

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS-4(M)**  
**SAN JOSÉ STATE UNIVERSITY**  
**MASTER OF SOCIAL WORK PROGRAM**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**

**Summary of the Program’s Assessment Plan | Generalist Practice**

<b>Assessment Measure #1: Field Education</b>	
Dimension(s) assessed:	Knowledge(K), Skills (S), Values (V), and Cognitive and Affective Processes (C/A)
When/where students are assessed:	Spring 2021 in the Field Placement in the field placement
Who assessed student competence:	Field Instructor: Assessed competencies 1 through 9 along with behaviors of each competency
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Field Instructor (FI) rates on practice behaviors: FI Evaluation tool includes ranking of practice behaviors, based on a scale of 0-3 (below) and students be at Level 2 “Demonstrates Skills Consistently” or higher: <ul style="list-style-type: none"> <li>• 0 =Area of future growth;</li> <li>• 1 = Demonstrates Emerging Skill;</li> <li>• 2 = Demonstrates Skill Consistently;</li> <li>3 =Demonstrates Advance Accomplishment</li> </ul>
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	A minimum of 80% of students achieving a benchmark of an average of 2 on an above 4-point scale
<b>Assessment Measure #2: Course Embedded Signature Assignments</b>	
Dimension(s) assessed:	Knowledge(K), Skills (S), Values (V), and Cognitive and Affective Processes (C/A)
When/where students are assessed:	Signature course-embedded assignments in the foundation-year classes in Fall 2020, Spring 2021, and Fall 2021.
Who assessed student competence:	Course instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80% of students score an equivalent to “meets standard” or higher for each competency on course-embedded assignments.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	A minimum of 80% of students meeting the standard for each competency on course-embedded assignments.

**Summary of the Program's Assessment Plan | Specialized Practice  
Area of Specialized Practice: Advanced Generalist Practice**

<b>Assessment Measure #1: Field Education</b>	
Dimension(s) assessed:	Knowledge(K), Skills (S), Values (V), and Cognitive and Affective Processes (C/A)
When/where students are assessed:	Spring 2021 in the Field Placement in the field placement
Who assessed student competence:	Field Instructor: Assessed competencies 1 through 9 along with behaviors of each competency
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Field Instructor (FI) rates on practice behaviors: FI Evaluation tool includes ranking of practice behaviors, based on a scale of 0-3 (below) and students be at Level 2 "Demonstrates Skills Consistently" or higher: <ul style="list-style-type: none"> <li>• 0 =Area of future growth;</li> <li>• 1 = Demonstrates Emerging Skill;</li> <li>• 2 = Demonstrates Skill Consistently;</li> <li>3 =Demonstrates Advance Accomplishment</li> </ul>
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	A minimum of 80% of students achieving a benchmark of an average of 2 on an above 4-point scale
<b>Assessment Measure #2: Course Embedded Signature Assignments</b>	
Dimension(s) assessed:	Knowledge(K), Skills (S), Values (V), and Cognitive and Affective Processes (C/A)
When/where students are assessed:	Signature course-embedded assignments in the final-year classes in Fall 2020, Spring 2021, and Fall 2021.
Who assessed student competence:	Course instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80% of students score an equivalent to "meets standard" or higher for each competency on course-embedded assignments.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	A minimum of 80% of students meeting the standard for each competency on course-embedded assignments.

**San Jose State University – MSW Program  
 Assessment Data Collected During the Academic Year (2020-2021)  
 Program Option #1: ON-CAMPUS MSW PROGRAM**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (ADVANCED GENERALIST PRACTICE)	Percentage of Students Achieving Benchmark	
			Generalist Practice n = 102	Advanced Generalist Practice n = 104
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	98.4%*	99.5%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	97.1%	98.7%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	93.7%	98.1%
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	93.2%	95.8%
<b>Competency 5: Engage in Policy Practice</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	90.1%	97.6%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	97.0%*	99.0%*
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	89.7%*	98.5%*
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	92.0%*	97.9%*
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	92.1%	97.3%

\* Number reflects Measure 1 data only. Measure 2 data will be updated in Fall 2021.

**Assessment Data Collected During the Academic Year (2020-2021)  
Program Option #2: ONLINE/HYBRID MSW PROGRAM**

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (ADVANCED GENERALIST PRACTICE)	Percentage of Students Achieving Benchmark	
			Generalist Practice n = 60	Advanced Generalist Practice n = 53
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	95.0%*	99.0%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	97.8%	94.7%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	95.5%	97.1%
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	88.6%	98.5%
<b>Competency 5: Engage in Policy Practice</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	94.2%	99.4%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	96.7%*	100.0%*
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	89.5%*	99.7%*
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	93.6%*	99.8%*
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	92.4%	100.0%

\* Number reflects Measure 1 data only. Measure 2 data will be updated in Fall 2021.

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

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (ADVANCED GENERALIST PRACTICE)	Percentage of Students Achieving Benchmark	
			Generalist Practice	Advanced Generalist Practice
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	96.7%*	99.3%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	97.5%	96.7%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	94.6%	97.6%
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	90.9%	97.2%
<b>Competency 5: Engage in Policy Practice</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	92.2%	98.5%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	96.9%*	99.5%*
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	89.6%*	99.1%*
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	92.8%*	98.9%*
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence	80% of students will demonstrate competence	92.3%	98.7%

\* Number reflects Measure 1 data only. Measure 2 data will be updated in Fall 2021.