

# 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><b>Counseling</b></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
<b>What are the Program Objectives? (CACREP 4.A)</b>  <b>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</b>	<b>How and When will the data be collected?</b>  <b>4.A.2</b>  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	<b>What are the expectations?</b>  80% of students assessed met or exceeded standard (80-89 score in didactic courses = met; 90 – 100 = exceed)	<b>How data will be reviewed?</b>  <b>4.A.3</b>  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;"><b>Results: Key Performance Indicators</b></p> <p><b>1. Professional Orientation</b></p> <p><b>Knowledge:</b>  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><b>Internship Final 3<sup>rd</sup></b>  Semester intern site evaluation (1a) -- Clinical Met -25% Exceeded – 75%  School Met - 6% Exceeded – 84%</p> <p><b>Skill:</b>  <b>Professional Orientation</b>  Practicum Final Evaluation (1)..... Met – 52% Exceeded – 48%</p> <p><b>Internship Final 3<sup>rd</sup></b>  Semester intern site evaluation (1b)-- Clinical Met 12% Exceeded - 88%  School Met - 8% Exceeded – 92%</p>	<b>How will the data be used for improvement?</b>  <b>4.A.4</b>  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><b>2. Social and Cultural Foundations</b></p> <p><b>Knowledge:</b>  Cultural Interview...Did not Meet 8% Met - 92% Exceeded - 17%  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 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, &amp; acculturative experiences on views of others.....100%  Overall objectives were met.....100%</p> <p><b>Internship Final 3<sup>rd</sup></b>  Semester intern site evaluation (2a) -- Clinical Met -12% Exceeded – 88%  School Met - 27% Exceeded – 73%</p> <p><b>Skill:</b>  <b>Social and Cultural Foundations</b>  Practicum Final Evaluation (2)..... Met – 44% Exceeded – 56%</p> <p><b>Internship Final 3<sup>rd</sup></b>  Semester intern site evaluation (2b)-- Clinical Met 12% Exceeded - 88%  School Met 30% Exceeded – 70%</p> <p><b>3. Human Growth and Development</b></p>	
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			<p><b>Knowledge:</b>  Final Exam..... 100% 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 5610: Human Development for Counselors  Knowledgeable of life-span theories.....80% met  Awareness of the process, behaviors, and resources  for counseling strategies .....50% met  Application of culturally relevant theories, concepts, and  principles.....30% met  Overall objectives were met..... 70% met</p> <p><b>Internship Final 3<sup>rd</sup></b>  Semester intern site evaluation (3a) -- Clinical Met -25% Exceeded –  75%  School DM 8% Met - 16% Exceeded –  76%</p> <p><b>Skill:</b>  <b>Human Growth and Development</b>  Practicum Final Evaluation (3)..... Met – 56% Exceeded –  44%</p> <p><b>Internship Final 3<sup>rd</sup></b>  Semester intern site evaluation (3b)-- Clinical Met 37% Exceeded -  63%  School DM 8% Met - 16% Exceeded –  76%</p> <p><b>4. Career Development</b></p> <p><b>Knowledge:</b>  Theory Paper.....Met -25% Exceeded – 75%  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 5920: Career Counseling</p> <p>Knowledgeable of career theory and models.....100% met</p> <p>Awareness of process, behaviors, and resources of career counseling.....100% met</p> <p>Application of culturally relevant career models and assessment.....100% met</p> <p>Understood method