

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)
HOWARD UNIVERSITY MASTER'S SOCIAL WORK PROGRAM
ASSESSMENT OF STUDENT LEARNING OUTCOMES**

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: [Field Education]	
Dimension(s) assessed:	K, S, V, C/A
When/where students are assessed:	End of first year
Who assessed student competence:	Field instructors/Faculty consultants
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4 out of 5 points for each measure
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 #2: [Course-Embedded Measures]	
Dimension(s) assessed:	K, S, V, C/A
When/where students are assessed:	During course(s)
Who assessed student competence:	Course instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 on 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%

Summary of the Program's Assessment Plan | Specialized Practice

Area of Specialized Practice #1: [Direct Practice]

Assessment Measure #1: [Field Education]

Dimension(s) assessed:	K, S, V, C/A
When/where students are assessed:	At the end of second year
Who assessed student competence:	Field instructors & Faculty consultants
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4 out of 5 points for each measure
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 #2: Course-Embedded Measures	
Dimension(s) assessed:	K, S, V, C/A
When/where students are assessed:	During course(s)
Who assessed student competence:	Course Instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 on 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%

Area of Specialized Practice #1: [Community, Administration and Policy (CAP) Practice]

Assessment Measure #1: [Field Education]

Dimension(s) assessed:	K, S, V, C/A
When/where students are assessed:	At the end of second year
Who assessed student competence:	Field instructors & Faculty consultants
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4 out of 5 points for each measure
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 #2: Course-Embedded Measures	
Dimension(s) assessed:	K, S, V, C/A
When/where students are assessed:	During course(s)
Who assessed student competence:	Course Instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	3 on 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%

Assessment Data Collected during the Academic Year (2019-2020)

Program Option #1: (Washington, DC/In-Person)

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (%) (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice n = (61)	Area of Specialized Practice #1 (Direct Practice) n = (161)	Area of Specialized Practice #2 (Community, Administration & Policy Practice) n = (42)
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$(75\% + 87.9\%) / 2 = 81.45\%$	$(80\% + 98.83\%) / 2 = 89.41\%$	$(100\% + 97.22\%) / 2 = 98.61\%$
Competency 2: Engage Diversity and Difference in Practice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$(91\% + 98.3\%) / 2 = 94.65\%$	$(80\% + 86.72\%) / 2 = 83.36\%$	$(100\% + 100\%) / 2 = 100\%$
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$(88\% + 95.08\%) / 2 = 91.54\%$	$(90\% + 94.38\%) / 2 = 92.19\%$	$(100\% + 97.76\%) / 2 = 98.88\%$
Competency 4: Engage in Practice-informed Research and Research-informed Practice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$(91\% + 91.58\%) / 2 = 91.29\%$	$(99\% + 99.54\%) / 2 = 99.27\%$	$(99\% + 91.08\%) / 2 = 95.04\%$
Competency 5: Engage in Policy Practice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$(86\% + 91.83\%) / 2 = 88.91\%$	$(79\% + 95.06\%) / 2 = 87.03\%$	$(100\% + 98.6) / 2 = 99.3\%$
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$(90\% + 97.71\%) / 2 = 93.85\%$	$(84\% + 99.38\%) / 2 = 91.69\%$	$(100\% + 99.78\%) / 2 = 99.89\%$
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$(93\% + 97.45\%) / 2 = 95.22\%$	$(84\% + 97.4\%) / 2 = 90.7\%$	$(100\% + 91.67\%) / 2 = 95.83\%$
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$(89\% + 97.52\%) / 2 = 93.26\%$	$(90\% + 92.7\%) / 2 = 91.35\%$	$(100\% + 87.28\%) / 2 = 93.64\%$
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	$(90\% + 92.26\%) / 2 = 91.13\%$	$(79\% + 90.7\%) / 2 = 84.85\%$	$(87.5\% + 90.7\%) / 2 = 89.1\%$

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

Assessment Data Collected during the Academic Year (2019-2020)

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice	Area of Specialized Practice #1 (Direct Practice)	Area of Specialized Practice #2 (Community, Administration & Policy Practice)
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	81.45%	89.41%	98.61%
Competency 2: Engage Diversity and Difference in Practice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	94.65%	83.36%	100%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	91.54%	92.19%	96.88%
Competency 4: Engage In Practice-informed Research and Research-informed Practice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	91.29%	99.27%	95.04%
Competency 5: Engage in Policy Practice	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	88.91%	87.03%	99.3%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	93.85%	91.69%	99.89%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	95.22%	90.7%	95.83%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	93.26%	91.35%	93.64%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	91.13%	84.85%	89.1%