**Learning Goals for the M.S. in Counseling**

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| What are the learning objectives? | How, where, and when are they assessed? | What are the expectations? | What are the results? | Committee/ person responsible? How are results shared? |
| 1. Candidates will display the required academic preparation and professional dispositions necessary to succeed in the graduate program in Counseling and Student Development. | How: Admission Rating SheetWhere:Department of Counseling and Higher EducationWhen:During Admission Process | 1. Top Scores in GPA, Experience, References, Writing Sample, and Group Interview rubric | Spring 2019 Admissions:**School Counseling**Expectation 1:29 Total Applicants Applied25 Invited to InterviewExpectation 2:19 Accepted for Admission\_5 Denied Admission\_1 Withdrew Admission**Clinical Counseling**Expectation 1:53 Total Applicants Applied45 Invited to InterviewExpectation 2:19 Accepted for Admission  1 Deferred Admission (1 year)19 Denied Admission\_6 Withdrew Admission | Counseling Admission Committee will compute composite scores and select the top 15 scores for admission.Each admitted student will be tracked to compare admission score to performance in the program. |
| 2. Candidates will display evidence of a depth of content knowledge.3. Candidates will display evidence of maintaining professional dispositions. | How:1) Overall GPA2) Assessment Rubrics - Where:2) Fall: CSD 5500, 5510, 5520, 5530, 5600, 5640, 5942Spring: CSD 5600, 5620, 5630, 5900, 5920, 5930/5940, 5960, 5970, 5980, 6900/203)Comprehensive Exam4) School Licensing Exam5) Clinical Licensing Exam (NCE)When:1) Student Review (Fall and Spring)How:Student Review RubricWhere:Department of Counseling and Student DevelopmentWhen:Every Semester (Student Review Conference) | 1) Maintain overall 3.0 or higher GPA2) 80% of students surveyed indicate course objectives were met - rating each objective at an average of 4 out of 63) 90% Pass rate4) 90% Pass rate5) 90% pass rate on examMeet expectations as established by Rubrics  | **1) Overall GPA:** No student was asked to leave due to low GPA**2) Assessment Rubrics:****CSD 5500: Research Methods** – Importance of research in advancing the counseling profession………….……100% agree Designs, program evaluations, statistical methods, and research  analysis used in counseling research…………………………………………..92.3% agree Developed an understanding of principles, models  and application of needs assessment…………………………………………...100% agree Overall objectives were met……………………………………………............100% agree**CSD 5510: Professional Orientation**Knowledge of history and philosophy…………………………………...........100% agreeAwareness of process and resources…………………………………………..100% agreeApplication of culturally relevant aspects……………………………………..100% agreeImportance of legal and ethical issues………………………………………....100% agreeOverall objectives were met…………………………………………………...100% agree**CSD 5520: Theories of Counseling**Knowledgeable of application of theories, models, and strategies……………100% agreeImportance of legal and ethical issues related to each theory…………...…….100% agreeApplication of culturally relevant strategies for establishing and maintaining in-person and technology assisted relationships…..........…...100% agreeAwareness of suicide prevention models and strategies…………………..…..100% agreeOverall objectives were met……………………………………………...……100% agree**CSD 5530: Basic Counseling Skills**Knowledgeable of application of theories and models……………….………91.6% agreeAwareness of counselor characteristics and behaviors……………….………91.6% agreeApplication and practiced essential interviewing, counselingand case conceptualization skills……………………………………..…….....91.6% agreeKnowledge of personal model of counseling……………………………..…..91.6% agreeOverall objectives were met……………………………………………..……91.6% agree**CSD 5600: Cross-Cultural Counseling** Knowledgeable of impact on culturally different clients………………….…..100% agreeAwareness of own culture and spiritual beliefs…………………………….…100% agreeApplication in culturally diverse society…………………………………..…..100% agreeAwareness of impact of heritage, attitudes, beliefs, understandings, and acculturative experiences on views of others……………………………..100% agreeOverall objectives were met……………………………………………….…..100% agree**CSD 5610: Human Development for Counselors**Knowledgeable of life-span theories………………………………………….90.9% agreeAwareness of the process, behaviors, and resources for counseling strategies………………………………………………………90.9% agreeApplication of culturally relevant theories, concepts, and principles………...81.8% agreeOverall objectives were met…………………………………………………..72.7% agree**CSD 5620: Group Counseling**Knowledgeable of group counseling and group work………………………...100% agreeAwareness of processes, techniques and resources……………………………100% agreeApplication of theoretical and experiential understanding counseling theories and methods………………………………………………100% agreeOverall objectives were met…………………………………………….