

Program Evaluation Report

Counseling Program

June 2026

Report Overview

- This 2025-2026 program evaluation report summarizes data gathered during the reporting period (summer 2025 through spring 2026 terms) as well as changes made during the academic year. The report is based on the 2024 CACREP standards.
- This report provides results of continuous *and* systematic evaluation of the counseling program and its objectives (*CACREP Standard 2.D*).
- This report identifies program modifications and substantial program changes.
- This report is disseminated to stakeholders each year, including students, program faculty, university administrators, and personnel at cooperating schools and agencies. This report is accessible on the program's website.

Applicant Student Data

Table 1. Applicants, Admitted Students, and Enrolled Students

	Applied	Admitted	Enrolled
Clinical Mental Health Counseling	62	39	30
Rehabilitation Counseling	9	8	5
Total	71	47	35

Table 2. Gender and Race/Ethnicity of Applicants

		Number	Percentage
Gender	Female	52	73%
	Male	19	27%
	Unknown	0	0%
Gender Identity	He/Him	15	21%
	She/Her	43	61%
	They/Them	0	0%
	Unknown	13	18%
Ethnicity	African American/Black	3	4%
	American Indian/Native Alaskan	0	0%
	Asian American/Pacific Islander	4	6%
	Latinx/Latina/Latino	6	8%
	Multiracial	2	0%
	White	54	76%
	Undisclosed	2	3%

Enrolled Student Data

Table 3. Students by Primary Specialization

	Number	Percentage
Clinical Mental Health Counseling (CMHC)	30	86%
Rehabilitation Counseling (RC)	5	14%
Total	35	100%

Table 4. Gender and Race/Ethnicity of Enrolled Students

		Number	Percentage
Gender	Female	27	77%
	Male	8	23%
	Non-Binary	0	0%
Gender Identity	He/Him	6	17%
	She/Her	23	67%
	They/Them	0	0%
	Unknown	6	17%
Ethnicity	African American/Black	3	9%
	American Indian/Native Alaskan	0	0%
	Asian American/Pacific Islander	3	9%
	Latinx/Latina/Latino	3	9%
	Multiracial	2	6%
	White	23	66%
	Undisclosed	1	3%

Counseling Program Objectives

<i>Program Objective</i>	<i>Area</i>
Students will articulate how to provide culturally responsive and socially just counseling that demonstrates reflective practice and combats individual and systemic oppression and privileges	Multicultural and Social Justice
Students will demonstrate commitment to professional, ethical, and legal standards in the practice of counseling	Professional and Ethical
Students will articulate ways to advocate for and empower individuals through openness to clients regardless of identity, dis/ability, or any difference	Advocacy
Students will apply knowledge of historical and contemporary biological, psychological, social, and cultural foundations in the practice of counseling across the lifespan	Biological, Psychological, Social
Students will deliver clinical mental health counseling services with diverse clients in a variety of settings	Clinical Mental Health Counseling

Students will deliver rehabilitation counseling services with diverse consumers and clients in a variety of settings	Rehabilitation Counseling
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The program objectives are evaluated on an annual basis in conjunction with the Key Performance Indicators (KPIs) and student dispositions. The KPI evaluation process is explained in more detail below. This table connects the outcomes from each annual KPI review back to the program objectives. The results from each KPI will inform discussion and critical evaluation of how well the program is meeting each stated objective. All curricular and program changes, as well as consideration of potential changes to program objectives will be noted in the reflections section of this table.

