

# Commission on Accreditation (COA) Department of Social Work Accreditation (DOSWA)

Baccalaureate and Master's Social Work Program Accreditation

#### **2022 EPAS**

### Form AS M5.0.1(d) | Public Reporting of Assessment Outcomes

### San Jose State University School of Social Work

### **Generalist Practice | Summary of Plan**

Competency	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for Competency
Competency 1: Demonstrate Ethical and Professional Behavior	Instrument 1: Field Instructor Evaluation of Student Performance	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4-8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.	80%
	Instrument 2: Score on Assessment Exam	Answering 2 or more questions (out of 3) correctly for each competency met threshold for competency.	

Competency	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for Competency
Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice	Instrument 1: Field Instructor Evaluation of Student Performance	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4-8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.  Answering 2 or more	80%
	Instrument 2: Score on Assessment Exam	questions (out of 3) correctly for each competency met threshold for competency.	
Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	Instrument 1: Field Instructor Evaluation of Student Performance  Instrument 2: Score	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4-8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.  Answering 2 or more	80%
	on Assessment Exam	questions (out of 3) correctly for each	

			Competency:
			Expected
		Instrument:	Level of
Competency	Instrument	Expected Level of	Achievement
		Achievement	for
		, , , 1 1 1 1 1	Competency
		competency met threshold	
		for competency.	
Competency 4: Engage in Practice-informed Research and Research-informed Practice	Instrument 1: Field Instructor Evaluation of Student Performance	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4-8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.	80%
	Instrument 2: Score on Assessment Exam	Answering 2 or more questions (out of 3) correctly for each competency met threshold	
		for competency	
Competency 5: Engage in Policy Practice	Instrument 1: Field Instructor Evaluation of Student Performance	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4-8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.	80%

		_	Competency: Expected
Competency	Instrument	Instrument: Expected Level of Achievement	Level of Achievement for Competency
	Instrument 2: Score on Assessment Exam	Answering 2 or more questions (out of 3) correctly for each competency met threshold for competency.	Competency
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Instructor Evaluation of Student Performance  Instrument 2: Score	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4-8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.  Answering 2 or more questions (out of 3)	80%
Competency 7: Assess Individuals, Families,	Instrument 1: Field Instructor Evaluation	correctly for each competency met threshold for competency.  Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill	900/
Groups, Organizations, and Communities	of Student Performance	consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4-8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates	80%

Competency	Instrument  Instrument 2: Score on Assessment Exam	Instrument: Expected Level of Achievement  skill consistently) meeting threshold for competency.  Answering 2 or more questions (out of 3) correctly for each competency met threshold for competency.	Competency: Expected Level of Achievement for Competency
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Instructor Evaluation of Student Performance	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4-8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.	80%
	Instrument 2: Score on Assessment Exam	Answering 2 or more questions (out of 3) correctly for each competency met threshold for competency.	
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Instructor Evaluation of Student Performance	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4-8) and were averaged for each	80%

Competency	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for Competency
	Instrument 2: Score on Assessment Exam	competency, with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.  Answering 2 or more questions (out of 3) correctly for each competency met threshold for competency.	

## **Generalist Practice | Summary of Outcomes**

**Assessment Data Collected on:** 05/25

Competency	Expected Level of Achievement Inclusive of All Instruments	Aggregate Actual Outcomes: All Program Options $n = 200$	Program Option 1 Outcomes: On-Campus $n = 108$	Program Option 2 Outcomes: Online/Hybrid $n = 92$
Competency 1: Demonstrate Ethical and Professional Behavior	80%	95%	94%	97%
Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice	80%	95%	96%	95%
Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	80%	93%	93%	93%
Competency 4: Engage in Practice- informed Research and Research- informed Practice	80%	84%	81%	87%
Competency 5: Engage in Policy Practice	80%	88%	89%	87%

Competency	Expected Level of Achievement Inclusive of All Instruments	Aggregate Actual Outcomes: All Program Options  n = 200	Program Option 1 Outcomes: On-Campus n = 108	Program Option 2 Outcomes: Online/Hybrid n = 92
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80%	89%	88%	90%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80%	96%	96%	96%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80%	96%	96%	96%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80%	91%	90%	92%

## **Advanced Generalist Practice | Summary of Plan**

Competency	Instrument	Instrument: Expected Level of Achievement	Expected Level of Achievement for Competency
Competency 1: Demonstrate Ethical and Professional Behavior	Instrument 1: Field Instructor Evaluation of Student Performance	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4- 8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.	80%
	Instrument 2: Score on Assessment Exam	Answering 2 or more questions (out of 3) correctly for each competency met threshold for competency.	
Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice	Instrument 1: Field Instructor Evaluation of Student Performance	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates	80%

