

Student Learning Assessment Program AY 2021-2022

M.S. in Counseling

Submitted By: Dr. Richard Roberts, Chair



Program Objectives for the M.S. in Counseling:

STEP 1

What are the Program Objectives? (CACREP 4.A)	How and When will the data be collected? 4.A.2	What are the expectations?	How data will be reviewed? 4.A.3	Results	How will the data be used for improvement? 4.A.4
<p>1. Admit Candidates that will display the required academic preparation and professional dispositions necessary to succeed in the CHE program</p>	<p>How: Interview Rubrics When: At the completion of the Interview day (last Friday in Feb).</p>	<p>Top 15-20 Scores on GPA, Experience, References, Writing Sample, and Group Interview rubric Demographic Statistics</p>	<p>Faculty review rubrics and calculate scores</p>	<p>Spring 2021 Admissions:</p> <p>Counseling</p> <p>Total Applicants Applied 79</p> <p>Applicants Accepted 38</p> <p>Applicants Enrolled for Fall (net) 30</p> <p>Demographics of Admitted Students (10 day Report)</p> <p>Total Students 51 Female – 43; Male – 08; Full Time – 50; Part Time – 01</p> <p>School – 24; Clinical - 27</p> <p>White 39 Black 04 Hispanic 02 Asian 03 Bi-racial 02 Other 01</p>	<p>The data gathered in Step 1 is processed during the annual August retreat and recorded in step 2 and 3. Action items are developed and initiated throughout the academic year</p>

Retention Rate Placement Rate	Calculated by the chair and office manager at the end of the academic year	85% retention rate and graduation rate	Faculty review data at the August retreat.	Retention rate for previous cohort: Clinical: 87% School: 94% Placement rate for previous cohort: 2020: 91% 2021: Pending	Same as above
What are the Program Objectives? (CACREP 4.A) 2. Candidates will display evidence of a depth of content knowledge and skill along eight core competencies using key performance indicators as outlined in the latest CACREP standards	How and When will the data be collected? 4.A.2 How: Didactic Courses Representing the 8 Core Competencies: CHE 5500 (research proposal); 5510 (Ethics paper); 5520/5530 (Exam/"B" in course); 5600 (Cultural Interview); 5610 (Exam); 5620 (Exam/"B" in course); 5900 (exam); 5920 (theory paper); Student Perception of course objectives; NCE Mean Scores, Comp	What are the expectations? 80% of students assessed met or exceeded standard (80-89 score in didactic courses = met; 90 – 100 = exceed)	How data will be reviewed? 4.A.3 Faculty meet five times throughout the candidates' tenure in the program. A student review rubric is used for each meeting.	<p style="text-align: center;">Results: Key Performance Indicators</p> <p>1. Professional Orientation</p> <p>Knowledge: Ethics Paper..... 100% Met or Exceeded standard NCE Mean Score..... 100% Exceeded National Score Comp Exam 94% Pass</p> <p>Student Perception of course objectives being met</p> <p>CHE 5510: Professional Orientation Knowledge of history and philosophy.....100% met Awareness of process and resources.....100% met Application of culturally relevant aspects.....100% met Importance of legal and ethical issues.....100% met Overall objectives were met.....100% met</p> <p>Internship Final 3rd Semester intern site evaluation (1a) -- Clinical Met -25% Exceeded – 75% School Met - 6% Exceeded – 84%</p> <p>Skill: Professional Orientation Practicum Final Evaluation (1)..... Met – 52% Exceeded – 48%</p> <p>Internship Final 3rd Semester intern site evaluation (1b)-- Clinical Met 12% Exceeded - 88% School Met - 8% Exceeded – 92%</p>	How will the data be used for improvement? 4.A.4 The data gathered in Step 1 of the SLAP is processed during the annual August retreat and recorded in step 2 and 3. Action items are developed and initiated throughout the academic year