<i>Program Objective</i>	<i>KPIs</i>	<i>Results</i>	<i>Reflections</i>
Students will articulate how to provide culturally responsive and socially just counseling that demonstrates reflective practice and combats individual and systemic oppression and privileges	KPI 2 KPI 6	The program continues to meet 100% of the benchmarks for all items assessed in KPIs 2 and 6.	This objective continues to be a strength of the Counseling Program. The Diagnosis and Treatment Planning class emphasizes decolonizing the counseling profession and the multicultural and social justice component in the Professional Development Plan challenge students to build skills to work with and advocate for clients who face oppression.
Students will demonstrate commitment to professional, ethical, and legal standards in the practice of counseling	KPI 4 KPI 5 KPI 7	The program meets 100% of the benchmarks for items assessed in KPIs 4, 5, and 7.	The program continues to strengthen KPI 4 and is pleased with progress to bring all components up to targets in the past year. KPIs 5 and 7 continue to be strengths of the program.
Students will articulate ways to advocate for and empower individuals through openness to clients regardless of identity, dis/ability, or any difference	KPI 1	The program meets 100% of the benchmark in this area.	As noted below students are meeting the expectation early and at the end of the program. Improvement in the past year in ensuring students are completing the advocacy component in the middle of the program have been addressed.
Students will apply knowledge of historical and contemporary biological, psychological, social, and cultural foundations in the practice of counseling across the lifespan	KPI 3 KPI 8	The program meets 100% of the benchmarks for both KPI 3 and 8.	Overall students continue to demonstrate they are meeting this program objectives. The first item in the human development KPI rebounded due to concerted effort by the faculty.

Students will deliver clinical mental health counseling services with diverse clients in a variety of settings	KPI 9	The program meets 100% of the benchmarks for KPI 9.	The focus on addressing student performance with respect to case conceptualization demonstrated strong student gains in the past year. Clinical mental health students are demonstrating knowledge, skills, and competence on all metrics in this KPI.
Students will demonstrate the ability to design and execute comprehensive, theoretical case conceptualizations that include assessments, diagnosis, and theoretically based interventions for people with disabilities	KPI 10	The program meets all but one benchmark for KPI 10.	The program is pleased with performance on this metric as rehabilitation counseling students are demonstrating competency in all areas measured by this KPI.

Key Performance Indicators

The tables below describe each of the 11 KPIs and identify the multiple data points that are assessed for each indicator. The blue shading indicates areas where the program meets expectations but will be monitored in the upcoming year. Areas shaded in red indicate areas that are not meeting expectations.

KPI 1 – Knowledge – Students will articulate strategies to advocate for clients/students/consumers and the counseling profession

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 200 Intro to Counseling	Advocacy Plan	85% of students meeting or exceeding expectations	94.5% of students met or exceeded expectations	Faculty will monitor this item for any trend.	Overall students are meeting this item in the 200 Intro course although even higher performance would be ideal. The challenge of students demonstrating advocacy competence in the middle of the program for the practicum experience continues to be implementation and communication challenges on the part of faculty and not necessarily performance by
COUN 260 Counseling Practicum	Professional Development Plan	85% of students meeting or exceeding expectations	92.5% of students met or exceeded expectations	This item will continue to be monitored by the Practicum Coordinator. This item was revised in the course Blackboard site to ensure that all students completed the PDP as part of their practicum course experience. All students who successfully completed practicum in the	

				year completed this assignment.	students. The faculty are confident they will fix communication challenges and return to successful performance on this metric.
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 5	85% of students meeting or exceeding expectations	98% of students met or exceeded expectations		
COUN 292 Rehabilitation Counseling Internship	Supervisor Evaluation, item 5	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
Graduate Survey	Question 3	85% of respondents agree or strongly agree	98% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 3	85% of respondents agree or strongly agree	98% of respondents agreed or strongly agreed		
Employer Survey	Question 3	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

KPI 2 – Knowledge – Students will articulate awareness of the role of power and privilege in counseling

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 221 Methods of Counseling	Tools of analysis	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		As noted last year, this has been an emphasis area in the counseling program since the summer of 2020. The faculty are pleased with performance in this area and will continue to actively work to update classroom activities and evaluation efforts to ensure his remains a strength of the counseling program.
COUN 245 Understanding Diverse Populations	Social privilege	85% of students meeting or exceeding expectations	NA this item will be updated next year with new student level KPIs		
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 6	85% of students meeting or exceeding expectations	98% of students met or exceeded expectations		
COUN 292 Rehabilitation Counseling Internship	Supervisor Evaluation, item 6	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		

Graduate Survey	Question 4	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 4	85% of respondents agree or strongly agree	98% of respondents agreed or strongly agreed		
Employer Survey	Question 4	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

KPI 3 – Knowledge – Students will demonstrate knowledge of how biological, psychological, social, and cultural factors affect human development

