

## Program Evaluation Report

Counseling Program

June 2022

### Report Overview

- This 2021-2022 program evaluation report summarizes data gathered during the reporting period (summer 2021 through spring 2022 terms) as well as changes made during the academic year. The report is based on the 2016 CACREP standards.
- This report provides results of continuous, systematic evaluation of the counseling program and its objectives (*CACREP Standard 4.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	81	36	31
Clinical Rehabilitation Counseling	12	8	4
Rehabilitation Counseling*	0	0	2
School Counseling	34	20	14

*Table 2. Gender and Race/Ethnicity of Applicants*

		Number	Percentage
Gender	Female	100	78%
	Male	28	22%
	Unknown	0	0%
Ethnicity	African American/Black	7	5.4%
	American Indian/Native Alaskan	0	0%
	Asian American/Pacific Islander	3	2.3%
	Latinx/Latina/Latino	11	8.6%
	Multiracial	4	3.1%
	White	99	77%
	Undisclosed	4	3.1%

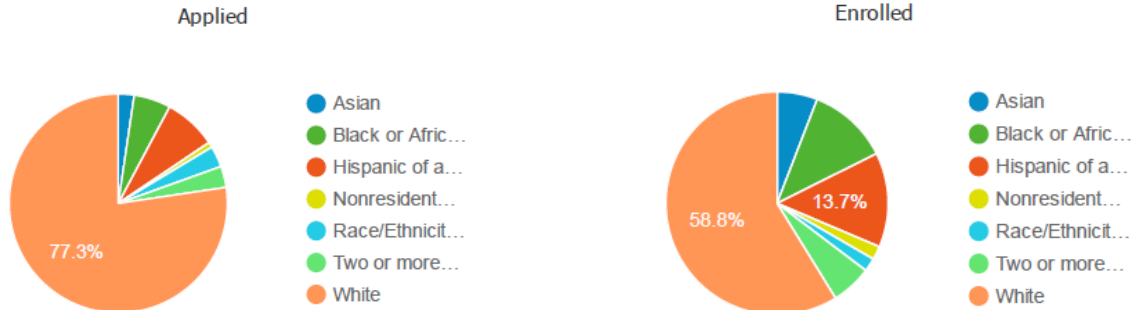
Enrolled Student Data

Table 3. Students by Primary Specialization

	Number	Percentage
Clinical Mental Health Counseling	31	61%
Clinical Rehabilitation Counseling	4	8%
Rehabilitation Counseling	2	4%
School Counseling	14	27%

Table 4. Gender and Race/Ethnicity of Enrolled Students

		Number	Percentage
Gender	Female	38	75%
	Male	13	25%
	Unknown	0	0%
Ethnicity	African American/Black	6	11.7%
	American Indian/Native Alaskan	0	0%
	Asian American/Pacific Islander	3	5.8%
	Latinx/Latina/Latino**	8	15.6%
	Multiracial	3	5.8%
	White	30	59%
	Undisclosed	1	1.9%



\*Two students admitted in clinical rehabilitation counseling switched to rehabilitation counseling after admission  
 \*\*A student identified as nonresident in the graph and application management system is of Latinx descent and is represented accurately in Table 4

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 develop and implement an equity oriented, culturally responsive, and data driven comprehensive school counseling program	School Counseling
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
Students will deliver clinical rehabilitation counseling services with diverse consumers and clients in a variety of settings	Clinical Rehabilitation Counseling

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 is meeting benchmarks for 6 of 7 items on KPI 2 for which we have data. The only item not meeting the benchmark is the new Tools of Analysis assignment in the methods course. The program is meeting 6 of 6 items on KPI 6.	Overall, the program faculty are pleased with performance on this objective. At the same time building the social justice framework for the counseling program has been a major emphasis for the past two years. The program will continue to grow and stretch on this objective with the goal of continuing to prepare and graduate students capable of

