

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

**Form AS 4(M)** 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 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 Practice  
Academic Year (2020-2021)**

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: <u>S</u>ocial <u>W</u>ork <u>A</u>ssessment of <u>M</u>ulticultural <u>P</u>actice (SWAMP)*</b>	
Dimension(s) assessed:	Knowledge
When/where students are assessed:	May 7, 2021; Proctored by instructor via Blackboard LMS; SWAMP was uploaded into SWRK 6201 (HBSE) course website
Who assessed student competence:	Dr. Tammy Martin, HBSE II Instructor; Reviewed with full MSW faculty
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	70 point score or higher for each Competency 1-9 represented by specific questions in the 62-item SWAMP
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	70% (since this is a brand-new measurement of which faculty and students were not anticipating at the beginning of the academic year)

<b>Assessment Measure #2: Field Practicum Evaluation</b>	
Dimension(s) assessed:	Skills, Cognitive & Affective Processes, Values
When/where students are assessed:	May 7, 2021; online submission of Field Evaluations
Who assessed student competence:	Field Instructors, Graduate Practicum Instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Passing grade on Field Evaluation for each Competency measured (1-9)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%

\*ASSESSMENT MEASURE #1: **Social Work Assessment of Multicultural Practice (SWAMP)** items were written and developed by the HPU MSW faculty to best reflect the CSWE Student Learning Outcomes (SLOs) taught within the MSW course curriculum content delivered within Foundation year courses. The SWAMP was written during academic year 2019- 2020, and finalized into 62 items in April 2020. Students sat for the closed-book exam during their final exam period for SWRK 6201 (HBSE II) for 3 hours (Spring 2021), and Advanced Standing MSW students took the SWAMP as their final exam after completing SWRK 6050 “Bridge Course” (early August 2020). During the 2020-2021 academic year 26 students completed the SWAMP.

**Summary of the Program's Assessment Plan | Advanced Generalist Practice  
Academic Year (2020-2021)**

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: ADVANCED PRACTICE SPECIALIZATION EVALUATION PAPER**

<b>Assessment Measure #1: ADVANCED PRACTICE SPECIALIZATION PORTFOLIO PAPER</b>	
Dimension(s) assessed:	Knowledge, Cognitive & Affective Processes, Values
When/where students are assessed:	End of MSW course studies; student papers were submitted through Bb LMS
Who assessed student competence:	Two MSW faculty reviewers (instructors for Field Seminar course) using a scoring rubric. Different faculty were assigned to different student papers. Therefore, the entire MSW faculty were part of the assessment.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80% of students will exceed 75% or higher for each SLO
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1- 9:	75%

<b>Assessment Measure #2: FIELD PRACTICUM EVALUATION</b>	
Dimension(s) assessed:	Skills, Cognitive & Affective Processes, Values
When/where students are assessed:	After 450 hours completed of practicum; field instructors completed evaluation online
Who assessed student competence:	Field Practicum Instructors, Graduate Practicum Instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	90%
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	90%

### 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 (2020-2021) Program Option #1: **Downtown Honolulu Cohort - SWAMP Instrument; Portfolio Papers; Field Practicum**

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			<b>Generalist Practice</b> $n = \text{SWAMP} + \text{Field} / 2$	<b>Area of Specialized Practice #2 Advanced Practice</b> $n = \text{Portfolio Papers} + \text{Field} / 2$
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	<b>70%</b>	<b>75%</b>	$63\% + 100\% = \mathbf{81.5\%}$	$100\% + 100\% = \mathbf{100\%}$
<b>Competency 2: Engage Diversity and Difference in Practice</b>	<b>70%</b>	<b>75%</b>	$70\% + 100\% = \mathbf{85\%}$	$100\% + 100\% = \mathbf{100\%}$

<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<b>70%</b>	<b>75%</b>	<b>52% + 88% = 70%</b>	<b>64% + 84% = 74%</b>
<b>Competency 4: Engage in Practice- informed Research and Research- informed Practice</b>	<b>70%</b>	<b>75%</b>	<b>30% + 100% = 65%</b>	<b>82% + 70% = 76%</b>

<b>Competency 5: Engage in Policy Practice</b>	<b>70%</b>	<b>75%</b>	<b>35% + 66% = 50.5%</b>	<b>82% + 100% = 91%</b>
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	<b>43% + 77% = 60%</b>	<b>82% + 90% = 86%</b>
<b>Competency 7: Assess Individuals, Families, Groups,</b>	<b>70%</b>	<b>75%</b>	<b>61% + 88% = 74.5%</b>	<b>64% + 80% = 72%</b>

