

2022

EPAS

# Educational Policy and Accreditation Standards

for Baccalaureate and Master's  
Social Work Programs



COUNCIL ON SOCIAL WORK EDUCATION

*Commission on Accreditation  
Commission on Educational Policy*



# Contents

<b>E</b>	<b>c C c</b>	.....	17
	Educational Policy 3.0: Explicit Curriculum	.....	17
	Educational Policy 3.1: Generalist Practice	.....	17
	Accreditation Standard 3.1: Generalist Practice	.....	18
	Educational Policy M3.2: Specialized Practice	.....	18
	Accreditation Standard M3.2: Specialized Practice	.....	19
	Educational Policy 3.3: Signature Pedagogy—Field Education	.....	20
	Accreditation Standard 3.3: Field Education	.....	20
<b>I</b>	<b>c C c</b>	.....	24
	Educational Policy 4.0: Implicit Curriculum	.....	24
	Educational Policy 4.1: Student Development	.....	24
	Accreditation Standard 4.1: Student Development—Admissions; Advisement, Retention, and Termination; and Student Participation	.....	25
	Educational Policy 4.2: Faculty	.....	27
	Accreditation Standard 4.2: Faculty	.....	28
	Educational Policy 4.3: Administrative and Governance	.....	28

# Introduction

Accreditation is a system for recognizing educational institutions and the professional programs affiliated with those institutions as having a level of performance, integrity, and quality that entitles them to the confidence of the educational community and

## EPAS Revision Process

The COA and the COEP are responsible for revising the EPAS. The revision takes place in accordance with the CSWE bylaws, which mandate that the policy statement be reviewed by COEP “at periodic intervals not to exceed 7 years.” CSWE’s recognition by the CHEA also requires that accreditors have a process whereby standards are reviewed periodically by the COA. The EPAS review process has taken more than 5 years, and drafts have been issued for public review and comment. The intent of the COA and the COEP is to solicit feedback from as many constituents as possible in as many ways as possible. The COA and the COEP thank the programs, individuals, organizations, and communities of interest that provided feedback on the drafts.

## About the 2022 EPAS Document

The 2022 EPAS adopts a competency-based education framework identifying the nine social work competencies accompanied by a set of behaviors for each competency. Following the nine social work competencies, the EPAS describes five elements of an integrated program design:

1. Program mission (EPAS 1.0)
2. Anti-racism, diversity, equity, and inclusion (EPAS 2.0)
3. Explicit curriculum (EPAS 3.0)
4. Implicit curriculum (EPAS 4.0)
5. Assessment (EPAS 5.0)

The five elements of the EPAS each include educational policies and accreditation standards, which are conceptually linked to one another. Educational policies describe each of the five program elements. Accreditation standards are informed by the educational policy and specify the requirements used to develop and maintain an accredited social work program at the baccalaureate or master’s level.

Each accreditation standard is preceded by a number, followed by the text of the standard. Compliance statements used in accreditation reviews are located underneath each accreditation standard. Viewed together, the accreditation standard and compliance statements provide an indication of whether the standard has been met. The compliance statements are considered by the Commission on Accreditation (COA) in determining whether the social work program meets each accreditation standard.

Accreditation standards with numbers preceded by the letter “B” apply only to baccalaureate-level social work programs. Accreditation standards with numbers preceded by the letter “M” apply only to master’s-level social work programs. Accreditation standards with numbers preceded by no letter are applicable to baccalaureate-level and master’s-level social work programs.

# Competency-Based Education

C SWE has adopted a competency-based education framework for its EPAS. A competency-based approach identifies and assesses what students demonstrate in practice. In social work, this approach involves assessing students' ability to demonstrate the competencies identified in the educational policy.

Competency-based education rests on a shared view of the nature of competence in professional practice. Social work competence is the ability to integrate and apply social work knowledge, values, skills, and cognitive and affective processes to practice situations in a culturally responsive, purposeful, intentional, and professional manner to promote human and community well-being. The EPAS recognizes a holistic view of competence; that is, the demonstration of competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker's critical thinking, affective reactions, and exercise of judgment in regard to unique practice situations. Overall professional competence is multidimensional and composed of interrelated competencies. An individual social worker's competence is seen as developmental and dynamic, evolving over time in relation to continuous learning and changes in the social environment and professional knowledge base.

Competency-based education is an outcome-oriented approach to curriculum design. The goal of the outcome-oriented approach is to ensure that students are able to demonstrate the integration and application of the competencies in practice. In the EPAS, social work practice competence consists of nine interrelated competencies and component behaviors that consist of knowledge, values, skills, and cognitive and affective processes.

Using a curriculum design that begins with the outcomes, expressed as the expected competencies, program developers produce the substantive content, pedagogical approaches, and educational activities that provide learning opportunities for students to demonstrate competencies.