	<p>Exam; PEL Exam (School).</p> <p>When: Faculty meet five times throughout the candidates' tenure in the program. A student review rubric is used for each meeting to gather specific data. The data is compiled in aggregate form by the Chair to be reviewed at the August Retreat.</p>			<p>2. Social and Cultural Foundations</p> <p>Knowledge: Cultural Interview...Did not Meet 8% Met - 92% Exceeded - 17% NCE Mean Score..... 100% Met or Exceeded National Score Comp Exam94% Pass</p> <p>Student Perception of course objectives being met</p> <p>CHE 5600: Cross-Cultural Counseling Knowledgeable of impact on culturally different Clients... 100% Awareness of own culture and spiritual beliefs.....100% Application in culturally society.....100% Awareness of impact of heritage, attitudes, beliefs, understandings, & acculturative experiences on views of others.....100% Overall objectives were met.....100%</p> <p>Internship Final 3rd Semester intern site evaluation (2a) -- Clinical Met -12% Exceeded – 88% School Met - 27% Exceeded – 73%</p> <p>Skill: Social and Cultural Foundations Practicum Final Evaluation (2)..... Met – 44% Exceeded – 56%</p> <p>Internship Final 3rd Semester intern site evaluation (2b)-- Clinical Met 12% Exceeded - 88% School Met 30% Exceeded – 70%</p> <p>3. Human Growth and Development</p> <p>Knowledge: Final Exam..... 100% Met or Exceeded standard NCE Mean Score..... 100% Met or Exceeded National Score Comp Exam 94% Pass</p>	
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				<p>Student Perception of course objectives being met</p> <p>CHE 5610: Human Development for Counselors Knowledgeable of life-span theories.....80% met Awareness of the process, behaviors, and resources for counseling strategies50% met Application of culturally relevant theories, concepts, and principles.....30% met Overall objectives were met..... 70% met</p> <p>Internship Final 3rd Semester intern site evaluation (3a) -- Clinical Met -25% Exceeded – 75% School DM 8% Met - 16% Exceeded – 76%</p> <p>Skill: Human Growth and Development Practicum Final Evaluation (3)..... Met – 56% Exceeded – 44%</p> <p>Internship Final 3rd Semester intern site evaluation (3b)-- Clinical Met 37% Exceeded - 63% School DM 8% Met - 16% Exceeded – 76%</p> <p>4. Career Development</p> <p>Knowledge: Theory Paper.....Met -25% Exceeded – 75% NCE Mean Score.....100% Met or Exceeded National Score Comp Exam 94% Pass</p> <p>Student Perception of course objectives being met</p> <p>CHE 5920: Career Counseling Knowledgeable of career theory and models.....100% met Awareness of process, behaviors, and resources of career counseling.....100% met Application of culturally relevant career models and assessment.....100% met Understood method of identifying and using assessment tools and techniques.....100% met Overall objectives were met.....100% met</p>	
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			<p>Internship Final 3rd Semester intern site evaluation (4a) -- Clinical Met -37% Exceeded – 63% School Met - 33% Exceeded – 67%</p> <p>Skill: Career Development Practicum Final Evaluation (4)..... Met – 52% Exceeded – 48%</p> <p>Internship Final 3rd Semester intern site evaluation (4b)-- Clinical Met - 37% Exceeded - 63% School Met - 25% Exceeded – 75%</p> <p>5. Helping Relationships</p> <p>Knowledge: Final Exam..... 100% Met or Exceeded standard “B” or better in class100% Met or Exceeded standard NCE Mean Score.....100% Met or Exceeded National Score Comp Exam 94% Pass</p> <p>Student Perception of course objectives being met</p> <p>CHE 5520: Theories of Counseling Knowledgeable of application of theories, models, and strategies.....100% met Importance of legal and ethical issues related to each theory.....89% met Application of culturally relevant strategies for Establishing and maintaining in-person and technology assisted relationships.....100% met Awareness of suicide prevention models and strategies.....100% met Overall objectives were met100% met</p> <p>CHE 5530: Basic Counseling Skills Knowledgeable of application of theories and models..... .95% met Awareness of counselor characteristics and behaviors100% met Application and practiced essential interviewing, Counseling and case conceptualization skills.....100% met Knowledge of personal model of counseling.....100% met Overall objectives were met.....95% met</p>	
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				<p>Internship Final 3rd Semester intern site evaluation (5a) -- Clinical Met -12% Exceeded – 88% School Met Exceeded – 100%</p> <p>Skill: Helping Relationships Practicum Final Evaluation (5)..... Met – 52% Exceeded – 48%</p> <p>Internship Final 3rd Semester intern site evaluation (5b)-- Clinical Exceeded - 100% School Met - 8% Exceeded – 92%</p> <p>6. Group Counseling</p> <p>Knowledge: Final Exam.....Clinical Met - 93% Exceeded - 7% School Met - 31% Exceeded – 69% “B” or better in class Clinical Exceeded - 100% School Met - 31% Exceeded – 69%</p> <p>NCE Mean Score.....100% Met or Exceeded National Score Comp Exam94% Pass</p> <p>Student Perception of course objectives being met</p> <p>CHE 5620: Group Counseling Knowledgeable of group counseling and group work.....100% met Awareness of processes, techniques and resources.....100% met Application of theoretical and experiential understanding counseling theories and methods.....100% met Overall objectives were met.....100% met</p> <p>Internship Final 3rd Semester intern site evaluation (6a) -- Clinical Met -12% Exceeded – 88% School DM 8% Met - Exceeded – 92%</p>	
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Skill:

Group Counseling

Practicum Final Evaluation (6)..... Met -76% Exceeded - 24%

Internship Final 3rd

Semester intern site evaluation (6b)—Clinical.. Met - 12% Exceeded - 88%
School Met - 8% Exceeded - 92%

7. Assessment and Testing

Knowledge:

Mid-term Exam.....100% Met

NCE Mean Score.....100% Met or Exceeded National Score

Comp Exam 94% Pass

Student Perception of course objectives being met

CHE 5900: Appraisal

Knowledgeable of the historical perspectives concerning
assessment.....80% met

Awareness of ethical strategies for assessment and
instruments.....80% met

Application of various models and approaches..... 85% met

Understood procedures for assessing risk..... 61% met

Overall objectives were met.....85% met

Internship Final 3rd

Semester intern site eval (7a) Clinical (37%N/A) Met -12% Exceeded - 51%
School Met - 36% Exceeded - 64%

Skill:

Appraisal

Practicum Final Evaluation (8)..... Met -64% Exceeded - 36%

Internship Final 3rd

Semester intern site eval (7b)-Clinical (37%N/A) Met - 12% Exceeded - 88%
School Met - 27% Exceeded- 73%

