



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**

**WESTFIELD STATE UNIVERSITY MASTER OF SOCIAL WORK  
PROGRAM**

**Generalist Practice | Summary of Plan**  
**Data Collected November 2024**

| <b>Competency</b>                                                                                             | <b>Instrument</b>                           | <b>Instrument:<br/>Expected Level of<br/>Achievement</b> | <b>Competency:<br/>Expected<br/>Level of<br/>Achievement<br/>for<br/>Competency</b> |
|---------------------------------------------------------------------------------------------------------------|---------------------------------------------|----------------------------------------------------------|-------------------------------------------------------------------------------------|
| <b>Competency 1:</b><br>Demonstrate Ethical<br>and Professional<br>Behavior                                   | Instrument 1: Field<br>Placement Assessment | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                               | Instrument 2: Required<br>Courses           | Scale 1-5 Benchmark 3                                    |                                                                                     |
| <b>Competency 2:</b><br>Advance Human Rights<br>and Social, Racial,<br>Economic, and<br>Environmental Justice | Instrument 1: Field<br>Placement Assessment | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                               | Instrument 2: Required<br>Courses           | Scale 1-5 Benchmark 3                                    |                                                                                     |
| <b>Competency 3:</b> Engage<br>Anti-Racism, Diversity,<br>Equity, and<br>Inclusion (ADEI) in<br>Practice      | Instrument 1: Field<br>Placement Assessment | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                               | Instrument 2: Required<br>Courses           | Scale 1-5 Benchmark 3                                    |                                                                                     |
| <b>Competency 4:</b> Engage<br>in Practice-informed                                                           | Instrument 1: Field<br>Placement Assessment | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |

| <b>Competency</b>                                                                                         | <b>Instrument</b>                        | <b>Instrument:<br/>Expected Level of<br/>Achievement</b> | <b>Competency:<br/>Expected<br/>Level of<br/>Achievement<br/>for<br/>Competency</b> |
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| Research and Research-informed Practice                                                                   | Instrument 2: Required Courses           | Scale 1-5 Benchmark 3                                    |                                                                                     |
| <b>Competency 5:</b> Engage in Policy Practice                                                            | Instrument 1: Field Placement Assessment | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                           | Instrument 2: Required Courses           | Scale 1-5 Benchmark 3                                    |                                                                                     |
| <b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations, and Communities            | Instrument 1: Field Placement Assessment | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                           | Instrument 2: Required Courses           | Scale 1-5 Benchmark 3                                    |                                                                                     |
| <b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and Communities                 | Instrument 1: Field Placement Assessment | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                           | Instrument 2: Required Courses           | Scale 1-5 Benchmark 3                                    |                                                                                     |
| <b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and Communities         | Instrument 1: Field Placement Assessment | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                           | Instrument 2: Required Courses           | Scale 1-5 Benchmark 3                                    |                                                                                     |
| <b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities | Instrument 1: Field Placement Assessment | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                           | Instrument 2: Required Courses           | Scale 1-5 Benchmark 3                                    |                                                                                     |
|                                                                                                           |                                          |                                                          |                                                                                     |

## Generalist Practice | Summary of Outcomes

### Data Collected November 2024

| <b>Competency</b>                                                                                 | <b>Competency:</b><br>Expected<br>Level of<br>Achievement<br>Inclusive of<br>All<br>Instruments | <b>Aggregate<br/>Actual<br/>Outcomes:</b><br>All Program<br>Options<br><br><b>n = (125)</b> | <b>Program<br/>Option 1<br/>Outcomes:</b><br>MSW<br>HYBRID<br><br><b>n = (36)</b> | <b>Program<br/>Option 2<br/>Outcomes:</b><br>MSW<br>ONLINE<br><br><b>n = (53)</b> |
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| <b>Competency 1:</b><br>Demonstrate Ethical and Professional Behavior                             | 90%                                                                                             | 100%                                                                                        | 100%                                                                              | 100%                                                                              |
| <b>Competency 2:</b> Advance Human Rights and Social, Racial, Economic, and Environmental Justice | 90%                                                                                             | 100%                                                                                        | 100%                                                                              | 100%                                                                              |
| <b>Competency 3:</b> Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice      | 90%                                                                                             | 100%                                                                                        | 100%                                                                              | 100%                                                                              |
| <b>Competency 4:</b> Engage in Practice-informed Research and Research-informed Practice          | 90%                                                                                             | 100%                                                                                        | 100%                                                                              | 100%                                                                              |
| <b>Competency 5:</b> Engage in Policy Practice                                                    | 90%                                                                                             | 100%                                                                                        | 100%                                                                              | 100%                                                                              |

