

**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
**New Mexico Highlands University Facundo Valdez School of Social Work**  
**Master of Social Work Program**  
**2022-23 Academic Year (Fall, Spring, Summer)**

**CSWE 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 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

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: Final Field Evaluation</b>	
Dimension(s) assessed:	Skills
When/where students are assessed:	Field placement
Who assessed student competence:	Field instructors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4.0 on a 1 to 5 (5 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%
<b>Assessment Measure #2: Course-Embedded Rating Scale (one per competency) *</b>	
Dimension(s) assessed:	Varies by the measure of each competency – all dimensions are assessed on multiple competencies
When/where students are assessed:	In the classroom, as part of their first-year generalist AND their second-year specialization coursework
Who assessed student competence:	Classroom instructor
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	4.0 on a 1 to 5 (5 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%
<b>Aggregated Percentage of Students at the Competency Benchmark</b>	
<b>Calculation:</b> We calculated & reported the average value between the percentages of students achieving the benchmark on the two outcome measures. $(\% \text{ achieving benchmark on measure 1} + \% \text{ achieving benchmark on measure 2}) / 2$	
<b>Program Benchmark:</b> The competency benchmark for the program was set at 80%, as per common practice in educational programming, and as per faculty consensus.	

\* Note that the assessment structure and process is the same for both the generalist (first-year) curriculum and for the curricula of each of the second-year specializations (Clinical, Bilingual-Bicultural Clinical, and Leadership & Administration). The Final Field Evaluations and the Course-Embedded Rating Scales for each competency do differ, as they are catered to the competency descriptions and behaviors for each. However, since the kinds of measures and the assessment procedure are the same, only one summary chart is presented above, inclusive of both generalist and specialization assessment.

**New Mexico Highlands University, Facundo Valdez School of Social Work  
Master of Social Work Program**

Learning Outcome Assessment Data from the 2022-23 Academic Year (Fall, Spring, Summer)  
Aggregate of All Program Options (All Campus Locations and Online)<sup>1</sup>

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZATION)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice (500-level)  N =0-120 <sup>2</sup>	Area of Specialized Practice #1 (Clinical)  N = 14-122 <sup>2</sup>	Area of Specialized Practice #2 (Bilingual-Bicultural Clinical)  N =14-112 <sup>2</sup>	Area of Specialized Practice #3 (Leadership & Administration)  N =14-19 <sup>2</sup>
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	83.47%  N=22-121	89.34%  N=112-118	90.18%  N=16-112	86.68%  N=15-20
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	86.83%  N=81-121	84.41%  N=89-118	100%  N=14-16	89.17%  N=18-20
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	93.54%  N=91-121	88.86%  N=14-118	89.29%  N=14-16	91.95%  N=18-20
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	85.89%  N=53-121	93.81%  N=62-118	96.78%  N=16-62	94.56%  N=17-20

COMPETENCY	COMPETENCY BENCHMARK (GENERALIST)	COMPETENCY BENCHMARK (SPECIALIZATION)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
			Generalist Practice (5000-level) N =0-120 <sup>2</sup>	Area of Specialized Practice #1 (Clinical) N = 14-122 <sup>2</sup>	Area of Specialized Practice #2 (Bilingual-Bicultural Clinical) N =14-112 <sup>2</sup>	Area of Specialized Practice #3 (Leadership & Administration) N =14-19 <sup>2</sup>
<b>Competency 5: Engage in Policy Practice</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	88.51% N=105-121	94.66% N=98-118	95.35% N=16-98	91.67% N=18-20
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	82.94% N=96-121	86.46% N=118-122	96.43% N=14-16	94.45% N=18-20
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	86.26% N=52-121	91.86% N=118-128	96.88% N=15-16	78.06% N=18-20
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	82.16% N=62-121	94.02% N=36-118	92.86% N=14-16	73.06% N=18-20
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the generalist level.	80% of students will achieve benchmark on the (average) of the two outcome measures (practice & course-embedded), at the specialization level.	87.60% <sup>3</sup> N=0-121	85.62% N=58-118	86.53% N=16-58	85.30% N=17-20

<sup>1</sup> We do have multiple program options, with campus locations in in Albuquerque, Farmington, Las Vegas, and Santa Fe, New Mexico, as well as a fully Online MSW Program. However, during the 2022-23 school year, as we at last emerged from pandemic-related shutdowns, we continued to operate in a blended format, with students from multiple program options (or campus locations) integrated together in

many of their courses, online, via Zoom and asynchronously. As a result, we were unable to analyze students' mastery of the social work competencies by program option. Rather, student learning outcomes for 2022-23 are only presented in sum, across all program options.

<sup>2</sup> Because of our sizeable number of part-time students, there is variation in the number of students in field placements and in the different classes where assessment of competency was conducted. We also suffered from missing data. Thus, we present the range of sample sizes across the different measures.

<sup>3</sup> Data for Competency 9 at the generalist practice level (5000-level courses) includes the Final Field Evaluation only. We are missing data from the course-embedded measures.