Assessment of student learning outcomes is an essential component of competency-based education. Assessment provides evidence that students have demonstrated the level of competence necessary to enter professional practice, which in turn shows that programs are successful in achieving their goals. Assessment information is used to improve the educational program and the methods used to assess student learning outcomes.

Programs assess students' demonstration of competence. Programs use assessment methods to gather data that serve as evidence of student learning outcomes and the demonstration of competence. Because social work practice is complex and multidimensional, the assessment methods used by programs and the data collected may vary by context.

The nine social work competencies are listed in this section. Programs may add competencies that are consistent with their mission to respond to their context. Each competency describes the knowledge, values, skills, and cognitive and affective processes that make up the competency at the generalist level of practice, followed by a set of behaviors that integrate these components. These behaviors represent observable components of the competencies, and the descriptions that precede them represent the underlying content and processes that inform the behaviors.

Master's programs extend and enhance the nine social work competencies, and any additional competencies added by the program, for each area of specialized practice. By extending and enhancing the competencies, programs provide master's-level students with the four dimensions (i.e., knowledge, values, skills, and cognitive and affective processes) relevant to each area of specialized practice. A specialized competency description is developed to incorporate the four dimensions and specialized behaviors for each competency and any additional competencies added by the program.

## **Competency 1: Demonstrate Ethical and Professional Behavior**

Social workers understand the value base of the profession and its ethical standards, as well as relevant policies, laws, and regulations that may affect practice with individuals, families, groups, organizations, and communities. Social workers understand that ethics are informed by principles of human rights and apply them toward realizing social, racial, economic, and environmental justice in their practice. Social workers understand frameworks of ethical decision making and apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize and manage personal values and the distinction between personal and professional values. Social workers understand how their evolving worldview, personal experiences, and affective reactions influence their professional judgment and behavior. Social workers take measures to care for themselves professionally and personally, understanding that self-care is paramount for competent and ethical social work practice. Social workers use rights-based, anti-racist, and anti-oppressive lenses to understand and critique the profession's history, mission, roles, and responsibilities and recognize historical and current contexts of oppression in shaping institutions and social work. Social workers understand the role of other professionals when engaged in interprofessional practice. Social workers recognize the importance of lifelong learning and are committed to continually updating their skills to ensure relevant and effective practice. Social workers understand digital technology and the ethical use of technology in social work practice.

Social workers:

a.



- b. demonstrate professional behavior; appearance; and oral, written, and electronic communication;
- c. use technology ethically and appropriately to facilitate practice outcomes; and
- d. use supervision and consultation to guide professional judgment and behavior.

## **Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice**

Social workers understand that every person regardless of position in society has fundamental human rights. Social workers are knowledgeable about the global intersecting and ongoing injustices throughout history that result in oppression and racism, including social work's role and response. Social workers critically evaluate the distribution of power and privilege in society in order to promote social, racial, economic, and environmental justice by reducing inequities and ensuring dignity and respect for all. Social workers advocate for and engage in strategies to eliminate oppressive structural barriers to ensure that social resources, rights, and responsibilities are distributed equitably and that civil, political, economic, social, and cultural human rights are protected.

Social workers:

- a. advocate for human rights at the individual, family, group, organizational, and community system levels; and
- b.

values, including social, economic, political, racial, technological, and cultural exclusions, may create privilege and power resulting in systemic oppression.

Social workers:

- a. demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels; and
- b. demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.

## **Competency 4: Engage in Practice-Informed Research and Research-Informed Practice**

Social workers use ethical, culturally informed, anti-racist, and anti-oppressive approaches in conducting research and building knowledge. Social workers use research to inform their practice decision making and articulate how their practice experience informs research and evaluation decisions. Social workers critically evaluate and critique current, empirically sound research to inform decisions pertaining to practice, policy, and programs. Social workers understand the inherent bias in research and evaluate design, analysis, and interpretation using an anti-racist and anti-oppressive perspective. Social workers know how to access, critique, and synthesize the current literature to develop appropriate research questions and hypotheses. Social workers demonstrate knowledge and skills regarding qualitative and quantitative research methods and analysis, and they interpret data derived from these methods. Social workers demonstrate knowledge about methods to assess reliability and validity in social work research. Social workers can articulate and share research findings in ways that are usable to a variety of clients and constituencies. Social workers understand the value of evidence derived from interprofessional and diverse research methods, approaches, and sources.

Social workers:

- a. apply research findings to inform and improve practice, policy, and programs; and
- b. identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work.

