

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(M)**  
**NORTHEASTERN ILLINOIS MASTER'S SOCIAL WORK PROGRAM**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES**  
LAST UPDATED DECEMBER 1, 2024

**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

Last updated December 1, 2024

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: Generalist Practice Field Practicum Evaluation</b>	
Dimension(s) assessed:	Knowledge Values Skills Cognitive & Affective Processes
When/where students are assessed:	Spring 2024 / Field Practicum Sites
Who assessed student competence:	Field supervisors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Minimum of 3 out of 4 on all field evaluation items
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: SWK 401, Self-reflection Paper #3</b>	
Dimension(s) assessed:	Values Skills Cognitive & Affective Processes
When/where students are assessed:	Fall 2023 / Classroom
Who assessed student competence:	Dr. Noe Mojica
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 2:	8 or higher (out of 10)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 2:	80%
<b>Assessment Measure #3: SWK 402, Biopsychosocial Paper</b>	
Dimension(s) assessed:	Knowledge

	Values Skills Cognitive & Affective Processes
When/where students are assessed:	Fall 2023 / Classroom
Who assessed student competence:	Sheila Wheatley Huu Nguyen
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 7:	8 or higher (out of 10)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 7:	80%
<b>Assessment Measure #4: SWK 403, Ethical Dilemma Paper</b>	
Dimension(s) assessed:	Values Skills Cognitive & Affective Processes
When/where students are assessed:	Fall 2023 / Classroom
Who assessed student competence:	Dr. Patricia Aguado
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 1:	8 or higher (out of 10)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 1:	80%
<b>Assessment Measure #5: SWK 403, Final Assessment Paper</b>	
Dimension(s) assessed:	Knowledge Values Skills Cognitive & Affective Processes
When/where students are assessed:	Fall 2023 / Classroom
Who assessed student competence:	Dr. Patricia Aguado
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6,8 and 9:	12 or higher (out of 15)

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6,8, and 9:	80%
<b>Assessment Measure #6: SWK 404, Current Event Preview Project</b>	
Dimension(s) assessed:	Knowledge Skills
When/where students are assessed:	Spring 2024 / Classroom
Who assessed student competence:	Huu Nguyen
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1 and 3:	8 or higher (out of 10)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1 and 3:	80%
<b>Assessment Measure #7: SWK 405, Organizational Assessment</b>	
Dimension(s) assessed:	Knowledge Values Skills Cognitive & Affective Processes
When/where students are assessed:	Spring 2024 / Classroom
Who assessed student competence:	Dr. Patricia Aguado
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 8 and 9:	8 or higher (out of 10)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 8 and 9	80%
<b>Assessment Measure #8: SWK 406, Policy Brief</b>	
Dimension(s) assessed:	Knowledge Values Skills Cognitive & Affective Processes
When/where students are assessed:	Fall 2023 / Classroom
Who assessed student competence:	Dr. Casey Holtschneider Courtney Francis

Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 1:	8 or higher (out of 10)
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5, item 1:	16 or higher (out of 20)
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5, items 2 & 3:	40 or higher (out of 50)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1 and 5:	80%
<b>Assessment Measure #9: SWK 407, Research Proposal</b>	
Dimension(s) assessed:	Knowledge Values Skills Cognitive & Affective Processes
When/where students are assessed:	Spring 2024 / Classroom
Who assessed student competence:	Courtney Francis
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4, items 1 and 2:	8 or higher (out of 10)
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4, item 7:	16 or higher (out of 20)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 4:	80%
<b>Assessment Measure #10: SWK 472, Clinical Presentation Through Film</b>	
Dimension(s) assessed:	Knowledge Values Skills
When/where students are assessed:	Spring 2024 / Classroom
Who assessed student competence:	Dr. Noe Mojica
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 7 and 8:	20 or higher (out of 25)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 7 and 8:	80%

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

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: Children, Youth and Families**