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 225 Human Development	Developmental (auto) biography	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	This item returned to all student successfully completing the assignment.	Student performance on the first item in this KPI rebounded as expected in the past year. Faculty will continue to monitor to ensure this trend continues.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 7	85% of students meeting or exceeding expectations	95% of students met or exceeded expectations		
COUN 291 Clinical Mental Health Counseling Internship	Clinical Case Presentation	85% of students meeting or exceeding expectations	98.5% of students met or exceeded expectations	Two students not successfully completing internship as expected in the past year explains why this item is not at 100%. Remediation plans will support students in their efforts to improve on this metric and successfully complete the program.	
COUN 292 Rehabilitation Counseling Internship	Clinical Case Presentation	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		

COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 7	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
Graduate Survey	Question 5	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 5	85% of respondents agree or strongly agree	98% of respondents agreed or strongly agreed		
Employer Survey	Question 5	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

KPI 4 – Knowledge – Students will articulate knowledge of career development models and theories and how individuals navigate the career decision making process

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 220 Career	Interest Profiler and Work Importance Locator	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	This item was replaced in the evaluation system as part of the creation of student level KPIs.	This competency continues to be an area of emphasis for the program. The revision to the student level KPIs is impacting the broader KPI tracking as well. The faculty are confident the changes will play out with demonstrated student competence in the near future.
COUN 224	Career Styles Interview	85% of students meeting or exceeding expectations	NA this assignment was deleted from the 224 class as part of the development of student level KPIs.	This item will be removed from the evaluation plan going forward.	
COUN 291 Clinical Mental Health Counseling Internship	Clinical case presentation	85% of students meeting or exceeding expectations	98.5% of students met or exceeded expectations	This item dropped due to two interns not passing the class on the expected timeline. It is expected they will successfully meet this requirement as they complete hours with appropriate	

				support. remained at 100% after several years of below target performance. The faculty are pleased that recent changes continue to show up in student performance.	
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 8	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
COUN 292 Rehabilitation Counseling Internship	Clinical case presentation	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
COUN 292 Rehabilitation Counseling Internship	Supervisor Evaluation, item 8	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
Graduate Survey	Question 6	85% of respondents agree or strongly agree	91% of respondents agreed or strongly agreed	This area improved for site supervisors and employers and dropped a bit for graduates. The positive finding is that the program is meeting expectations across all three groups.	
Site Supervisor Survey	Question 6	85% of respondents agree or strongly agree	90% of respondents agreed or strongly agreed		
Employer Survey	Question 6	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

KPI 5 – Skill – Students will demonstrate mastery of core counseling skills to build rapport and conduct an effective counseling session

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 221 Counseling Methods	Counseling skills rubric	85% of students meeting or exceeding expectations	95.5% of students met or exceeded expectations	This item rebounded from the upper 80's the previous year. The faculty are satisfied with improved	Overall student performance on this item is strong. Students demonstrated particular growth on

				performance on this item.	the first item in the counseling methods class.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 9	85% of students meeting or exceeding expectations	95% of students met or exceeded expectations	No change in this item, a small number of students do not successfully achieve this evaluation each year. The remediation plan process provides support to those students as they navigate the practicum experience.	
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 9	85% of students meeting or exceeding expectations	98.5% of students met or exceeded expectations		
Graduate Survey	Question 7	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 7	85% of respondents agree or strongly agree	97% of respondents agreed or strongly agreed	This number rebounded slightly from 96 to 97%. Not an area of concern at this time.	
Employer Survey	Question 7	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

KPI 6 – Skill – Students will demonstrate the ability to lead or co-lead a theoretically driven and culturally responsive group

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 236 Group Counseling	Group Work	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		The group KPI continues to be a strong aspect of the program. Dr. Wilson has begun the review of the group class and is building on the incredible work of the Adjunct Professor Kenninger
COUN 291 Clinical Mental Health Counseling Internship	Group leadership experience	85% of students meeting or exceeding expectations	98.5% of students met or exceeded expectations		

COUN 292 Rehabilitation Counseling Internship	Group leadership experience	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		who directed the class for many years.
Graduate Survey	Question 8	85% of respondents agree or strongly agree	99% of respondents agreed or strongly agreed	Site supervisor rating is the only item on this metric that is slightly lower. Overall students continue to demonstrate strong skills with respect to group counseling.	
Site Supervisor Survey	Question 8	85% of respondents agree or strongly agree	93% of respondents agreed or strongly agreed		
Employer Survey	Question 8	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