			Competency:
			Expected
		<b>Instrument:</b>	Level of
Competency	Instrument	Expected Level of	Achievement
		Achievement	for
		1 111	Competency
		skill consistently; 4=	
		Demonstrates advanced	
		accomplishment. The number of items varied	
		by competency (e.g. 4-	
		8) and were averaged for each competency,	
		with scores of 3.0+ (i.e.	
		Demonstrates skill	
		consistently) meeting	
		threshold for	
		competency.	
		Answering 2 or more	
	12.0	questions (out of 3)	
	Instrument 2: Score on	correctly for each	
	Assessment Exam	competency met	
		threshold for	
		competency.	
		Field Instructor	
		Evaluation of the	
		student was rated by	
		using a 4-point Likert	
		scale (from 1-4) where	
		1=Area of future	
		growth; 2=	
		Demonstrates emerging skill; 3=Demonstrates	
	Instrument 1: Field	skill consistently; 4=	
<b>Competency 3:</b> Engage	Instructor Evaluation of	Demonstrates advanced	
Anti-Racism, Diversity,	Student Performance	accomplishment. The	
Equity, and		number of items varied	80%
Inclusion (ADEI) in		by competency (e.g. 4-	0070
Practice		8) and were averaged	
		for each competency,	
		with scores of 3.0+ (i.e.	
		Demonstrates skill	
		consistently) meeting	
		threshold for	
		competency.	
	Instrument 2: Score on	Answering 2 or more	
		questions (out of 3)	
	Assessment Exam	correctly for each	
		competency met	

Competency	Instrument	Instrument: Expected Level of Achievement threshold for	Competency: Expected Level of Achievement for Competency
		competency.	
Competency 4: Engage in Practice-informed Research and Research-informed Practice	Instrument 1: Field Instructor Evaluation of Student Performance	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4- 8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.	80%
	Instrument 2: Score on Assessment Exam	Answering 2 or more questions (out of 3) correctly for each competency met threshold for competency.	
Competency 5: Engage in Policy Practice	Instrument 1: Field Instructor Evaluation of Student Performance	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied	80%

			Competency:
		Instrument:	Expected
Compotonov	Instrument	Expected Level of	Level of
Competency	instrument	Achievement	Achievement
		Acmevement	for
			Competency
		by competency (e.g. 4-8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates skill	
		consistently) meeting threshold for	
		competency.	
	Instrument 2: Score on Assessment Exam	Answering 2 or more questions (out of 3) correctly for each	
	A social entire Exam	competency met threshold for	
		competency. Field Instructor	
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Instructor Evaluation of Student Performance	Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4-8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.	80%
	Instrument 2: Score on Assessment Exam	Answering 2 or more questions (out of 3) correctly for each competency met threshold for competency.	

Competency	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for Competency	
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Instructor Evaluation of Student Performance	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4- 8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.  Answering 2 or more questions (out of 3)	80%	
	Instrument 2: Score on Assessment Exam	correctly for each competency met threshold for competency.		
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Instructor Evaluation of Student Performance	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4- 8) and were averaged for each competency,	80%	

Competency	Instrument	Instrument: Expected Level of	Competency: Expected Level of
Competency	Thstrument	Achievement	Achievement for Competency
		with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.	
	Instrument 2: Score on Assessment Exam	Answering 2 or more questions (out of 3) correctly for each competency met threshold for competency.	
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Instructor Evaluation of Student Performance	Field Instructor Evaluation of the student was rated by using a 4-point Likert scale (from 1-4) where 1=Area of future growth; 2= Demonstrates emerging skill; 3=Demonstrates skill consistently; 4= Demonstrates advanced accomplishment. The number of items varied by competency (e.g. 4- 8) and were averaged for each competency, with scores of 3.0+ (i.e. Demonstrates skill consistently) meeting threshold for competency.	80%
	Instrument 2: Score on Assessment Exam	Answering 2 or more questions (out of 3) correctly for each competency met threshold for competency.	

### **Advanced Generalist Practice | Summary of Outcomes**

**Assessment Data Collected on:** 05/25

Competency	Expected Level of Achievement Inclusive of All Instruments	Aggregate Actual Outcomes: All Program Options  n = 178	Program Option 1 Outcomes: On Campus n = 105	Program Option 2 Outcomes: Online/Hybrid $n = 73$
Competency 1: Demonstrate Ethical and Professional Behavior	80%	96%	98%	94%
Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice	80%	93%	94%	92%
Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	80%	95%	97%	94%
Competency 4: Engage in Practice- informed Research and Research- informed Practice	80%	66%	68%	64%
Competency 5: Engage in Policy Practice	80%	89%	93%	85%

Competency	Expected Level of Achievement Inclusive of All Instruments	Aggregate Actual Outcomes: All Program Options  n = 178	Program Option 1 Outcomes: On Campus $n = 105$	Program Option 2 Outcomes: Online/Hybrid n = 73
Competency 6: Engage with Individuals, Families, Groups, Organizations, and/or Communities (relevant system levels are selected by the program to reflect the area of specialized practice)	80%	95%	97%	93%
Competency 7: Assess Individuals, Families, Groups, Organizations, and/or Communities (relevant system levels are selected by the program to reflect the area of specialized practice)	80%	94%	96%	91%
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and/or Communities (relevant system levels	80%	96%	98%	95%

are selected by the program to reflect the area of specialized	Expected Level of Achievement Inclusive of All Instruments	Aggregate Actual Outcomes: All Program Options  n = 178	Program Option 1 Outcomes: On Campus $n = 105$	Program Option 2 Outcomes: Online/Hybrid  n = 73
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and/or Communities (relevant system levels are selected by the program to reflect the area of specialized practice)	80%	92%	95%	89%