……..100% agree**CSD 5630: Practicum**Knowledgeable of professional identity……………………………………...100% agreeAwareness of process and techniques for intakes, assessments,and treatment planning……………………………………………………….100% agreeApplication of culturally relevant theories and techniques…………………..94.5% agreeOverall objectives were met………………………………………………….100% agree**CSD 5640: Play Therapy**Knowledgeable of profession of play therapy………………………………....100% agreeAwareness of the process, techniques, and resources……………………...….100% agreeApplication of culturally relevant issues of diversity………………………….100% agreeOverall objectives were met…………………………………………………...100% agree**CSD 5900: Appraisal**Knowledgeable of the historical perspectives concerning assessment….……64.3% agreeAwareness of ethical strategies for assessment and instruments…………..…78.6% agreeApplication of various models and approaches………………………….……57.1% agreeUnderstood procedures for assessing risk…………………………………….57.1% agreeOverall objectives were met……………………………………………..……57.1% agree**CSD 5920: Career Counseling**Knowledgeable of career theory and models……………………………...…..100% agreeAwareness of process, behaviors, and resources of career counseling………..100% agreeApplication of culturally relevant career models and assessment…………...… 90% agreeUnderstood method of identifying and using assessment tools and techniques……………………………………………..…90% agreeOverall objectives were met…………………………………………...….....….90% agree**CSD 5930: Foundations of Clinical Mental Health Counseling**Knowledgeable of prevention and intervention standards…………….....……100% agreeDemonstrate competency of written skills…………………………………….100% agreeUnderstanding of legal standards……………………………………………...100% agreeOverall objectives were met…………………………………………………...100% agree**CSD 5400: Special Topics in Clinical Counseling** Understand the impact of crisis and trauma…………….....………………..…100% agree Become familiar with assessing and diagnosing…………………...….....……100% agree Identify strategies for counseling self-care ……...………………...….....……100% agree Overall objectives were met………………………………………….………..100% agree**CSD 5942: School Counseling: Collab., & Consultation**Knowledge of family-school-community collaboration………………………100% agreeAwareness of school and community teamwork……………………………...100% agreeApply allied culturally relevant evidence……………………………………..87.5% agreeOverall objectives were met…………………………………………….……..100% agree**CSD 5943: Foundations and Mtg. of School Counseling Program**Knowledgeable of history and current trends…………………………………100% agreeAwareness of counseling process……………………………………………...100% agreeApplication of culturally relevant models……………………………………..100% agreeOverall objectives were met………………………………………….………..100% agree**CSD 5960: Family Counseling**Knowledgeable of family interventions……………………………………….100% agreeAwareness of family counseling situations……………………………..………90% agreeApplication of culturally relevant characteristics and needs……………...…….70% agreeOverall objectives were met……………………………………………..……...80% agree**CSD 5970: Addictions Counseling**Knowledgeable of counseling strategies……………………………………..57.2% agreeUnderstanding of impact of chemical dependency…………………………..42.9% agreeAwareness of ethical issues…………………………………………………..42.9% agreeOverall objectives were met………………………………………………….57.2% agree**CSD 5980: Clinical Diagnosis and Treatment Planning**Awareness of disorders in DSM……………………………………………….100% agreeApplication of psychotherapy and environmental factors…………………….100% agreeKnowledgeable of latest treatments……………………………………….…..100% agreeOverall objectives were met……………………………………………….…..100% agree**CSD: 6900, 6920: Supervised Clinical Experience**Knowledgeable of effective and ethical counseling strategies…………….…..100% agreeAwareness of effective strategies……………………………………………...100% agreeApplication of various counseling strategies…………………………….……100% agreeOverall objectives were met……………………………………………..…….100% agree**CSD 6920,21,22 – Supervised School Experience –** Knowledgeable of effective and ethical counseling strategies………………..93.3% agreeAwareness of effective strategies……………………………………………..86.7% agreeApplication of various counseling strategies…………………………………66.7% agreeOverall objectives were met……………………………………………….….93.3% agree**3) Comprehensive Exam: This exam is for both Clinical and School Counseling Students**Fall 2018 (N = 12) Spring 2019 (N = 13) 100% Pass 100% Pass 0% Fail 0 % Fail**4) School Professional Licensing Exam (PEL): (N = 7)**71% Expectations Met28% Expectations Not Met **5) Clinical Mental Health Exam ( NCE):** **Clinical Mental Health Counseling NCE Exam Results (Fall 2018)---Mean Scores****Number Tested : 11 Number Passed: 11****Pass Rate: 100% University 86.70% National**