8. Research and Program Evaluation

Knowledge:

Research Proposal.....92% Met or Exceeded standard
NCE Mean Score.....100% Met or Exceeded National Score
Comp Exam94% Pass

Student Perception of course objectives being met

CHE 5500: Research Methods –

Importance of research in advancing the counseling profession.....100% met
Designs, program evaluations, statistical methods, and research analysis used in counseling research.....100% met
Developed an understanding of principles, models and application of needs assessment.....100% met
Overall objectives were met.....100% met

Internship Final 3rd

Semester intern site eval (8a) Clinical (62%N/A) Met Exceeded – 38%
School Met – 8 % Exceeded – 92%

Skill:

Research

Practicum Final Evaluation (8)..... Met –64% Exceeded – 36%

Internship Final 3rd

Semester intern site eval (8b)-Clinical (62%N/A)Met Exceeded - 38%
School Met - 8% Exceeded – 92%

What are the Program Objectives? (CACREP 4.A)	How and When will the data be collected?	What are the expectations?	How data will be reviewed?	Results:	How will the data be used for improvement?
<p>3. Candidates will display evidence of a depth of content knowledge and skill in the specialty areas of Clinical Mental Health and School Counseling as outlined in the latest CACREP standards</p>	<p>4.A.2</p> <p>How: Didactic Courses Representing the CACREP specialty areas (Clinical Mental Health and School) Competencies: CHE 5930 (Exam); 5943 (Exam); 6900 (02,03); 6920 (21,22); Student Perception of course objectives; NCE Mean Scores, Comp Exam; PEL Exam (School).</p> <p>When: Faculty meet five times throughout the candidates' tenure in the program. A student review rubric is used for each</p>	<p>80% of students assessed met or exceeded standard (80-89 score in didactic courses = met; 90 – 100 = exceed)</p>	<p>4.A.3</p> <p>Faculty meet five times throughout the candidates' tenure in the program. A student review rubric is used for each meeting.</p>	<p>9. Clinical Mental Health Counseling Foundations</p> <p>Knowledge: Learning Assessment Final..... Met - 100%</p> <p>NCE Mean Score Professional practice & Ethics..... 100% exceeded National mean Score Intake, Assessment and Diagnosis..... 100% exceeded National mean Score Areas of Clinical Focus..... 100% exceeded National mean Score Treatment Planning..... 100% exceeded National mean Score Counseling Skills and Interventions..... 100% exceeded National mean Score Counseling Process 100% exceeded National mean Score Core Counseling Attributes..... 100% exceeded National mean Score</p> <p>Comp Exam 94% Pass</p> <p>Student Perception of course objectives being met</p> <p>CHE 5930: Foundations of Clinical Mental Health Counseling Knowledgeable of prevention and intervention standards.....90% met Demonstrate competency of written skills.....90% met Understanding of legal standards.....80% met Overall objectives were met.....90% met</p> <p>Internship Final 3rd Semester intern site evaluation</p> <p>9) Knowledge of Prof. Practice Exceeded – 100% (10) Manage Coord of Agency.... (25% N/A) Met – 25% Exceeded – 38% (11) Know/Skills Diag/Treat Client Advocacy Org Dev (8%N/A) Met – 8% Exceeded – 84%</p> <p>Clinical Mental Health Counseling Foundations</p>	<p>4.A.4</p> <p>The data gathered in Step 1 of the SLAP is processed during the annual August retreat and recorded in step 2 and 3. Action items are developed and initiated throughout the academic year</p>

meeting to gather specific data. The data is compiled in aggregate form by the Chair to be reviewed at the August Retreat.

Skill:

Practicum Final Evaluation

- (2) Understands Agency Policy, legal issues
Interacts professionally Met – 46% Exceeded – 54%
- (3) Demonstrates Case Management Skills Met – 85% Exceeded – 15%
- (4) Collaborates/provides academic, personal,
Social and career dev needs of clients Met – 54% Exceeded – 46%

Internship Final 3rd
Semester intern site evaluation

- (12) Overall Knowledge/Skills of Treatment Modality Exceeded – 100%
- (13) Skills Essential for Prof. Practice Met – 8% Exceeded – 92%

10. School Counseling Foundations

Knowledge:

Learning Assessment – Final DNM – 16% Met – 84% Exceeded – 0%

NCE Mean Score

Professional practice & Ethics..... 100% exceeded National mean Score
 Intake, Assessment and Diagnosis...100% exceeded National mean Score
 Areas of Clinical Focus.....100% exceeded National mean Score
 Treatment Planning..... 100% exceeded National mean Score
 Counseling Skills and Interventions..100% exceeded National mean Score
 Counseling Process100% exceeded National mean Score
 Core Counseling Attributes.....100% exceeded National mean Score

Comp Exam 100% Pass

PEL School Exam 100% Pass

Student Perception of course objectives being met

CHE 5943: Foundations and Mtg. of School Counseling Program

Knowledgeable of history and current trends100% met
 Awareness of counseling process.....100% met
 Application of culturally relevant models.....100% met
 Overall objectives were met100% met

