

MSW PROGRAM OUTCOMES

The Council on Social Work Education's (CSWE) Form AS4(M) is used below to display the MSW program learning outcomes for the NYU Silver School of Social Work; separate forms are used for Generalist Practice and Specialized Practice students. These data were collected in April 2017. Two measures of competency were used: an assessment of student performance in field placement completed by field instructors (Measure 1), and program assessment examination completed by students (Measure 2).

Reading these tables from left to right, the *first column* lists each competency, and the *second column* indicates the benchmark for competency for each of the two measures. The *third column* lists the items corresponding to each competency on Measure 1 and, below them, the items on Measure 2. Abbreviations in this column represent the MSW program's four program options, which are: WSQ (Washington Square campus), R (Rockland campus), W (Westchester campus), and SH (Shanghai-New York). In addition, the abbreviation Q represents "question." The *fourth column* shows the percentage of students who met the benchmark for competency for each item on Measure 1 and, below them, on Measure 2. *Column 5* shows how the percentage of students who met the benchmark for competency was calculated for each competency across all items on Measure 1 and, separately, on all items on Measure 2. The *column on the far right* shows whether students met the benchmark for each competency (yes or no) as well as the calculations for determining the overall outcome.

The benchmark was met by Generalist Practice students on all competencies except competency 9 (assessing program and practice outcomes), for which 69.3% of students were at benchmark. The benchmark was met by Specialized Practice students on all 10 competencies. This indicates that by the time students in the MSW program graduated, they attained competence in all expected areas.

FORM AS4(M): GENERALIST PRACTICE

Competency	Competency Benchmark by Measure	Outcome Measure Items	Percent at Benchmark by Program Option	Percent at Benchmark per Measure¹	Competency Attained with Overall % at Benchmark
Competency 1: Values, ethics and professional behavior	80%	Measure 1:		Measure 1 Average	YES OVERALL % at benchmarks = Measure 1 % 99.85 Measure 2 % 77% 176.85%/2 = 88.1%
		Item 1.1 WSQ	100%		
		Item 1.1 R	100%	100% +	
		Item 1.1 SH	100%		
		Item 1.1 W	100%	100% +	
		Item 1.2 WSQ	100%		
		Item 1.2 R	100%	99.75% +	
		Item 1.2 SH	100%		
		Item 1.2 W	100%	99.75% +	
		Item 1.3 WSQ	99%		
		Item 1.3 R	100%	99.75% =	
		Item 1.3 SH	100%		
		Item 1.3 W	100%	499.25/5 =	
		Item 1.4 WSQ	99%		
		Item 1.4 R	100%	99.85%	
		Item 1.4 SH	100%		
		Item 1.4 W	100%		
Item 1.5 WSQ	99%				
Item 1.5 R	100%				

¹ For **Measure 1**, the percentage of students at benchmark was averaged across program options per item related to each competency; the percentage at benchmark was then averaged across items for each competency. For **Measure 2**, the percentage of students answering 2 or 3 of the 3 questions per competency was calculated directly from program assessment exam data.

		Item 1.5 SH	100%		
		Item 1.5 W	100%		
	70%	Measure 2		Measure 2 % at benchmark	
		Q17	74%		
		Q21	71%		
		Q22	72%	77%	
Competency 2: Engage diversity and difference in practice	80%	Measure 1		Measure 1 Average	YES
		Item 2.1 WSQ	100%		Measure 1
		Item 2.1 R	100%		
		Item 2.1 SH	100%	100% +	
		Item 2.1 W	100%		
		Item 2.2 WSQ	100%	100% +	99.9%
		Item 2.2 R	100%		Measure 2
		Item 2.2 SH	100%	99.75% =	
		Item 2.2 W	100%		
		Item 2.3 WSQ	99%	291/3 =	88%
		Item 2.3 R	100%		99.9% + 88% =
		Item 2.3 SH	100%	99.9%	
	Item 2.3 W	100%		187.9/2 =	
	70%	Measure 2		Measure 2 % at benchmark	93.9%
		Q1	84%		
	Q5	52%			
	Q24	91%	88%		
Competency 3: Advance human rights, social, economic, and environmental justice	80%	Measure 1		Measure 1 Average	YES
		Item 3.1 WSQ	99%		Measure 1
		Item 3.1 R	100%	99.75 +	99.75%
		Item 3.1 SH	100%		Measure 2
		Item 3.1 W	100%	99.75 =	
		Item 3.2 WSQ	99%		77%