			providing socially just counseling that combats oppression.
Students will demonstrate commitment to professional, ethical, and legal standards in the practice of counseling	KPI 4 KPI 5 KPI 7	The program is meeting benchmarks for only 5 of 9 items (for which data is available) in KPI 4 on career development while we are meeting 6 of 7 for KPI 5 and 7 of 8 for KPI 7.	These results are certainly a mixed bag with respect to how well the program is meeting this objective. As noted below the concerns with KPI 4 career development will be addressed in multiple classes. Some program changes have been started and will take some time to impact outcomes. The performance on KPIs 5 and 7 are in line with expectations. The data suggest that students are developing a solid foundation of counseling skills and are able to translate this into sessions but the specific area of career counseling and career development warrants additional attention. Efforts in the upcoming year will address this concern.
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 is meeting the benchmark for 5 of 6 items for which data is available.	This is another successful program objective. The one area of concern, as noted below, is students demonstrating their advocacy skills for employers. The program has identified a strategy to address this concern in the upcoming year.
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 is meeting 7 of 8 benchmarks for KPI 3 on bio, psych, social, and cultural foundations. The program is only meeting 3 of 6 benchmarks for KPI 8 relating to research.	This is the other program objective with moderately successful outcomes over the past year. Students appear to be developing the core knowledge related to factors that impact human functioning but the evaluation and research aspect of this work is an area of improvement for the program. As noted below part of the concern relates to a new assignment introduced during the spring 22 term. More importantly is the need to address employer and site supervisor impressions of

			students ability to interpret and critique research. The program will attend to these outcomes in the upcoming year.
Students will develop and implement an equity oriented, culturally responsive, and data driven comprehensive school counseling program	KPI 10	The program is meeting benchmarks on all 7 items tracked in KPI 10.	Performance of the school counseling specific KPI in the past year is a strong success of the counseling program. Dr. Riley Drake who has taught in this specialization has been a tremendous asset to this specialization and will be missed in the upcoming year. At the same time the program has been on a solid foundation for some time and program faculty are confident this will continue. The increased emphasis on social justice in the school counseling specific classes will be continued in upcoming years.
Students will deliver clinical mental health counseling services with diverse clients in a variety of settings	KPI 9	The program is meeting 5 of 7 items for KPI 9 related to the mental health counseling specialization.	While this outcome is overall positive the program notes that additional attention is necessary with respect to monitoring case conceptualization skills for students. This particular skill has been one of the primary areas of attention for the past two years. The data suggest that improvements have been made with respect to student performance in class up to internship. The lower ratings by employers and site supervisors reflects interactions with recent students and graduates who haven't yet experienced all of the changes with respect to case conceptualization. The program faculty will continue to closely monitor these metrics.
Students will deliver rehabilitation counseling services with diverse consumers and clients in a variety of settings	KPI 12	The program has data on and is meeting 2 of 7 items for KPI 11 related to the clinical rehabilitation counseling specialization. The remaining 5 components of the KPI involve revisions to internship, graduate,	Useful outcome data on these new measures will not be available until a number of current students complete their internship experiences, graduate, and become employed in the community

		supervisor, and employer assessment data which are being collected during summer 2022	
Students will deliver clinical rehabilitation counseling services with diverse consumers and clients in a variety of settings	KPI 11	The program has data on and is meeting 2 of 7 items for KPI 11 related to the clinical rehabilitation counseling specialization. The remaining 5 components of the KPI involve revisions to internship, graduate, supervisor, and employer assessment data which are being collected during summer 2022	Useful outcome data on these new measures will not be available until a number of current students complete their internship experiences, graduate, and become employed in the community

### Key Performance Indicators

#### **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	96% of students met or exceeded expectations		The program will continue to monitor this KPI. Obtaining missing data in the upcoming year will verify that overall counseling students developing knowledge on how to advocate for their clients and students. Most of the monitored outcomes for this item are being met or exceeded. Ratings from employers and site supervisors will continue to be monitored. School and mental health internship will include additional conversation with interns about how to demonstrate they are advocating for others. The program will continue to integrate the Multicultural Social Justice Competencies and
COUN 260 Counseling Practicum	Professional Development Plan	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
COUN 290 School Counseling Internship	Supervisor Evaluation, item 7	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	During the 2021-2022 year Dr. Leuwerke added a student presentation of their professional development plan which includes advocacy effort. This new activity clearly demonstrated to the course instructor that students are developing advocacy knowledge. The employer survey item suggests more work is needed here.	
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 5	85% of students meeting or exceeding expectations	92% of students met or exceeded expectations		
COUN 292 Rehabilitation	Supervisor Evaluation, item 5	85% of students meeting or	Data not yet available		