of identifying and using assessment tools and techniques.....100% met</p> <p>Overall objectives were met.....100% met</p> <p>Internship Final 3<sup>rd</sup></p> <p>Semester intern site evaluation (4a) -- Clinical Met -37% Exceeded – 63%</p> <p style="text-align: right;">School Met - 33% Exceeded – 67%</p> <p><b>Skill:</b></p> <p><b>Career Development</b></p> <p>Practicum Final Evaluation (4)..... Met – 52% Exceeded – 48%</p> <p>Internship Final 3<sup>rd</sup></p> <p>Semester intern site evaluation (4b)-- Clinical Met - 37% Exceeded - 63%</p> <p style="text-align: right;">School Met - 25% Exceeded – 75%</p> <p><b>5. Helping Relationships</b></p> <p><b>Knowledge:</b></p> <p>Final Exam..... 100% Met or Exceeded standard</p> <p>“B” or better in class .....100% Met or Exceeded standard</p> <p>NCE Mean Score.....100% Met or Exceeded National Score</p> <p>Comp Exam ..... 94% Pass</p> <p>Student Perception of course objectives being met</p> <p>CHE 5520: Theories of Counseling</p> <p>Knowledgeable of application of theories, models,</p>	
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				<p>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 met .....100% met</p> <p>CHE 5530: Basic Counseling Skills  Knowledgeable of application of theories and models..... .95% met  Awareness of counselor characteristics and behaviors .....100% 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> <p>Internship Final 3<sup>rd</sup>  Semester intern site evaluation (5a) -- Clinical Met -12% Exceeded – 88%  School Met Exceeded –  100%</p> <p><b>Skill:</b>  <b>Helping Relationships</b>  Practicum Final Evaluation (5)..... Met – 52% Exceeded – 48%</p> <p>Internship Final 3<sup>rd</sup>  Semester intern site evaluation (5b)-- Clinical Exceeded -  100%  School Met - 8% Exceeded – 92%</p> <p><b>6. Group Counseling</b></p> <p><b>Knowledge:</b>  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>
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				<p>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 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 3<sup>rd</sup>  Semester intern site evaluation (6a) -- Clinical Met -12% Exceeded – 88%  School DM 8% Met - Exceeded –  92%</p> <p><b>Skill:</b>  <b>Group Counseling</b>  Practicum Final Evaluation (6)..... Met –76% Exceeded – 24%</p> <p>Internship Final 3<sup>rd</sup>  Semester intern site evaluation (6b)—Clinical.. Met - 12% Exceeded -  88%  School Met - 8% Exceeded –  92%</p> <p><b>7. Assessment and Testing</b></p> <p><b>Knowledge:</b>  Mid-term Exam.....100% Met  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 5900: Appraisal  Knowledgeable of the historical perspectives concerning  assessment.....80% met</p>	
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				<p>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</p> <p>Internship Final 3<sup>rd</sup>  Semester intern site eval (7a) -Clinical (37%N/A) Met -12% Exceeded – 51%  School Met – 36%Exceeded – 64%</p> <p><b>Skill:</b>  <b>Appraisal</b>  Practicum Final Evaluation (8)..... Met –64% Exceeded – 36%  Internship Final 3<sup>rd</sup>  Semester intern site eval (7b)-Clinical (37%N/A) Met - 12% Exceeded - 88%  School Met - 27%Exceeded – 73%</p> <p><b>8. Research and Program Evaluation</b></p> <p><b>Knowledge:</b>  Research Proposal.....92% 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 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</p>	
	<p><b>How and When will the</b></p>				