		Item 3.2 R	100%	199.5%/2 =	99.75% + 77% = 176.85%/2 =
		Item 3.2 SH	100%		
		Item 3.2 W	100%	99.75%	
	70%	Measure 2		Measure 2 % at benchmark	
		Q4	89%		
		Q8	62%		
		Q15	95%	77%	88.1%
Competency 4: Engage in research-informed practice and practice-informed research	80%	Measure 1	99%	Measure 1 Average	YES Measure 1 % (99%) + Measure 2 % (96%) = 99% + 96% = 195%/2 = 97.5%
		Item 4.1 WSQ			
		Item 4.1 R	100%	99.75%+	
		Item 4.1 SH	100%	99.75% +	
		Item 4.1 W	100%	97.5% =	
		Item 4.2 WSQ	99%	297/3 =	
		Item 4.2 R	100%	99%	
		Item 4.2 SH	100%		
		Item 4.2 W	100%		
		Item 4.3 WSQ	99%		
		Item 4.3 R	99%		
		Item 4.3 SH	100%		
	Item 4.3 W	100%			
		70%	Measure 2		
		Generalist			
		Q23	97%		
		Q26	66%	96%	
		Q29	96%		
Competency 5: Engage in policy practice	80%	Measure 1		Measure 1 Average	YES
		Item 5.1 WSQ	100%		
		Item 5.1 R	100%		

		Item 5.1 SH	100%	100% +	OVERALL % at benchmarks = Measure 1 % 99.8% + Measure 2 % 77% 99.8 + 77 =
		Item 5.1 W	100%		
		Item 5.2 WSQ	100%	100% +	
		Item 5.2 R	100%		
		Item 5.2 SH	100%	99.5% +	
		Item 5.2 W	100%		
		Item 5.3 WSQ	98%	299.5%/3 =	
		Item 5.3 R	100%		
		Item 5.3 SH	100%	99.8%	
		Item 5.3 W	100%		
	70%	Measure 2		Measure 2 % at benchmark	176.8%/2 =
		Q6	67%		
		Q7	96%		
	Q30	34%	77%	88.4%	
Competency 6: Engage with individuals, families, groups, and communities	80%	Measure 1		Measure 1 Average	YES OVERALL % at benchmarks = Measure 1 100% + Measure 2 % 98% 198%/2 = 99%
		Item 6.1 WSQ	100%		
		Item 6.1 R	100%	100% + 100 % =	
		Item 6.1 SH	100%		
		Item 6.1 W	100%	200%/2 =	
		Item 6.2 WSQ	100%		
		Item 6.2 R	100%	100%	
		Item 6.2 W	100%		
	70%	Measure 2		Measure 2 % at Benchmark	
		Q11	98%		
	Q16	99%			
	Q19	56%	98%		
Competency 7: Assess	80%	Measure 1		Measure 1 Average	YES
		Item 7.1 WSQ	100%		

individuals, families, groups, organizations, and communities		Item 7.1 R	100%	100% + 100% + 97% + 98.75% = 395.75/4 = 98.9%	OVERALL % at benchmarks = Measure 1 % (98.9%) + Measure 2 % (92%) = 187%/2 = 95%
		Item 7.1 SH	100%		
		Item 7.1 W	100%		
		Item 7.2 WSQ	100%		
		Item 7.2 R	100%		
		Item 7.2 SH	100%		
		Item 7.2 W	100%		
		Item 7.3 WSQ	100%		
		Item 7.3 R	92%		
		Item 7.3 W	100%		
		Item 7.4 WSQ	99%		
		Item 7.4 R	92%		
		Item 7.4 SH	100%		
		Item 7.4 W	100%		
		70%	Measure 2		
	Item 7.1	66%			
	Item 7.2	92%			
	Item 7.3	56%	92%		
Competency 8: Intervene with individuals, families, groups, organizations, and communities	80%	Measure 1		Measure 1 Average 97% + 97% + 96.7% + 98.5% +	YES OVERALL % at benchmarks = Measure 1 % 97.2%
		Item 8.1 WSQ	99%		
		Item 8.1 R	92%		
		Item 8.1 W	100%		
		Item 8.2 WSQ	99%		
		Item 8.2 R	92%		
		Item 8.2 W	100%		
		Item 8.3 WSQ	98%		
		Item 8.3 R	92%		
		Item 8.3 SH	100%		
		Item 8.3 W	100%		