Counseling Internship		exceeding expectations			tools of analysis framework to guide advocacy decisions. Students will explore the connection between professional and client advocacy.
COUN 293 Clinical Rehabilitation Counseling Internship	Supervisor Evaluation, item 5	85% of students meeting or exceeding expectations	Data not yet available	The program is creating a new course to better differentiate Rehabilitation Counseling and Clinical Rehabilitation Counseling internships.	
Graduate Survey	Question 3	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 3	85% of respondents agree or strongly agree	91% of respondents agreed or strongly agreed		
Employer Survey	Question 3	85% of respondents agree or strongly agree	76% of respondents agreed or strongly agreed	Dr. Leuwerke will add a mini-lecture on tools and strategies for advocacy to the school and mental health counseling internship starting in the fall 2022 term.	

**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	76% of students met or exceeded expectations	This assignment was created in the spring 2021 term and has now been utilized for three semesters of the 221 course. This assignment does not appear to be producing the expected knowledge of power and privilege among students as intended. Dr. Tekinalp and Dr. Leuwerke will meet during the summer 2022 term to review the assignment and adjust either the assignment itself or the teaching of the tools of analysis framework to students. The faculty will then monitor	Overall counseling students are clearly demonstrating awareness of power and privilege in counseling. Students appear to be more intentional and knowledgeable in their discussions on providing culturally responsive and socially just care. Faculty, students, site supervisors, and employers are all strongly endorsing this outcome. As noted the only area of concern relates to student demonstration of knowledge in the counseling methods

				student performance on this particular assignment.	course. The faculty note that this course does typically occur in students second or third term while the remaining measurement items except for the COUN 245 assignment occur near or at the conclusion of the program. The data suggests that, over time, students are clearly developing and articulating to others, their knowledge of power and privilege in counseling.
COUN 245 Understanding Diverse Populations	Social privilege	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	Specific process to facilitate dialogue was added.	
COUN 290 School Counseling Internship	Supervisor Evaluation, item 8	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 6	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
COUN 292 Rehabilitation Counseling Internship	Supervisor Evaluation, item 6	85% of students meeting or exceeding expectations	Data not yet available	The new Site Supervisor Evaluation was implemented in Rehabilitation Counseling during the Summer 2022. We will have data to report at the end of the summer 2022 semester.	
COUN 293 Clinical Rehabilitation Counseling Internship	Supervisor Evaluation, item 6	85% of students meeting or exceeding expectations	Data not yet available	The program is creating a new course (Coun 293) to better differentiate Rehabilitation Counseling and Clinical Rehabilitation Counseling internships.	
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	100% 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	Feminist developmental model was added in summer 2021. Students compare and contrast the same developmental story with two models. Dr. Tekinalp will continue to integrate sociocultural context into lifespan development. Decolonization of developmental research readings will be added in the Human Development course.	The evaluation item in the 260 practicum course was introduced for the spring 2022 term. The faculty will continue to monitor this item to more closely track if this is an ongoing concern or result of ratings in a single term. Overall the students are demonstrating knowledge of how biological, psychological, social, and cultural factors impact human development.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 7	85% of students meeting or exceeding expectations	75% of students met or exceeded expectations	The faculty will monitor this item in the upcoming academic year to determine if changes to the practicum course or supervisor training are warranted.	
COUN 291 Clinical Mental Health Counseling Internship	Clinical Case Presentation	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	Data not yet available	During the Summer 2022 Dr. Bruinekool adapted the case presentation to increase emphasis on understanding the importance of independent living & informed choice, assessment, and collaboration with interdisciplinary team members.  Dr. Bruinekool & Dr. Stensrud are reaching out to site supervisors and employers to explore their specific expectations in this area so that they can	

				be integrated into the program.	
COUN 293 Clinical Rehabilitation Counseling Internship	Clinical Case Presentation	85% of students meeting or exceeding expectations	Data not yet available	The program is creating a new course (Coun 293) to better differentiate Rehabilitation Counseling and Clinical Rehabilitation Counseling internships.	
COUN 290 School Counseling Internship	Supervisor Evaluation, item 9	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	93% of respondents agreed or strongly agreed		
Employer Survey	Question 5	85% of respondents agree or strongly agree	93% 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	Your Career Journey	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		This KPI will be a focus of the faculty for the 2022-2023 academic year. The faculty will meet during the summer 2022 term to consider program changes to improve student acquisition of knowledge in career development and career decision making. Faculty,
COUN 224	Career Styles Interview	85% of students meeting or exceeding expectations	95% of students met or exceeded expectations	Students are asked to write a more detailed report of the interview results. The Career Styles Interview presents an interview procedure that helps students use formal	

