

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)**  
**NATIONAL LOUIS UNIVERSITY 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.

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**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.

| <b>Assessment Measure #1: Field Evaluation</b>                                                                                                      |                                                                                                                                                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Competencies assessed:                                                                                                                              | 1-9                                                                                                                                                                                        |
| Dimension(s) assessed:                                                                                                                              | Knowledge, Values, Skills, Cognitive and Affective Processes                                                                                                                               |
| When/where students are assessed:                                                                                                                   | Students will be assessed on the field evaluation during their field practica experience in their last year of the program. Students are assessed at the end of their practica experience. |
| Who assessed student competence:                                                                                                                    | Field Instructors                                                                                                                                                                          |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:                                                           | Students must score a minimum of 3 out of 5 points on each behavior.                                                                                                                       |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80%                                                                                                                                                                                        |
| <b>Assessment Measure #2: Module 2 Collaborative Conversation Presentation SWK 491: Social Work Seminar and Practicum I</b>                         |                                                                                                                                                                                            |
| Competency assessed:                                                                                                                                | 1                                                                                                                                                                                          |
| Dimension(s) assessed:                                                                                                                              | Knowledge, Values                                                                                                                                                                          |
| When/where students are assessed:                                                                                                                   | Students are assessed during the completion of Module 2 in the SWK 491 course at the beginning of their senior year.                                                                       |
| Who assessed student competence:                                                                                                                    | Course Instructors                                                                                                                                                                         |
| Outcome Measure Benchmark (minimum score indicative of achievement):                                                                                | Students must score a minimum of 3 out of 4 on "Critical Thinking" and "Engaging Diverse Perspectives".                                                                                    |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures):                      | 80%                                                                                                                                                                                        |
| <b>Assessment Measure #3: EPortfolio Final Project in SWK 303: Cultural Diversity and Social Justice</b>                                            |                                                                                                                                                                                            |
| Competency assessed:                                                                                                                                | 2                                                                                                                                                                                          |
| Dimension(s) assessed:                                                                                                                              | Knowledge, Skills                                                                                                                                                                          |

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| When/where students are assessed:                                                                                                                   | Students are assessed during the completion of their final project in the SWK 303 course at the beginning of the program. |
| Who assessed student competence:                                                                                                                    | Course Instructors                                                                                                        |
| Outcome Measure Benchmark (minimum score indicative of achievement):                                                                                | Students must score a minimum of 3 out of 4 on "Evaluation from Multiple Perspectives".                                   |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80%                                                                                                                       |

| <b>Assessment Measure #4: Module 7 Self-Reflective Practitioner Assignment in SWK 492: Field Seminar and Practicum II</b>                           |                                                                                                                         |
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| Competency assessed:                                                                                                                                | 3                                                                                                                       |
| Dimension(s) assessed:                                                                                                                              | Knowledge, Cognitive and Affective Processes                                                                            |
| When/where students are assessed:                                                                                                                   | Students are assessed during the completion of Module 7 in the SWK 492 course in their 2nd to last term in the program. |
| Who assessed student competence:                                                                                                                    | Course Instructors                                                                                                      |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:                                                           | Students must score a minimum of 3 out of 4 on "Engaging Diverse Perspectives", and "Ethical Reasoning".                |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80%                                                                                                                     |

| <b>Assessment Measure #5: Final Research Proposal in SWK 401: Introduction to Social Work Research</b> |                                                                                                                        |
|--------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| Competency assessed:                                                                                   | 4                                                                                                                      |
| Dimension(s) assessed:                                                                                 | Knowledge, Skills                                                                                                      |
| When/where students are assessed:                                                                      | Students are assessed during the completion of their final project in the SWK 401 course in the middle of the program. |
| Who assessed student competence:                                                                       | Course Instructors                                                                                                     |
| Outcome Measure Benchmark (minimum score indicative of achievement):                                   | Students must score a minimum of 3 out of 4 on "Questioning", "Critical Thinking", and "Evaluation".                   |

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| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80% |
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| <b>Assessment Measure #6: Module 10 Social Advocacy Plan for Policy Change Presentation in SWK 402: Social Policy Analysis</b>                      |                                                                                                                       |
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| Competency assessed:                                                                                                                                | 5                                                                                                                     |
| Dimension(s) assessed:                                                                                                                              | Knowledge, Values, Skills, Cognitive and Affective Processes                                                          |
| When/where students are assessed:                                                                                                                   | Students are assessed during the completion of their final project in the SWK 402 course at the end of their program. |
| Who assessed student competence:                                                                                                                    | Course Instructors                                                                                                    |
| Outcome Measure Benchmark (minimum score indicative of achievement):                                                                                | Students must score a minimum of 3 out of 4 on "Critical Thinking", and "Integration and Application of Knowledge".   |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80%                                                                                                                   |

