



COUNCIL ON SOCIAL WORK EDUCATION

Board of Accreditation (BOA)
Department of Social Work Accreditation (DOSWA)
Baccalaureate and Master's Social Work Program Accreditation

2022 EPAS
Accreditation Standard AS M5.0.1(d) | Sample
Form AS M5.0.1(d) | Public Reporting of Assessment Outcomes

Messiah University MSW Program (Online)

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 Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 1 are averaged	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: MSW Curriculum Exam (Generalist)	Earn a passing score (50% or more of the total # of questions correct) on the subsection of questions (questions 1-7) related to Competency 1	
Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 2 are averaged	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: MSW Curriculum Exam (Generalist)	Earn a passing score (50% or more of the total # of questions correct) on the subsection of questions (questions 8-13) related to Competency 2	
Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 3 are averaged	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: MSW Curriculum Exam (Generalist)	Earn a passing score (50% or more of the total # of questions correct) on the subsection of questions (questions 14-21) related to Competency 3	
Competency 4: Engage in Practice-informed Research and Research-informed Practice	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 4 are averaged	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: MSW Curriculum Exam (Generalist)	Earn a passing score (50% or more of the total # of questions correct) on the subsection of questions (questions 22-28) related to Competency 4	

Competency	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for Competency
Competency 5: Engage in Policy Practice	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 5 are averaged	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: MSW Curriculum Exam (Generalist)	Earn a passing score (50% or more of the total # of questions correct) on the subsection of questions (questions 29-35) related to Competency 5	
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 6 are averaged	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: MSW Curriculum Exam (Generalist)	Earn a passing score (50% or more of the total # of questions correct) on the subsection of questions (questions 36-41) related to Competency 6	
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 7 are averaged	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: MSW Curriculum Exam (Generalist)	Earn a passing score (50% or more of the total # of questions correct) on the subsection of questions (questions 42-47) related to Competency 7	
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 8 are averaged	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: MSW Curriculum Exam (Generalist)	Earn a passing score (50% or more of the total # of questions correct) on the subsection of questions (questions 48-53) related to Competency 8	
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 9 are averaged	80% of students will demonstrate competency

Competency	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for Competency
	Instrument 2: MSW Curriculum Exam (Generalist)	Earn a passing score (50% or more of the total # of questions correct) on the subsection of questions (questions 54-59) related to Competency 9	inclusive of all instruments
Competency 10: Apply Christian Faith Principles to Inform and Guide Competent, Ethical, and Professional Practice	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 10 are averaged	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: MSW Curriculum Exam (Generalist)	Earn a passing score (50% or more of the total # of questions correct) on the subsection of questions (questions 60-65) related to Competency 10	

Generalist Practice | Summary of Outcomes

Timeframe of Student Competency Assessment: 04/26-06/26

Date Publicly Posted on Program's Website: 08/01/26

Competency	Competency: Expected Level of Achievement Inclusive of All Instruments	Aggregate Actual Outcomes: All Program Options n = (2)	Program Option 1 Outcomes: MSW Online n = (2)
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competency inclusive of all instruments	100%	100%
Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice	80% of students will demonstrate competency inclusive of all instruments	100%	100%
Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	80% of students will demonstrate competency inclusive of all instruments	100%	100%
Competency 4: Engage in Practice- informed Research and Research-informed Practice	80% of students will demonstrate competency inclusive of all instruments	100%	100%
Competency 5: Engage in Policy Practice	80% of students will demonstrate competency inclusive of all instruments	100%	100%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competency inclusive of all instruments	100%	100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competency inclusive of all instruments	100%	100%

Competency	Competency: Expected Level of Achievement Inclusive of All Instruments	Aggregate Actual Outcomes: All Program Options n = (2)	Program Option 1 Outcomes: MSW Online n = (2)
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competency inclusive of all instruments	100%	100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competency inclusive of all instruments	100%	100%
Competency 10: Apply Christian Faith Principles to Inform and Guide Competent, Ethical, and Professional Practice	80% of students will demonstrate competency inclusive of all instruments	100%	100%

Specialized Practice | Summary of Plan

Area of Specialized Practice: Advanced Generalist

Competency	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for Competency
Competency 1: Demonstrate Ethical and Professional Behavior	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 1 are averaged.	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: Capstone Project Rubric	An average score of 3 (meets expectations) or better on the criteria related to Competency 1.	
Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 2 are averaged.	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: Capstone Project Rubric	An average score of 3 (meets expectations) or better on the criteria related to Competency 2.	
Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 3 are averaged.	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: Capstone Project Rubric	An average score of 3 (meets expectations) or better on the criteria related to Competency 3.	
Competency 4: Engage in Practice-informed Research and Research-informed Practice	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 4 are averaged.	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: Capstone Project Rubric	An average score of 3 (meets expectations) or better on the criteria related to Competency 4.	
Competency 5: Engage in Policy Practice	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 5 are averaged.	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: Capstone Project Rubric	An average score of 3 (meets expectations) or	

Competency	Instrument	Instrument: Expected Level of Achievement	Competency: Expected Level of Achievement for Competency
		better on the criteria related to Competency 5.	
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 6 are averaged.	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: Capstone Project Rubric	An average score of 3 (meets expectations) or better on the criteria related to Competency 6.	
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 7 are averaged.	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: Capstone Project Rubric	An average score of 3 (meets expectations) or better on the criteria related to Competency 7.	
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 8 are averaged.	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: Capstone Project Rubric	An average score of 3 (meets expectations) or better on the criteria related to Competency 8.	
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	Instrument 1: Field Evaluation	A score of 3 (competent) or better when scores at the behavior level for Competency 9 are averaged.	80% of students will demonstrate competency inclusive of all instruments
	Instrument 2: Capstone Project Rubric	An average score of 3 (meets expectations) or better on the criteria related to Competency 9.	

Specialized Practice | Summary of Outcomes

Area of Specialized Practice: Advanced Generalist

Timeframe of Student Competency Assessment: 04/26-06/26

Date Publicly Posted on Program's Website: 08/01/26

Competency	Competency: Expected Level of Achievement Inclusive of All Instruments	Aggregate Actual Outcomes: All Program Options n = (3)	Program Option 1 Outcomes: MSW Online n = (3)
Competency 1: Demonstrate Ethical and Professional Behavior	80% of students will demonstrate competency inclusive of all instruments	66.5%	66.5%
Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice	80% of students will demonstrate competency inclusive of all instruments	83.5%	83.5%
Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	80% of students will demonstrate competency inclusive of all instruments	66.5%	66.5%
Competency 4: Engage in Practice- informed Research and Research-informed Practice	80% of students will demonstrate competency inclusive of all instruments	100%	100%
Competency 5: Engage in Policy Practice	80% of students will demonstrate competency inclusive of all instruments	83.5%	83.5%
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competency inclusive of all instruments	100%	100%
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competency inclusive of all instruments	100%	100%

Competency	Competency: Expected Level of Achievement Inclusive of All Instruments	Aggregate Actual Outcomes: All Program Options n = (3)	Program Option 1 Outcomes: MSW Online n = (3)
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competency inclusive of all instruments	100%	100%
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	80% of students will demonstrate competency inclusive of all instruments	100%	100%