KPI 7 – Skill – Students will demonstrate the ability to prepare for and conduct an initial counseling session

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 224 Assessment	Intake Assessment & Report	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	This item returned to all students successfully completing this assignment in the assessment class.	Student performance on all of the elements in this KPI were met in the past year demonstrating growth from the previous year.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 10	85% of students meeting or exceeding expectations	95% of students met or exceeded expectations		
COUN 291 Clinical Mental Health Counseling Internship	Clinical case presentation - session narrative	85% of students meeting or exceeding expectations	98.5% of students met or exceeded expectations		
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 10	85% of students meeting or exceeding expectations	98.5% of students met or exceeded expectations		
COUN 292 Rehabilitation Counseling Internship	Clinical case presentation - session narrative	85% of students meeting or exceeding expectations	100% of respondents agreed or strongly agreed		

COUN 292 Rehabilitation Counseling Internship	Supervisor Evaluation, item 10	85% of students meeting or exceeding expectations	100% of respondents agreed or strongly agreed		
Graduate Survey	Question 9	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 9	85% of respondents agree or strongly agree	98% of respondents agreed or strongly agreed		
Employer Survey	Question 9	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed	This item returned to 100% of recent graduates being rated as meeting or exceeding this metric. It is assumed the dip to 91% was an anomaly last year. The faculty will monitor this item to ensure it remains met or exceeded by graduates.	

KPI 8 – Knowledge – Students will demonstrate the capacity to interpret and critique counseling research

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 201 Research in Counseling	Final research proposal	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	This item rebounded from 87% two years ago and returned to 100% where it was three years ago.	The strength of students in their ability to understand and critique research early in the program appears to be working through the system as that early demonstration of skill is maintained for later markers.
COUN 291 Clinical Mental Health Counseling Internship	Evidence Based Practice Critique	85% of students meeting or exceeding expectations	98.5% of students met or exceeded expectations		
COUN 292 Rehabilitation Counseling Internship	Evidence Based Practice Critique	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
Graduate Survey	Question 10	85% of respondents agree or strongly agree	98% of respondents agreed or strongly agreed		

Site Supervisor Survey	Question 10	85% of respondents agree or strongly agree	91% of respondents agreed or strongly agreed	This item is close to the 92% found last year. The faculty will monitor to ensure the program continues to meet this item.	
Employer Survey	Question 10	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

KPI 9 – Skill – Students will demonstrate the ability to design and execute comprehensive, theoretical case conceptualizations that include assessments, diagnosis, and theoretically based interventions

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 216 Theories and Techniques of Counseling	Theoretical Case Conceptualization	85% of students meeting or exceeding expectations	92% of students met or exceeded expectations	Student performance on this item slipped back a bit from 98% the year before. The faculty are aware of the fluctuation on this item and will continue to monitor student skill in this area, particularly at the beginning of the program.	Overall this area has remained a strength after challenges in the past five years. Faculty will continue to monitor performance.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 12	85% of students meeting or exceeding expectations	95% of students met or exceeded expectations		
COUN 291 Clinical Mental Health Counseling Internship	Clinical case presentation	85% of students meeting or exceeding expectations	98.5% of students met or exceeded expectations	This metric has demonstrated consistent improvement over the past few years and students are now performing at the high level expected.	
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 12	85% of students meeting or exceeding expectations	98.5% of students met or exceeded expectations		

Graduate Survey	Question 11	85% of respondents agree or strongly agree	98% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 11	85% of respondents agree or strongly agree	90% of respondents agreed or strongly agreed	This item has rebounded from 88% last year and is nearing the 93% rate from two years ago. As noted elsewhere, the faculty will continue to monitor all aspects of this KPI to ensure continued high performance for students.	
Employer Survey	Question 11	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

KPI 10 – Skill – Students will demonstrate the ability to design and execute comprehensive, theoretical case conceptualizations that include assessments, diagnosis, and theoretically based interventions for people with disabilities.