				<p>Internship Final 3rd</p> <p>Knowledge of found. & profess. Practice (ethical, legal, political) (N/A – 9%) met - 27% exceeded - 64% exceeded</p> <p>Knowledge of manage/coord of program dev. implantation, evaluation (N/A – 9%) DNM -18% met 55% exceeded 18%</p> <p>Knowledge and skills in diagnostic/treatment Advocacy and org dev. (N/A – 18%) met - 9% exceeded - 73%</p> <p>School Counseling Foundations</p> <p>Skill: Practicum Final Evaluation</p> <p>(2) Understands Agency Policy, legal issues Interacts professionally Met – 50% Exceeded – 50%</p> <p>(3) Demonstrates Case Management Skills Met – 50% Exceeded – 50%</p> <p>(4) Collaborates/provides academic, personal, Social and career dev needs of clients Met – 50% Exceeded – 50%</p> <p>Internship Final 3rd Semester intern site evaluation</p> <p>Overall Knowledge and skills in treatment modalities 27% -Met 73% Exceeded</p> <p>Overall skills essential for professional practice 27% Met 73% Exceeded</p> <p><u>Additional Course Objectives:</u></p> <p>CHE 5630: Practicum Knowledgeable of professional Identity.....95% met Awareness of process and techniques for intakes, assessments, and treatment planning95% met Application of culturally relevant theories and techniques.....95% agree Overall objectives were met95% met</p>	
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				<p>CHE 5400: Special Topics in Clinical Counseling Understand the impact of crisis and trauma88% met Become familiar with assessing and diagnosing.....63% met Identify strategies for counseling self-care..... 75% met Overall objectives were met.....88% met</p> <p>CHE 5941: Emerging Issues in School Counseling Examine Assessments specific to P 12.....100% met Understood student risk factors100% met Analyze factors impacting achievement100% met Overall objectives were met100% met</p> <p>CHE 5942: School Counseling: Collab., & Consultation Knowledge of family-school-community collaboration.....100% met Awareness of school and community teamwork100% met Apply allied culturally relevant evidence100% met Overall objectives were met100% met</p> <p>CHE 5980: Clinical Diagnosis and Treatment Planning Awareness of disorders in DSM90% met Application of psychotherapy and environmental factors ...90% met Knowledgeable of latest treatments90% met Overall objectives were met90%met</p> <p>CHE: 6900, 6920: Supervised Clinical Experience Knowledgeable of effective and ethical counseling strategies100% met Awareness of effective strategies100% met Application of various counseling strategies100% met Overall objectives were met100% met</p> <p>CHE 6920,21,22 – Supervised School Experience – Knowledgeable of effective and ethical counseling strategies100% met Awareness of effective strategies100% met Application of various counseling strategies100% met Overall objectives were met100% met</p>	
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90% pass rate on Comps

90% pass rate on PEL

90% pass rate on NCE

Comprehensive Exam: This exam is for both Clinical and School Counseling Students

Fall 2020 (N = 18)	Spring 2021 (N = 12)
94% Pass	100% Pass
6% Fail	0 % Fail

PEL Exam School Professional Licensing Exam: (N = 14)

100% Expectations Met

NCE Exam:

(Fall 2020)---Mean Scores

Number Tested : 20 Number Passed: 17

Pass Rate: 85% University

CACREP Areas	CHE	National
Professional Orientation	11.44	11.15
Social & Cultural Diversity	4.05	4.02
Human Growth & Development	8.77	8.18
Career Development	12.31	11.16
Helping Relationships	34.97	34.33
Group Work	23.06	21.22
Assessment	12.13	11.72
Research & Program Evaluation	3.71	3.48
Total	110.44	105.26

					CHE	National		
				Professional Practice & Ethics	11.71	11.36		
				Intake, Assessment & Diagnosis	12.48	12.14		
				Area of Clinical Focus	32.99	31.28		
				Treatment Planning	9.98	9.81		
				Counseling Skills & Interventions	33.77	31.77		
				Counseling Process	32.18	31.08		
				Core Counseling Attributes	9.63	8.97		
				Total	142.74	136.41		
				<p>What are the Program Objectives? (CACREP 4.A)</p> <p>4. Candidates will display evidence of maintaining professional dispositions throughout the program.</p>	<p>How and When will the data be collected?</p> <p>4.A.2</p> <p>Student Review Rubric: Motivational appropriateness, personal maturity, flexibility, emotional stability, engagement in the learning process and collegiality with peers and professionals.</p>	<p>What are the Expectations?</p> <p>Students will remain in good standing throughout the program.</p>		