<p><b>What are the Program Objectives? (CACREP 4.A)</b></p> <p><b>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</b></p>	<p><b>data be collected?</b></p> <p><b>4.A.2</b></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 meeting to gather specific</p>	<p><b>What are the expectations?</b></p> <p>80% of students assessed met or exceeded standard (80-89 score in didactic courses = met; 90 – 100 = exceed)</p>	<p><b>How data will be reviewed?</b></p> <p><b>4.A.3</b></p> <p>Faculty meet five times throughout the candidates' tenure in the program. A student review rubric is used for each meeting.</p>	<p>and application of needs assessment.....100% met Overall objectives were met.....100% met</p> <p>Internship Final 3<sup>rd</sup></p> <p>Semester intern site eval (8a) Clinical (62%N/A) Met Exceeded – 38% School Met – 8 % Exceeded – 92%</p> <p><b>Skill: Research</b></p> <p>Practicum Final Evaluation (8)..... Met –64% Exceeded – 36%</p> <p>Internship Final 3<sup>rd</sup></p> <p>Semester intern site eval (8b)-Clinical (62%N/A)Met Exceeded - 38% School Met - 8% Exceeded – 92%</p> <p><b>Results:</b></p> <p><b>9. Clinical Mental Health Counseling Foundations</b></p> <p><b>Knowledge:</b></p> <p>Learning Assessment Final..... Met - 100%</p> <p>NCE Mean Score</p> <p>Professional practice &amp; Ethics..... 100% exceeded National mean Score</p> <p>Intake, Assessment and Diagnosis..... 100% exceeded National mean Score</p>	<p><b>How will the data be used for improvement?</b></p> <p><b>4.A.4</b></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>data. The data is compiled in aggregate form by the Chair to be reviewed at the August Retreat.</p>			<p>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><b>CHE 5930: Foundations of Clinical Mental Health Counseling</b>  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 3<sup>rd</sup>  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><b>Clinical Mental Health Counseling Foundations</b></p> <p><b>Skill:</b>  Practicum Final Evaluation</p> <p>(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%</p>
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			<p>Internship Final 3<sup>rd</sup> Semester intern site evaluation</p> <p>(12) Overall Knowledge/Skills of Treatment Modality      Exceeded – 100% (13) Skills Essential for Prof. Practice      Met – 8%      Exceeded – 92%</p> <p><b>10. School Counseling Foundations</b></p> <p><b>Knowledge:</b> Learning Assessment – Final    DNM – 16%    Met – 84%    Exceeded – 0%</p> <p>NCE Mean Score Professional practice &amp; 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 ..... 100% Pass</p> <p>PEL School Exam ..... 100% Pass</p> <p>Student Perception of course objectives being met</p> <p>CHE 5943: Foundations and Mtg. of School Counseling Program Knowledgeable of history and current trends .....100% met Awareness of counseling process.....100% met Application of culturally relevant models.....100% met Overall objectives were met .....100% met</p> <p>Internship Final 3<sup>rd</sup> Knowledge of found. &amp; profess. Practice</p>	
