

# Student Learning Assessment Program AY 2019-2020

M.S. in Counseling

Dr. Richard Roberts, Chair



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

What are the learning objectives?	How, where, and when are they assessed?	What are the expectations?	What are the results?	Committee/ person responsible? How are results shared?
<p>1. Candidates will display the required academic preparation and professional dispositions necessary to succeed in the graduate program in Counseling and Higher Education.</p>	<p><u>How:</u> Admission Rating Sheet</p> <p><u>Where:</u> Department of Counseling and Higher Education</p> <p><u>When:</u> During Admission Process</p>	<p>1. Top Scores in GPA, Experience, References, Writing Sample, and Group Interview rubric</p>	<p>Spring 2020 Admissions: (beginning admissions Summer or Fall 2019)</p> <p><b>School Counseling</b> <u>Expectation 1:</u> <u>29</u> Total Applicants Applied <u>25</u> Invited to Interview</p> <p><u>Expectation 2:</u> <u>19</u> Accepted for Admission <u>5</u> Denied Admission <u>1</u> Withdrew Admission</p> <p><b>Clinical Counseling</b> <u>Expectation 1:</u> <u>53</u> Total Applicants Applied <u>45</u> Invited to Interview</p> <p><u>Expectation 2:</u> <u>20</u> Accepted for Admission <u>19</u> Denied Admission <u>6</u> Withdrew Admission</p>	<p>Counseling Admission Committee will compute composite scores and select the top 15 scores for admission.</p> <p>Each admitted student will be tracked to compare admission score to performance in the program.</p>

<p>2. Candidates will display evidence of a depth of content knowledge.</p>	<p><u>How:</u> 1) Overall GPA</p> <p>2) Assessment Rubrics -</p> <p><u>Where:</u> 2) Fall: CHE 5500, 5510, 5520, 5530, 5600, 5640, 5942</p> <p>Spring: CHE 5600, 5620, 5630, 5900, 5920, 5930/5940, 5960, 5970, 5980, 6900/20</p>	<p>1) Maintain overall 3.0 or higher GPA</p> <p>2) 80% of students surveyed indicate course objectives were met.</p>	<p><b>1) Overall GPA:</b> No student was asked to leave due to low GPA</p> <p><b>2) Assessment Rubrics:</b></p> <p><b>CHE 5500: Research Methods –</b>  Importance of research in advancing the counseling profession.....100% agree  Designs, program evaluations, statistical methods, and research analysis used in counseling research.....92.6% agree  Developed an understanding of principles, models and application of needs assessment.....100% agree  Overall objectives were met.....100% agree</p> <p><b>CHE 5510: Professional Orientation</b>  Knowledge of history and philosophy.....100% agree  Awareness of process and resources.....100% agree  Application of culturally relevant aspects.....100% agree  Importance of legal and ethical issues.....100% agree  Overall objectives were met.....100% agree</p> <p><b>CHE 5520: Theories of Counseling</b>  Knowledgeable of application of theories, models, and strategies.....100% agree  Importance of legal and ethical issues related to each theory.....100% agree  Application of culturally relevant strategies for establishing and maintaining in-person and technology assisted relationships.....100% agree  Awareness of suicide prevention models and strategies.....100% agree  Overall objectives were met.....100% agree</p> <p><b>CHE 5530: Basic Counseling Skills</b>  Knowledgeable of application of theories and models.....92% agree  Awareness of counselor characteristics and behaviors.....92% agree  Application and practiced essential interviewing, counseling and case conceptualization skills.....92% agree  Knowledge of personal model of counseling.....92% agree  Overall objectives were met.....92% agree</p>	<p>The data for Learning Objective 2 will be collected by the Department Chair and summarized for review (see end of report).</p>
---	---	--	---	---

**CHE 5600: Cross-Cultural Counseling**

Knowledgeable of impact on culturally different clients.....100% agree  
Awareness of own culture and spiritual beliefs.....100% agree  
Application in culturally diverse society.....100% agree  
Awareness of impact of heritage, attitudes, beliefs, understandings,  
and acculturative experiences on views of others.....100% agree  
Overall objectives were met.....100% agree