				<p>Clinical Counseling: First Year Spring <u>13</u> Good Standing <u>0</u> Concern</p> <p>Clinical Counseling: First Year August Retreat (Data Collection begins Oct. -21) <u> </u> Good Standing <u>0</u> Concern</p> <p>Clinical Counseling: Second Year Fall <u>14</u> Good Standing <u>1</u> Concern</p> <p>Clinical Counseling: Second Year Spring <u>14</u> Good Standing <u>1</u> Concern</p>	
<p>What are the Program Objectives? (CACREP 4.A)</p> <p>5. Candidates will display evidence of effective communication, critical thinking and problem solving skills.</p>	<p>How and When will the data be collected?</p> <p>4.A.2</p> <p><u>How:</u> Didactic courses: 5510 (Ethics Paper; 5600 (Cultural Interview); 5920 (theory paper); 5630 (final eval); 6900 (01-02), 6920 (01-02) (final supervisor survey)</p> <p>When: Faculty meet five times throughout the</p>	<p>What are the Expectations?</p> <p>80% surveyed indicate objectives met</p>	<p>How data will be reviewed?</p> <p>4.A.3</p> <p>Faculty meet five times throughout the candidates' tenure in the program. A student review rubric is used for each meeting.</p>	<p>Results:</p> <p>CHE 5510 – Ethics Paper..... 100% Met or Exceeded standard</p> <p>CHE 5600 – Cultural Interview. DNM - 8% Met - 85% Exceeded - 17%</p> <p>CHE 5920 – Theory Paper.....100% Met or Exceeded standard</p> <p style="text-align: center;">Practicum – Final Evaluation</p> <p>Professional Orientation (Skill) Practicum Final Evaluation (1)..... Met – 52% Exceeded – 48%</p> <p>Social and Cultural Foundations (Skill) Practicum Final Evaluation (2)..... Met – 44% Exceeded – 56%</p> <p>Human Growth and Development (Skill) Practicum Final Evaluation (3)..... Met – 56% Exceeded – 44%</p> <p>Career Development (Skill) Practicum Final Evaluation (4)..... Met – 52% Exceeded – 48%</p> <p>Helping Relationships (Skill) Practicum Final Evaluation (5)..... Met – 52% Exceeded – 48%</p> <p>Group Counseling (Skill) Practicum Final Evaluation (6)..... Met –76% Exceeded – 24%</p> <p>Appraisal (Skill) Practicum Final Evaluation (8)..... Met –64% Exceeded – 36%</p> <p>Research (Skill) Practicum Final Evaluation (8)..... Met –64% Exceeded – 36%</p>	<p>How will the data be used for improvement?</p> <p>4.A.4</p> <p>The data gathered in Step 1 of the SLAP is processed during the annual August retreat and recorded in step 2 and 3. Action items are developed and initiated throughout the academic year</p>

	<p>candidates' tenure in the program. A student review rubric is used for each meeting to gather specific data. The data is compiled in aggregate form by the Chair to be reviewed at the August Retreat.</p>			<p style="text-align: center;">Internship Final 3rd Semester Supervisor Survey</p> <p>Prof Orientation</p> <p>Knowledge (1a) -- Clinical Met -25% Exceeded – 75% School Met - 6% Exceeded – 84%</p> <p>Skill (1b) -- Clinical Met 12% Exceeded - 88% School Met - 8% Exceeded – 92%</p> <p>Social & Cultural Foundations</p> <p>Knowledge (2a) -- Clinical Met -12% Exceeded – 88% School Met - 27% Exceeded – 73%</p> <p>Skill (2b) -- Clinical Met 12% Exceeded - 88% School Met 30% Exceeded – 70%</p> <p>Human Growth and Dev.</p> <p>Knowledge (3a) -- Clinical Met -25% Exceeded – 75% School DM 8% Met - 16% Exceeded – 76%</p> <p>Skill (3b) -- Clinical Met 37% Exceeded - 63% School DM 8% Met - 16% Exceeded – 76%</p> <p>Career Counseling</p> <p>Knowledge (4a) -- Clinical Met -37% Exceeded – 63 School Met - 33% Exceeded – 67%</p> <p>Skill (4b) -- Clinical Met - 37% Exceeded - 63% School Met - 25% Exceeded – 75%</p> <p>Helping Relationships</p> <p>Knowledge (5a) -- Clinical Met -12% Exceeded – 88% School Met Exceeded – 100%</p> <p>Skill (5b) -- Clinical Met Exceeded - 100% School Met - 8% Exceeded – 92%</p> <p>Group Counseling</p> <p>Knowledge (6a) -- Clinical Met -12% Exceeded – 88 School DM 8% Met - Exceeded – 92%</p> <p>Skill (6b) -- Clinical Met - 12% Exceeded - 88% School Met - 8% Exceeded – 92%</p> <p>Appraisal</p> <p>Knowledge (7a) -- Clinical (37%N/A) Met -12% Exceeded – 51% School Met – 36% Exceeded – 64%</p> <p>Skill (7b) -- Clinical (37%N/A) Met - 12% Exceeded - 88% School Met - 27% Exceeded – 73%</p> <p>Research</p> <p>Knowledge (8a) -- Clinical (62%N/A) Met Exceeded – 38% School Met – 8 % Exceeded – 92%</p> <p>Skill (8b) -- Clinical (62%N/A) Met Exceeded - 38% School Met - 8% Exceeded – 92%</p>	