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			<p>(ethical, legal, political) (N/A – 9%) 27% met 64% exceeded</p> <p>Knowledge of manage/coord of program dev. implantation, evaluation (N/A – 9%) 18% DNM 18% met 55% exceeded</p> <p>Knowledge and skills in diagnostic/treatment Advocacy and org dev. (N/A – 18%) 9% met 73% exceeded</p> <p><b>School Counseling Foundations</b></p> <p><b>Skill:</b> 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 3<sup>rd</sup> 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><b><u>Additional Course Objectives:</u></b></p> <p><b>CHE 5630: Practicum</b>  Knowledgeable of professional Identity.....95% met  Awareness of process and techniques for intakes, assessments, and treatment planning .....95% met  Application of culturally relevant theories and techniques.....95% agree  Overall objectives were met .....95% met</p> <p><b>CHE 5400: Special Topics in Clinical Counseling</b>  Understand the impact of crisis and trauma .....88% met  Become familiar with assessing and diagnosing.....63% met</p>	
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<p><b>What are the Program Objectives? (CACREP 4.A)</b></p> <p><b>4. Candidates will display evidence of maintaining professional dispositions throughout the program.</b></p>	<p><b>How and When will the data be collected?</b></p> <p><b>4.A.2</b></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><b>What are the Expectations?</b></p> <p>Students will remain in good standing throughout the program.</p>	<p><b>How data will be reviewed?</b></p> <p><b>4.A.3</b></p> <p>Faculty meet five times throughout the candidates' tenure in the program. A student review rubric is used for each meeting.</p>	<p>Fall 2020 (N = 18) 94% Pass 6% Fail</p> <p>Spring 2021 (N = 12 ) 100% Pass 0 % Fail</p> <p><b><u>PEL Exam School Professional Licensing Exam: (N = 14)</u></b></p> <p>100% Expectations Met</p> <p><b><u>NCE Exam:</u></b></p> <p><b>(Fall 2020)---Mean Scores</b></p> <p><b>Number Tested : 20                      Number Passed: 17</b></p> <p><b>Pass Rate: 85% University</b></p> <table border="1" data-bbox="919 862 1593 1344"> <thead> <tr> <th>CACREP Areas</th> <th>CHE</th> <th>National</th> </tr> </thead> <tbody> <tr> <td>Professional Orientation</td> <td>11.44</td> <td>11.15</td> </tr> <tr> <td>Social &amp; Cultural Diversity</td> <td>4.05</td> <td>4.02</td> </tr> <tr> <td>Human Growth &amp; Development</td> <td>8.77</td> <td>8.18</td> </tr> <tr> <td>Career Development</td> <td>12.31</td> <td>11.16</td> </tr> <tr> <td>Helping Relationships</td> <td>34.97</td> <td>34.33</td> </tr> <tr> <td>Group Work</td> <td>23.06</td> <td>21.22</td> </tr> <tr> <td>Assessment</td> <td>12.13</td> <td>11.72</td> </tr> <tr> <td>Research &amp; Program Evaluation</td> <td>3.71</td> <td>3.48</td> </tr> <tr> <td><b>Total</b></td> <td><b>110.44</b></td> <td><b>105.26</b></td> </tr> </tbody> </table>	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	<b>Total</b>	<b>110.44</b>	<b>105.26</b>	<p><b>How will the data be used for improvement?</b></p> <p><b>4.A.4</b></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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	CHE	National
<b>Professional Practice &amp; Ethics</b>	11.71	11.36
<b>Intake, Assessment &amp; Diagnosis</b>	12.48	12.14
<b>Area of Clinical Focus</b>	32.99	31.28
<b>Treatment Planning</b>	9.98	9.81
<b>Counseling Skills &amp; Interventions</b>	33.77	31.77
<b>Counseling Process</b>	32.18	31.08
<b>Core Counseling Attributes</b>	9.63	8.97
<b>Total</b>	<b>142.74</b>	<b>136.41</b>