<b>Organizations, and Communities</b>				
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	$52\% + 77\% =$ <b>64.5%</b>	$82\% + 60\% =$ <b>71%</b>
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	$30\% + 100\% =$ <b>65%</b>	$73\% + 80\% =$ <b>76.5%</b>
<b>Any additional Competency(ies) Developed by the Program</b>	n/a	n/a	n/a	n/a

**Assessment Data Collected during the Academic Year  
(2019-2020\*; 2020-2021\*\*)**

**Program Option #2 West O’ahu Cohort - SWAMP Instrument; Portfolio Papers; Field Practicum**

\*Academic Year 2020-2021 SWAMP & Field/Practicum data for West Oahu Cohort is reported within the aggregated information with downtown Honolulu cohort due to the need to combine classes virtually due to the COVID-19 pandemic; 2019-2020 is the most recent year with separately offered courses, therefore the Generalist Practice year is reported below from 2019-2020.

\*\*Specialized Practice Portfolio Papers & Field Practicum was able to be separated for 2020-2021 and is reported below.

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice* n = SWAMP + Field / 2	Area of Specialized Practice #2 Advanced Practice**  n = Portfolio Papers + Field / 2
Competency 1: Demonstrate Ethical and Professional Behavior	70%	75%	80% + 100% = 90%	100% + 100% = 100%
Competency 2: Engage Diversity and Difference in Practice	70%	75%	40% + 100% = 70%	100% + 100% = 100%

<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<b>70%</b>	<b>75%</b>	$60\% + 100\% = \mathbf{80\%}$	$100\% + 40\% = \mathbf{70\%}$
<b>Competency 4: Engage in Practice- informed Research and Research- informed Practice</b>	<b>70%</b>	<b>75%</b>	$20\% + 100\% = \mathbf{60\%}$	$100\% + 70\% = \mathbf{85\%}$
<b>Competency 5: Engage in Policy Practice</b>	<b>70%</b>	<b>75%</b>	$60\% + 100\% = \mathbf{80\%}$	$80\% + 40\% = \mathbf{60\%}$
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	$40\% + 100\% = \mathbf{70\%}$	$100\% + 100\% = \mathbf{100\%}$
<b>Competency 7: Assess Individuals, Families, Groups,</b>	<b>70%</b>	<b>75%</b>	$60\% + 100\% = \mathbf{80\%}$	$80\% + 60\% = \mathbf{70\%}$

<b>Organizations, and Communities</b>				
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	<b>40% + 100% = 70%</b>	<b>100% + 60% = 80%</b>
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	<b>40% + 100% = 70%</b>	<b>100% + 60% = 80%</b>
<b>Any additional Competency(ies) Developed by the Program</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>

**OVERALL ASSESSMENT OF STUDENT LEARNING OUTCOMES**

(Aggregate Findings for All Program Options Combined) Assessment Data Collected during the Academic Year (2020-2021)

COMPETENCY	COMPETENCY BENCHMARK (%) (GENERALIST)	COMPETENCY BENCHMARK (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK	
			Generalist Practice n = SWAMP + Field / 2	Area of Specialized Practice #2 Advanced Practice n = Portfolio Papers + Field / 2
Competency 1: Demonstrate Ethical and Professional Behavior	70%	75%	65% + 94.56% = <b>79.78</b>	100% + 89% field = <b>94.5%</b>
Competency 2: Engage Diversity and Difference in Practice	70%	75%	69% + 93.86% = <b>81.43</b>	92% + 92% = <b>92%</b>
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	70%	75%	50% + 84.15% = <b>67.08</b>	84% + 78% = <b>81%</b>

<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	<b>70%</b>	<b>75%</b>	$27\% + 75.5\% = 51.25$	$84\% + 68\% = 76\%$
<b>Competency 5: Engage in Policy Practice</b>	<b>70%</b>	<b>75%</b>	$30\% + 74.51\% = 52.25$	$74\% + 70\% = 72\%$

<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	$42\% + 90.97\% = 66.48$	$92\% + 91\% = 91.5\%$
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	$58\% + 79.69\% = 68.84$	$88\% + 80\% = 84\%$
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	$50\% + 81.6\% = 65.8$	$82\% + 79\% = 80.5\%$

<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	<b>27% + 73.78% = 50.39</b>	<b>74% + 79% = 76.5%</b>
<b>Any additional Competency(ies) Developed by the Program</b>	n/a	n/a	n/a	n/a

Military Campus Program (MCP) began Spring 2021, therefore students were not in field placements nor had taken the SWAMP measure nor completed a Portfolio Paper prior to the AS 4(M) form being submitted to CSWE. Therefore, no data is available for this Program Option #3.