

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)**  
**LINCOLN MEMORIAL 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: FINAL FIELD EVALUATION</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective Processes
When/where students are assessed:	End of the final (Spring) semester of field placement
Who assessed student competence:	Field placement Supervisor in collaboration with the LMU Field Coordinator
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80% of students will score at least a 3.0 (competent level activity with indirect supervision) or higher on a scale of 4.0 on the final field evaluation for each behavior related to each of the nine competencies
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80% of aggregated students will score at least a 3.0 (competent level activity with indirect supervision) or higher on a scale of 4.0 on the final field evaluation for each behavior related to each of the nine competencies
<b>Assessment Measure #2: COURSE EMBEDDED ASSIGNMENTS</b>	
Dimension(s) assessed:	Knowledge, Values, Skills, Cognitive/Affective Processes
When/where students are assessed:	Embedded assessment assignments are included in the designated practice courses (restricted to admitted social work majors) taught during spring of junior year (SOCW 310 Human Behavior and the Social Environment, SOCW 340 Practice with Individuals, SOCW 385 Social Work

	Research: Data Analysis) and fall/spring of senior year (SOCW 450 Practice with Groups and Families, and SOCW 460 Practice with Communities and Organizations).
Who assessed student competence:	Full time faculty members assigned to teach the practice courses.
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	80% of students will score at least a 75 (C) or higher on a scale of 100 (A) on the embedded practice assignments.
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1-9:	80% of aggregated students will score at least a 75 (C) or higher on a scale of 100 (A) on each of the embedded practice assignments related to each of the nine competencies.

## 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 (2024-2025)

COMPETENCY	COMPETENCY BENCHMARK (%)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK			
		Aggregate of Students from All Program Options  n = (2)	Program Option #1 (Harrogate, TN/in-person)  n = (2)	Program Option #2 (identify location/delivery method)  n = (Number of students)	Program Option #3 (identify location/delivery method)  n = (Number of students)
Competency 1: Demonstrate Ethical and Professional Behavior	80%	96.87%	96.87%	N/A	N/A
Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice	80%	93.75%	93.75%	NA	NA
Competency 3: Engage Anti-Racism, Diversity, Equity, and	80%	93.75%	93.75%	NA	NA

<b>Inclusion (ADEI) in Practice</b>					
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	<b>80%</b>	<b>100%</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>
<b>Competency 5: Engage in Policy Practice</b>	<b>80%</b>	<b>93.75%</b>	<b>93.75%</b>	<b>NA</b>	<b>NA</b>
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b>	<b>93.75%</b>	<b>93.75%</b>	<b>NA</b>	<b>NA</b>
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b>	<b>100%</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b>	<b>93.75%</b>	<b>93.75%</b>	<b>NA</b>	<b>NA</b>
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>80%</b>	<b>100%</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>