## **Competency 5: Engage in Policy Practice**

Social workers identify social policy at the local, state, federal, and global level that affects well-being, human rights and justice, service delivery, and access to social services. Social workers recognize the historical, social, racial, cultural, economic, organizational, environmental, and global influences that affect social policy. Social workers understand and critique the history and current structures of social policies and services and the role of policy in service delivery through rights-based, anti-oppressive, and anti-racist lenses. Social workers influence policy formulation, analysis,

implementation, and evaluation within their practice settings with individuals, families, groups, organizations, and communities. Social workers actively engage in and advocate for anti-racist and anti-oppressive policy practice to effect change in those settings.

Social workers:

- a. use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services; and
- b. apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.

## **Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of individuals, families, groups, organizations, and communities.

Social workers value the importance of human relationships. Social workers understand theories of human behavior and person-in-environment and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers are self-reflective and understand how bias, power, and privilege as well as their personal values and personal experiences may affect their ability to engage effectively with diverse clients and constituencies. Social workers use the principles of interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

Social workers:

- a. apply knowledge of human behavior and person-in-environment, as well as interprofessional

strengths with individuals, families, groups, organizations, and communities to develop a mutually agreed-upon plan. Social workers recognize the implications of the larger practice context in the assessment process and use interprofessional collaboration in this process. Social workers are self-reflective and understand how bias, power, privilege, and their personal values and experiences may affect their assessment and decision making.

Social workers:

- a. apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies; and
- b. demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.

## **Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice. Social workers understand theories of human behavior, person-in-environment, and other interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in selecting culturally responsive interventions with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of identifying, analyzing, and implementing evidence-informed interventions and participate in interprofessional collaboration to achieve client and constituency goals. Social workers facilitate effective transitions and endings.

Social workers:

- a. engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals; and
- b. incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.

## **Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of diverse individuals, families, groups, organizations, and communities. Social workers evaluate processes and outcomes to increase practice, policy, and service delivery effectiveness. Social workers apply anti-racist and anti-oppressive perspectives in evaluating outcomes. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks,

and critically evaluate and apply this knowledge in evaluating outcomes. Social workers use



- 1.0.2** The program's mission statement is consistent with the program's context.
- a. The program describes its context, including a description of its program options.*
  - b. The program describes how the program mission statement is consistent with the program's context, as described in Educational Policy 1.0.*
  - c. The program addresses all program options.*

# Anti-Racism, Diversity, Equity, and Inclusion (A DEI)

## Educational Policy 2.0: Anti-Racism, Diversity, Equity, and Inclusion (A DEI)

Social work programs integrate anti-racism, diversity, equity, and inclusion (A DEI) approaches across the curriculum. Programs provide the context through which students learn about their positionality, power, privilege, and difference and develop a commitment to dismantling systems of oppression, such as racism, that affect diverse populations. Programs recognize the pervasive impact of White supremacy and privilege and prepare students to have the knowledge, awareness, and skills necessary to engage in anti-racist practice. The dimensions of diversity, equity, and inclusion are understood as the intersectionality of multiple factors including but not limited to age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status, legal status, marital status, political ideology, race, nationality, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Faculty and administrators model anti-racist and anti-oppressive practice and respect for diversity and difference. Faculty and administrators also foster an equitable and inclusive learning environment by facilitating important A DEI discourse. The program's commitment to A DEI is reflected in its explicit and implicit curriculum. Together the implicit and explicit curricula are informed by the program context and learning environment. The program recognizes the important role of the learning environment in the education of program participants, especially with respect to the value and meaning of anti-racism, diversity, equity, and inclusion, and the development of cultural humility. The program has an inclusive approach to addressing the vast range of student learning needs, including intentional planning and implementation of inclusive practices and pedagogies in the explicit curriculum that reduce barriers while optimizing accessibility and equity for students. Students are responsible for their learning, collaborating with peers and colleagues, and practicing with historically and currently oppressed populations through an anti-racist lens.

## Accreditation Standard 2.0: Anti-Racism, Diversity, Equity, and Inclusion (A DEI)

- 2.0.1** The program engages in specific and continuous efforts within the explicit curriculum related to anti-racism, diversity, equity, and inclusion.
- The program provides examples of its specific and continuous efforts within the explicit curriculum related to A DEI, as described in Educational Policy 2.0.*
  - The program addresses all program options.*
- 2.0.2** The program engages in specific and continuous efforts within the implicit curriculum related to anti-racism, diversity, equity, and inclusion.
- The program provides examples of its specific and continuous efforts within the implicit curriculum related to A DEI, as described in Educational Policy 2.0.*
  - The program addresses all program options.*



## Educational Policy 3.0: Explicit Curriculum

The explicit curriculum is the program's design and delivery of formal education to students, and it includes the curriculum design, courses, course content, and field education curriculum used for each of its program options. Social work education is grounded in the liberal arts and a commitment to anti-racism, diversity, equity, and inclusion, which together provide the intellectual basis for the professional curriculum and inform its design. The integration of anti-racism, diversity, equity, and inclusion principles across the explicit curriculum includes anti-oppression and global positionalities, interdisciplinary perspectives, and comparative analysis regarding policy, practice, and research.