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| **CACREP****Areas** | University | National |
| **Human Growth & Development** | 8.36 | 8.12 |
| **Social & Cultural Diversity** | 7.73 | 7.25 |
| **Helping Relationships** | 23.00 | 23.25 |
| **Group Work** | 11.73 | 11.34 |
| **Career Development** | 12.91 | 12.96 |
| **Assessment** | 12.09 | 12.22 |
| **Research & Program Evaluation** | 8.18 | 8.74 |
| **Professional Orientation & Ethical Practice** | 20.82 | 20.95 |
| **Total** | **104.82** | **104.87** |

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| **Counselor Work Behavior Areas** | University | National |
| **Fundamental Counseling Issues** | 20.27 | 20.21 |
| **Counseling Process** | 32.18 | 31.08 |
| **Diagnostic & Assessment Services** | 14.36 | 14.55 |
| **Professional Practice** | 23.91 | 24.67 |
| **Professional Development, Supervision, and Consultation** | 14.09 | 14.36 |
| **Total** | **104.82** | **104.87** |

**School Counseling NCE Exam Results (Fall 2018)---Mean Scores****Number Tested : 5 Number Passed: 4****Pass Rate: 80% University 86.70% National**

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| **CACREP****Areas** | University | National |
| **Human Growth & Development** | 7.80 | 8.12 |
| **Social & Cultural Diversity** | 7.60 | 7.25 |
| **Helping Relationships** | 22.00 | 23.25 |
| **Group Work** | 11.00 | 11.34 |
| **Career Development** | 12.60 | 12.96 |
| **Assessment** | 11.40 | 12.22 |
| **Research & Program Evaluation** | 8.00 | 8.74 |
| **Professional Orientation & Ethical Practice** | 19.20 | 20.95 |
| **Total** | **99.60** | **104.87** |

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| **Counselor Work Behavior Areas** | University | National  |
| **Fundamental Counseling Issues** | 20.20 | 20.21 |
| **Counseling Process** | 30.40 | 31.08 |
| **Diagnostic & Assessment Services** | 13.20 | 14.55 |
| **Professional Practice** | 24.20 | 24.67 |
| **Professional Development, Supervision, and Consultation** | 11.60 | 14.36 |
| **Total** | **99.60** | **104.87** |

