**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.

| Assessment Measure #1: Real or Simulated Practice | |
|---|---|
| Competency(ies) assessed: | Competencies 1-9 |
| Dimension(s) assessed: | Knowledge, Values, Skills, Cognitive/Affective Processes |
| When/where students are assessed: | SWK 460F: Field Internship I<br>SWK 461: Field Seminar II<br>SWK 461F: Field Internship II |
| Who assessed student competence: | Field Instructor<br>Course Instructor |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9: | 3 (accomplished) or 4 (exemplary) on the 4-point scale assessing competency behaviors |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9: | 80% of students are expected to achieve the minimum scores. |
| **Assessment Measure #2: Additional Dimensions** | |
| Competency(ies) assessed: | Competencies 1-10 |
| Dimension(s) assessed: | Knowledge, Values, Skills, Cognitive/Affective Processes |
| When/where students are assessed: | SWK 302: Practice with Individuals<br>SWK 303: Practice with Families and Groups<br>SWK 307: Human Behavior and the Social Environment II<br>SWK 401: Practice with Organizations and Communities<br>SWK 410: Research Design<br>SWK 460F: Field Seminar I<br>SWK 461F: Field Seminar II |
| Who assessed student competence: | Course Instructor |
| Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-10: | 3 (accomplished) or 4 (exemplary) on the 4-point scale assessing competency behaviors |
| Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-10: | 80% of students are expected to achieve the minimum scores. |

## 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 (2022-2023)

| COMPETENCY | COMPETENCY BENCHMARK (%) | PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK | |
|---|---|---|---|
| | | Aggregate of Students from All Program Options<br><br>n = 7 | Lancaster Bible College Generalist Practice (BSW) On-Campus Delivery Lancaster, PA<br><br>n = 7 |
| **Competency 1: Demonstrate Ethical and Professional Behavior** | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on the 4-point Field Instructor evaluation assessing competency behaviors in this area. | 100% (n = 7) | 100% (n = 7) |
| | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on a 4-point scale assessing competency in demonstrating ethical and professional behavior with their Senior Recital capstone project. | 100% (n = 7) | 100% (n = 7) |
| **Competency 2: Engage Diversity and Difference in Practice** | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on the 4-point Field Instructor evaluation assessing competency behaviors in this area. | 100% (n = 7) | 100% (n = 7) |
| | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on a 4-point | 83.3% (n = 12) | 83.3% (n = 12) |

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| | scale assessing their ability to recognize diversity factors when completing their presentation and facilitating a group experience addressing diversity factors. | | |
| **Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice** | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on the 4-point Field Instructor evaluation assessing competency behaviors in this area. | 100% (n = 7) | 100% (n = 7) |
| | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on a 4-point scale assessing competency in demonstrating aspects of advocacy, reflecting and self-evaluating on the experience and value of the advocacy day. | 100% (n = 7) | 100% (n = 7) |
| **Competency 4: Engage in Practice-informed Research and Research-informed Practice** | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on the 4-point Field Instructor evaluation assessing competency behaviors in this area. | 100% (n = 7) | 100% (n = 7) |
| | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on a 4-point scale assessing competency in demonstrating their ability to craft a comprehensive research project. | 100% (n = 7) | 100% (n = 7) |
| **Competency 5: Engage in Policy Practice** | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on the 4-point Field Instructor evaluation assessing competency behaviors in this area. | 100% (n = 7) | 100% (n = 7) |
| | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on a 4-point scale assessing competency in analyzing a policy that impacts the provision of services in an organization. | 100% (n = 7) | 100% (n = 7) |
| **Competency 6: Engage with Individuals, Families, Groups,** | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on the 4-point Field Instructor evaluation assessing competency behaviors in this area. | 100% (n = 7) | 100% (n = 7) |

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| **Organizations, and Communities** | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on a 4-point scale assessing competency in demonstrating their ability to apply theoretical frameworks of engagement in a simulated practice setting. | 100% (n = 12) | 100% (n = 12) |
| **Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities** | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on the 4-point Field Instructor evaluation assessing competency behaviors in this area. | 100% (n = 7) | 100% (n = 7) |
| | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on a 4-point scale assessing competency in demonstrating their ability to apply theoretical frameworks of assessment and planning in a simulated practice setting. | 100% (n = 12) | 100% (n = 12) |
| **Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities** | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on the 4-point Field Instructor evaluation assessing competency behaviors in this area. | 100% (n = 7) | 100% (n = 7) |
| | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on a 4-point scale assessing competency in demonstrating their ability to apply theoretical frameworks of collaboration with clients to achieve goals in a simulated practice setting. | 100% (n = 12) | 100% (n = 12) |
| **Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities** | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on the 4-point Field Instructor evaluation assessing competency behaviors in this area. | 100% (n = 7) | 100% (n = 7) |
| | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on a 4-point scale assessing competency in demonstrating their ability to evaluate a change effort project within an organizational | 100% (n = 7) | 100% (n = 7) |

| | setting to advance critical analysis of program processes and client impact. | | |
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| **Competency 10: Synthesize Social Work Values and One's Biblical Worldview when Working with Individuals, Families, Groups, Organizations, and Communities** | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on a 4-point scale assessing competency in integrating, reflecting on, and articulating how the spiritual dimension of individuals is an integral part of the whole person within their practice position. | 100% (n = 7) | 100% (n = 7) |
| | 80% of students must receive a 3 (accomplished) or 4 (exemplary) on a 4-point scale assessing competency in communicating how a biblical worldview is utilized as part of the planned change process with a client system as part of the student's biblical worldview synthesis capstone project. | 100% (n = 6) | 100% (n = 6) |