

Assessment Report

2022 - 2023

Program Evaluation

Students

<i>Demographics</i>	<i>Applicants</i>	<i>Students</i>	<i>Graduates</i>
Total Number	53 – Fall 2022	56 – Fall 2022	19 – Fall 2022
Gender	41 Female 7 Male 5 Non disclosed	48 Female 7 Male 1 Non disclosed	14 Female 5 Male
Race/Ethnicity	27 White 2 American Indian/Alaska Native 11 Black/African American 4 Hispanic 1 Asian 8 Not specified	38 White 8 Black/African American 10 Hispanic 1 Not specified	11 White 4 Black/African American 4 Hispanic

Yearly Systematic Follow-up Studies

<i>Fall 2022 Graduates</i>	<i>Offered employment by site</i>	<i>Training License</i>	<i>Employed in Mental Health</i>
19	9	**16	13

*Total # of Graduates	**Licensure Status		Completion Rates	Employed in Mental Health
	Training	Independent		
45	34	5	79%	67%

****Data reflects fall cohort data from 2018 - 2022***

*****The status of some graduates is unknown***

Assessment of Students

CACREP Core Content Area – Professional Counseling Orientation and Ethical Practice

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates demonstrate a professional counselor identity and ethical, culturally competent, and trauma-informed practice.	ACA membership; Skills practice recording number 3; Practicum case presentation; Internship I CCS-R ethics question; Dispositional Review	90% of students must meet expectations on ethics question of CCS-R for Internship I; 90% of students will receive a B or higher on the counseling skills practice recording number 3; 90% of students will receive a B or higher on the practicum case presentation. 80% of students join ACA as a graduate level member; 90% of students will meet expectations on dispositional measures	Outcome met – 100% of students received an A or higher on skills practice recording number 3 Outcome met – 100% of students received a B or higher on the practicum case presentation. Outcome met – 90% of students met dispositional expectations Outcome met - 93% of students met expectations on ethics question for Internship I Outcome not met – 79% of students are ACA graduate level members

Recommendation – Due to 79% of students meeting the ACA graduate level member outcome, the program will not make any changes at this time. We will continue to monitor any potential hardships incurred by this indicator.

CACREP Core Content Area – Social and Cultural Diversity

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates conceptualize clients through a	CCS-R multicultural competency question	CCS-R 90% of students must meet expectations;	Outcome met – 90% of students met expectations on the

<p>multicultural and social justice lens. To include demonstrating the requisite attitudes and beliefs, knowledge, skills, and actions required to ensure equity and inclusion for diverse clients.</p>	<p>at the end of Internship I; Dispositional Review (internship II); Perspective Paper (Spring)</p>	<p>Dispositional Reviews 90% of students must meet expectations; Perspective Paper 90% of students will achieve a B or higher.</p>	<p>CCS-R Multicultural competency question Outcome met – 90% of students met dispositional expectations Outcome met - 100% of students achieved an A- or higher on the Perspective Paper</p>
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Recommendation: All outcomes met, no changes being recommended at this time.

CACREP Core Content Area – Human Growth and Development

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
<p>Graduates evaluate theories and factors that affect individual and family development, as well as, transitions across the lifespan, in a multicultural and pluralistic society.</p>	<p>Child/Adolescent Interview Assignment; Human growth and development portion of Comprehensive exam; Case conceptualizations (Family and couples)</p>	<p>90% of students will achieve a B or higher on Child/Adolescent interview assignment; 90% of students will receive 70% or higher on the Human growth and development portion of Comp. exam; 90% of students will achieve a B or higher on the Case conceptualizations</p>	<p>Outcome met – 100% of students achieved a B or higher on the Child/Adolescent interview assignment Outcome not met – 84% of students received a 70% or higher on the Human Growth and Development portion of the comp exam. Outcome met - 100% of students achieved an A- or higher on the Case conceptualizations</p>

Recommendation: 90% of students achieving 70% or higher on the Human Growth and Development section of the comprehensive exam was not met. Due to inconsistencies in professors and content for this class, no changes are being recommended at this time. The program has stabilized content for this course and will continue to monitor this indicator to determine if changes are needed on the exam.

CACREP Core Content Area – Career Development

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates apply their knowledge of the connections between work, relationships, mental health and other life roles, and strategies. To include evaluating strategies that lead to client growth and change associated with the experience of work in a multicultural and pluralistic society.	Career interview; Final exam; Career development portion of the comprehensive exam;	90% of students will achieve a B or higher on Career interview; 90% of students will achieve a B or higher on the Final exam; 90% of students will achieve a 70% or higher on the Career development portion of the comprehensive exam;	Outcome not met – 88% of students achieved a B or higher on the Career interview. Outcome not met – 82% of students achieved a B or higher on the final exam. Outcome not met – 68% of students achieved a 70% or higher on the Career Development portion of the comprehensive exam.

Recommendation – While close, none of the outcomes were met for this class. Modifications are being made to the textbook, assignments, exams, and overall format of the work and career course. Likewise, to increase opportunities for measurement of this goal across the curriculum at multiple points in time, a key performance measure and indicator will be added to the lifespan development course.

