

Student Learning Assessment Program AY 2021-2022

M.S. in Counseling

Submitted By: 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?
1. Candidates will display the required academic preparation and professional dispositions necessary to succeed in the graduate program in Counseling and Higher Ed.	<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>Top Scores in GPA, Experience, References, Writing Sample, and Group Interview rubric</p> <p>Demographic Statistics</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 School – 24; Clinical - 27</p> <p>White 39 Black 04 Hispanic 02 Asian 03 Bi-racial 02 Other 01</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>

2. Social and Cultural Foundations

Knowledge:

Cultural Interview.....Did not Meet 8% Met - 85% Exceeded - 17%
NCE Mean Score..... 100% Met or Exceeded National Score
Comp Exam 94% Pass

Student Perception of course objectives being met

CHE 5600: Cross-Cultural Counseling

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

Internship Final 3rd

Semester intern site evaluation (2a) -- Clinical Met -12% Exceeded – 88%
School Met - 27% Exceeded – 73%

Skill:

Social and Cultural Foundations

Practicum Final Evaluation (2)..... Met – 44% Exceeded – 56%

Internship Final 3rd

Semester intern site evaluation (2b)-- Clinical Met 12% Exceeded - 88%
School Met 30% Exceeded – 70%

3. Human Growth and Development

Knowledge:

Final Exam..... 100% Met or Exceeded standard
NCE Mean Score..... 100% Met or Exceeded National Score
Comp Exam 94% Pass

Student Perception of course objectives being met

CHE 5610: Human Development for Counselors

Knowledgeable of life-span theories.....80% agree
 Awareness of the process, behaviors, and resources
 for counseling strategies.....50% agree
 Application of culturally relevant theories, concepts, and principles.....30% agree
 Overall objectives were met.....70% agree

Internship Final 3rd

Semester intern site evaluation (3a) -- Clinical	Met -25%	Exceeded – 75%
School DM 8%	Met - 16%	Exceeded – 76%

Skill:

Human Growth and Development

Practicum Final Evaluation (3).....	Met – 56%	Exceeded – 44%
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Internship Final 3rd

Semester intern site evaluation (3b)-- Clinical	Met 37%	Exceeded - 63%
School DM 8%	Met - 16%	Exceeded – 76%

4. Career Development

Knowledge:

Theory Paper.....	Met -25%	Exceeded – 75%
NCE Mean Score.....	100% Met or Exceeded National Score	
Comp Exam	94% Pass	

Student Perception of course objectives being met

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.....100% agree
 Understood method of identifying and using
 assessment tools and techniques.....100% agree
 Overall objectives were met.....100% agree

Internship Final 3rd

Semester intern site evaluation (4a) -- Clinical	Met -37%	Exceeded – 63%
School	Met - 33%	Exceeded – 67%

Skill:

Career Development

Practicum Final Evaluation (4).....	Met – 52%	Exceeded – 48%
Internship Final 3 rd		
Semester intern site evaluation (4b)-- Clinical	Met - 37%	Exceeded - 63%
School	Met - 25%	Exceeded – 75%

5. Helping Relationships

Knowledge:

Final Exam.....	100% Met or Exceeded standard
“B” or better in class	100% Met or Exceeded standard
NCE Mean Score.....	100% Met or Exceeded National Score
Comp Exam	94% Pass

Student Perception of course objectives being met

CHE 5520: Theories of Counseling

Knowledgeable of application of theories, models, and strategies.....	100% agree
Importance of legal and ethical issues related to each theory.....	89% 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

CHE 5530: Basic Counseling Skills

Knowledgeable of application of theories and models.....	95% agree
Awareness of counselor characteristics and behaviors.....	100% agree
Application and practiced essential interviewing, counseling and case conceptualization skills.....	100% agree
Knowledge of personal model of counseling.....	100% agree
Overall objectives were met.....	95% agree

Internship Final 3rd

Semester intern site evaluation (5a) -- Clinical	Met -12%	Exceeded – 88%
School	Met	Exceeded – 100%

Skill:

Helping Relationships

Practicum Final Evaluation (5).....		Met – 52%	Exceeded – 48%
Internship Final 3 rd			
Semester intern site evaluation (5b)-- Clinical		Met	Exceeded - 100%
School		Met - 8%	Exceeded – 92%

6. Group Counseling

Knowledge:

Final Exam.....Clinical		Met - 93%	Exceeded - 7%
School		Met - 31%	Exceeded – 69%
“B” or better in class	Clinical	Met	Exceeded - 100%
School		Met - 31%	Exceeded – 69%

NCE Mean Score.....	100% Met or Exceeded National Score
Comp Exam	94% Pass

Student Perception of course objectives being met

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	100% agree
counseling theories and methods.....	100% agree
Overall objectives were met.....	100% agree

Internship Final 3rd

Semester intern site evaluation (6a) -- Clinical		Met -12%	Exceeded – 88%
School	DM 8%	Met -	Exceeded – 92%

Skill:

Group Counseling

Practicum Final Evaluation (6).....		Met –76%	Exceeded – 24%
Internship Final 3 rd			
Semester intern site evaluation (6b)-- Clinical		Met - 12%	Exceeded - 88%
School		Met - 8%	Exceeded – 92%

7. Assessment and Testing

Knowledge:

Final 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% agree
Awareness of ethical strategies for assessment and instruments.....	80% agree
Application of various models and approaches.....	85% agree
Understood procedures for assessing risk.....	65% agree
Overall objectives were met.....	85% agree

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%
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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 Exam	94% Pass

Student Perception of course objectives being met

CHE 5500: Research Methods –

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

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%
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Internship Final 3rd

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

9. Clinical Mental Health Counseling Foundations

Knowledge:

Learning Assessment Final..... Met - 100%

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

Comp Exam	94% Pass
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Student Perception of course objectives being met

CHE 5930: Foundations of Clinical Mental Health Counseling

Knowledgeable of prevention and intervention standards.....90% agree
 Demonstrate competency of written skills.....90% agree
 Understanding of legal standards.....80% agree
 Overall objectives were met.....90% agree

Internship Final 3rd

Semester intern site evaluation

9) Knowledge of Prof. Practice		Exceeded – 100%
(10) Management Coord of Agency (25% N/A)	Met – 25%	Exceeded – 38%
(11) Know/Skills Diagnostic/Treatment		
Client Advocacy Org Dev. (8%N/A)	Met – 8%	Exceeded – 84%

Clinical Mental Health Counseling Foundations

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 Did not Meet – 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 Process	100% 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 trends.....	100% agree
Awareness of counseling process.....	100% agree
Application of culturally relevant models.....	100% agree
Overall objectives were met.....	100% agree

Internship Final 3rd

Knowledge of found. & profess. Practice (ethical, legal, political) (N/A – 9%)		27%	24%
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%

School Counseling Foundations

Skill:

Practicum Final Evaluation

(2) Understands Agency Policy, legal issues Interacts professionally	Met – 50%	Exceeded – 50%
(3) Demonstrates Case Management Skills	Met – 50%	Exceeded – 50%
(4) Collaborates/provides academic, personal, Social and career dev needs of clients	Met – 50%	Exceeded – 50%

Internship Final 3rd
Semester intern site evaluation

Overall Knowledge and skills in treatment modalities	27%	73%
Overall skills essential for professional practice	27%	73%

Additional Course Objectives:

CHE 5630: Practicum

Knowledgeable of professional identity.....	95% agree
Awareness of process and techniques for intakes, assessments, and treatment planning.....	95% agree
Application of culturally relevant theories and techniques.....	95% agree
Overall objectives were met.....	95% 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 5400: Special Topics in Clinical Counseling

Understand the impact of crisis and trauma.....	88% agree
Become familiar with assessing and diagnosing.....	63% agree
Identify strategies for counseling self-care	75% agree
Overall objectives were met.....	88% agree

CHE 5941: Emerging Issues in School Counseling

Examine Assessments specific to P-12.....100% agree
Understood student risk factors.....100% agree
Analyze factors impacting achievement.....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.....100% agree
Overall objectives were met.....100% agree

CHE 5960: Family Counseling

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

CHE 5970: Addictions Counseling

Knowledgeable of counseling strategies.....85% agree
Understanding of impact of chemical dependency.....85% agree
Awareness of ethical issues.....77% agree
Overall objectives were met.....92% agree

CHE 5980: Clinical Diagnosis and Treatment Planning

Awareness of disorders in DSM.....90% agree
Application of psychotherapy and environmental factors.....90% agree
Knowledgeable of latest treatments.....90% agree
Overall objectives were met.....90% 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.....100% agree
Awareness of effective strategies.....100% agree
Application of various counseling strategies.....100% agree
Overall objectives were met.....100% agree