What are the Program Objectives? (CACREP 4.A)	How and When will the data be collected?	What are the Expectations?	How data will be reviewed? 4.A.3	Results:	How will the data be used for improvement? 4.A.4
<p>6. Candidates will display evidence of advanced scholarship through research and/or creative activity.</p>	<p>4.A.2</p> <p>Didactic courses: 5500 (Research Proposal); NCE Mean Score, Comp Exam, Student perception of course objectives being met; 6900 (01-02), 6920 (01-02) (final supervisor survey)</p> <p>When: Faculty meet five times throughout the candidates' tenure in the program. A student review rubric is used for each meeting to gather specific data. The data is compiled in aggregate form by the Chair to be reviewed at</p>	<p>80% of students assessed met or exceeded standard (80-89 score in didactic courses = met; 90 – 100 = exceed)</p>	<p>Faculty meet five times throughout the candidates' tenure in the program. A student review rubric is used for each meeting.</p>	<p>Research Proposal..... 92% Met or Exceeded standard NCE Mean Score..... 100% Met or Exceeded National Score Comp Exam 94% met standard in Fall and 100% in Spring</p> <p>Student Perception of course objectives being met</p> <p>CHE 5500: Research Methods – Importance of research in advancing the counseling profession – 100% met Designs, program evaluations, statistical methods, and research analysis used in counseling research.....100% met Developed an understanding of principles, models and application of needs assessment.....100% met Overall objectives were met.....100% met</p> <p>Internship Final 3rd Semester intern site eval (8a) Clinical (62%N/A) Met Exceeded – 38% School Met – 8 %Exceeded – 92%</p> <p>Research (Skill) Practicum Final Evaluation (8)..... Met –64% Exceeded – 36%</p> <p>Internship Final 3rd Semester intern site eval (8b)Clinical (62%N/A) Met Exceeded - 38% School Met - 8% Exceeded – 92%</p>	<p>The data gathered in Step 1 of the SLAP is processed during the annual August retreat and recorded in step 2 and 3. Action items are developed and initiated throughout the academic year</p>

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<p>What are the Program Objectives? (CACREP 4.A)</p> <p>7. Candidates will display evidence that they have fulfilled the CHE mission to becoming qualified, ethical, and culturally competent counselors.</p>	<p>How and When will the data be collected?</p> <p>4.A.2</p> <p><u>How:</u></p> <p>Exit Survey;</p> <p>Internship Supervisor Survey</p> <p>Alumni Survey</p> <p>Employer Survey</p> <p><u>When:</u></p> <p>Last Semester (Spring).</p> <p>The chair will organize aggregate data.</p>	<p>What are the Expectations?</p> <p>80% met or exceeded expectations on all items</p>	<p>How data will be reviewed?</p> <p>4.A.3</p> <p>Faculty will review aggregate data at the August retreat</p>	<p>Results:</p> <p>Exit Survey: The following were met (N=16 including School and Clinical Combined)</p> <table border="1"> <thead> <tr> <th></th> <th><u>Did not Meet</u></th> <th><u>Met</u></th> <th><u>Exceeded</u></th> </tr> </thead> <tbody> <tr> <td>Professional Orientation:</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of professional functioning</td> <td>6%</td> <td>25%</td> <td>69%</td> </tr> <tr> <td>Ethical and Legal Standards</td> <td></td> <td>31%</td> <td>69%</td> </tr> <tr> <td>Social and Cultural Diversity</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of social and cultural foundations</td> <td></td> <td>12%</td> <td>88%</td> </tr> <tr> <td>Application of cross-cultural competencies</td> <td></td> <td>12%</td> <td>88%</td> </tr> <tr> <td>Human Growth and Development (6% no opin.)</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of human growth and development</td> <td></td> <td>19%</td> <td>75%</td> </tr> <tr> <td>Application of development specific techniques</td> <td>6%</td> <td>12%</td> <td>82%</td> </tr> <tr> <td>Career Development (6% no opin)</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of Career Development and Skills</td> <td>6%</td> <td>31%</td> <td>57%</td> </tr> <tr> <td>Ability to apply Career Counseling Models</td> <td>6%</td> <td>31%</td> <td>57%</td> </tr> <tr> <td>Helping Relationships</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of helping relationships</td> <td>6%</td> <td>6%</td> <td>88%</td> </tr> <tr> <td>Demonstration of basic help skills and consult</td> <td></td> <td>6%</td> <td>94%</td> </tr> <tr> <td>Group Counseling</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of group work</td> <td></td> <td>6%</td> <td>94%</td> </tr> <tr> <td>Facilitate groups</td> <td></td> <td>6%</td> <td>92%</td> </tr> <tr> <td>Assessment</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of appraising groups (6% no opinion)</td> <td>12%</td> <td>25%</td> <td>57%</td> </tr> <tr> <td>Application of quantitative and qualitative tech</td> <td></td> <td>56%</td> <td>44%</td> </tr> <tr> <td>Research and Program Eval.</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of research and program eval.</td> <td></td> <td>19%</td> <td>81%</td> </tr> <tr> <td>Ability to eval quant and qual research</td> <td>6%</td> <td>31%</td> <td>63%</td> </tr> <tr> <td>Knowledge of foundations and professional practice:</td> <td>6%</td> <td>25%</td> <td>69%</td> </tr> <tr> <td>Overall skills essential for Professional Practice:</td> <td></td> <td>12%</td> <td>88%</td> </tr> <tr> <td>Satisfaction with Performance</td> <td>6%</td> <td>6%</td> <td>92%</td> </tr> <tr> <td>Satisfaction with assistance from CHE%</td> <td>6%</td> <td>6%</td> <td>92%</td> </tr> <tr> <td>Overall Evaluation of your professional prep.</td> <td>6%</td> <td>12%</td> <td>82%</td> </tr> </tbody> </table>		<u>Did not Meet</u>	<u>Met</u>	<u>Exceeded</u>	Professional Orientation:				Knowledge of professional functioning	6%	25%	69%	Ethical and Legal Standards		31%	69%	Social and Cultural Diversity				Knowledge of social and cultural foundations		12%	88%	Application of cross-cultural competencies		12%	88%	Human Growth and Development (6% no opin.)				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Strengths of the program reported on 2021 Exit Survey

- Size of Cohort
- Response to Covid 19
- Supportive Faculty ****
- Positive Environment
- CACREP
- Office Manager
- Licensure Ready
- Application oriented

Challenges of the program reported on 2021

- Better job of preparing students for program rigor
- Appraisal/ Curriculum (School) in last semester was problematic. Curriculum class should be replaced with Special Education course.
- Day classes for school students with GA present scheduling issues ****
- Need more communication about comps., NCE, summer classes intensity.