**School Counseling: First Year Fall**

12 Good Standing

1 Concern

**School Counseling: First Year Spring**

12 Good Standing

1 Concern

**School Counseling: First Year August Retreat (Data Collection begins 8/20/21)**

0 Good Standing

0 Concern

**School Counseling: Second Year Fall**

14 Good Standing

2 Concern

**School Counseling: Second Year Spring**

14 Good Standing

1 Concern

**Clinical Counseling: First Year Fall**

13 Good Standing

0 Concern

**Clinical Counseling: First Year Spring**

				<p><u>13</u> Good Standing <u>0</u> Concern</p> <p><b>Clinical Counseling: First Year August Retreat (Data Collection begins Oct. -21)</b> <u>_</u> Good Standing <u>0</u> Concern</p> <p><b>Clinical Counseling: Second Year Fall</b> <u>14</u> Good Standing <u>1</u> Concern</p> <p><b>Clinical Counseling: Second Year Spring</b> <u>14</u> Good Standing <u>1</u> Concern</p>	
<p><b>What are the Program Objectives? (CACREP 4.A)</b></p> <p><b>5. Candidates will display evidence of effective communication, critical thinking and problem solving skills.</b></p>	<p><b>How and When will the data be collected?</b></p> <p><b>4.A.2</b></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 candidates'</p>	<p><b>What are the Expectations?</b></p> <p>80% surveyed indicate objectives met</p>	<p><b>How data will be reviewed?</b></p> <p><b>4.A.3</b></p> <p>Faculty meet five times throughout the candidates' tenure in the program. A student review rubric is used for each meeting.</p>	<p><b>Results:</b></p> <p><b>CHE 5510 – Ethics Paper</b>..... 100% Met or Exceeded standard</p> <p><b>CHE 5600 – Cultural Interview.</b> DNM - 8% Met - 85% Exceeded - 17%</p> <p><b>CHE 5920 – Theory Paper</b>.....100% Met or Exceeded standard</p> <p style="text-align: center;"><b>Practicum – Final Evaluation</b></p> <p><b>Professional Orientation (Skill)</b> Practicum Final Evaluation (1)..... Met – 52% Exceeded – 48%</p> <p><b>Social and Cultural Foundations (Skill)</b> Practicum Final Evaluation (2)..... Met – 44% Exceeded – 56%</p> <p><b>Human Growth and Development (Skill)</b> Practicum Final Evaluation (3)..... Met – 56% Exceeded – 44%</p> <p><b>Career Development (Skill)</b> Practicum Final Evaluation (4)..... Met – 52% Exceeded – 48%</p> <p><b>Helping Relationships (Skill)</b> Practicum Final Evaluation (5)..... Met – 52% Exceeded – 48%</p> <p><b>Group Counseling (Skill)</b> Practicum Final Evaluation (6)..... Met –76% Exceeded – 24%</p>	<p><b>How will the data be used for improvement?</b></p> <p><b>4.A.4</b></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>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><b>Appraisal (Skill)</b>  Practicum Final Evaluation (8)..... Met -64% Exceeded - 36%</p> <p><b>Research (Skill)</b>  Practicum Final Evaluation (8)..... Met -64% Exceeded - 36%</p> <p style="text-align: center;"><b>Internship Final 3<sup>rd</sup> Semester Supervisor Survey</b></p> <p><b>Prof Orientation</b>  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><b>Social &amp; Cultural Foundations</b>  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><b>Human Growth and Dev.</b>  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><b>Career Counseling</b>  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><b>Helping Relationships</b>  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>
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				<p><b>Group Counseling</b>  Knowledge (6a) -- Clinical Met -12% Exceeded – 88  School DM 8% Met - Exceeded – 92%  Skill (6b) -- Clinical Met - 12% Exceeded -  88% School Met - 8% Exceeded –  92%</p> <p><b>Appraisal</b>  Knowledge (7a) -- Clinical (37%N/A) Met -12% Exceeded – 51%  School Met – 36% Exceeded –  64%  Skill (7b) -- Clinical (37%N/A) Met - 12% Exceeded -  88% School Met - 27% Exceeded –  73%</p> <p><b>Research</b>  Knowledge (8a) -- Clinical (62%N/A) Met Exceeded –  38% School Met – 8 % Exceeded –  92%  Skill (8b) -- Clinical (62%N/A) Met Exceeded -  38% School Met - 8% Exceeded –  92%</p>	
<p><b>What are the Program Objectives? (CACREP 4.A)</b></p> <p><b>6. Candidates will display evidence of advanced scholarship through research and/or creative activity.</b></p>	<p><b>How and When will the data be collected?</b></p> <p><b>4.A.2</b></p> <p>Didactic courses: 5500 (Research Proposal); NCE Mean Score, Comp Exam, Student perception of course</p>	<p><b>What are the Expectations?</b></p> <p>80% of students assessed met or exceeded standard (80-89 score in didactic courses = met; 90 – 100 = exceed)</p>	<p><b>How data will be reviewed?</b></p> <p><b>4.A.3</b></p> <p>Faculty meet five times throughout the candidates' tenure in the program.</p>	<p><b>Results:</b></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><b>How will the data be used for improvement?</b></p> <p><b>4.A.4</b></p> <p>The data gathered in Step 1 of the SLAP is processed during the annual August retreat and recorded in</p>