Using a competency-based education framework, the explicit curriculum prepares students for professional social work practice at the baccalaureate and master's levels. Baccalaureate programs provide students with strong generalist practice knowledge, values, skills, and cognitive and affective processes that prepare them for professional practice with individuals, families, groups,

## Accreditation Standard 3.1: Generalist Practice

**3.1.1** The program's generalist practice curriculum integrates the classroom and field and is informed by the professional practice community.

- a. The program provides a rationale for its generalist practice curriculum design.*
- b. The program describes how its generalist practice curriculum integrates classroom and field.*
- c. The program describes how its generalist practice curriculum is informed by the professional practice community.*
- d. The program addresses all program options.*

**3.1.2** The program's generalist practice curriculum content implements the nine social work competencies (and any additional competencies added by the program).

- a. The program identifies and provides any additional competencies and corresponding behaviors added by the program (if applicable).*
- b. The program submits Form AS 3.1.2.*
- c. The program provides a syllabus in Volume 2 for each course listed on Form AS 3.1.2 to illustrate how its curriculum content implements the nine social work competencies (and any additional competencies added by the program) to prepare students for generalist practice.*
- d. The program addresses all program options.*

## Accreditation Standard M3.2: Specialized Practice

- M3.2.1** The program has at least one area of specialized practice. For each area of specialized practice, the program extends and enhances the nine social work competencies (and any additional competencies added by the program).
- The program provides its area(s) of specialized practice, as described in Educational Policy M3.2.*
  - The program provides its extended and enhanced nine social work competencies and corresponding behaviors (and any additional competencies added by the program) for each area of specialized practice.*
  - The program addresses all program options.*
- M3.2.2** The program's area(s) of specialized practice build on elements of generalist practice.
- The program explains how each area of specialized practice, as described in Educational Policy M3.2, builds on the elements of generalist practice, as described in Educational Policy 3.1.*
  - The program addresses all program options.*
- M3.2.3** The program's specialized practice curriculum integrates classroom and field and is informed by the professional practice community.
- For each area of specialized practice, the program provides a rationale for its specialized practice curriculum design.*
  - For each area of specialized practice, the program describes how its specialized practice curriculum integrates classroom and field.*
  - For each area of specialized practice, the program describes how its specialized practice curriculum is informed by the professional practice community.*
  - The program addresses all program options.*
- M3.2.4** The program's specialized practice curriculum content implements the nine social work competencies (and any additional competencies added by the program).
- For each area of specialized practice, the program submits Form AS M3.2.4.*
  - The program provides a syllabus in Volume 2 for each course listed on Form AS M3.2.4 to illustrate how its curriculum content implements its extended and enhanced nine social work competencies (and any additional competencies added by the program) to prepare students for specialized practice.*
  - The program addresses all program options.*



**M3.3.2** The field education program ensures specialized practice opportunities for all students to demonstrate the nine social work competencies (and any additional competencies added by the program) with one or more relevant system levels in field settings for each area of specialized practice.

- a. *The program identifies the relevant system level(s) for each area of specialized practice.*
- b. *For each area of specialized practice, the program describes how its field education program ensures that specialized practice opportunities are provided to students to demonstrate social work competencies within each area of specialized practice in field settings with each identified system level.*
- c. *The program addresses all program options.*

**3.3.3** The field education program provides a minimum of 400 hours of field education for baccalaureate programs and a minimum of 900 hours of field education for master's programs.

- a. *The program describes how it ensures the accrual of a minimum of 400 hours of field education for baccalaureate programs or a minimum of 900 hours of field education for master's programs.*
- b. *The program describes how its field hour requirement is articulated to students and field personnel.*
- c. *The program addresses all program options.*

**3.3.4** The field education program has a process for identifying, approving, and engaging with field education settings. The field education program has a process for orienting and engaging with field instructors. The field education program has a process for evaluating field instructor and field education setting effectiveness.