		Item 8.4 WSQ	99%	96.7% =	Measure 2 % =
		Item 8.4 R	91%		96%
		Item 8.4 SH	100%	372/4 =	
		Item 8.4 W	100%		97.2% + 96% =
		Item 8.5 WSQ	99%	97.2%	
		Item 8.5 R	92%		193.2%/2 =
		Item 8.5 SH	100%		
		Item 8.5 W	100%		96%
	70%	Measure 2		Measure 2 % at benchmark	
		Item 8.1	94%		
		Item 8.2	98%		
		Item 8.3	78%	96%	
Competency 9: Evaluate practice with individuals, families, groups, organizations, and communities	80%	Measure 1		Measure 1 Average	NO
		Item 9.1 WSQ	99%		OVERALL % at benchmarks =
		Item 9.1 R	92%		
		Item 9.1 SH	100%	97.75% +	Measure 1 %
		Item 9.1 W	100%		97.6
		Item 9.2 WSQ	99%	97.75% +	
		Item 9.2 R	92%		Measure 2 %
		Item 9.2 SH	100%	97.75% +	41%
		Item 9.2 W	100%		
		Item 9.3 WSQ	99%	97.5% =	
		Item 9.3 R	92%		97.6 + 41 =
		Item 9.3 SH	100%	390.75/4 =	69.3%
		Item 9.3 W	100%		
		Item 9.4 WSQ	98%	97.6%	
		Item 9.4 R	91%		
		Item 9.4 SH	100%		
		Item 9.4 W	100%		

	70%	Measure 2		Measure 2 % at benchmark	
		Q3	52%		
		Q25	79%		
		Q27	33%	41%	
Competency 10: Demonstrate competence in clinical social work practice	80%	Measure 1		Measure 1 Average	YES OVERALL % at benchmarks = Measure 1 = 99.7% Measure 2 = 97% 99.7 + 97 = 196.7%/2 = 98.3%
		Item 10.1 WSQ	98%		
		Item 10.1 R	100%	99.5% +	
		Item 10.1 SH	100%	99.6% +	
		Item 10.1 W	100%	99.75% +	
		Item 10.2 WSQ	99%	99.75% +	
		Item 10.2 R	100%	99.75% +	
		Item 10.2 W	100%	99.75% +	
		Item 10.3 WSQ	99%	99.75% +	
		Item 10.3 R	100%	99.75% +	
		Item 10.3 SH	100%	99.75% +	
		Item 10.3 W	100%	99.75% +	
		Item 10.4 WSQ	99%	99.75% +	
		Item 10.4 R	100%	99.5% +	
		Item 10.4 SH	100%	100% +	
		Item 10.4 W	100%	99.5% =	
		Item 10.5 WSQ	99%	897.1/9 =	
		Item 10.5 R	100%	99.7%	
		Item 10.5 SH	100%		
		Item 10.5 W	100%		
Item 10.6 WSQ	99%				
Item 10.6 R	100%				
Item 10.6 SH	100%				
Item 10.6 W	100%				
Item 10.7 WSQ	98%				

		Item 10.7 R	100%		
		Item 10.7 SH	100%		
		Item 10.7 W	100%		
		Item 10.8 WSQ	100%		
		Item 10.8 R	100%		
		Item 10.8 SH	100%		
		Item 10.8 W	100%		
		Item 10.9 WSQ	98%		
		Item 10.9 R	100%		
		Item 10.9 SH	100%		
		Item 10.9 W	100%		
	70%	Measure 2		Measure 2 % at benchmark	
		Item 10.1	90%		
		Item 10.2	72%		
		Item 10.3	98%	97%	

FORM AS4(M): SPECIALIZED PRACTICE

Competency	Competency benchmark by measure	Outcome Measure Items	Percent at benchmark by Program Option	Percent at benchmark per measure ²	Competency attained with overall % at benchmark
Competency 1: Values, ethics and professional behavior	80%	Measure 1		Measure 1 Average	YES OVERALL % at benchmarks = Measure 1 96.3% Measure 2 %= 94% 184%/2 =
		Item 1.1 WSQ	96%		
		Item 1.1 R	100%	97.6% +	
		Item 1.1 W	97%	96% +	
		Item 1.2 WSQ	94%	96% +	
		Item 1.2 R	97%	96% +	
		Item 1.2 W	97%	98.3% +	
		Item 1.3 WSQ	94%	9.37% =	
		Item 1.3 R	100%	481.6/5 =	
		Item 1.3 W	94%	96.3%	
		Item 1.4 WSQ	95%		
		Item 1.4 R	100%		
		Item 1.4 W	100%		
		Item 1.5 WSQ	95%		
		Item 1.5 R	100%		
	Item 1.5 W	97%			
	70%	Measure 2		Measure 2 % at benchmark	95%
	Q6	97%			