CACREP Core Content Area – Counseling and Helping Relationships

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates establish, maintain, and utilize the therapeutic alliance with clients and understand other core conditions of counseling relationships that lead to client growth and change in a	Skills Practice Recording number 3; CCS-R facilitate therapeutic environment questions (internship 1); Case presentations (internship 2)	90% of students will receive a B or higher on skills practice recording number 3; 90% of students will be at minimum meeting expectations on the CCS-R facilitate therapeutic environment	Outcome met – 100% of students received an A or higher on skills practice recording number 3 Outcome met – 90% of students are meeting expectations on the CCS-R

multicultural and pluralistic society.		questions at internship 1; 90% of students will receive a B or higher on the case presentation in internship 2	facilitate therapeutic environment questions Outcome met – 100% of students received an A or higher on the case presentation in internship 2
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Recommendation – All outcomes have been met, no changes are being recommended at this time.

CACREP Core Content Area – Group Counseling and Group Work

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates facilitate groups informed by the principles of group dynamics, developmental stages of group, and therapeutic factors responsive to a multicultural and pluralistic society.	Group proposal assignment; Reflective group experience paper (group counseling)	90% of students will receive a B or higher on the group proposal assignment; 90% of students will receive a B or higher on the Reflective group experience paper	Outcome met - 100% of students achieved a B or higher on the group proposal assignment. Outcome met - 100% of students received a B or higher on the reflective group experience paper

Recommendation – All outcomes have been met. However, to increase opportunities for students to demonstrate mastery of this goal at multiple points in time and across the curriculum, a key performance measure will be added to the internship II class (case presentation on group experience). The key performance indicator will be that 90% of students will receive a B or higher on this particular case presentation.

CACREP Core Content Area – Assessment and Testing

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates utilize a trauma-informed lens to implement assessment procedures and diagnose mental health conditions responsive to the	Test feedback demonstration; Final exam (abnormal); Final exam (treatment planning and	90% of students will receive a B or higher on the test feedback demonstration; 90% of students will receive a B or higher on the abnormal Final	Outcome met – 91% of students received a B or higher on the test feedback demonstration. Outcome met – 100% of students

cultural context of clients.	diagnosis); Case presentation (internship 2)	exam; 90% of students will receive a B or higher on the treatment planning and diagnosis Final exam; 90% of students will receive a B or higher on the Case presentation in internship 2	received a B or higher on the abnormal final exam. Outcome not met - 76% of students received a B or higher on the final exam of diagnosis and treatment planning. Outcome met – 100% of students received an A or higher on the case presentation in internship 2
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Recommendation: Outcome not met for 90% of students receiving a B or higher on the final exam for diagnosis and treatment planning. The final exam will be reviewed to determine the specific points of difficulty for students and additional interventions will be determined at that time.

CACREP Core Content Area – Research and Program Evaluation

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates evaluate the importance of published research, outcome measures, and program evaluation for the purpose of advancing the counseling profession in a diverse community.	Research proposal project part 2; Final exam; Research and program evaluation section of the comprehensive exam	90% of students will receive a B or higher on the research proposal project part 2; 90% of students will receive a B or higher on the Final exam; 90% of students will receive a 70% or higher on the research and program evaluation section of the comp exam	Outcome met - 100% of the students received a B+ or higher on the research proposal project part 2 Outcome met - 100% of the students received an A- or higher on the final exam Outcome not met – 84% of students received a 70% or higher on the research and program evaluation

			section of the comp exam.
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Recommendations: Outcome not met for 90% of students receiving a 70% or higher on the research and program evaluation section of the comp exam. Due to the small numbers of students taking this exam, a 90% threshold may be a little too high. The program will continue to monitor this indicator to determine if additional changes need to be made to the exam.

CACREP Clinical Mental Health Counseling Specialty Area

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates implement evidence-based counseling interventions and treatment planning strategies that are trauma-informed, and grounded in multicultural and social justice competencies.	Final exam in CMHC 750 diagnosis and treatment planning;	90% of students will receive a B or higher on the final exam in Treatment Planning;	Outcome not met - 76% of students received a B or higher on the final exam.
	Case presentations in Internship 1;	90% of students will receive a B or higher on the Case presentation in internship 1;	Outcome met – 100% of students received an A or higher on the case presentation in internship I.
	Major substances of abuse and the body presentation (addiction);	90% of students will receive a B or higher on the Major substances of abuse and the body presentation (addictions);	Outcome met – 100% of students received a B or higher on the major substances of abuse and the body presentation.
	Advocacy intervention research paper (CMHC 740)	90% of students will receive a B or higher on the Advocacy intervention research paper in CMHC 740	Outcome not met – 90% of the students did not receive a B or higher on the advocacy intervention research paper

Recommendation – Outcomes not met for the final exam and advocacy intervention research paper. Key performance measure and indicator will be changed to reflect the treatment planning interview pairs assignment, as the program believes this assignment is a better reflection of the goal. To address research difficulties associated with the advocacy intervention research paper, the research and evaluation course was moved earlier in the curriculum. The program will continue to monitor the benefits of this change.