 2) in SWK629-Clinical Social Work Practice and Theory 2	
Who assessed student competence: Faculty	

Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6, 7, 8, & 9:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6, 7, 8, & 9:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</i>	

Competency 10: Ethical Integration of Faith and Social Work Practice	
Assessment Measure #1: (Final Field Evaluation-Competency 10)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semesters 1 & 2 (of 2) in SWK652/682 Field Internship/Seminar	
Who assessed student competence: Field Instructor	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10:	4 or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10:	85% or more will receive a 4 or better
Assessment Measure #2: (Psychosocial Study and Process Recording Paper)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semester 1 (of 2) in SWK619-Clinical Social Work Practice and Theory 1	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10:	86% or higher
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10:	85% or more will receive an 86% or higher
Assessment Measure #3: (Theoretical World View Reflection Paper)	
Dimension(s) assessed: K, V, S, CAP	
When/where students are assessed: Semester 2 (of 2) in SWK629-Clinical Social Work Practice and Theory 2	
Who assessed student competence: Faculty	
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 10:	86% or higher

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 10:	85% or more will receive an 86% or higher
<i>Key: K=Knowledge, V=Values, S=Skills, CAP=Cognitive & Affective Processes</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 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 (2022-2023) Program Option #1: (Grand Rapids/Delivery Option: Zoom)

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice n = 0 student	Area of Specialized Practice #1 (Clinical) n = 5 students		
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 2: Engage Diversity and Difference in Practice	85% of students will demonstrate competence inclusive of 2	85% of students will demonstrate competence inclusive of 2		100%		

	or more measures	or more measures				
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		80%		
Competency 4: Engage in Practice-informed Research and Research-informed Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 5: Engage in Policy Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 7: Assess Individuals, Families, Groups,	85% of students will demonstrate competence inclusive of 2	85% of students will demonstrate competence inclusive of 2		100%		

Organizations, and Communities	or more measures	or more measures				
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 10: Apply an ethical integration of faith and social work practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		

**Assessment Data Collected during the Academic Year (2022-2023)
Program Option #2: (Kalamazoo/Delivery Option: Zoom)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice n = 0 student	Area of Specialized Practice #1 (Clinical) n = 2 students		
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 2: Engage Diversity and Difference in Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		75%		
Competency 4: Engage in	85% of students will	85% of students will				

Practice-informed Research and Research-informed Practice	demonstrate competence inclusive of 2 or more measures	demonstrate competence inclusive of 2 or more measures		75%		
Competency 5: Engage in Policy Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 10: Apply an ethical integration of faith and social work practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		

**Assessment Data Collected during the Academic Year (2022-2023)
Program Option #3: (Lansing/Delivery Option: Zoom)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice n = 0 students	Area of Specialized Practice #1 (Clinical) n = 6 students		
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 2: Engage Diversity and Difference in Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		77%		
Competency 4: Engage in	85% of students will	85% of students will				

Practice-informed Research and Research-informed Practice	demonstrate competence inclusive of 2 or more measures	demonstrate competence inclusive of 2 or more measures		100%		
Competency 5: Engage in Policy Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		92%		
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		96%		
Competency 10: Apply an ethical integration of faith and social work practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		

**Assessment Data Collected during the Academic Year (2022-2023)
Program Option #4: (Main Campus (Spring Arbor)/Delivery Option: Zoom)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice n = 0 students	Area of Specialized Practice #1 (Clinical) n = 2 students		
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 2: Engage Diversity and Difference in Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		

Competency 4: Engage in Practice- informed Research and Research- informed Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 5: Engage in Policy Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 8: Intervene with Individuals, Families, Groups, Organizations,	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		

and Communities						
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 10: Apply an ethical integration of faith and social work practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		

**Assessment Data Collected during the Academic Year (2022-2023)
Program Option #5: (Petoskey/Delivery Option: Zoom)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice n = 0 students	Area of Specialized Practice #1 (Clinical) n = 3 students		
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 2: Engage Diversity and Difference in Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 4: Engage in	85% of students will	85% of students will				

Practice-informed Research and Research-informed Practice	demonstrate competence inclusive of 2 or more measures	demonstrate competence inclusive of 2 or more measures		100%		
Competency 5: Engage in Policy Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 10: Apply an ethical integration of faith and social work practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		

**Assessment Data Collected during the Academic Year (2022-2023)
Program Option #6: (Metro Toledo/Delivery Option: Zoom)**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice n = 0 students	Area of Specialized Practice #1 (Clinical) n = 7 students		
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		92%		
Competency 2: Engage Diversity and Difference in Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		92%		
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		87%		

Competency 4: Engage in Practice- informed Research and Research- informed Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 5: Engage in Policy Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 8: Intervene with Individuals, Families, Groups, Organizations,	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		

and Communities						
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		
Competency 10: Apply an ethical integration of faith and social work practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures		100%		

**Assessment Data Collected during the Academic Year (2022-2023)
Program Option #7: Online**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice n = 17 students	Area of Specialized Practice #1 (Clinical) n = 25 students		
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	95%	93%		
Competency 2: Engage Diversity and Difference in Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	93%	98%		
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	98%	98%		
Competency 4: Engage in	85% of students will	85% of students will				

Practice-informed Research and Research-informed Practice	demonstrate competence inclusive of 2 or more measures	demonstrate competence inclusive of 2 or more measures	100%	98%		
Competency 5: Engage in Policy Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	95%	98%		
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	94%	99%		
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	95%	99%		
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	99%	99%		

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	95%	99%		
Competency 10: Apply an ethical integration of faith and social work practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	95%	97%		

OVERALL ASSESSMENT OF STUDENT LEARNING OUTCOMES
(Aggregate Findings for All Students from All Program Options Combined)

Assessment Data Collected during the Academic Year (2022-2023)

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice n = 17 students	Area of Specialized Practice #1 (Clinical) n = 50 students		
Competency 1: Demonstrate Ethical and Professional Behavior	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	95%	98%		
Competency 2: Engage Diversity and Difference in Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	93%	99%		
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	98%	88%		
Competency 4: Engage In Practice-	85% of students will demonstrate competence	85% of students will demonstrate				

informed Research and Research-informed Practice	inclusive of 2 or more measures	competence inclusive of 2 or more measures	100%	96%		
Competency 5: Engage in Policy Practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	95%	99%		
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	94%	100%		
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	95%	100%		
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	99%	100%		
Competency 9: Evaluate Practice with	85% of students will demonstrate competence	85% of students will demonstrate				

Individuals, Families, Groups, Organizations, and Communities	inclusive of 2 or more measures	competence inclusive of 2 or more measures	95%	99%		
Competency 10: Apply an ethical integration of faith and social work practice	85% of students will demonstrate competence inclusive of 2 or more measures	85% of students will demonstrate competence inclusive of 2 or more measures	95%	100%		