	<p>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 the August Retreat.</p>		<p>A student review rubric is used for each meeting.</p>	<p>Internship Final 3<sup>rd</sup> Semester intern site eval (8a) Clinical (62%N/A) Met Exceeded – 38% School Met – 8 % Exceeded – 92%</p> <p><b>Research (Skill)</b> Practicum Final Evaluation (8)..... Met –64% Exceeded – 36%</p> <p>Internship Final 3<sup>rd</sup> Semester intern site eval (8b)Clinical (62%N/A) Met Exceeded - 38% School Met - 8% Exceeded – 92%</p>	<p>step 2 and 3. Action items are developed and initiated throughout the academic year</p>																																								
<p><b>What are the Program Objectives? (CACREP 4.A</b></p> <p><b>7. Candidates will display evidence that they have fulfilled the CHE mission to becoming</b></p>	<p><b>How and When will the data be collected?</b></p> <p><b>4.A.2</b></p> <p><u>How:</u></p> <p>Exit Survey;</p>	<p><b>What are the Expectations?</b></p> <p>80% met or exceeded expectations on all items</p>	<p><b>How data will be reviewed?</b></p> <p><b>4.A.3</b></p> <p>Faculty will review aggregate data at the August retreat</p>	<p><b>Results:</b></p> <p><b>Exit Survey: The following were met (N=16 including School and Clinical Combined)</b></p> <table border="1" data-bbox="905 1169 1772 1445"> <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><b>Professional Orientation:</b></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><b>Social and Cultural Diversity</b></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><b>Human Growth and Development (6% no opin.)</b></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> </tbody> </table>		<u>Did not Meet</u>	<u>Met</u>	<u>Exceeded</u>	<b>Professional Orientation:</b>				Knowledge of professional functioning	6%	25%	69%	Ethical and Legal Standards		31%	69%	<b>Social and Cultural Diversity</b>				Knowledge of social and cultural foundations		12.%	88%	Application of cross-cultural competencies		12%	88%	<b>Human Growth and Development (6% no opin.)</b>				Knowledge of human growth and development		19%	75%	Application of development specific techniques	6%	12%	82%	<p><b>How will the data be used for improvement?</b></p> <p><b>4.A.4</b></p> <p>The data gathered in Step 1 of the SLAP is processed during the</p>
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<p><b>qualified, ethical, and culturally competent counselors.</b></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><b>Career Development</b> (6% no opin)</p> <p>Knowledge of Career Development and Skills 6% 31% 57%</p> <p>Ability to apply Career Counseling Models 6% 31% 57%</p> <p><b>Helping Relationships</b></p> <p>Knowledge of helping relationships 6% 6% 88%</p> <p>Demonstration of basic help skills and consult 6% 94%</p> <p><b>Group Counseling</b></p> <p>Knowledge of group work 6% 94%</p> <p>Facilitate groups 6% 92%</p> <p><b>Assessment</b></p> <p>Knowledge of appraising groups (6% no opinion) 12% 25% 57%</p> <p>Application of quantitative and qualitative tech 56% 44%</p> <p><b>Research and Program Eval.</b></p> <p>Knowledge of research and program eval. 19% 81%</p> <p>Ability to eval quant and qual research 6% 31% 63%</p> <p><b>Knowledge of foundations and professional practice:</b> 6% 25% 69%</p> <p><b>Overall skills essential for Professional Practice:</b> 12% 88%</p> <p><b>Satisfaction with Performance</b> 6% 6% 92%</p> <p><b>Satisfaction with assistance from CHE%</b> 6% 6% 92%</p> <p><b>Overall Evaluation of your professional prep.</b> 6% 12% 82%</p> <p><b>Strengths of the program reported on 2021 Exit Survey</b></p> <ul style="list-style-type: none"> <li>• Size of Cohort</li> <li>• Response to Covid 19</li> <li>• Supportive Faculty ****</li> <li>• Positive Environment</li> <li>• CACREP</li> <li>• Office Manager</li> <li>• Licensure Ready</li> <li>• Application oriented</li> </ul> <p><b>Challenges of the program reported on 2021</b></p> <ul style="list-style-type: none"> <li>• Better job of preparing students for program rigor</li> <li>• Appraisal/ Curriculum (School) in last semester was problematic. Curriculum class should be replaced with Special Education course.</li> <li>• Day classes for school students with GA present scheduling issues ****</li> </ul>	<p>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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- 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)**