- a. *The program describes the field education program's process for:*
  - i. *identifying, approving, and engaging with field education settings;*
  - ii. *orienting and engaging with field instructors; and*
  - iii. *evaluating field instructor and field education setting effectiveness.*
- b. *The program describes how these processes are articulated to students and field personnel.*
- c. *The program addresses all program options.*



- b. The program describes its process for assigning a qualified field instructor to provide supervision when an individual with the required degree and practice experience is unavailable in the field setting.*
- c. The program describes how these processes are articulated to students and field personnel.*
- d. The program addresses all program options.*

### **3.3.7**

The program has a policy documenting whether it permits field placements in an organization in which the student is also employed. If permitted, student assignments and employee tasks may qualify as field hours when directly linked to the nine social work competencies (and any additional competencies added by the program) and level of practice (generalist or specialized). Field education supervision may be provided by the same supervisor if field education supervision is distinct from employment supervision and the supervisor meets the requirements of Accreditation Standard 3.3.6. The policy documents how the program assists students with field education continuation or change in situations where a student becomes unemployed in an organization where field education has co-occurred with employment.

- a. The program provides its policy related to field placements in an organization in which the student is also employed. If permitted, the program's policy includes:*
  - id.*





## Accreditation Standard 4.1: Student Development— Admissions; Advisement, Retention, and Termination; and Student Participation

### A.1

**4.1.1** The program's admissions policies are equitable and inclusive, with particular attention to underrepresented as well as historically and currently oppressed groups.

*a. The program describes how its admissions policies make the program equitable and inclusive, with particular attention to underrepresented as well as historically and currently oppressed groups.*

*b. The program addresses all program options.*

**B4.1.2** The program has criteria for admission, a process for application evaluation, and a process to notify students of admission decisions.

*a. The program provides its:*

*i. criteria for admission;*

*ii. process for the evaluation of applications;*

*iii. admission decision types; and*

*iv. process for the notification of each decision type.*

*b. The program describes how the admission criteria and processes are articulated.*

*c. The program addresses all program options.*

**M4.1.2** The program has criteria for admission, a process for application evaluation, and a process to notify students of admission decisions. The criteria for admission to the master's program must include an earned baccalaureate degree from a college or university accredited by a recognized regional accrediting organization.

*a. The program provides its:*

*i. criteria for admission, which include an earned baccalaureate degree from a college or university accredited by a recognized regional accrediting organization;*

*ii. process for the evaluation of applications;*

*iii. admission decision types; and*

*iv. process for the notification of each decision type.*

*b. The program describes how these admission criteria and processes are articulated.*

*c. The program addresses all program options.*

**M4.1.3** The program offers advanced standing to graduates holding degrees from baccalaureate social work programs accredited by CSWE. The program has a policy to ensure that students from CSWE-accredited baccalaureate social work programs do not repeat generalist content at the master's level that has been achieved at the baccalaureate level.

- a. *The program provides its policy for awarding advanced standing.*
- b. *The program provides its policy for ensuring that students from CSWE-accredited baccalaureate social work programs do not repeat generalist content at the master's level that has been achieved at the baccalaureate level.*
- c. *The program describes how these policies are articulated.*
- d. *The program addresses all program options.*

**4.1.4** The program has policies for the transfer of social work course credit.

- a. *The program provides its policies for the transfer of social work course credit.*
- b. *The program describes how the policy is articulated.*
- c. *The program addresses all program options.*

**4.1.5** The program does not grant social work course credit for life experience or previous work experience.

- a. *The program provides the policy indicating that it does not grant social work course credit for life experience or previous work experience.*
- b. *The program describes how this policy is articulated.*
- c. *The program addresses all program options.*

**4.1.6** The program has policies for academic advising and professional advising. Professional advising is provided by social work program faculty or staff.

- a. *The program provides its policy for academic advising.*
- b. *The program provides its policy for professional advising, including that professional advising is provided by social work program faculty or staff.*
- c. *The program describes how these policies are articulated.*
- d. *The program addresses all program options.*

**4.1.7** The program has policies for evaluating student academic performance, evaluating professional performance, and termination from the program. The program also has policies related to due process for reasons of academic performance, professional performance, and termination from the program.



Faculty demonstrate sufficient educational qualifications and experience related to the nine social work competencies. Programs demonstrate that faculty are qualified to teach the courses to which they are assigned. Learning experiences are to be designed, delivered, and assessed by faculty (full- or part-time) or other appropriate professionals who are qualified for the positions they hold and the work they do. Faculty are provided with opportunities, resources, and support for professional growth and innovation.

## Accreditation Standard 4.2: Faculty

**B4.2.1** The baccalaureate social work program identifies no fewer than two full-time faculty, with a full-time appointment in social work, whose principal assignment is to the baccalaureate program. Inclusive of all program options, the majority of the full-time social work program faculty whose principal assignment is to the baccalaureate program have a master's degree in social work from a CSWE-accredited program.