**CHE 5610: Human Development for Counselors**

Knowledgeable of life-span theories.....90.9% agree  
Awareness of the process, behaviors, and resources  
for counseling strategies.....90.9% agree  
Application of culturally relevant theories, concepts, and principles.....81.8% agree  
Overall objectives were met.....72.7% agree

**CHE 5620: Group Counseling**

Knowledgeable of group counseling and group work.....100% agree  
Awareness of processes, techniques and resources.....100% agree  
Application of theoretical and experiential understanding  
counseling theories and methods.....100% agree  
Overall objectives were met.....100% agree

**CHE 5630: Practicum**

Knowledgeable of professional identity.....100% agree  
Awareness of process and techniques for intakes, assessments,  
and treatment planning.....100% agree  
Application of culturally relevant theories and techniques.....94.5% agree  
Overall objectives were met.....100% agree

**CHE 5640: Play Therapy**

Knowledgeable of profession of play therapy.....100% agree  
Awareness of the process, techniques, and resources.....100% agree  
Application of culturally relevant issues of diversity.....100% agree  
Overall objectives were met.....100% agree

**CHE 5900: Appraisal**

Knowledgeable of the historical perspectives concerning assessment.....64.3% agree  
Awareness of ethical strategies for assessment and instruments.....78.6% agree  
Application of various models and approaches.....57.1% agree  
Understood procedures for assessing risk.....57.1% agree  
Overall objectives were met.....57.1% agree

**CHE 5920: Career Counseling**

Knowledgeable of career theory and models.....100% agree  
Awareness of process, behaviors, and resources of career counseling.....100% agree  
Application of culturally relevant career models and assessment..... 90% agree  
Understood method of identifying and using  
assessment tools and techniques.....90% agree  
Overall objectives were met.....90% agree

**CHE 5930: Foundations of Clinical Mental Health Counseling**

Knowledgeable of prevention and intervention standards.....100% agree  
Demonstrate competency of written skills.....100% agree  
Understanding of legal standards.....100% agree  
Overall objectives were met.....100% agree

**CHE 5400: Special Topics in Clinical Counseling**

Understand the impact of crisis and trauma.....100% agree  
Become familiar with assessing and diagnosing.....100% agree  
Identify strategies for counseling self-care .....100% agree  
Overall objectives were met.....100% agree

**CHE 5942: School Counseling: Collab., & Consultation**

Knowledge of family-school-community collaboration.....100% agree  
Awareness of school and community teamwork.....100% agree  
Apply allied culturally relevant evidence.....87.5% agree  
Overall objectives were met.....100% agree

**CHE 5943: Foundations and Mtg. of School Counseling Program**

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

**CHE 5960: Family Counseling**

Knowledgeable of family interventions.....100% agree  
Awareness of family counseling situations.....90% agree  
Application of culturally relevant characteristics and needs.....70% agree  
Overall objectives were met.....80% agree

**CHE 5970: Addictions Counseling**

Knowledgeable of counseling strategies.....57.2% agree  
Awareness of ethical issues.....42.9% agree  
Application of diversity issues.....42.9% agree  
Overall objectives were met.....57.2% agree

**CHE 5980: Clinical Diagnosis and Treatment Planning**

Awareness of disorders in DSM.....100% agree  
Application of psychotherapy and environmental factors.....100% agree  
Knowledgeable of latest treatments.....100% agree  
Overall objectives were met.....100% agree

**CHE: 6900, 6920: Supervised Clinical Experience**

Knowledgeable of effective and ethical counseling strategies.....100% agree  
Awareness of effective strategies.....100% agree  
Application of various counseling strategies.....100% agree  
Overall objectives were met.....100% agree

**CHE 6920,21,22 – Supervised School Experience –**

Knowledgeable of effective and ethical counseling strategies.....93.3% agree  
Awareness of effective strategies.....86.7% agree  
Application of various counseling strategies.....66.7% agree  
Overall objectives were met.....93.3% agree

3) Comprehensive Exam  
 4) School Licensing Exam  
 5) Clinical Licensing Exam (NCE)

3) 90% Pass rate  
 4) 90% Pass rate  
 5) 90% pass rate on exam

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

100% Pass  
 0% Fail

**4) School Licensing Exam:**

100% Expectations Met  
 0% Expectations Not Met (2)