² For **Measure 1**, the percentage of students at benchmark was averaged across program options per item related to each competency; the percentage at benchmark was then averaged across items for each competency. For **Measure 2**, the percentage of students answering 2 or 3 of the 3 questions per competency was calculated directly from program assessment exam data.

		Q21	90%			
		Q30	51%	94%		
Competency 2: Engage diversity and difference in practice	80%	Measure 1	95%	Measure 1 Average 90.1% + 93% + 90% = 273/3 = 91%	YES Measure 1 91% Measure 2 93% 91% + 93% = 184/2 = 92%	
		Item 2.1 WSQ				
		Item 2.1 R	90%			
		Item 2.1 W	90%			
		Item 2.2 WSQ	92%			
		Item 2.2 R	93%			
		Item 2.2 W	94%			
		Item 2.3 WSQ	93%			
		Item 2.3 R	90%			
	Item 2.3 W	87%				
	70%	Measure 2			Measure 2 % at Benchmark	
		Q1	97%			
		Q5	99%			
Q10		52%		98%		
Competency 3: Advance human rights, social, economic, and environmental justice	80%	Measure 1		Measure 1 Average 89% + 92.6%% = 181.6/2 = 90.8%	YES Measure 1 90.8% Measure 2 94%	
		Item 3.1 WSQ	90%			
		Item 3.1 R	77%			
		Item 3.1 W	100%			
		Item 3.2 WSQ	88%			
		Item 3.2 R	90%			
	Item 3.2 W	100%				
	70%	Measure 2			Measure 2 % at benchmark	Average 90.8% + 94% = 189%/2 =
		Q9	94%			
Q14		95%				
		Q19	99%	94%		

					92.4%
Competency 4: Engage in research-informed practice and practice-informed research	80%	Measure 1		Measure 1 Average 84%+ 84% + 80.25% = 248.25%/3 = 82.75%	YES Measure 1 82.75 Measure 2 88% 82.75% + 88% =
		Item 4.1 WSQ	81%		
		Item 4.1 R	81%		
		Item 4.1 W	90%		
		Item 4.2 WSQ	81%		
		Item 4.2 R	86%		
		Item 4.2 W	85%		
		Item 4.3 WSQ	79%		
		Item 4.3 R	68%		
	Item 4.3 W	96%			
	70%	Measure 2		Measure 2 % at benchmark 88%	170.75%/2 = 85%
		Q15	85%		
		Q22	91%		
Q26		48%			
Competency 5: Engage in policy practice	80%	Measure 1		Measure 1 Average 77.6% + 80.3% + 82.3% + 240.2%/3 = 80.7%	YES OVERALL % at benchmarks = Measure 1 % 80.7% + Measure 2 % 92%
		Item 5.1 WSQ	83%		
		Item 5.1 R	63%		
		Item 5.1 W	89%		
		Item 5.2 WSQ	82%		
		Item 5.2 R	69%		
		Item 5.2 W	90%		
		Item 5.3 WSQ	80%		
		Item 5.3 R	75%		
	Item 5.3 W	92%			
	70%	Measure 2		Measure 2 % at benchmark 92%	172.7%/2 = 86.3%
		Q7	66%		
		Q8	85%		
Q11		95%			