- a. *The program submits Form AS 4.2.1.*
- b. *The program submits a Faculty Data Form for each full- and part-time baccalaureate social work program faculty member.*
- c. *The program identifies the total number of full-time faculty whose principal assignment is to the baccalaureate program. Of those faculty, the program identifies the number that have a master's degree in social work from a CSWE-accredited program.*
- d. *The program includes faculty for all program options.*

**M4.2.1** The master's social work program identifies no fewer than four full-time faculty with a full-time appointment in social work, whose principal assignment is to the master's program. Inclusive of all program options, the majority of the full-time social work program faculty whose principal assignment is to the master's program have both a master's degree in social work from a CSWE-accredited program and a doctoral degree, preferably in social work.

- a. *The program submits Form AS 4.2.1.*
- b. *The program submits a Faculty Data Form for each full- and part-time master's social work program faculty member.*
- c. *The program identifies the total number of full-time faculty whose principal assignment is to the master's program. Of those faculty, the program identifies the number that have a master's degree in social work from a CSWE-accredited program and a doctoral degree.*
- d. *The program includes faculty for all program options.*

**4.2.2** Faculty who teach social work practice courses have a master's degree in social work from a CSWE-accredited program and at least two years of post-master's social work degree practice experience in social work.

- a. *The program identifies their social work practice courses.*
- b. *The program identifies the faculty who teach each social work practice course and affirms that they have the requisite experience and credentials.*
- c. *The program includes faculty and practice courses for all program options.*

**B4.2.3** Inclusive of all program options, the baccalaureate program has a full-time equivalent faculty-to-student ratio not greater than 1:25. For programs that do not meet the 1:25 faculty-to-student ratio, the program has evidence to demonstrate achievement of student competence (AS 5.0.1) and program outcomes (AS 5.0.3).

- a. *The program provides their full-time equivalent faculty-to-student ratio.*
- b. *The program describes how this ratio is calculated.*
- c. *For programs that do not meet the 1:25 faculty-to-student ratio, the program provides evidence demonstrating achievement of student competence (AS 5.0.1) and program outcomes (AS 5.0.3).*
- d. *The program's calculation is inclusive of all program options.*

**M4.2.3** Inclusive of all program options, the master's program has a full-time equivalent faculty-to-student ratio not greater than 1:12. For programs that do not meet the 1:12 faculty-to-student ratio, the program has evidence to demonstrate achievement of student competence (AS 5.0.1) and program outcomes (AS 5.0.3).

- a. *The program provides their full-time equivalent faculty-to-student ratio.*
- b. *The program describes how this ratio is calculated.*
- c. *For programs that do not meet the 1:12 faculty-to-student ratio, the program provides evidence demonstrating achievement of student competence (AS 5.0.1) and program outcomes (AS 5.0.3).*
- d. *The program's calculation is inclusive of all program options.*

### **Educational Policy 4.3: Administrative and Governance Structure**

Social work faculty and administrators, based on their education, knowledge, and skills, are best suited to make decisions about the delivery of social work education. Faculty and administrators exercise autonomy in designing an administrative and leadership structure that reflects and affirms respect for anti-racism, diversity, equity, and inclusion. Faculty develop curriculum and formulate and implement policies that support the education of culturally competent social workers.

Administrative sufficiency includes distribution of resources across program options and program levels, and numbers of students enrolled in social work programs and registered in field practicum, modalities, and locations in order to carry out the program's mission. In recognition of the importance of field education as the signature pedagogy, programs implement administrative structures for the field program that provide adequate and equitable resources, based on the number of students in field practicum, for systematically designing, supervising, coordinating, and evaluating the quality of the field education curriculum within all program options.

## Accreditation Standard 4.3: Administrative and Governance Structure

- 4.3.1** The program has the necessary autonomy to achieve its mission.
- The program provides an organizational chart of its administrative structure.*
  - The program describes how it has the necessary autonomy to achieve its mission.*
  - The program addresses all program options.*
- 4.3.2** The social work faculty has responsibility for defining program curriculum consistent with the Educational Policy and Accreditation Standards (EPAS).
- The program describes how the social work faculty has responsibility for defining program curriculum consistent with the EPAS.*
  - The program addresses all program options.*
- 4.3.3** The program's administration and faculty participate in formulating and implementing equitable and inclusive policies and/or practices for the recruitment and hiring, retention, promotion, and if applicable, tenure of program personnel.
- The program describes how the administration and faculty participate in formulating and implementing equitable and inclusive policies and/or practices for the:*
    - recruitment and hiring of program personnel;*
    - retention of program personnel;*
    - promotion of program personnel; and*
    - tenure of program personnel (if applicable).*
  - The program addresses all program options.*
- 4.3.4(a)** The program has a program director<sup>2</sup> who administers all program options. The program director has a full-time appointment to social work, with a primary assignment to the

---

<sup>2</sup> It is within the program's purview to determine the title that aligns with institutional norms for this position. This applies to all references to "program director."

program they administer. Institutions with accredited baccalaureate and master's social work programs have a separate director appointed for each program.