| <b>Competency</b>                                                                                         | <b>Competency:</b><br>Expected<br>Level of<br>Achievement<br>Inclusive of<br>All<br>Instruments | <b>Aggregate<br/>Actual<br/>Outcomes:</b><br>All Program<br>Options<br><br><b>n = (125)</b> | <b>Program<br/>Option 1<br/>Outcomes:</b><br>MSW<br>HYBRID<br><br><b>n = (36)</b> | <b>Program<br/>Option 2<br/>Outcomes:</b><br>MSW<br>ONLINE<br><br><b>n = (53)</b> |
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| <b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations, and Communities            | 90%                                                                                             | 100%                                                                                        | 100%                                                                              | 100%                                                                              |
| <b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and Communities                 | 90%                                                                                             | 100%                                                                                        | 100%                                                                              | 100%                                                                              |
| <b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and Communities         | 90%                                                                                             | 100%                                                                                        | 100%                                                                              | 100%                                                                              |
| <b>Competency 9:</b> Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities | 90%                                                                                             | 100%                                                                                        | 100%                                                                              | 100%                                                                              |

**Specialized Practice | Summary of Plan**  
**Area of Specialized Practice: CLINICAL**  
**Data Collected November 2024**

| <b>Competency</b>                                                                                             | <b>Instrument</b>                 | <b>Instrument:<br/>Expected Level of<br/>Achievement</b> | <b>Competency:<br/>Expected<br/>Level of<br/>Achievement<br/>for<br/>Competency</b> |
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| <b>Competency 1:</b><br>Demonstrate Ethical<br>and Professional<br>Behavior                                   | Instrument 1: FIELD<br>EVAL       | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                               | Instrument 2: Required<br>Courses | 84% (B grade or better)                                  |                                                                                     |
| <b>Competency 2:</b><br>Advance Human Rights<br>and Social, Racial,<br>Economic, and<br>Environmental Justice | Instrument 1: FIELD<br>EVAL       | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                               | Instrument 2: Required<br>Courses | 84% (B grade or better)                                  |                                                                                     |
| <b>Competency 3:</b> Engage<br>Anti-Racism, Diversity,<br>Equity, and<br>Inclusion (ADEI) in<br>Practice      | Instrument 1: FIELD<br>EVAL       | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                               | Instrument 2: Required<br>Courses | 84% (B grade or better)                                  |                                                                                     |
| <b>Competency 4:</b> Engage<br>in Practice-informed<br>Research and Research-<br>informed Practice            | Instrument 1: FIELD<br>EVAL       | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                               | Instrument 2: Required<br>Courses | 84% (B grade or better)                                  |                                                                                     |
| <b>Competency 5:</b> Engage<br>in Policy Practice                                                             | Instrument 1: FIELD<br>EVAL       | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                               | Instrument 2: Required<br>Courses | 84% (B grade or better)                                  |                                                                                     |
| <b>Competency 6:</b> Engage<br>with Individuals,                                                              | Instrument 1: FIELD<br>EVAL       | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |

| <b>Competency</b>                                                                                                     | <b>Instrument</b>                 | <b>Instrument:<br/>Expected Level of<br/>Achievement</b> | <b>Competency:<br/>Expected<br/>Level of<br/>Achievement<br/>for<br/>Competency</b> |
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| Families, Groups,<br>Organizations, and<br>Communities                                                                | Instrument 2: Required<br>Courses | 84% (B grade or better)                                  |                                                                                     |
| <b>Competency 7:</b> Assess<br>Individuals, Families,<br>Groups, Organizations,<br>and Communities                    | Instrument 1: FIELD<br>EVAL       | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                                       | Instrument 2: Required<br>Courses | 84% (B grade or better)                                  |                                                                                     |
| <b>Competency 8:</b><br>Intervene with<br>Individuals, Families,<br>Groups, Organizations,<br>and Communities         | Instrument 1: FIELD<br>EVAL       | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                                       | Instrument 2: Required<br>Courses | 84% (B grade or better)                                  |                                                                                     |
| <b>Competency 9:</b><br>Evaluate Practice with<br>Individuals, Families,<br>Groups, Organizations,<br>and Communities | Instrument 1: FIELD<br>EVAL       | Scale 1-5 Benchmark 3                                    | 90%                                                                                 |
|                                                                                                                       | Instrument 2: Required<br>Courses | 84% (B grade or better)                                  |                                                                                     |