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 216 Theories and Techniques of Counseling	Theoretical Case Conceptualization	85% of students meeting or exceeding expectations	92% of students met or exceeded expectations	As noted above, student performance on this activity dropped a bit in the past year but is exceeding the target.	The one area below the target is impacted by only two recent respondents with one rating a new employee lower. The faculty will work to encourage more employers to respond to the survey.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 12	85% of students meeting or exceeding expectations	95% of students met or exceeded expectations		
COUN 292 Rehabilitation Counseling Internship	Clinical case presentation	85% of students meeting or exceeding expectations	TBD – revised tracking system will report on this item in the upcoming year		

COUN 292 Rehabilitation Counseling Internship	Supervisor Evaluation, item 12	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
Graduate Survey	Question 12	85% of respondents agree or strongly agree	97% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 12	85% of respondents agree or strongly agree	88% of respondents agreed or strongly agreed		
Employer Survey	Question 12	85% of respondents agree or strongly agree	50% of respondents agreed or strongly agreed	Note one of two so this is artificially low. Encourage employers to complete the survey	

Student Level KPIs

The Counseling Program has been developing a comprehensive individual student level KPI assessment and tracking system over the past 2+ years. The system was rolled out in a couple of classes during the 23-24 academic year and more broadly deployed the previous year. As can be seen in the table below, most of the KPIs have been integrated and are being actively monitored. The Counseling Program will complete deployment of the system in the upcoming year.

<i>KPI</i>	<i>Topic</i>	<i>Assignment #1 (Course)</i>	<i>Annual Performance</i>	<i>Assignment #2 (Course)</i>	<i>Annual Performance</i>
1	Advocacy	Advocacy Plan (200 Intro)	95.4% passed, two students will be tracked	Advocacy Plan in Practice (Internship)	TBD – tracking to be implemented in 26-27
2	Power and privilege	Cross-Cultural Exploration and Empathy Exercise (245 Diversity)	TBD – tracking to be implemented in 26-27	Cultural Competency Paper (260 Practicum)	95.4% passed, one student did not complete practicum
3	Bio, psych, social, cultural impact on development	Developmental (Auto)Biography (225 Human Development)	100% passed	Developmental (Auto)Biography (Internship)	89.5% passed, two students paused internship

4	Career decision-making	Interest Profiler and Work Importance Locator (220 Career)	100% passed	Career history from case conceptualization (Internship)	TBD – not yet implemented
5	Rapport building	Relationship Development (221 Methods)	95.5% passed, one student is retaking course	Relationship Development (Internship)	89.5% passed, two students paused internship
6	Group work	Co-lead a group (236 Group)	100% passed	Co-lead a group write up (260 Practicum or Internship)	89.5% passed, two students paused internship
7	Conduct initial session	Intake Assessment and Report (224 Assessment)	100% passed	Case Conceptualization (Internship)	89.5% passed, two students paused internship
8	Critique research	Evidence Based Practice Critique (201 Research)	TBD – tracking to be implemented in 26-27	Evidence Based Practice Critique (Internship)	100% of students completed
9	Mental Health: Case conceptualization	Theoretical Case Conceptualization (216 Theories)	92% passed, Two additional students failed initially, completed on retake	Theoretical Case Conceptualization (Internship)	89.5% passed, two students paused internship
10	Rehabilitation: Case conceptualization	Theoretical Case Conceptualization (216 Theories)	92% passed, Two additional students failed initially, completed on retake	Theoretical Case Conceptualization (Internship)	TBD – tracking to be implemented in 26-27

During the reporting period the Counseling Program deployed the initial tracking of individual student performance on most of the student level KPIs that will be tracked as part of the comprehensive evaluation system. As noted in the table above the faculty continue to develop and deploy five student level KPI rubrics across three courses. Also noted in the table above are the number of individual students who did not demonstrate competence on their first attempt of assignment #1 and the number of those students who were able to complete the assignment at the expected competence level. To complete the program students are required to successfully complete assignment #2 for each KPI. The two students who did not successfully complete assignment #2 are currently or will in the future re-take the practicum or internship class when they will have the opportunity to demonstrate competence on each assignment. Overall, the new student level KPI tracking system provides another layer of evaluation to ensure that all students are successfully completing the counseling program with expected knowledge, competency, and skill.