- a. The program identifies the program director who administers all program options.*
- b. The program provides documentation that the program director has a full-time appointment to the baccalaureate or master's social work program.*
- c. Institutions with accredited baccalaureate and master's programs identify the separate directors appointed to each program.*

**B4.3.4(b)** The baccalaureate program director has a master's degree in social work from a CSWE-accredited program. The program director has the ability to provide leadership through teaching, scholarship, curriculum development, administrative experience, and/or other academic and professional activities in social work.

- a. The program attests that the program director has a master's degree in social work from a CSWE-accredited program.*
- b. The program describes the program director's ability to provide leadership to the social work program.*

**M4.3.4(b)** The master's program director has a master's degree in social work from a CSWE-accredited program. In addition, it is preferred that the master's program director have a doctoral degree, preferably in social work. The program director has the ability to provide leadership through teaching, scholarship, curriculum development, administrative experience, and/or other academic and professional activities in social work.

- a. The program attests that the program director has a master's degree in social work from a CSWE-accredited program.*
- b. The program describes the program director's ability to provide leadership to the social work program.*

**B4.3.4(c)** The baccalaureate program director has sufficient assigned through teach(en-US)/MCID program.

**M4.3.4(c)** The master's program director has sufficient assigned time for administrative oversight of the social work program, inclusive of all program options. It is customary for the program director to have, at minimum, 50% assigned time to administer the social work program.

- a. *The program provides the program director's workload.*
- b. *The program describes the procedures for calculating the program director's assigned time to administer the master's social work program.*
- c. *The program provides the program director's percentage of assigned time to administer the master's social work program.*
- d. *The program describes whether this time is sufficient to administer the social work program, inclusive of all program options.*

**M4.3.5(a)** *The program provides the program director's workload.*



**M4.3.5(b)** The master's field education director has a master's degree in social work from a CSWE-

- 4.3.6** The program has sufficient personnel and technological support to administer the field education program.
- a. *The program provides an organizational chart for the administration for field education.*
  - b. *The program describes whether its resources are sufficient to administer field education, including:*
    - i. *personnel, and*
    - ii. *technological support.*
  - c. *The program addresses all program options.*

## **Educational Policy 4.4: Resources**

Adequate resources are fundamental to creating, maintaining, and improving an educational environment that supports the development of culturally competent social workers. Social work programs have the necessary resources to carry out the program's mission and to support learning and professionalization of students and program improvement.

## **Accreditation Standard 4.4: Resources**

- 4.4.1** The program uses its budget development and administration process to achieve its mission and continuously improve the program. The program has sufficient financial resources to achieve its mission.
- a. *The program describes the process for budget development and administration it uses to:*
    - i. *achieve its mission, and*
    - ii. *continuously improve the program.*
  - b. *The program submits a program-level Form AS 4.4.1 for the baccalaureate or master's social work program.*
  - c. *The program describes whether its financial resources are sufficient to achieve its mission and continuously improve the program.*
  - d. *The program addresses all program options.*
- 4.4.2** The program has sufficient support staff to carry out its educational activities and achieve its mission.
- a. *The program describes its support staff or other personnel structure.*
  - b. *The program describes whether its support staff is sufficient to carry out its educational activities and achieve its mission.*
  - c. *The program addresses all program options.*

**4.4.3** The program has sufficient access to library resources that provide social work and other informational and educational resources to achieve its mission.

- a. The program submits Form AS 4.4.3 to demonstrate access to social work and other informational and educational resources.*
- b. The program describes whether its library resources are sufficient to achieve its mission.*
- c. The program addresses all program options.*

**4.4.4** The program has sufficient technological access, technology support, and if applicable, office and classroom space to achieve its mission.

- a. The program describes its:*
  - i. technological access;*
  - ii. technology support; and*
  - iii. office and classroom space (if applicable).*
- b. The program describes whether these resources are sufficient to achieve its mission.*
- c. The program addresses all program options.*

**4.4.5** The program has sufficient resources and supports, including supportive technology, student services, and if applicable, physical space, that reduce barriers while optimizing accessibility and equity for all its students.

- a. The program describes its resources and supports that reduce barriers while optimizing accessibility and equity for all its students, including:*
  - i. supportive technology,*
  - ii. student services, and*
  - iii. physical spaces (if applicable).*
- b. The program describes whether its resources and supports are sufficient in reducing barriers and optimizing accessibility and equity for all students.*
- c. The program addresses all program options.*

## Educational Policy 5.0: Assessment

Assessment is an integral component of competency-based education and continuous programmatic improvement. Assessment involves the systematic gathering of data that serve as evidence of student learning outcomes; anti-racism, diversity, equity, and inclusion (ADEI); and program outcomes through demonstration of the nine social work competencies at both the generalist and specialized levels of practice. Assessment reflects the intentional and continuous improvement that is anchored in competency-based research, student learning outcomes, student learning experience feedback, professional practice community, and higher education practices.