(note: **** means multiple mentions)

Internship Supervisor Survey: (2021) Quality of Intern based on Program Preparation:

Clinical – (Did not Meet/Met/Exceeded Expectations)

Professional Orientation:	<u>Did not Meet</u>	<u>Met</u>	<u>Exceeded</u>
Knowledge of professional functioning		25%	75%
Apply Ethical and Legal Standards		12%	88%
Social and Cultural Diversity			
Knowledge of social and cultural foundations		12%	88%
Application of cross-cultural competencies		12%	88%
Human Growth and Development			
Knowledge of human growth and development		25%	75%
Application of development specific techniques		37%	63%
Career Development (50% N/A)			
Knowledge of Career Development and Skills		37%	13%
Ability to apply Career Counseling Models		37%	13%
Helping Relationships			
Knowledge of helping relationships		12%	92%

				Demonstration of basic helping skills and consultation 100% Group Counseling Knowledge of group work 12% 88% Facilitate groups 12% 88% Assessment (37% N/A) Knowledge of appraising groups 12% 51% Application of quantitative and qualitative techniques 37% 26% Research and Program Eval. (62% N/A) Knowledge of research and program eval. 38% Ability to evaluate quantitative and qualitative research 38% Knowledge of foundations and professional practice: 100% Knowledge of management/coordination of the agency: (25% N/A) 25% 50% Knowledge and skills in Diagnostic/Treatment, Client Advocacy, Org Dev: (8% N/A) 8% 84% Overall knowledge & skills of treatment modalities: 100% Overall skills essential for Professional Practice: 8% 92% Satisfaction with Performance of Intern 25% 75% Satisfaction with assistance from CHE Supervisor 8% 92% Overall Evaluation of your intern's professional prep. 8% 92% Strengths of the program reported on 2020-2020 Clinical Counseling Supervisor Survey <ul style="list-style-type: none"> • Ethics/Professionalism • Theories • Supervision from CHE • Camaraderie of cohort • Evaluation Process • Preparation to practice; Skill Level • Specific classes: Play Therapy, Supervision, Group • Redirecting weak counselors to other programs Challenges of the program reported on 2020-2021 Clinical Counseling Supervisor Survey <ul style="list-style-type: none"> • More work with trauma • Understanding the Agency at large (how they fit into the whole) • Program is intense • More evening classes needed 	
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Internship Supervisor Survey: (2021) Quality of Intern based on Program Preparation:

School – (Did not Meet/Met/Exceeded Expectations)

Professional Orientation:	Did not Meet	Met	Exceeded
Exceeded			
Knowledge of professional functioning		6%	84%
Ethical and Legal Standards		8%	92%
Social and Cultural Diversity			
Knowledge of social and cultural foundations		27%	73%
Application of cross-cultural competencies		30%	70%
Human Growth and Development			
Knowledge of human growth and development	8%	16%	76%
Application of development specific techniques	8%	16%	76%
Career Development			
Knowledge of Career Development and Skills		33%	67%
Ability to apply Career Counseling Models		25%	75%
Helping Relationships			
Knowledge of helping relationships			100%
Demonstration of basic helping skills and consultation		8%	92%
Group Counseling			
Knowledge of group work	8%	92%	
Facilitate groups	8%	92%	
Assessment			
Knowledge of appraising groups		36%	64%
Application of quantitative and qualitative techniques		27%	73%
Research and Program Eval.			
Knowledge of research and program eval.		9%	91%
Ability to evaluate quantitative and qualitative research		9%	91%
Knowledge of found. & profess. Practice (ethical, legal, political) (N/A – 9%)		27%	64%
Knowledge of manage/coord of program dev., implantation, evaluation (N/A – 9%)	18%	18%	55%
Knowledge and skills in diagnostic/treatment Advocacy and org dev. (N/A – 18%)		9%	73%
Overall Knowledge and skills in treatment modalities		27%	73%
Overall skills essential for professional practice		27%	73%
Satisfaction with Performance of Intern		16%	84%
Satisfaction with assistance from CHE Supervisor		8%	92%
Overall Evaluation of your intern’s professional prep.		8%	92%

Strengths of the program reported on 2021 School Counseling Supervisor Survey

- Group Skills
- Cultural Competence
- Social/Emotional Skills
- Large repertoire of skills
- Self-Aware – Reflective
- Hours on site

Challenges of the program reported on 2021 School Counseling Supervisor Survey

- Special Education- IEP – 504 goal writing- EIASE
- Adapt to School Culture
- Unavailable for Registration/first day of class/SAT testing
- K-5 Experience
- More preparation for large group guidance activities
- One student was noted as doing homework during internship
- Need new Supervisor Training Video