Comprehensive Exam

90% Pass rate

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

Fall 2020 (N = 18)
94% Pass
6% Fail

Spring 2021 (N = 12)
100% Pass
0 % Fail

School Licensing Exam

90% Pass rate

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

100% Expectations Met

Clinical Licensing Exam (NCE)

90% pass rate on exam

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

<p>3. Candidates will display evidence of maintaining professional dispositions.</p>	<p><u>When:</u> 1) Student Review (Fall and Spring)</p> <p><u>How:</u> Student Review Rubric</p> <p><u>When:</u> Fall, Spring, August Retreat</p>	<p>Meet expectations as established by Rubrics</p>	<table border="1" data-bbox="682 113 1333 544"> <thead> <tr> <th></th> <th>CHE</th> <th>National</th> </tr> </thead> <tbody> <tr> <td>Professional Practice & Ethics</td> <td>11.71</td> <td>11.36</td> </tr> <tr> <td>Intake, Assessment & Diagnosis</td> <td>12.48</td> <td>12.14</td> </tr> <tr> <td>Area of Clinical Focus</td> <td>32.99</td> <td>31.28</td> </tr> <tr> <td>Treatment Planning</td> <td>9.98</td> <td>9.81</td> </tr> <tr> <td>Counseling Skills & Interventions</td> <td>33.77</td> <td>31.77</td> </tr> <tr> <td>Counseling Process</td> <td>32.18</td> <td>31.08</td> </tr> <tr> <td>Core Counseling Attributes</td> <td>9.63</td> <td>8.97</td> </tr> <tr> <td>Total</td> <td>142.74</td> <td>136.41</td> </tr> </tbody> </table> <p>School Counseling: First Year Fall <u>12</u> Good Standing <u>1</u> Concern</p> <p>School Counseling: First Year Spring <u>12</u> Good Standing <u>1</u> Concern</p> <p>School Counseling: First Year August Retreat (Data Collection begins 8/20/21) <u>0</u> Good Standing <u>0</u> Concern</p> <p>School Counseling: Second Year Fall <u>14</u> Good Standing <u>2</u> Concern</p> <p>School Counseling: Second Year Spring <u>14</u> Good Standing <u>1</u> Concern</p> <p>Clinical Counseling: First Year Fall <u>13</u> Good Standing <u>0</u> Concern</p>		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>The data for Learning Objective 3 is collected during Student Review (Fall/Spring/Aug Retreat).</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 change.</p>
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4. Candidates will display evidence of effective critical thinking and problem solving skills.	<p><u>How:</u> Assessment Rubric</p> <p><u>Where:</u> 5630, 6900-01-02, 6920-21 -22</p>	80% surveyed indicate objectives met	<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 style="text-align: center;">Internship Final 3rd Semester Supervisor Survey</p> <p>Prof Orientation</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Knowledge (1a) --</td> <td style="width: 20%;">Clinical</td> <td style="width: 20%;">Met -25%</td> <td style="width: 30%;">Exceeded – 75%</td> </tr> <tr> <td></td> <td>School</td> <td>Met - 6%</td> <td>Exceeded – 84%</td> </tr> <tr> <td>Skill (1b) --</td> <td>Clinical</td> <td>Met 12%</td> <td>Exceeded - 88%</td> </tr> <tr> <td></td> <td>School</td> <td>Met - 8%</td> <td>Exceeded – 92%</td> </tr> </table>	Knowledge (1a) --	Clinical	Met -25%	Exceeded – 75%		School	Met - 6%	Exceeded – 84%	Skill (1b) --	Clinical	Met 12%	Exceeded - 88%		School	Met - 8%	Exceeded – 92%	The data for Learning Objective 4 will be collected by the Department Chair and summarized for review (see end of report).
Knowledge (1a) --	Clinical	Met -25%	Exceeded – 75%																	
	School	Met - 6%	Exceeded – 84%																	
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			Social & Cultural Foundations			
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			Human Growth and Dev.			
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			Career Counseling			
			Knowledge (4a) --	Clinical	Met -37%	Exceeded – 63
				School	Met - 33%	Exceeded – 67%
			Skill (4b) --	Clinical	Met - 37%	Exceeded - 63%
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			Helping Relationships			
			Knowledge (5a) --	Clinical	Met -12%	Exceeded – 88%
				School	Met	Exceeded – 100%
			Skill (5b) --	Clinical	Met	Exceeded - 100%
				School	Met - 8%	Exceeded – 92%
			Group Counseling			
			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%
			Appraisal			
			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%
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			Research			
			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>5. Candidates will display evidence of effective oral and written communication skills.</p>	<p><u>How:</u> Assessment Rubric</p> <p><u>Where:</u> 1) 5510, 5600, 5920</p>	<p>80% surveyed indicate all objectives were met</p>	<p>CHE 5510 – Ethics Paper..... 100% Met or Exceeded standard</p> <p>CHE 5600 – Cultural Interview.....Did not Meet 8% Met - 85% Exceeded - 17%</p> <p>CHE 5920 – Theory Paper.....100% Met or Exceeded standard</p>	<p>Students are surveyed each semester to determine if course objectives are met.</p> <p>Results are collected by the Department Chair and summarized for review.</p>
<p>6. Candidates will display evidence of advanced scholarship through research and/or creative activity.</p>	<p><u>How:</u> Research Rubric</p> <p><u>When:</u> First Year, First semester (CSD 5500)</p>	<p>80% surveyed indicate all objectives were met</p>	<p>Research Proposal..... 92% Met or Exceeded standard</p> <p>NCE Mean Score..... 100% Met or Exceeded National Score</p> <p>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 –</p> <p>Importance of research in advancing the counseling profession.....100% agree</p> <p>Designs, program evaluations, statistical methods, and research analysis used in counseling research.....100% agree</p> <p>Developed an understanding of principles, models and application of needs assessment.....100% agree</p> <p>Overall objectives were met.....100% agree</p> <p>Internship Final 3rd</p> <p>Semester intern site eval (8a) -- Clinical (62%N/A) School Met Exceeded – 38% Met – 8 % Exceeded – 92%</p> <p>Research (Skill)</p> <p>Practicum Final Evaluation (8)..... Met –64% Exceeded – 36%</p> <p>Internship Final 3rd</p> <p>Semester intern site eval (8b)-- Clinical (62%N/A) School Met Exceeded - 38% Met - 8% Exceeded – 92%</p>	<p>Students are surveyed each semester to determine if course objectives are met.</p> <p>Results are collected by the Department Chair and summarized.</p>