<b>Professional Orientation:</b>	<b>Did not Meet</b>	<b>Met</b>	<b>Exceeded</b>
Knowledge of professional functioning		25%	75%
Apply Ethical and Legal Standards		12%	88%
<b>Social and Cultural Diversity</b>			
Knowledge of social and cultural foundations		12%	88%
Application of cross-cultural competencies		12%	88%
<b>Human Growth and Development</b>			
Knowledge of human growth and development		25%	75%
Application of development specific techniques		37%	63%
<b>Career Development (50% N/A)</b>			
Knowledge of Career Development and Skills		37%	13%
Ability to apply Career Counseling Models		37%	13%
<b>Helping Relationships</b>			
Knowledge of helping relationships		12%	92%
Demonstration of basic helping skills and consultation			100%
<b>Group Counseling</b>			
Knowledge of group work		12%	88%
Facilitate groups		12%	88%
<b>Assessment (37% N/A)</b>			
Knowledge of appraising groups		12%	51%
Application of quantitative and qualitative techniques		37%	26%
<b>Research and Program Eval. (62% N/A)</b>			
Knowledge of research and program eval.		38%	
Ability to evaluate quantitative and qualitative research		38%	
<b>Knowledge of foundations and professional practice:</b>			100%
<b>Knowledge of management/coordination of the agency:</b>			
	(25% N/A)	25%	50%
<b>Knowledge and skills in Diagnostic/Treatment, Client Advocacy, Org Dev:</b>			
	(8% N/A)	8%	84%
<b>Overall knowledge &amp; skills of treatment modalities:</b>			100%
<b>Overall skills essential for Professional Practice:</b>			8% 92%

			<p><b>Satisfaction with Performance of Intern</b> 25% 75%</p> <p><b>Satisfaction with assistance from CHE Supervisor</b> 8% 92%</p> <p><b>Overall Evaluation of your intern's professional prep.</b> 8% 92%</p> <p><b>Strengths of the program reported on 2020-2020 Clinical Counseling Supervisor Survey</b></p> <ul style="list-style-type: none"> <li>• Ethics/Professionalism</li> <li>• Theories</li> <li>• Supervision from CHE</li> <li>• Camaraderie of cohort</li> <li>• Evaluation Process</li> <li>• Preparation to practice; Skill Level</li> <li>• Specific classes: Play Therapy, Supervision, Group</li> <li>• Redirecting weak counselors to other programs</li> </ul> <p><b>Challenges of the program reported on 2020-2021 Clinical Counseling Supervisor Survey</b></p> <ul style="list-style-type: none"> <li>• More work with trauma</li> <li>• Understanding the Agency at large (how they fit into the whole)</li> <li>• Program is intense</li> <li>• More evening classes needed</li> </ul> <p><b><u>Internship Supervisor Survey: (2021)</u></b> Quality of Intern based on Program Preparation:</p> <p><b>School – (Did not Meet/Met/Exceeded Expectations)</b></p> <table border="1"> <thead> <tr> <th><b>Professional Orientation:</b></th> <th><b><u>Did not Meet</u></b></th> <th><b><u>Met</u></b></th> <th><b><u>Exceeded</u></b></th> </tr> </thead> <tbody> <tr> <td><b><u>Exceeded</u></b></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of professional functioning</td> <td></td> <td>6%</td> <td>84%</td> </tr> <tr> <td>Ethical and Legal Standards</td> <td></td> <td>8%</td> <td>92%</td> </tr> <tr> <td><b>Social and Cultural Diversity</b></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of social and cultural foundations</td> <td></td> <td>27%</td> <td>73%</td> </tr> <tr> <td>Application of cross-cultural competencies</td> <td></td> <td>30%</td> <td>70%</td> </tr> <tr> <td><b>Human Growth and Development</b></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of human growth and development</td> <td>8%</td> <td>16%</td> <td>76%</td> </tr> <tr> <td>Application of development specific techniques</td> <td>8%</td> <td>16%</td> <td>76%</td> </tr> <tr> <td><b>Career Development</b></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of Career Development and Skills</td> <td></td> <td>33%</td> <td>67%</td> </tr> <tr> <td>Ability to apply Career Counseling Models</td> <td></td> <td>25%</td> <td>75%</td> </tr> </tbody> </table> <p><b>Helping Relationships</b></p>	<b>Professional Orientation:</b>	<b><u>Did not Meet</u></b>	<b><u>Met</u></b>	<b><u>Exceeded</u></b>	<b><u>Exceeded</u></b>				Knowledge of professional functioning		6%	84%	Ethical and Legal Standards		8%	92%	<b>Social and Cultural Diversity</b>				Knowledge of social and cultural foundations		27%	73%	Application of cross-cultural competencies		30%	70%	<b>Human Growth and Development</b>				Knowledge of human growth and development	8%	16%	76%	Application of development specific techniques	8%	16%	76%	<b>Career Development</b>				Knowledge of Career Development and Skills		33%	67%	Ability to apply Career Counseling Models		25%	75%	
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- Need new Supervisor Training Video