Student Dispositions

The Counseling Program began measuring and monitoring student dispositions in 2015 tracking six different dispositions across different classes. A complex matrix noted which disposition was measured in each class. The program sought to simplify and focus the disposition evaluation system. The faculty were also concerned about cultural implications of some of the previous dispositions. Specifically, *professionalism*, which was defined as ‘attire fitting to setting’, has been described as a social construct that reinforces oppression, particularly sexism, racism, and classism (Gray, 2019; Manthey, 2017; Negrete-Lopez et al., 2020; Rios, 2015). The review resulted in a new evaluation system of three dispositions, described below, which are rated by all instructors at the conclusion of each course. This process provides consistent and continual evaluation for all students.

<i>Disposition</i>	<i>Description</i>
Reflection	that demonstrates awareness of self and social identities; of skills, practices, and the profession of counseling; of role and actions in partnership with clients/students/consumers
Openness	to varying perspectives and experiences; to hear, acknowledge, and act upon feedback; to challenge oneself, others, and institutions/systems that are unjust
Commitment	to continuous learning and growth; to professional competence (coming to class prepared and on time; making informed contributions; working collaboratively) to accountability to students/consumers/clients and the counseling profession

Students are rated by instructors on a three-point system from 1 deficient, 2 marginal, and 3 meets. Students are then provided with feedback through Starfish a campus wide advising platform. In addition to end of course ratings the ongoing surveys from program graduates and site-supervisors as well as annual surveys of employers provide another opportunity to gather information on dispositions. At the program level mean scores for each disposition are monitored across term as well as in courses where the ratings are highest and lowest. The faculty then review and discuss any curricular or program changes that might be undertaken in response to this data. Disposition information is also monitored over time to track any longitudinal changes. The new dispositions were implemented for the fall 2021 term so it will take several semesters before longitudinal data is available.

<i>Disposition</i>	<i>Source</i>	<i>Mean</i>	<i>Reflections</i>
Reflection	Faculty Graduates Site-Supervisors Employer	2.83 2.98 2.97 3.00	Again, the faculty ratings ticked up a bit in the past year and are getting closer to the ratings of other stakeholders. Reflection and Openness gained about a tenth of a percent and Commitment gained about half that. Not surprisingly, there were no noticeable changes in ratings from employers or site supervisors. The Commitment rating from recent graduates
Openness	Faculty Graduates Site-Supervisors Employer	2.84 2.98 2.97 3.00	

Commitment	Faculty	2.78	changed to 2.99 from 3, reflecting a single graduate rating their own Commitment at a two instead of three
	Graduates	2.99	
	Site-Supervisors	2.95	
	Employer	3.00	

Action Items from the 2024-2025 Academic Year with Outcomes

Item	Outcome
Fully deploy the new student level KPI system.	The program made outstanding progress but did not quite fully deploy the system in the past year. Five different pieces across three classes remain to be implemented. The faculty are confident this will be accomplished this year.
Integrate reporting and analysis of the new KPI system into the annual report.	This has been completed with the addition of the new section to this report. Subsequent years will allow annual updating and revision to the plan and reporting system.
Deploy all revised course syllabi to reflect the 2024 CACREP Standards.	This item is progressing well. The faculty expect to be fully deployed in the upcoming year.
Monitor the autobiographical assignment in KPI 3 to determine if adjustments need to be made as student performance has dropped below the 85% threshold.	This item was successfully completed, particularly due to the efforts of Dr. Tekinalp. Students demonstrated strong improvement on this item.
Monitor the assessment intake and report assignment in KPI 7 as this element has declined 10% in the past two years.	This item was also successfully accomplished as 100% of students successfully completed this assignment in the Assessment class.
Continue to monitor the career KPI specifically to work with students to ensure they are demonstrating career competence to future employers.	One strategy was to change the initial item the faculty would track as we seek to enhance the career competency. This will be monitored as we integrate the rubric and assessment in the internship courses.

Action Items for the 2026-2027 Academic Year

- Continue deployment of the new student level KPI system.
- Continue to integrate reporting and analysis of the new KPI system into the annual report.
- Complete deployment all revised course syllabi to reflect the 2024 CACREP Standards.
- Ensure the PDP is completed by all students who successfully complete the COUN 260 Counseling Practicum course during the 2026-2027 academic year.