<p>7. Overall candidates will perceive program is helping them prepare for professional practice</p>	<p><u>How:</u> Exit Survey; Internship Supervisor Survey <u>When:</u> Last Semester</p>	<p>80% agreement on all items</p>	<p><u>Exit Survey: The following were met (N=16 including School and Clinical Combined)</u></p> <table border="1"> <thead> <tr> <th>Professional Orientation:</th> <th>Did not Meet</th> <th>Met</th> <th>Exceeded</th> </tr> </thead> <tbody> <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>92%</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>92% %</td> </tr> <tr> <td>Facilitate groups</td> <td></td> <td>6%</td> <td>92%</td> </tr> <tr> <td>Assessment (6% no opinion)</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Knowledge of appraising groups</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>92%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Overall Evaluation of your professional prep.</td> <td>6%</td> <td>12%</td> <td>82%</td> </tr> </tbody> </table>	Professional Orientation:	Did not Meet	Met	Exceeded	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.)				Knowledge of human growth and development		19%	75%	Application of development specific techniques	6%	12%	82%	Career Development (6% no opin)				Knowledge of Career Development and Skills	6%	31%	57%	Ability to apply Career Counseling Models	6%	31%	57%	Helping Relationships				Knowledge of helping relationships	6%	6%	88%	Demonstration of basic help skills and consult		6%	92%	Group Counseling				Knowledge of group work		6%	92% %	Facilitate groups		6%	92%	Assessment (6% no opinion)				Knowledge of appraising groups	12%	25%	57%	Application of quantitative and qualitative tech		56%	44%	Research and Program Eval.				Knowledge of research and program eval.		19%	81%	Ability to eval quant and qual research	6%	31%	63%	Knowledge of foundations and professional practice:	6%	25%	69%	Overall skills essential for Professional Practice:		12%	88%	Satisfaction with Performance	6%	6%	92%	Satisfaction with assistance from CHE%	6%	6%	92%	92%				Overall Evaluation of your professional prep.	6%	12%	82%	
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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%