				and informal assessment procedures.	students, and employers are indicating that students are not demonstrating sufficient career development knowledge at the end of the program. The instruction items tracked in the 220 career and 224 assessment classes suggest students are meeting faculty expectations earlier in the program but this is not translating to the end of the program.
COUN 290 School Counseling Internship	Supervisor Evaluation, item 10	85% of students meeting or exceeding expectations	90% of students met or exceeded expectations		
COUN 290 School Counseling Internship	Delivery of classroom or small group career intervention; item 11 supervisor evaluation	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
COUN 291 Clinical Mental Health Counseling Internship	Clinical case presentation	85% of students meeting or exceeding expectations	75% of students met or exceeded expectations	During the 2021-2022 academic year Dr. Leuwerke adapted the case presentation to increase emphasis on either academic or career development of clients. Students did not meet the expected demonstration of knowledge on this assignment. The Practicum and Internship coordinator will reach out to site supervisors and employers to explore their specific expectations in this area so that they can be integrated into the program.	It is possible the course instructor did not include sufficient instruction on how to meet this expectation. Dr. Leuwerke will present this effort to the program faculty to get feedback on ways to address this item. Interestingly, mental health supervisors are rating their interns as meeting this item but the employers aren't rating them as high.
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	Clinical case presentation	85% of students	Data not yet available	During the Summer 2022 Dr. Bruinekool adapted the case	

Counseling Internship		meeting or exceeding expectations		presentation to increase emphasis on understanding the importance of independent living & informed choice, assessment, and collaboration with interdisciplinary team members.  Dr. Bruinekool & Dr. Stensrud are reaching out to site supervisors and employers to explore their specific expectations in this area so that they can be integrated into the program.	
COUN 292 Rehabilitation Counseling Internship	Supervisor Evaluation, item 8	85% of students meeting or exceeding expectations	Data not yet available	The new Site Supervisor Evaluation was implemented in Rehabilitation Counseling during the Summer 2022. We will have data to report at the end of the summer semester.	
COUN 293 Clinical Rehabilitation Counseling Internship	Clinical case presentation	85% of students meeting or exceeding expectations	Data not yet available	The program is creating a new course (Coun 293) to better differentiate Rehabilitation Counseling and Clinical Rehabilitation Counseling internships.	
COUN 293 Clinical Rehabilitation Counseling Internship	Supervisor Evaluation, item 8	85% of students meeting or exceeding expectations	Data not yet available	The program is creating a new course (Coun 293) to better differentiate Rehabilitation Counseling and Clinical Rehabilitation Counseling internships.	
Graduate Survey	Question 6	85% of respondents agree or strongly agree	77% of respondents agreed or strongly agreed	The career development KPI will be a significant focus of the faculty going into the 2022-2023 academic year to devise strategies to bolster student knowledge in this area and ensure students are demonstrating this	The faculty recognize this might require more than one year to address as many students complete the 220 career and 224 assessment courses earlier in the program and lower ratings are occurring on items
Site Supervisor Survey	Question 6	85% of respondents agree or strongly agree	73% of respondents agreed or strongly agreed		