Competency 6: Engage with individuals, families, groups, and communities	80%	Measure 1		Measure 1 Average 100% (G) + 97% (S) = 197%/2 = 99%	YES OVERALL % at benchmarks Measure 1 92% Measure 2 93% 92% + 93% = 185%/2 = 92.5%
		Item 6.1 WSQ	94%		
		Item 6.1 R	97%		
		Item 6.1 W	100%		
		Item 6.2 WSQ	97%		
		Item 6.2 R	93%		
	Item 6.2 W	100%			
	70%	Measure 2		Measure 2 % at Benchmark 93%	
		Q4	96%		
Q20		90%			
		Q27	46%		
Competency 7: Assess individuals, families, groups, organizations, and communities	80%	Measure 1		Measure 1 Average 90.3% + 91.6% + 92.1% + 90% = 364/4 = 91%	YES OVERALL % at benchmarks = Measure 1 91% Measure 2 % 82% 173%/2 = 86.3%
		Item 7.1 WSQ	88%		
		Item 7.1 R	93%		
		Item 7.1 W	90%		
		Item 7.2 WSQ	89%		
		Item 7.2 R	93%		
		Item 7.2 W	93%		
		Item 7.3 WSQ	91%		
		Item 7.3 R	93%		
		Item 7.3 W	93%		
		Item 7.4 WSQ	89%		
		Item 7.4 R	94%		
	Item 7.4 W	87%			
	70%	Measure 2		Measure 2 % at benchmark 82%	
		Item 7.1	50%		
		Item 7.2	81%		
Item 7.3		81%			

Competency 8: Intervene with individuals, families, groups, organizations, and communities	80%	Measure 1		Measure 1 Average 92% + 90.6% + 82.6% + 89.3% = 354.6/4 = 88.3%	YES OVERALL % at benchmarks Measure 1 % 88.3% Measure 2 % 86% 88.3 + 86 = 174.3/2 = 87.1%
		Item 8.1 WSQ	88%		
		Item 8.1 R	97%		
		Item 8.1 W	91%		
		Item 8.2 WSQ	91%		
		Item 8.2 R	87%		
		Item 8.2 W	94%		
		Item 8.3 WSQ	84%		
		Item 8.3 R	87%		
		Item 8.3 W	83%		
		Item 8.4 WSQ	84%		
		Item 8.4 R	84%		
		Item 8.4 W	83%		
		Item 8.5 WSQ	89%		
	Item 8.5 R	85%			
	Item 8.5 W	94%			
70%	Measure 2		Measure 2 % at benchmark 86%		
	Item 8.1	84%			
	Item 8.2	78%			
	Item 8.3	67%			
Competency 9: Evaluate practice with individuals, families, groups, organizations, and	80%	Measure 1		Measure 1 Average 89% + 92% + 87.3% + 86.6% = 354.6/4 =	YES OVERALL % at benchmarks Measure 1 88.9%
		Item 9.1 WSQ	82%		
		Item 9.1 R	85%		
		Item 9.1 W	100%		
		Item 9.2 WSQ	87%		
		Item 9.2 R	89%		
		Item 9.2 W	100%		
		Item 9.3 WSQ	84%		
		Item 9.3 R	85%		

communities		Item 9.3 W	93%	88.9%	Measure 2 82%
		Item 9.4 WSQ	85%		
		Item 9.4 R	83%		
		Item 9.4 W	92%		
	70%	Measure 2		Measure 2 % at benchmark	
		Q23	32%	82%	
		Q24	79%		
	Q25	95%			
Competency 10: Demonstrate competence in clinical social work practice	80%	Measure 1		Measure 1 Average	YES OVERALL % at benchmarks = Measure 1 92.1% Measure 2 79% 171.1%/2 = 88.5%
		Item 10.1 WSQ	90%		
		Item 10.1 R	87%	90% +	
		Item 10.1 W	93%	90% +	
		Item 10.2 WSQ	84%	92% +	
		Item 10.2 R	97%	93.6% +	
		Item 10.2 W	89%	92% +	
		Item 10.3 WSQ	90%	94.3% +	
		Item 10.3 R	89%	90.6% +	
		Item 10.3 W	97%	96.3% +	
		Item 10.4 WSQ	90%	90% =	
		Item 10.4 R	94%		
		Item 10.4 W	97%		
		Item 10.5 WSQ	89%		
		Item 10.5 R	94%		
		Item 10.5 W	93%		
		Item 10.6 WSQ	93%		
		Item 10.6 R	90%		
		Item 10.6 W	100%		
		Item 10.7 WSQ	88%		
Item 10.7 R	94%				

		Item 10.7 W	90%	828.1/9 = 92.1%	
		Item 10.8 WSQ	92%		
		Item 10.8 R	90%		
		Item 10.8 W	97%		
		Item 10.9 WSQ	87%		
		Item 10.9 R	90%		
		Item 10.9 W	93%		
	70%	Measure 2		Measure 2 % at benchmark 79%	
		Q12	79%		
		Q28	72%		
		Q29	93%		