			<p>Group Counseling</p> <p>Knowledge of group work 12% 88%</p> <p>Facilitate groups 12% 88%</p> <p>Assessment (37% N/A)</p> <p>Knowledge of appraising groups 12% 51%</p> <p>Application of quantitative and qualitative techniques 37% 26%</p> <p>Research and Program Eval. (62% N/A)</p> <p>Knowledge of research and program eval. 38%</p> <p>Ability to evaluate quantitative and qualitative research 38%</p> <p>Knowledge of foundations and professional practice: 100%</p> <p>Knowledge of management/coordination of the agency: (25% N/A) 25% 50%</p> <p>Knowledge and skills in Diagnostic/Treatment, Client Advocacy, Org Dev: (8% N/A) 8% 84%</p> <p>Overall knowledge & skills of treatment modalities: 100%</p> <p>Overall skills essential for Professional Practice: 8% 92%</p> <p>Satisfaction with Performance of Intern 25% 75%</p> <p>Satisfaction with assistance from CHE Supervisor 8% 92%</p> <p>Overall Evaluation of your intern's professional prep. 8% 92%</p> <p>Strengths of the program reported on 2020-2020 Clinical Counseling Supervisor Survey</p> <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 <p>Challenges of the program reported on 2020-2021 Clinical Counseling Supervisor Survey</p> <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
Knowledge of professional functioning		6%	84%
Ethical and Legal Standards		8%	92%
Social and Cultural Diversity			
Knowledge of social and cultural foundations		27.0%	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%	24%
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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PART TWO

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

Since our last assessment we continued the following changes:

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

PART THREE

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

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

1. We manage 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.

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

- Admissions: 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.
- Depth of Content - GPA, Key Performance Indicators, Course Assessments, 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. 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.

- Professional Dispositions Objective 3: We spend considerable time ensuring our students maintain a professional disposition throughout the program. The remedial process we have in place is working given that most of the students flagged with a warning were asked to enter our retention phase and three were put on a formal remedial plan. 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.
- Critical Thinking and Problem Solving – 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.
- Oral and Written Communication: Based on data collected from Professional Orientation (5510 – ethics paper), Cross Cultural Counseling 5600 – Cultural Interview), and Career Counseling (5920 – Theory Paper), the majority of students met or exceeded expectations on both oral and written communication.
- Scholarship and Research: Counseling students are doing very well in their understanding of Scholarship and Research. 92% of the student 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. Student 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), student 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.
- 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.

**Student Learning Assessment Program
Response to Summary Form
Graduate Program 2020
April 5, 2021**

Department: Counseling and Higher Education
Degree and Program Name: M.S. in Counseling
Reviewer: Dr. Nikki Hillier, Graduate Assessment Coordinator, Graduate School

Category	Comments
Learning Objectives	The objectives for the program encompass all the graduate learning goals established by EIU's Council on Graduate Studies.
How, Where, and When Assessed	The assessment plan is clear. There seems to be a rigorous admission process, where students are assessed at entry. Throughout the program, surveys are used to assess students' perception of the learning goals. Student disposition is monitored throughout the program with plans in place for students who are not in good standing. The plan also includes comprehensive exams, certifications exams, and surveys of internship supervisors. In the last semester of the program, students complete an exit survey.
Expectations	Expectations are included and seem reasonable.
Results	The program is meeting nearly all assessment goals. For some of the classes less than 75% of the students felt that the learning goals were being met, (particularly CHE 5900, CHE 5970). All students maintained the required G.P.A.; the internship supervisors overall felt students were well-prepared, almost all students passed the NCE exam, and all those who took it, passed the school licensing exam.
How Results Will be Used	There is a process in place to identify and support students who fall out of good standing. The Chair collects the data and creates the report, and shares with all faculty for discussion. This is a good use of the findings.
Recommendations	The assessment plan is strong in that students are assessed before entry and observed throughout the curriculum. The way you are using the information to improve the program shows your commitment to the students and the success of program. The self-assessments completed by the students seem to be helpful in identifying classes that may not be meeting learning objectives, and those are discussed with faculty. We recommend continuing the process of sharing and discussing the results with the entire faculty for improvements. The feedback from the internship supervisors highlights how well you prepare your students before allowing them to practice in the field. And the 100% pass rate on the school licensing exam, and nearly 100% pass rate on the NCE exam demonstrates the thoroughness of the program.

The Council on Graduate Studies approved of revised learning goals on December 8, 2020, which included the addition of an Ethical and Professional Responsibility learning goal. Please

consult with your graduate faculty members to determine how to incorporate this learning goal into future assessment activities.