Employer Survey	Question 6	85% of respondents agree or strongly agree	73% of respondents agreed or strongly agreed	knowledge to site supervisors and employers.	assessed at the end of the program.
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**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	73.5% of students met or exceeded expectations	The program has changed program policy that allows students to take the 221 Methods course as many times as necessary to pass. Dr. Tekinalp and Dr. Leuwerke will meet over the summer 22 term to discuss orientation strategies for the methods course to help students more effectively prepare for and set realistic expectations for the course.	More students than normal did not successfully pass methods on the first or for two students in spring 22 on the second attempt. Most students continue to grasp and meet expectations but a larger number than usual do not appear to be understanding the work required or adapting to expectations of the course. Faculty will continue to monitor the success rate of the Methods course and make adjustments as needed.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 9	85% of students meeting or exceeding expectations	94% of students met or exceeded expectations		Student performance in practicum and internship on this item is another program strength. Students who successfully complete methods are going into practicum and largely succeeding and then based on internship supervisor, internship instructor, employers and students themselves this is a skill students are successfully performing.
COUN 290 School Counseling Internship	Supervisor Evaluation, item 12	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 9	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
COUN 293 Clinical Rehabilitation Counseling Internship	Supervisor Evaluation, item 12	85% of students meeting or exceeding expectations	Data not yet available	The program is creating a new course (Coun 293) to better differentiate Rehabilitation Counseling and Clinical Rehabilitation	

				Counseling internships.	
COUN 293 Clinical Rehabilitation Counseling Internship	Supervisor Evaluation, item 9	85% of students meeting or exceeding expectations	Data not yet available	The program is creating a new course (Coun 293) to better differentiate Rehabilitation Counseling and Clinical Rehabilitation Counseling internships.	
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	100% of respondents agreed or strongly agreed		
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		This KPI is a particular strength in the program. Students are meeting all targets for performance including on graded assignments in the group counseling class, ratings from supervisors, demonstration of completing required group experience as well as ratings from graduates, employers, and internship site supervisors. The program will continue to monitor students' demonstration of their skills in leading or co-leading groups.
COUN 290 School Counseling Internship	Supervisor Evaluation, item 13	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	A group leadership reflection assignment was added to the school and mental health internship classes during the 2021-2022 academic year. Students are clearly demonstrating their ability to conduct groups in this setting.	
COUN 291 Clinical Mental Health Counseling Internship	Group leadership experience	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		

COUN 292 Rehabilitation Counseling Internship	Group leadership experience	85% of students meeting or exceeding expectations	Data note yet available	This assignment was introduced in Summer 2022. Data will be available at the end of summer.	
COUN 293 Clinical Rehabilitation Counseling Internship	Group leadership experience	85% of students meeting or exceeding expectations	Data note yet available	The program is creating a new course (Coun 293) to better differentiate Rehabilitation Counseling and Clinical Rehabilitation Counseling internships.	
Graduate Survey	Question 8	85% of respondents agree or strongly agree	94% of respondents agreed or strongly agreed	Internship instructors will add a class discussion item on talking about their group counseling experience to supervisors and employers. Students are developing this skill in the program and while the program is currently meeting the benchmark for graduate, supervisor, and employer ratings these items could be improved.	
Site Supervisor Survey	Question 8	85% of respondents agree or strongly agree	86% of respondents agreed or strongly agreed		
Employer Survey	Question 8	85% of respondents agree or strongly agree	86% 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	95% of students met or exceeded expectations	Students were asked to contact their intake interviewee and gather basic concerns to choose and bring psychological tests to be administered to the interview. Students are using Assessment Thesaurus that helps with intake interview, test selection and report writing.	Overall this skill is another strength for the counseling program. The ability to conduct a first session, including critical rapport building, is at the center of the counseling profession.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 10	85% of students meeting or exceeding expectations	94% of students met or exceeded expectations		

COUN 290 School Counseling Internship	Supervisor Evaluation, item 14	85% of students meeting or exceeding expectations	100% 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	75% of students met or exceeded expectations	Dr. Leuwerke will create a new set of instructions for students over the summer and share with interns starting in the fall 2022 term.	The faculty might also consider revising this item as a component of this particular KPI. The session narratives from the clinical case presentation often occur after several sessions and this particular KPI refers to the start of a counseling relationship.
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 10	85% of students meeting or exceeding expectations	92% of students met or exceeded expectations		
COUN 292 Rehabilitation Counseling Internship	Clinical case presentation - session narrative	85% of students meeting or exceeding expectations	Data not yet available	The new Site Supervisor Evaluation was implemented in Rehabilitation Counseling during the Summer 2022. We will have data to report at the end of the summer semester.	
COUN 292 Rehabilitation Counseling Internship	Supervisor Evaluation, item 10	85% of students meeting or exceeding expectations	Data not yet available	During the Summer 2022 Dr. Bruinekool adapted the case presentation to increase emphasis on understanding the importance of independent living & informed choice, assessment, and collaboration with interdisciplinary team members.  Dr. Bruinekool & Dr. Stensrud are reaching out to site supervisors and employers to explore their specific expectations in this area so that they can be integrated into the program.	
COUN 293 Clinical	Clinical case presentation -	85% of students	Data not yet available	The program is creating a new course	