**1) Fall 2018****School Counseling:**33 Good Standing0 Concern**Clinical Counseling:**30 Good Standing3 Concern \*Three students were put on developmental plan.**2) Spring 2019****School Counseling:**33 Good Standing0 Concern**Clinical Counseling:**29 Good Standing2 Concern 1 Dismissed \*One student was asked to leave the program  | The data for Learning Objective 2 will be collected by the Department Chair and summarized for review (see end of report).The data for Learning Objective 3 is collected during Student Review (Fall/Spring).Students identified for the first time receive a warning and participate in an informal discussion with their advisor. Students identified a second time enter a formalized retention process targeting needed change. |
| 4. Candidates will display evidence of effective critical thinking and problem solving skills. | How:Assessment RubricWhere:1) Fall: CSD 5510, 5530, 5610, 6900-01-02, 6920-212) Spring: CSD 5620, 5630, 6900-01-02, 6920-21 | 80% surveyed indicate all objectives were met by rating each objective at an average of 4 out of 6 | See course evaluations under 2 | The data for Learning Objective 4 will be collected by the Department Chair and summarized for review (see end of report). |
| 5. Candidates will display evidence of effective oral and written communication skills. | How:Assessment RubricWhere: 1) Fall: CSD 5500, 5510, 5600, 5640, 5960, 6900-01-01, 6920-212) CSD 5600, 5630, 5900, 5920, 5960, 5980, 6900-01-02, 6920-21 | 100% surveyed indicate all objectives were met by rating each objective at an average of 4 out of 6 | See course evaluations under 2 | Students are surveyed each semester to determine if course objectives are met. Results are collected by the Department Chair and summarized for review. |
| 6. Candidates will display evidence of advanced scholarship through research and/or creative activity. | How:Research RubricWhen: First Year, First semester(CSD 5500) | 100% surveyed indicate all objectives were met by rating each objective at an average of 4 out of 6 | See course evaluations under 2 | Students are surveyed each semester to determine if course objectives are met. Results are collected by the Department Chair and summarized. |
| 7. Overall candidates will perceive program is helping them prepare for professional practice | How:Exit Survey;Internship Supervisor SurveyWhen:Last Semester | 80% agreement on all items | **Exit Survey: The following were met**Knowledge of professional functioning…………………………………………..……..95% agreeEthical and Legal Standards…………………………………………………………..…95% agreeKnowledge of social and cultural foundations…………………………………...……...90% agreeApplication of cross-cultural competencies…………………………………………...87.5% agreeKnowledge of human growth and development……………………………………… 87.5% agreeApplication of development specific techniques………………………………………87.5% agreeKnowledge of helping relationships…………………………………………………...77.5% agreeDemonstration of basic helping skills and consultation ……………………………..….75% agreeKnowledge of group work………………………………………………………...…...92.5% agreeFacilitate groups……………………………………………………………………….92.5% agreeKnowledge of appraising groups…………………………………………………...……75% agreeApplication of quantitative and qualitative techniques……………………………….....75% agreeKnowledge of research and program eval……………………………………………..77.5% agreeAbility to evaluate quantitative and qualitative research………………………….......77.5% agreeKnowledge of foundations and professional practice……...……………………..…..…85% agreeKnowledge of management/coordination of programs as they relate to school……...………………………………………………………………………..……85% agreeKnowledge and skills in program development, implementation, and eval………………………….…………………………………………………………87.5% agreeKnowledge and skills in consultation………………………………………………….97.5% agreeOverall skills essential for professional practice……………………………………...97.5% agree**Strengths of the program reported on 2018-2019 School and Clinical Counseling Exit Survey**Students indicated they appreciated the small class sizes, cohort model, relevance of classes and the quality of instruction received. They enjoyed positive relationships with faculty creating a supportive environment. CACREP accreditation was emphasized.**Challenges of the program reported on 2018-2019 School and Clinical Counseling Exit Survey**Some students indicated that there was favoritism from professors, poor scholarship opportunities, availability of class times, and emotionally draining. Students also indicated lack of collaboration and consistency between faculty members.**Internship Supervisor Survey:** Quality of Intern based on Program Preparation: Electronic surveys were sent out with a follow-up reminder but resulted in only 1 incomplete survey. We will attempt paper surveys next year.**Clinical Mental Health – (Adequately Prepared/ Well Prepared)**No data was provided from supervisors. **Strengths of the program reported on 2018-2019 Clinical Counseling Supervisor Survey** **(N = 1)**The program does well with preparing the students for clinical counseling skills. I have received positive feedback from clients, staff, and stakeholders about the supervisee. **Challenges of the program reported on 2018-2019 Clinical Counseling Supervisor Survey****(N = 1)**Supervisor indicated there was no weaknesses. **Internship Supervisor Survey:** Quality of Intern based on Program Preparation: **School Counseling (Adequately Prepared – Well Prepared)**Knowledge of professional functioning………………………………………………..100% agreeEthical and Legal Standards……………………………………………………………100% agreeKnowledge of social and cultural foundations…………………………………………100% agreeApplication of cross-cultural competencies……………………………………………100% agreeKnowledge of human growth and development……………………………………….100% agreeApplication of development specific techniques………………………………………100% agreeKnowledge of career development skills………………………………………………100% agreeApplication of career counseling model………………………………………………..100% agreeKnowledge of helping relationships……………………………………………………100% agreeDemonstration of basic helping skills………………………………………………….100% agreeKnowledge of group work……………………………………………………………...100% agreeFacilitate groups………………………………………………………………………..100% agreeKnowledge of appraising groups……………………………………………………….100% agreeApplication of quantitative and qualitative techniques………………………………...100% agreeKnowledge of research and program evaluation……………………………………….100% agreeAbility to evaluate quantitative and qualitative research………………………………100% agreeKnowledge of foundations of professional practice……………………………………100% agreeKnowledge and skills in program development………………………………………..100% agreeKnowledge of diagnostic and treatment skills…………………………………………100% agreeOverall knowledge and application…………………………………………………….100% agreeOverall skills……………………………………………………………………………100% agreeSatisfaction with performance………………………………………………………….100% agreeSatisfaction with assistance received…………………………………..………………100% agreeOverall evaluation of intern’s professional preparedness…………………...…………100% agree**Strengths of the program reported on 2018-2019 School Counseling Supervisor Survey**Supervisors indicated significant strengths in working with students, rapport building with all members of the school, and clinical skills. Also indicated were ability to run groups, family groups, and support systems.**Challenges of the program reported on 2018-2019 School Counseling Supervisor Survey**Supervisors indicated there was no weaknesses.  |  |