**5) NCE Exam (N=29)**

**NCE Exam Results (Fall 2019)---Mean Scores**

**Fall 2019:**

Clinical Track: 94.40% pass rate (N=18)

School Track: 100% pass rate (N=11)

CACREP Areas	Clinical Track	School Track	National Results
Professional Counseling Orientation and Ethical Practice	7.67	7.82	7.36
Social and Cultural Diversity	2.67	2.64	2.57
Human Growth and Development	9.22	8.73	8.88
Career Development	11.78	12.17	11.99
Counseling and Helping Relationships	39.78	38.64	39.00
Group Counseling and Group Work	18.00	18.36	17.31
Assessment and Testing	17.00	18.09	16.24
Research and Program Evaluation	5.17	5.91	5.08
Total	111.28	112.45	108.43

			Counselor Work Behavior Areas	Clinical Track	School Track	National Results	
			Professional Practice and Ethics	12.06	7.82	11.46	
			Intake, Assessment, and Diagnosis	12.39	2.64	12.19	
			Areas of Clinical Focus	33.39	8.73	32.80	
			Treatment Planning	11.22	12.17	11.05	
			Counseling Skills and Interventions	34.33	38.64	32.88	
			Core Counseling Attributes	7.89	18.36	8.05	
			Total	111.28	112.45	108.43	
3. Candidates will display evidence of maintaining professional dispositions.	<p><u>When:</u> 1) Student Review (Fall and Spring)</p> <p><u>How:</u> Student Review Rubric</p> <p><u>Where:</u> Department of Counseling and Higher Education</p> <p><u>When:</u> Every Semester (Student Review Conference)</p>	Meet expectations as established by Rubrics	<p><b>1) Fall 2019</b></p> <p><b>School Counseling:</b> 34 Good Standing 1 Concern</p> <p><b>Clinical Counseling:</b> 36 Good Standing 2 Concern</p> <p><b>2) Spring 2020</b></p> <p><b>School Counseling:</b> 35 Good Standing 0 Concern</p> <p><b>Clinical Counseling:</b> 31 Good Standing 4 Concern</p>				<p>The data for Learning Objective 3 is collected during Student Review (Fall/Spring).</p> <p>Students identified for the first time receive a warning and participate in an informal discussion with their advisor. Students identified a second time enter a formalized retention process targeting needed changes.</p>
4. Candidates will display evidence of effective critical thinking	<p><u>How:</u> Assessment Rubric</p> <p><u>Where:</u></p>	80% surveyed indicate all objectives were met.	See course evaluations under 2				The data for Learning Objective 4 will be collected by the Department

and problem-solving skills.	1) Fall: CHE 5510, 5530, 5610, 6900-01-02, 6920-21 2) Spring: CHE 5620, 5630, 6900-01-02, 6920-21			Chair and summarized for review (see end of report).
5. Candidates will display evidence of effective oral and written communication skills.	<u>How:</u> Assessment Rubric  <u>Where:</u> 1) Fall: CHE 5500, 5510, 5600, 5640, 5960, 6900-01-01, 6920-21 2) CHE 5600, 5630, 5900, 5920, 5960, 5980, 6900-01-02, 6920-21	100% surveyed indicate all objectives were met.	See course evaluations under 2	Students are surveyed each semester to determine if course objectives are met.  Results are collected by the Department Chair and summarized for review.
6. Candidates will display evidence of advanced scholarship through research and/or creative activity.	<u>How:</u> Research Rubric  <u>When:</u> First Year, First semester (CHE 5500)	100% surveyed indicate all objectives were met.	<b>CHE 5500: Research Methods –</b> Importance of research in advancing the counseling profession.....100% agree Designs, program evaluations, statistical methods, and research analysis used in counseling research.....92.6% agree Developed an understanding of principles, models and application of needs assessment.....100% agree Overall objectives were met.....100% agree	Students are surveyed each semester to determine if course objectives are met.  Results are collected by the Department Chair and summarized.