Assessment of student learning outcomes is best done while students are engaged in practice tasks or activities that approximate social work practice as closely as possible. Practice often requires the demonstration of multiple competencies simultaneously; therefore, assessment of those competencies is optimally carried out at the same time.

Programs assess students' demonstration of the nine social work competencies through the use of multiple and effective assessment methods. Effective assessment incorporates internal and external input relevant to the knowledge, values, skills, and cognitive and affective processes that students have developed and demonstrated and uses recognized methods of evaluating explicit and implicit criteria. Field education curriculum data are included in the overall data collection methods that will help programs make decisions about the delivery of social work education.

Assessment also involves gathering data about the implicit curriculum, with a particular focus on the program's efforts to foster ADEI in the student learning environment. Data from ADEI assessment continuously inform and promote change in the explicit curriculum and the implicit curriculum to enhance attainment of nine social work competencies.

Program outcomes are assessed as evidenced by the program's graduation rates and at least one additional outcome. Data related to program outcomes are used to foster ongoing program evaluation, informing decision making for continuous program improvement.

Assessment information is used to guide student learning, assess student outcomes, assess and improve effectiveness of the curriculum and program overall, and strengthen the assessment methods used. Program assessment methods and data are transparent and publicly available. Data are recent and presented clearly for stakeholders to make informed decisions about the program.

## Accreditation Standard 5.0: Assessment

**5.0.1(a)** The program has a systematic plan for ongoing assessment of student achievement of the nine social work competencies (and any additional competencies added by the program) of generalist practice for baccalaureate social work programs and of generalist and specialized practice for master's social work programs. The program assesses each

competency, using at least two instruments, at least one of which is based in real or simulated demonstration of student achievement in field education. The instruments, the expected level of achievement for each instrument, and the expected level of achievement for each competency are determined by the program. Student competence must be assessed by program faculty or field personnel.

*a. The program submits Form AS 5.0.1(a).*

*b. The plan includes:*

- i. a description of at least two instruments that assess each competency (and any additional competencies added by the program). At least one of the assessment instruments is based in real or simulated demonstration of student achievement in field education;*
  - ii. how each instrument is implemented;*
  - iii. when each competency is assessed;*
  - iv. by whom each competency is assessed;*
  - v. an explanation of the expected level of student achievement, including:*
    - the expected level of achievement of each competency for each instrument;*
    - how the program calculates student achievement for each instrument; and*
    - how the program calculates student achievement for each competency, including all instruments used; and*
  - vi. copies of all instruments used to assess the nine social work competencies (and any additional competencies added by the program), including assignment descriptions, scoring rubrics, and other relevant materials; and*
- c. the program addresses all program options.*

**5.0.1(b)** The program has a method of analyzing outcomes for the nine social work competencies (and any additional competencies added by the program) in its assessment plan.

- a. The program submits Form AS 5.0.1(b) to provide its most recent year of outcomes from its assessment plan submitted in Accreditation Standard 5.0.1(a).*
- b. The program provides the calculations for the nine social work competencies (and any additional competencies added by the program), including all instruments.*
- c. The program provides its outcomes in relation to its expected level of student achievement for each competency.*
- d. The program provides outcomes for each program option and in aggregate.*



- c. *The program describes the processes used to formally review its ADEI assessment outcomes.*
- d. *The program describes specific changes made to the implicit curriculum based on its most recent assessment outcomes, presented in Accreditation Standard 5.0.2(a), with clear links to the data.*
- e. *The program addresses all program options.*

### **5.0.3**

The program monitors its program outcomes through graduation rates and at least one additional outcome (i.e., employment rates, higher education acceptance rates, time to program completion). The annual collection period and benchmarks for graduation rates and the chosen outcome(s) are determined by the program.

- a. *The program submits Form AS 5.0.3.*
- b. *The program identifies the program outcome(s) it monitors.*
- c. *The program provides the program-determined benchmark for its graduation rates and identified program outcome(s).*
- d. *The program provides the benchmark rationale for its graduation rates and identified program outcome(s).*
- e. *The program explains how it calculates its graduation rates and identified program outcome(s).*
- f. *The program provides a minimum of the three most recent years of available graduation rates and identified program outcome(s) and presents the data.*
- g. *Data are reported for each program option and in aggregate, including all program options.*
- h. *The program explains how these data are used for continuous program improvement and decision making for improving graduation rates and identified program outcome(s).*



**COUNCIL ON SOCIAL WORK EDUCATION**

333 John Carlyle Street, Suite 400

Alexandria, VA 22314

[cswe.org](http://cswe.org)