**PART TWO**

Describe your program’s assessment accomplishments since your last report was submitted. Discuss ways in which you have responded to the CASA Director’s comments on last year’s report or simply describe what assessment work was initiated, continued, or completed.

Since our last assessment we continued the following changes:

1. Change the prefix of courses from CSD to CHE. The change will occur in January 2020.
2. Assessed modified course objectives.
3. Based on licensing exam data, course objective surveys, exit surveys and Internship Supervisor surveys, we are producing graduates who are well-prepared to enter the profession.
4. The Department of Counseling and Student Development is currently accredited through 2021 by the Council of Accreditation of Counseling and Related Programs (CACREP).

**PART THREE**

Summarize changes and improvements in **curriculum, instruction, and learning** that have resulted from the implementation of your assessment program. How have you used the data? What have you learned? In light of what you have learned through your assessment efforts this year and in past years, what are your plans for the future?

Changes and/or improvements in curriculum, instruction, and learning will be implemented as a result of discussing the data collected over the last year.

1. We recently revised most of the counseling courses to reflect new standards as set by the Council of Accreditation of Counseling and Related Programs (CACREP). Course objectives were assessed and indicate CACREP standards are being met. Low ratings in Addictions and Appraisal will be discussed at the fall retreat.
2. In addition the following data will be shared with faculty at the upcoming fall retreat:
* Objective 1: Based on the data, our admission process is working well. Using the admission rubrics and extensive interview process, we are able to select candidates that meet our objectives and ensure our learning community thrives. Both programs maintained strong admission yields.
* Objective 2: Depth of Content was measured using GPA, Course Objectives Surveys, NCE/School Licensing Exams and Comprehensive Exams.
1. 3.0 GPA was maintained by students currently enrolled in the counseling program.
2. Data collected indicated most of the course objectives were perceived as met. Discussion will occur concerning Appraisal and Addictions where survey data fell below the 80% threshold. Clinical students obtained 100% pass rate on the comprehensive and NCE exam. School students obtained 100% pass rate on the comprehensive exam, One hundred percent pass rate on the Comprehensive, 80% NCE, and 71% School Licensing Exam. Two students failed the PEL exam and will be discussed at the fall retreat. One solution is having school students take the PEL in the second year of study.

* Objective 3: We spend considerable time ensuring our students maintain a professional disposition throughout the program. The remedial process we have in place is working given that most of the students flagged with a warning were asked to enter our retention phase and three were put on a formal remedial plan. One student was suspended and asked to reapply the following year.
* Objective 4: With few exceptions critical thinking objectives were met. We will discuss areas that fell below the 80% threshold at the upcoming Fall retreat.
* Objective 5: With few exceptions oral and written communication objectives were met. We will discuss areas that fell below the 80% threshold at the upcoming Fall retreat.
* Objective 7: Exit surveys and indicated we met or exceeded our benchmark of 80% agreement on most items. Overall Exit survey results were positive.

 The following areas will be reviewed at the fall retreat:

* + Knowledge of helping relationships…………………………………………………...77.5% agree
	+ Demonstration of basic helping skills and consultation ……………………………..….75% agree
	+ Knowledge of appraising groups…………………………………………………...……75% agree
	+ Application of quantitative and qualitative techniques……………………………….....75% agree
	+ Knowledge of research and program eval……………………………………………..77.5% agree
	+ Ability to evaluate quantitative and qualitative research………………………….......77.5% agree

Other discussion items include: Some students indicated that there was favoritism from professors, poor scholarship opportunities, availability of class times, and emotionally draining. Students also indicated lack of collaboration and consistency between faculty members.