<p>7. Overall candidates will perceive program is helping them prepare for professional practice</p>	<p><u>How:</u> Exit Survey; Internship Supervisor Survey</p> <p><u>When:</u> Last Semester</p>	<p>75% agreement on all items</p>	<p><b><u>Exit Survey: The following were met</u></b></p> <p>Knowledge of professional functioning.....100% agree  Ethical and Legal Standards.....100% agree  Knowledge of social and cultural foundations.....100% agree  Application of cross-cultural competencies.....100% agree  Knowledge of human growth and development.....100% agree  Application of development-specific techniques.....100% agree  Knowledge of career development .....96% agree  Application of a career counseling model .....87% agree  Knowledge of helping relationships.....100% agree  Demonstration of basic helping skills and consultation .....100% agree  Knowledge of group work.....100% agree  Facilitate groups.....96% agree  Knowledge of appraising individuals and groups.....75% agree  Application of quantitative and qualitative techniques.....78% agree  Knowledge of research and program evaluation.....100% agree  Ability to evaluate quantitative and qualitative research.....96% agree  Knowledge of foundations of professional practice.....100% agree  Knowledge of management/coordination of programs as they relate to school.....91% agree  Knowledge and skills in program development, implementation, and evaluation.....96% agree  Knowledge and skills in consultation.....100% agree  Overall skills essential for professional practice.....100% agree</p> <p><b>Strengths of the program reported on 2019-2020 School and Clinical Counseling Exit Survey</b></p> <p>Students noted the cohort style, unity and support of the program, small class sizes, quality of instruction, internship opportunities, and supportive faculty as strengths of the program. CACREP accreditation was also highlighted as a strength.</p> <p><b>Challenges of the program reported on 2019-2020 School and Clinical Counseling Exit Survey</b></p> <p>Challenges noted by some students included a cramped summer schedule, lack of communication regarding exams, a dearth of training for school counselors on IEP and legal issues in schools, and lack of availability of class times for second year students.</p>	
--	--	-----------------------------------	--	--

**Internship Supervisor Survey:** Quality of Intern based on Program Preparation:

**Clinical Mental Health – (Adequately Prepared/ Well Prepared)**

Knowledge of professional functioning.....	100% agree
Ethical and Legal Standards.....	100% agree
Knowledge of social and cultural foundations.....	100% agree
Application of cross-cultural competencies.....	100% agree
Knowledge of human growth and development.....	100% agree
Application of development specific techniques.....	100% agree
Knowledge of career development skills.....	100% agree
Application of career counseling model.....	100% agree
Knowledge of helping relationships.....	100% agree
Demonstration of basic helping skills.....	100% agree
Knowledge of group work.....	100% agree
Facilitate groups.....	100% agree
Knowledge of appraising groups.....	100% agree
Application of quantitative and qualitative techniques.....	100% agree
Knowledge of research and program evaluation.....	100% agree
Ability to evaluate quantitative and qualitative research.....	100% agree
Knowledge of foundations of professional practice.....	100% agree
Knowledge and skills in program development.....	100% agree
Knowledge of diagnostic and treatment skills.....	100% agree
Overall knowledge and application.....	100% agree
Overall skills.....	100% agree
Satisfaction with performance.....	100% agree
Satisfaction with assistance received.....	100% agree
Overall evaluation of intern’s professional preparedness.....	100% agree

**Strengths of the program reported on 2019-2020 Clinical Counseling Supervisor Survey**

The program does well with preparing the students for clinical counseling skills. Supervisors received positive feedback from clients, staff, and stakeholders regarding counseling students. Specifically, supervisors indicated the strength of basic skills training, ethics education, and focus on diverse populations.

**Challenges of the program reported on 2019-2020 Clinical Counseling Supervisor Survey**

Supervisors indicated a need for more focus on the mental health needs of the students in the program, and help with licensure in other states.