**Specialized Practice | Summary of Outcomes**  
**Area of Specialized Practice: CLINICAL**  
**Data Collected November 2024**

| <b>Competency</b>                                                                                                      | <b>Competency:</b><br>Expected<br>Level of<br>Achievement<br>Inclusive of<br>All<br>Instruments | <b>Aggregate<br/>Actual<br/>Outcomes:</b><br>All Program<br>Options<br><br><b>n = (111)</b> | <b>Program<br/>Option 1<br/>Outcomes:</b><br>MSW<br>HYBRID<br><br><b>n = (62)</b> | <b>Program<br/>Option 2<br/>Outcomes:</b><br>MSW<br>ONLINE<br><br><b>n = (49)</b> |
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| <b>Competency 1:</b><br>Demonstrate<br>Ethical and<br>Professional<br>Behavior                                         | 90%                                                                                             | 100%                                                                                        | 100%                                                                              | 100%                                                                              |
| <b>Competency 2:</b> Advance<br>Human Rights<br>and Social,<br>Racial,<br>Economic,<br>and<br>Environmental<br>Justice | 90%                                                                                             | 98%                                                                                         | 98%                                                                               | 98%                                                                               |
| <b>Competency 3:</b> Engage<br>Anti-Racism,<br>Diversity,<br>Equity, and<br>Inclusion<br>(ADEI) in<br>Practice         | 90%                                                                                             | 97%                                                                                         | 97%                                                                               | 97%                                                                               |
| <b>Competency 4:</b> Engage in<br>Practice-<br>informed<br>Research and<br>Research-<br>informed<br>Practice           | 90%                                                                                             | 93#                                                                                         |                                                                                   | 100                                                                               |
| <b>Competency 5:</b> Engage in<br>Policy<br>Practice                                                                   | 90%                                                                                             | 93%                                                                                         | 100%                                                                              | 100                                                                               |

| <b>Competency</b>                                                                                                                                                                                  | <b>Competency:</b><br>Expected<br>Level of<br>Achievement<br>Inclusive of<br>All<br>Instruments | <b>Aggregate<br/>Actual<br/>Outcomes:</b><br>All Program<br>Options<br><br><b>n = (111)</b> | <b>Program<br/>Option 1<br/>Outcomes:</b><br>MSW<br>HYBRID<br><br><b>n = (62)</b> | <b>Program<br/>Option 2<br/>Outcomes:</b><br>MSW<br>ONLINE<br><br><b>n = (49)</b> |
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| <b>Competency 6:</b> Engage with Individuals, Families, Groups, Organizations, and/or Communities (relevant system levels are selected by the program to reflect the area of specialized practice) | 90%                                                                                             | 100%                                                                                        | 100%                                                                              | 100%                                                                              |
| <b>Competency 7:</b> Assess Individuals, Families, Groups, Organizations, and/or Communities (relevant system levels are selected by the program to reflect the area of specialized practice)      | 90%                                                                                             | 100%                                                                                        | 100%                                                                              | 100%                                                                              |
| <b>Competency 8:</b> Intervene with Individuals, Families, Groups, Organizations, and/or Communities (relevant system levels)                                                                      | 90%                                                                                             | 100%                                                                                        | 100%                                                                              | 100%                                                                              |

| <b>Competency</b>                                                                                                                                                                                             | <b>Competency:</b><br>Expected<br>Level of<br>Achievement<br>Inclusive of<br>All<br>Instruments | <b>Aggregate<br/>Actual<br/>Outcomes:</b><br>All Program<br>Options<br><br><b>n = (111)</b> | <b>Program<br/>Option 1<br/>Outcomes:</b><br>MSW<br>HYBRID<br><br><b>n = (62)</b> | <b>Program<br/>Option 2<br/>Outcomes:</b><br>MSW<br>ONLINE<br><br><b>n = (49)</b> |
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| are selected by the program to reflect the area of specialized practice)                                                                                                                                      |                                                                                                 |                                                                                             |                                                                                   |                                                                                   |
| <b>Competency 9:</b> 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) | 90%                                                                                             | 97%                                                                                         | 93%                                                                               | 100%                                                                              |