<b>Assessment Measure #11: Children, Youth and Families Field Practicum Evaluation</b>	
Dimension(s) assessed:	Knowledge Values Skills Cognitive & Affective Processes
When/where students are assessed:	Spring 2024 / Field Practicum Sites
Who assessed student competence:	Field supervisors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Minimum of 3 out of 4 on all field evaluation items
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 #12: SWK 431, Assessment, Intervention, Evaluation Paper</b>	
Dimension(s) assessed:	Values Skills Cognitive & Affective Processes
When/where students are assessed:	Fall 2023 / Classroom
Who assessed student competence:	Dr. Noe Mojica Elizabeth Moreno Elena Verti
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6 and 7:	16 or higher (out of 20)

Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6 and 7:	80%
<b>Assessment Measure #13: SWK 432, Advocacy Project</b>	
Dimension(s) assessed:	Knowledge Values Skills Cognitive & Affective Processes
When/where students are assessed:	Fall 2023 / Classroom
Who assessed student competence:	Dr. Jin Kim Amy Laird Marla Courts
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 2, 3 and 5:	16 or higher (out of 20)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 2, 3 and 5:	80%
<b>Assessment Measure #14: SWK 433, Early Childhood Project</b>	
Dimension(s) assessed:	Knowledge Skills Cognitive & Affective Processes
When/where students are assessed:	Spring 2024 / Classroom
Who assessed student competence:	Dr. Noe Mojica Elizabeth Moreno Elena Vertti
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 7 and 8:	40 or higher (out of 50)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1, 7 and 8:	80%
<b>Assessment Measure #15: SWK 433, Youth Project</b>	

Dimension(s) assessed:	Knowledge Skills Cognitive & Affective Processes
When/where students are assessed:	Spring 2024 / Classroom
Who assessed student competence:	Dr. Noe Mojica Elizabeth Moreno Elena Verti
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 2 and 8:	40 or higher (out of 50)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 2 and 8:	80%
<b>Assessment Measure #16: SWK 434, Policy Innovation Project</b>	
Dimension(s) assessed:	Knowledge Values Skills Cognitive & Affective Processes
When/where students are assessed:	Spring 2024 / Classroom
Who assessed student competence:	Dr. Casey Holtschneider Daniel Fitzgerald
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1, 3, and 5:	8 or higher (out of 10)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1, 3 and 5:	80%
<b>Assessment Measure #17: SWK 491, Research Proposal</b>	
Dimension(s) assessed:	Knowledge Values Skills Cognitive & Affective Processes
When/where students are assessed:	Fall 2023 / Classroom
Who assessed student competence:	Dr. Patricia Aguado Dr. Angel Resto Anthony Verdino

	Dr. Ulugbek Nurmukhamedov
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4:	16 or higher (out of 20)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 4:	80%
<b>Assessment Measure #18: SWK 492, Research Report</b>	
Dimension(s) assessed:	Knowledge Skills
When/where students are assessed:	Spring 2024 / Classroom
Who assessed student competence:	Dr. Patricia Aguado Dr. Angel Resto Anthony Verdino Dr. Ulugbek Nurmukhamedov
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 4 and 9:	16 or higher (out of 20)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 4 and 9:	80%

**Area of Specialized Practice #1: Leadership and Change**

<b>Assessment Measure #19: Leadership and Change Field Practicum Evaluation</b>	
Dimension(s) assessed:	Knowledge Values Skills Cognitive & Affective Processes
When/where students are assessed:	Spring 2024 / Field Practicum Sites
Who assessed student competence:	Field supervisors
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1-9:	Minimum of 3 out of 4 on all field evaluation items
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 #20: SWK 441, Anti-oppressive Assessment</b>	
Dimension(s) assessed:	Knowledge Values Cognitive & Affective Processes
When/where students are assessed:	Fall 2023 / Classroom
Who assessed student competence:	Dr. Casey Holtschneider
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1 and 7:	8 or higher (out of 10)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1 and 7:	80%
<b>Assessment Measure #21: SWK 441, Political Education Project</b>	
Dimension(s) assessed:	Knowledge Skills
When/where students are assessed:	Fall 2023 / Classroom
Who assessed student competence:	Dr. Casey Holtschneider
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 1,2, and 8:	20 or higher (out of 25)

Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 3:	24 or higher (out of 30)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 1,2, 3 and 8:	80%
<b>Assessment Measure #22: SWK 442, Policy Memo and Advocacy Campaign</b>	
Dimension(s) assessed:	Knowledge Skills
When/where students are assessed:	Fall 2023 / Classroom
Who assessed student competence:	Benneth Lee
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5, item 3:	16 or higher (out of 20)
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 5, item 6:	12 or higher (out of 15)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 5:	80%
<b>Assessment Measure #23: SWK 443, Social Movement Research Paper</b>	
Dimension(s) assessed:	Knowledge Cognitive & Affective Processes
When/where students are assessed:	Spring 2024 / Classroom
Who assessed student competence:	Dr. T.Y. Okosun
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 2, 3 and 8:	16 or higher (out of 20)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 2, 3 and 8:	80%
<b>Assessment Measure #24: SWK 444, Capacity Building Grant Proposal</b>	
Dimension(s) assessed:	Knowledge Skills
When/where students are assessed:	Spring 2024 / Classroom

Who assessed student competence:	Joseph Braun
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 6 and 7:	16 or higher (out of 20)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 6 and 7:	80%
<b>Assessment Measure #25: SWK 491, Research Proposal</b>	
Dimension(s) assessed:	Knowledge Values Skills Cognitive & Affective Processes
When/where students are assessed:	Fall 2023 / Classroom
Who assessed student competence:	Dr. Patricia Aguado Dr. Angel Resto Anthony Verdino Dr. Ulugbek Nurmukhamedov
Outcome Measure Benchmark (minimum score indicative of achievement) for Competency 4:	16 or higher (out of 20)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competency 4:	80%
<b>Assessment Measure #26: SWK 492, Research Report</b>	
Dimension(s) assessed:	Knowledge Skills
When/where students are assessed:	Spring 2024 / Classroom
Who assessed student competence:	Dr. Patricia Aguado Dr. Angel Resto Anthony Verdino Dr. Ulugbek Nurmukhamedov
Outcome Measure Benchmark (minimum score indicative of achievement) for Competencies 4 and 9:	16 or higher (out of 20)
Competency Benchmark (percent of students the program expects to have achieved the minimum scores, inclusive of all measures) for Competencies 4 and 9:	80%

**Assessment Data Collected during the Academic Year (2023-2024)**  
**Northeastern Illinois University Master of Social Work Program**  
 Last updated December 1, 2024

COMPETENCY	COMPETENCY BENCHMARK (%)  (GENERALIST)	COMPETENCY BENCHMARK (%)  (AREA OF SPECIALIZED PRACTICE)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK		
			Generalist Practice  n = (16)	Area of Specialized Practice #1 Children, Youth and Families  n = (57)	Area of Specialized Practice #2 Leadership and Change  n = (5)
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% of students will demonstrate competence inclusive of 4 measures	80% of students will demonstrate competence inclusive of 3 measures	97%	97%	100%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 3 measures	96%	97%	100%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 3 measures	98%	100%	100%
<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 3 measures	89%	96%	100%

<b>Competency 5: Engage in Policy Practice</b>	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 3 measures	94%	97%	100%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence inclusive of 2 measures	80% of students will demonstrate competence inclusive of 2 measures	100%	99%	100%
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence inclusive of 3 measures	80% of students will demonstrate competence inclusive of 3 measures	99%	96%	100%
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence inclusive of 4 measures	80% of students will demonstrate competence inclusive of 3 measures	99%	98%	100%
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% of students will demonstrate competence inclusive of 3 measures	80% of students will demonstrate competence inclusive of 2 measures	98%	96%	100%