**Internship Supervisor Survey:** Quality of Intern based on Program Preparation:

**School Counseling (Adequately Prepared – Well Prepared)**

Knowledge of professional functioning.....	100% agree
Ethical and Legal Standards.....	94% agree
Knowledge of social and cultural foundations.....	100% agree
Application of cross-cultural competencies.....	100% agree
Knowledge of human growth and development.....	100% agree
Application of development specific techniques.....	100% agree
Knowledge of career development skills.....	100% agree
Application of career counseling model.....	100% agree
Knowledge of helping relationships.....	100% agree
Demonstration of basic helping skills.....	100% agree
Knowledge of group work.....	100% agree
Facilitate groups.....	94% agree
Knowledge of appraisal for individuals and groups.....	100% agree
Application of quantitative and qualitative assessment techniques.....	94% agree
Knowledge of research and program evaluation.....	100% agree
Ability to evaluate quantitative and qualitative research.....	100% agree
Knowledge of foundations of professional practice.....	100% agree
Knowledge and skills in program development.....	100% agree
Knowledge of diagnostic and treatment skills.....	100% agree
Overall knowledge and application.....	100% agree
Overall skills.....	100% agree
Satisfaction with performance.....	100% agree
Satisfaction with assistance received.....	100% agree
Overall evaluation of intern’s professional preparedness.....	100% agree

**Strengths of the program reported on 2019-2020 School Counseling Supervisor Survey**

Supervisors indicated significant strengths in communication and organization skills, receiving hands-on experience early in the program and a strong knowledge of a variety of counseling techniques.

			<p><b>Challenges of the program reported on 2019-2020 School Counseling Supervisor Survey</b></p> <p>Supervisors indicated the possible need for students to be further educated in classroom experiences rather than taking such a clinical focus. Supervisors also indicated a need for further knowledge about IEPs, special education, and school law. One supervisor indicated that due to schools being out of session in the summer, requiring internship hours in the summer is difficult for students.</p>	
--	--	--	---	--

**PART TWO**

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

Since our last assessment the following changes have been made:

1. We streamlined Counseling Day Admissions to allow more time for faculty discussion.
2. Reviewed all curriculum to better align with CACREP standards.
3. Targeted School Counseling applicants to improve yield.
4. Based on licensing exam data, course objective surveys, exit surveys and Internship Supervisor surveys, we are producing graduates who are well-prepared to enter the profession.
5. The Department of Counseling and Higher Education is currently seeking reaccreditation. We are currently accredited through 2021 by the Council of Accreditation of Counseling and Related Programs (CACREP).

**PART THREE**

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

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

1. Assessment data was based on a program objectives set by CACREP and the Graduate School.
2. In addition the following data will be shared with faculty at the upcoming fall retreat:
  - Objective 1: Based on the data, our admission process is working well. Using the admission rubrics and extensive interview process, we are able to select candidates that meet our objectives and ensure our learning community thrives. Recruiting for School Counseling is a challenge and will be a point of focus for the upcoming 2021 admission process. Due to the current pandemic, admissions will be held virtually which will pose new challenges. A committee is currently meeting to address ways to recruit in a virtual environment.

- Objective 2: Depth of Content was measured using GPA, Course Objectives Surveys, NCE/School Licensing Exams and Comprehensive Exams.
  - 1) 3.0 GPA was maintained by students currently enrolled in the counseling program.
  - 2) Data collected indicated most of the course objectives were perceived as met. Discussion will occur concerning Appraisal, Addictions, and Human Development where survey data fell below the 75% threshold. There was also one item identified in School Supervised Experience that fell below the 75% threshold concerning application of various counseling strategies. One hundred percent pass rate on the Comprehensive Exam and the School Licensing Exam. There was 100% pass rate on the NCE by School counselors and 94% pass rate by Clinical Mental Health counselors. Both pass rates meet our current threshold.
- Objective 3: We spend considerable time ensuring our students maintain a professional disposition throughout the program. The remedial process we have in place is working given that most of the students flagged with a warning were asked to enter our retention phase and two were put on a formal remedial plan.
- Objective 4: With few exceptions critical thinking objectives were met. We will discuss targeted courses and objectives identified in Objective 2.
- Objective 5: With few exceptions effective oral and written objectives were met. We will discuss targeted courses and objectives identified in Objective 2.
- Objective 6: The Research Methods class (CHE 5500), the designated course for this standard, met all objectives.
- Objective 7: Exit surveys and Internship Supervisor surveys indicated we met or exceeded our benchmark of 75% agreement on most items. Overall Exit survey results were positive.

Target areas to be discussed are as follows:

- Review knowledge of Appraisal and Application of quantitative and qualitative techniques.
- Review how we communicate about comprehensive and NCE exams.
- Review how content for IEP, Legal Issues, and Special Education in school are covered.
- Review how we manage mental health needs of enrolled students.