



COUNCIL ON SOCIAL WORK EDUCATION

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.	80%
	Instrument 2: Score on Assessment Exam	Answering 2 or more 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	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	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for 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	Instrument	Instrument: Expected Level of Achievement	Competency: Expected 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 6: Engage 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 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	80%

Competency	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for Competency
		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 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
		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.	

Generalist Practice | Summary of Outcomes

Assessment Data Collected on: 05/25

Competency	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	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	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 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	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for 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.	
	Instrument 2: Score on Assessment Exam	Answering 2 or more 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	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	

Competency	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for Competency
		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	80%

Competency	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement 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 competency met threshold for competency.	
Competency 6: Engage 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	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.	80%
	Instrument 2: Score on Assessment Exam	Answering 2 or more questions (out of 3) 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 Achievement	Competency: Expected Level of 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	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 (A DEI) 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	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%

Competency	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
are selected by the program to reflect the area of specialized practice)				
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%