Rehabilitation Counseling Internship	session narrative	meeting or exceeding expectations		(Coun 293) to better differentiate Rehabilitation Counseling and Clinical Rehabilitation Counseling internships.	
COUN 293 Clinical Rehabilitation Counseling Internship	Supervisor Evaluation, item 10	85% of students meeting or exceeding expectations	Data not yet available	The program is creating a new course (Coun 293) to better differentiate Rehabilitation Counseling and Clinical Rehabilitation Counseling internships.	
Graduate Survey	Question 9	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		Students, supervisor, and employer ratings for this item are high and a source of pride for the counseling program.
Site Supervisor Survey	Question 9	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		
Employer Survey	Question 9	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

**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	Readings on evidence based and evidence informed interventions will be integrated into the Research course. Program faculty will develop a checklist of critiquing and selecting research informed and based interventions	This is another KPI that will be a focus of the faculty during the upcoming year. Students are meeting expectations in several aspects of this item and below on several others.
COUN 290 School Counseling Internship	Closing the Gap or Curriculum Action Plan	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
COUN 291 Clinical Mental Health	Evidence Based	85% of students meeting or	66% of students met or exceeded expectations	This assignment was introduced in the spring 22 term.	Dr. Leuwerke will talk with several students who successfully

Counseling Internship	Practice Critique	exceeding expectations			completed this assignment to better understand how to explain expectations. He will use that feedback to help explain expectations to all students starting in the fall 22 term.
COUN 292 Rehabilitation Counseling Internship	Evidence Based Practice Critique	85% of students meeting or exceeding expectations	Data not yet available	This assignment was introduced in the summer 22 term. Data will be available at the end of the semester.	
COUN 293 Clinical Rehabilitation Counseling Internship	Evidence Based Practice Critique	85% of students meeting or exceeding expectations	Data not yet available	The program is creating a new course (Coun 293) to better differentiate Rehabilitation Counseling and Clinical Rehabilitation Counseling internships.	
Graduate Survey	Question 10	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 10	85% of respondents agree or strongly agree	80% of respondents agreed or strongly agreed	None yet, more information is needed to address this item.	Dr. Leuwerke will monitor this item. He will also talk with internship site-supervisors during on site visits to better understand expectations of supervisors and employers. The program will seek to make changes during the 2022-2023 academic year based on stakeholder feedback.
Employer Survey	Question 10	85% of respondents agree or strongly agree	80% 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	100% of students met or exceeded expectations	Students are provided a more detailed case conceptualization checklist. Students are asked to write a more detailed theory summary and	Case conceptualization skills has been the primary emphasis of the program faculty during the past two years. The data

				make direct connections to chosen theory in the conceptualization. 15 minute case conceptualization book will be required. Dr. Tekinalp will add more in-class specific case discussions in this course.	presented here are evidence of growth in this area. Faculty, practicum supervisors, and graduates are reporting students are developing skills in this area. As might be expected the program is lagging in translating these skills to internship site supervisors and employers. The program will continue to monitor the last two items and make additional program changes if those items do not improve as students who have completed the revised program changes matriculate through the counseling program.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 12	85% of students meeting or exceeding expectations	94% of students met or exceeded expectations		
COUN 291 Clinical Mental Health Counseling Internship	Clinical case presentation	85% of students meeting or exceeding expectations	93% of students met or exceeded expectations	Dr. Leuwerke revamped the clinical case presentation assignment during each of the previous two academic years, student performance has improved.	
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 12	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	Changes appear to be translating to both supervisors and graduates ratings.	
Graduate Survey	Question 11	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 11	85% of respondents agree or strongly agree	77% of respondents agreed or strongly agreed	Faculty might consider working with students to demonstrate their case conceptualization skills to employers.	
Employer Survey	Question 11	85% of respondents agree or strongly agree	77% of respondents agreed or strongly agreed		

**KPI 10 – Skill – Students will design, implement, and evaluate a data driven intervention designed to improve student academic performance, social-emotional learning, attendance, or reduce equity gaps**

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 243 Comprehensive School Counseling Program	Lesson/ Professional Development Plan	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		The school counseling specific KPI is another strength of the counseling program.

