

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)  
HAWAI'I PACIFIC UNIVERSITY (HPU) 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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**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 | Specialized 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	75%

scores, inclusive of all measures) for Competencies 1-9:	
<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%

**Assessment Data Collected during the Academic Year (2020-2021)**  
**Program Option #1: SWAMP Instrument; Portfolio Papers; Field Practicum**

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% + 100% = 82.5%	81% + 100% = 90.5%
Competency 2: Engage Diversity and Difference in Practice	70%	75%	69% + 100% = 84.5%	81% + 100% = 90.5%
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice	70%	75%	50% + 94% = 72%	75% + 89% = 82%
Competency 4: Engage in Practice-informed Research and Research-informed Practice	70%	75%	27% + 91% = 59%	87.5% + 74.3% = 80.9%

<b>Competency 5: Engage in Policy Practice</b>	<b>70%</b>	<b>75%</b>	$30\% + 79\% = \mathbf{54.5\%}$	$81\% + 65\% = \mathbf{73\%}$
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	$42\% + 83\% = \mathbf{62.5\%}$	$87.5\% + 93.5\% = \mathbf{90.5\%}$
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	$58\% + 97.75\% = \mathbf{77.87\%}$	$69\% + 77.75\% = \mathbf{73.4\%}$
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	$50\% + 95\% = \mathbf{72.5\%}$	$87.5\% + 82.5\% = \mathbf{85\%}$
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	<b>70%</b>	<b>75%</b>	$27\% + 95.5\% = \mathbf{61.25\%}$	$81\% + 87.5\% = \mathbf{84.25\%}$
<b>Any additional Competency(ies) Developed by the Program</b>	n/a	n/a	n/a	n/a

**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
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	<b>70%</b>	<b>75%</b>	65% + 94.56% = <b>79.78</b>	100% + 89% field = <b>94.5%</b>
<b>Competency 2: Engage Diversity and Difference in Practice</b>	<b>70%</b>	<b>75%</b>	69% + 93.86% = <b>81.43</b>	92% + 92% = <b>92%</b>
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	<b>70%</b>	<b>75%</b>	50% + 84.15% = <b>67.08</b>	84% + 78% = <b>81%</b>
<b>Competency 4: Engage in Practice-informed Research</b>	<b>70%</b>	<b>75%</b>	27% + 75.5% = <b>51.25</b>	84% + 68% = <b>76%</b>



and Research-informed Practice				
Competency 5: Engage in Policy Practice	70%	75%	30% + 74.51% = 52.25	74% + 70% = 72%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	70%	75%	42% + 90.97% = 66.48	92% + 91% = 91.5%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	70%	75%	58% + 79.69% = 68.84	88% + 80% = 84%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	70%	75%	50% + 81.6% = 65.8	82% + 79% = 80.5%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	70%	75%	27% + 73.78% = 50.39	74% + 79% = 76.5%
Any additional Competency(ies) Developed by the Program	n/a	n/a	n/a	n/a