**Alumni Survey: (Five years out)**

**Clinical Mental Health**

	<b>DNM</b>	<b>Met</b>	<b>Exceeded</b>
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

**School Counseling**

	<b>DNM</b>	<b>Met</b>	<b>Exceeded</b>
Knowledge of found. & profess. Practice (ethical, legal, political)		33%	67%
Knowledge of manage/coord of program dev., implantation, evaluation	No Opin 11% 11%	22%	56%
Knowledge and skills in program dev, implantation And evaluation	No Opin 11% 22%	67%	
Overall Knowledge and skills in consultation		33%	67%
Overall skills essential for professional practice		44%	56%

**Strengths of the program**

- Well rounded, Practicum/Internship; Supportive Faculty/Chair

**Challenges**

- Lesson planning, Guidance, adjunct was limited, designed for full-time student, more info on behavioral modification; Work/Life balance; Pandemic

				<p><b><u>Employer Survey:</u></b></p> <p><b>Clinical Mental Health</b></p> <table> <thead> <tr> <th></th> <th><b>DNM</b></th> <th><b>Met</b></th> <th><b>Exceeded</b></th> </tr> </thead> <tbody> <tr> <td>Knowledge of found. &amp; profess. Practice (ethical, legal, political)</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of manage/coord of program dev., implantation, evaluation</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge and skills in diagnostic/treatment Advocacy and org dev.</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Overall Knowledge and skills in treatment modalities</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Overall skills essential for professional practice</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p><b>School Counseling</b></p> <table> <tbody> <tr> <td>Knowledge of found. &amp; profess. Practice (ethical, legal, political)</td> <td></td> <td>33%</td> <td>67%</td> </tr> <tr> <td>Knowledge of manage/coord of program dev., implantation, evaluation</td> <td>33%</td> <td>33%</td> <td>33%</td> </tr> <tr> <td>Knowledge and skills in program dev, implantation And evaluation</td> <td></td> <td>67%</td> <td>33%</td> </tr> <tr> <td>Overall Knowledge and skills in consultation</td> <td></td> <td>33%</td> <td>67%</td> </tr> <tr> <td>Overall skills essential for professional practice</td> <td></td> <td>33%</td> <td>67%</td> </tr> </tbody> </table> <p><b>Strengths of the program</b></p> <ul style="list-style-type: none"> <li>Faculty, realistic expectations, strong clinical skills, ethical considerations.</li> </ul> <p><b>Challenges</b> -Perceived favorites, cliques, more training in practical functions, program was tough</p>		<b>DNM</b>	<b>Met</b>	<b>Exceeded</b>	Knowledge of found. & profess. Practice (ethical, legal, political)				Knowledge of manage/coord of program dev., implantation, evaluation				Knowledge and skills in diagnostic/treatment Advocacy and org dev.				Overall Knowledge and skills in treatment modalities				Overall skills essential for professional practice				Knowledge of found. & profess. Practice (ethical, legal, political)		33%	67%	Knowledge of manage/coord of program dev., implantation, evaluation	33%	33%	33%	Knowledge and skills in program dev, implantation And evaluation		67%	33%	Overall Knowledge and skills in consultation		33%	67%	Overall skills essential for professional practice		33%	67%	
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Overall skills essential for professional practice																																																	
Knowledge of found. & profess. Practice (ethical, legal, political)		33%	67%																																														
Knowledge of manage/coord of program dev., implantation, evaluation	33%	33%	33%																																														
Knowledge and skills in program dev, implantation And evaluation		67%	33%																																														
Overall Knowledge and skills in consultation		33%	67%																																														
Overall skills essential for professional practice		33%	67%																																														

## 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 dispositions 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 of 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.