COUN 253 School Counseling Program Implementation	School Counseling Program Design and Evaluation for Equity	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	During the 21-22 academic year a revised closing the gap form and grading rubric were introduced in the program.	Initial data in response to this change are quite encouraging. The students met expectations in both the 253 and 290 classes. Their supervisors rated them as meeting expectations and the internship supervisor, using the new rubric, found that 100% of students were meeting expectations. The only lower item came from students after graduating with 87.5% agreeing or strongly agreeing that they are able to 'design, implement, and evaluate a data driven intervention designed to improve student academic performance, social emotional learning, attendance, or reduce equity gaps'. Program faculty will discuss ways to ensure students are reflecting and developing confidence in their skills to perform this skill.
COUN 290 School Counseling Internship	Closing the Gap or Curriculum Action Plan	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
COUN 290 School Counseling Internship	Supervisor Evaluation, item 16	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	87.5% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 12	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		
Employer Survey	Question 12	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

**KPI 11 – 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 Conceptualiza tion	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	Students are provided a more detailed case conceptualization checklist. Students are asked to write a more detailed theory summary and make direct connections to chosen theory in the conceptualization. 15 minute case	

				conceptualization book will be required.	
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 12	85% of students meeting or exceeding expectations	94% of students met or exceeded expectations		
COUN 293 Clinical Rehabilitation Counseling Internship	Clinical case presentation	85% of students meeting or exceeding expectations	Data not yet available	The program is creating a new course (Coun 293) to better differentiate Rehabilitation Counseling and Clinical Rehabilitation Counseling internships.	
COUN 293 Clinical Rehabilitation Counseling Internship	Supervisor Evaluation, item 12	85% of students meeting or exceeding expectations	Data not yet available	The program is creating a new course (Coun 293) to better differentiate Rehabilitation Counseling and Clinical Rehabilitation Counseling internships.	
Graduate Survey	Question 11	85% of respondents agree or strongly agree	Data not yet available	The new Graduate Survey was implemented in Rehabilitation Counseling during the Summer 2022. We will have data to report at the end of the summer semester	
Site Supervisor Survey	Question 11	85% of respondents agree or strongly agree	Data not yet available	The new Site Supervisor Evaluation was implemented in Rehabilitation Counseling during the Summer 2022. We will have data to report at the end of the summer semester	
Employer Survey	Question 11	85% of respondents agree or strongly agree	Data not yet available	The new Employer Survey Evaluation was implemented in Rehabilitation Counseling during the Summer 2022. We will have data to report at	

				the end of the summer semester	
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**KPI 12 – 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 Conceptualiza tion	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	Students are provided a more detailed case conceptualization checklist. Students are asked to write a more detailed theory summary and make direct connections to chosen theory in the conceptualization. 15 minute case conceptualization book will be required.	
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 12	85% of students meeting or exceeding expectations	94% of students met or exceeded expectations		
COUN 292 Rehabilitation Counseling Internship	Clinical case presentation	85% of students meeting or exceeding expectations	Data not yet available	During the Summer 2022 Dr. Bruinekool adapted the case presentation to increase emphasis on understanding the importance of independent living & informed choice, assessment, and collaboration with interdisciplinary team members.  Dr. Bruinekool & Dr. Stensrud are reaching out to site supervisors and employers to explore their specific expectations in this area so that they can be integrated into the program.	

COUN 292 Rehabilitation Counseling Internship	Supervisor Evaluation, item 12	85% of students meeting or exceeding expectations	Data not yet available	The new Site Supervisor Evaluation was implemented in Rehabilitation Counseling during the Summer 2022. We will have data to report at the end of the summer semester	
Graduate & Alumni Survey	Question 11	85% of respondents agree or strongly agree	Data not yet available	The new Graduate and Alumni survey was implemented in Rehabilitation Counseling during the Summer 2022. Data will be available at the end of the summer.	
Internship Supervisor Evaluation	Question 11	85% of respondents agree or strongly agree	Data not yet available	The new Site Supervisor Evaluation was implemented in Rehabilitation Counseling during the Summer 2022. We will have data to report at the end of the summer semester	
Employer Survey	Question 11	85% of respondents agree or strongly agree	Data not yet available	The new Employer Survey was implemented in Rehabilitation Counseling in Summer 2022. Data will be available at the end of summer.	