Alumni Survey: (Five years out)

Clinical Mental Health

	DNM	Met	Exceeded
Knowledge of found. & profess. Practice (ethical, legal, political)		08%	92%
Knowledge of manage/coord of program dev., implantation, evaluation		38%	62%
Knowledge and skills in diagnostic/treatment Advocacy and org dev.		31%	69%
Overall Knowledge and skills in treatment modalities	15%		85%
Overall skills essential for professional practice		23%	77%

Strengths of the program

- Varied presenters, current info, cohort model, therapeutic training; NCE prep, professional involvement, supervision

Challenges

- more information of career opportunities, more research and couples training, suicide prep, licensure process, more multicultural skills, documentation, work/GA/classes

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				Challenges -Perceived favorites, cliques, more training in practical functions, program was tough	
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PART TWO

Describe your program's action item accomplishments since your last report was submitted.

Since our last assessment we continued the following changes:

1. We revised our assessment process to better reflect CACREP requirements.
2. Submitted report for First Choice and CACREP report

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 managed COVID and adjusted practicum/internship experiences to meet CACREP standards.
2. Taught online effectively as evidenced by the objectives that were met.
3. Participated in workshops on telehealth.
4. Job placements during the pandemic were excellent
5. Retention was strong.

In addition the following data will be shared with faculty at the upcoming fall retreat:

- Program Objective 1: Admit candidates that display the required academic preparation and professional depositions necessary to succeed in the CHE program
Based on the data, our admission process worked well considered all recruitment efforts and admission interviews were online. Using the admission rubrics and extensive interview process, we are able to select candidates that meet our objectives and ensure our learning community thrives. We will continue working on strategic action items during recruitment to ensure strong and diverse pool.
- Program Objective 2: Depth of Content - Key Performance Indicators, Course Assessments, Exams:
 - Data collected indicated most of the course objectives were perceived as met.

- Counseling students obtained 85% pass rate with 3 students failing the NCE exam. All three plan to retake at the next opportunity.
 - School students obtained 100% pass rate on the PEL.
 - Students obtained 94% pass rate on the comp exam in the fall and 100% pass rate for those students who took it in the spring.
- Program Objective 3: Candidates will display evidence of a depth of content knowledge and skill along eight core competencies using key performance indicators as outlined in the latest CACREP standards
- Data collected indicated most of the course objectives were perceived as met.
 - Counseling students exceed mean score on Clinical and School criteria.
 - Obtained 85% pass rate with 3 students failing the NCE exam. All three plan to retake at the next opportunity.
 - School students obtained 100% pass rate on the PEL.
 - Supervisory evaluations were positive.
- Program Objective 4: Candidates will display evidence of maintaining professional dispositions throughout the program
- 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. We had three students who entered our warning phase and one student was asked to leave the program and two were suspended and asked to reapply the following year.
- Program Objective 5: Candidates will display evidence of effective communication, critical thinking, and problem solving skills.
- Based on Practicum and Internship supervisor surveys (5630, 6902, and 6922), students met or exceeded expectations on both the core CACREP components and global indices.
 - Students met and/or exceeded expectations on Ethics paper, cultural interview, and career theory paper.
- Program Objective 6: Candidates will display evidence of advanced scholarship through research and/or creative activity.
- Counseling students are doing very well in their understanding of Scholarship and Research. 92% of the students met or exceeded expectations on the Research Proposal (CHE 5500).
 - We had 100 percent of our tested students exceed the national mean scores on the NCE.
 - We had a 94% pass rate in the fall and 100% pass rate in the spring on the comprehensive exam.
 - Students agreed that course objectives in CHE 5500 were met.

- Lastly, based on the Internship Supervisor survey (items 8a and 8b) and the Practicum Supervisor survey (item 8), students met or exceeded expectations. What is interesting is that 62% of the Internship respondents did not observe interns in regards to their knowledge or practice of research. Given the practical nature of internship, perhaps this fact is not surprising. We will informally survey supervisors to see if research and appraisal can be better incorporated into their practica/internships.
- Program Objective 7: Candidates will display evidence that they have fulfilled the CHE mission to become qualified, ethical and culturally competent counselors
- Student Surveys: Over 90% of respondents indicate we are meeting expectations on Key Performance Indicators and overall have a positive experience as a student.
 - Internship Supervisor Surveys: Over 90% of respondents indicate we are meeting expectations on Key Performance Indicators but there were mixed reviews on appraisal and research as it is practiced during practicum and internship.
 - Alumni Surveys: 1000% of respondents indicate we are meeting expectations on Global Indices and have a positive view of the program.
 - Employer surveys: Survey data is difficult to obtain from employers. No data was gathered this year for clinical and school data was minimal. Overall school employers indicate we are meeting expectations on Global Indices.
- Based on feedback from the data from this report including the survey data, the following **action items** were created:
1. Review objective measurements for the SLAP to see if they capture what we want to measure
 2. Continue to manage COVID impact on lecture courses and practicum/internship.
 3. Explore Telehealth to see how it might be incorporated into courses.
 4. Develop a new training video for supervisors to view who are new to supervision of practicum/intern students.
 5. Discuss options for including more Special Ed. into school counseling courses.
 6. Discuss with practicum/internship supervisors ways to incorporate appraisal and program evaluation as part of the students' experience.