| <b>Assessment Measure #7: Module 3 Skills Practice: Active Listening, Engagement and Role Play in SWK 304: Social Work Practice I: Individuals and Families</b> |                                                                                                                                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Competency assessed:                                                                                                                                            | 6                                                                                                                                |
| Dimension(s) assessed:                                                                                                                                          | Knowledge, Skills, Cognitive and Affective Processes                                                                             |
| When/where students are assessed:                                                                                                                               | Students are assessed during the completion of Module 3 Skills Practice in the SWK 304 course at the beginning of their program. |
| Who assessed student competence:                                                                                                                                | Course Instructors                                                                                                               |
| Outcome Measure Benchmark (minimum score indicative of achievement):                                                                                            | Students must score a minimum of 3 out of 4 on "Critical Thinking", "Communicative Fluency", and "Empathy".                      |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:             | 80%                                                                                                                              |

| <b>Assessment Measure #8: Module 4 Community Assessment – Community Mapping in SWK 306: Social Work Practice III: Organizations and Communities</b> |                                                                                                                                    |
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| Competency assessed:                                                                                                                                | 7                                                                                                                                  |
| Dimension(s) assessed:                                                                                                                              | Knowledge, Skills, Cognitive and Affective Processes                                                                               |
| When/where students are assessed:                                                                                                                   | Students are assessed during the completion of Module 4 in the SWK 306 course at the beginning of their final year in the program. |
| Who assessed student competence:                                                                                                                    | Course Instructors                                                                                                                 |
| Outcome Measure Benchmark (minimum score indicative of achievement):                                                                                | Students must score a minimum of 3 out of 4 on “Critical Thinking” and “Engaging Diverse Perspectives”.                            |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80%                                                                                                                                |

| <b>Assessment Measure #9: Final Project: Part 2: Community Resources: Intergenerational Interview with Supportive Resources in SWK 302: Human Behavior in the Social Environment II</b> |                                                                                                                             |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Competency assessed:                                                                                                                                                                    | 8                                                                                                                           |
| Dimension(s) assessed:                                                                                                                                                                  | Knowledge, Skills                                                                                                           |
| When/where students are assessed:                                                                                                                                                       | Students are assessed during the completion of their final project in the SWK 302 course at the beginning of their program. |
| Who assessed student competence:                                                                                                                                                        | Course Instructors                                                                                                          |
| Outcome Measure Benchmark (minimum score indicative of achievement):                                                                                                                    | Students must score a minimum of 3 out of 4 on “Discovery and Investigation” and “Evaluation”.                              |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:                                     | 80%                                                                                                                         |

| <b>Assessment Measure #10: Signature Assignment: Evaluation of a Meeting in SWK 305: Social Work Practice II: Groups</b> |                                                                               |
|--------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|
| Competency assessed:                                                                                                     | 9                                                                             |
| Dimension(s) assessed:                                                                                                   | Knowledge, Skills                                                             |
| When/where students are assessed:                                                                                        | Students are assessed during the completion of their final project in the SWK |

|                                                                                                                                                     |                                                                   |
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|                                                                                                                                                     | 305 course at the end of their junior year in the program.        |
| Who assessed student competence:                                                                                                                    | Course Instructors                                                |
| Outcome Measure Benchmark (minimum score indicative of achievement):                                                                                | Students must score a minimum of 3 out of 4 on "Content Mastery". |
| 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 (2023-2024)

| COMPETENCY                                                                         | COMPETENCY BENCHMARK (%) | PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK     |             |                       |            |
|------------------------------------------------------------------------------------|--------------------------|------------------------------------------------|-------------|-----------------------|------------|
|                                                                                    |                          | Aggregate of Students from All Program Options | Chicago     | Wheeling              | Online     |
| Competency 1: Demonstrate Ethical and Professional Behavior                        | 80%                      | 85% (n=13)                                     | 87.5% (n=8) | 0 students in 2023-24 | 80% (n=5)  |
| Competency 2: Engage Diversity and Difference in Practice                          | 80%                      | 100% (n=12)                                    | 100% (n=8)  | 0 students in 2023-24 | 100% (n=4) |
| Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice | 80%                      | 92% (n=12)                                     | 100% (n=8)  | 0 students in 2023-24 | 75% (n=4)  |
| Competency 4: Engage in Practice-informed Research and Research-informed Practice  | 80%                      | 85% (n=13)                                     | 100% (n=8)  | 0 students in 2023-24 | 60% (n=5)  |
| Competency 5: Engage in Policy Practice                                            | 80%                      | 100% (n=13)                                    | 100% (n=8)  | 0 students in 2023-24 | 100% (n=5) |

| COMPETENCY                                                                                         | COMPETENCY BENCHMARK (%) | PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK |                |                       |               |
|----------------------------------------------------------------------------------------------------|--------------------------|--------------------------------------------|----------------|-----------------------|---------------|
|                                                                                                    |                          |                                            |                |                       |               |
| Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities            | 80%                      | 92%<br>(n=13)                              | 87.5%<br>(n=8) | 0 students in 2023-24 | 100%<br>(n=5) |
| Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities                 | 80%                      | 80%<br>(n=10)                              | 80%<br>(n=5)   | 0 students in 2023-24 | 80%<br>(n=5)  |
| Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities         | 80%                      | 69%<br>(n=13)                              | 75%<br>(n=8)   | 0 students in 2023-24 | 60%<br>(n=5)  |
| Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities | 80%                      | 85%<br>(n=13)                              | 100%<br>(n=8)  | 0 students in 2023-24 | 60%<br>(n=5)  |