### 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 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>High and Low Courses</i>	<i>Reflections</i>
Reflection	Spring (2022) Faculty Graduates Site-Supervisors Employer	2.47 2.89 3.00 3.00	Intro & Theories 2.0; Diversity 2.3; Career 2.4 Internships 2.8 – 2.9	Similar patterns can be found across all three dispositions. Faculty rating students between marginal and proficient with graduates, internship supervisors, and employers rating students higher. Examination of the patterns across courses demonstrates that students tend to improve from early to mid program and then the internship class. Future evaluations should examine any possible differences between site-supervisors and employers when more data is available for disaggregation.
Openness	Spring (2022) Faculty Graduates Site-Supervisors Employer	2.54 2.89 3.00 3.00	Intro & School Prog 2.0; Theories & Diversity 2.3; Prac & Trauma 2.6; Internships 2.8 – 3.0	
Commitment	Spring (2022) Faculty Graduates Site-Supervisors Employer	2.47 2.89 2.93 2.93	Intro 2.0; Theories 2.2; Career & Diversity 2.3; Prac 2.6; Internships 2.8 – 2.9	



### Highlights of Changes from the 2021-2022 Academic Year

- Creation of the Tools of Analysis assignment in the COUN 221 Methods course to facilitate students ability to identify systemic oppression in counseling sessions and utilize theory to identify new ways of responding that acknowledge oppression.
- New preparation activities and introduction of an assessment thesaurus in the COUN 224 Assessment course to prepare students to utilize assessment tools.
- Feminist development model was integrated into the COUN 225 Human Development course to broaden students' perspectives.

### Action Items for the 2022-2023 Academic Year

- Monitor item 7 in the COUN 260 Practicum end of class supervisor evaluation related to students articulating knowledge of biological, psychological, social, and cultural factors related to counseling. If ratings do not demonstrate improvement the faculty will adjust teaching in relevant courses.
- New instruction on writing session narratives for the COUN 291 Clinical Mental Health Counseling Internship.
- Monitor site supervisor and employer ratings related to student demonstration of case conceptualization skills. This area of emphasis has improved in coursework but has not yet translated to employers' perceptions of student performance.
- Program faculty will meet over the summer 22 term to review and devise strategies to address concerns in the career development KPI 4 as well as KPI 8 related to critique and utilization of research.
- Program faculty will continue to integrate sociocultural context into lifespan development. Decolonization of developmental research readings will be added in the Human Development course.
- The Practicum and Internship coordinator will reach out to site supervisors and employers to explore their specific expectations with respect to career development and career counseling so expectations can be integrated into program instruction.
- Readings on evidence based and evidence informed interventions will be integrated into the Research course. Program faculty will develop a checklist of critiquing and selecting research informed and based interventions.
- Rehabilitation Counseling program faculty will reach out to internship site supervisors, alumni, and employers to collect feedback on the key components of rehabilitation clinical case presentations to ensure students are acquiring and demonstrating knowledge, skills, and abilities critical to the workforce.
- Rehabilitation Counseling program faculty will continue to collect student, practicum/internship supervisor, alumni, employer, and advisory board feedback about the Clinical Rehabilitation Counseling and Rehabilitation Counseling KPIs so that a stronger assessment (larger number of students assessed) of the program's ability to meet the KPIs can be performed.

### Program Evaluation Conclusions

- The program is meeting or exceeding benchmarks for 57 of the 71 items in the KPIs for which data is available in the past year
- The program is clearly meeting stated objectives for four program objectives multicultural and social justice, advocacy, school counseling, clinical mental health counseling.

- The program is mostly meeting stated objectives in the areas of professional and ethical as well as biologically, psychological, and social. The program has specific plans to address items not meeting benchmarks in these areas.
- Student dispositions continue to be clearly documented with overwhelming data that students are demonstrating appropriate development of reflection, openness, and commitment.
- The program will focus on collecting data to evaluate the rehabilitation counseling and clinical rehabilitation counseling specialization in the upcoming year.