

Program Evaluation Report

Counseling Program

June 2023

Report Overview

- This 2022-2023 program evaluation report summarizes data gathered during the reporting period (summer 2022 through spring 2023 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 (CMHC)	54	25	15
Clinical Rehabilitation Counseling (CRC)	7	6	4*
Rehabilitation Counseling (RC)	1	1	1
School Counseling (SC)	16	11	9
CMHC + CRC/RC	10	9	5
SC + CMHC	7	4	4
SC + CRC/RC + MH	2	1	1
Total	97	57	39

Note* The Clinical Rehabilitation Counseling specialization was discontinued in June 2023. All students were transferred to the Rehabilitation Counseling specialization.

Table 2. Gender and Race/Ethnicity of Applicants

		Number	Percentage
Gender	Female	72	74%
	Male	24	25%
	Unknown	1	1%
Ethnicity	African American/Black	4	4.1%
	American Indian/Native Alaskan	1	1.0%
	Asian American/Pacific Islander	4	4.1%
	Latinx/Latina/Latino	7	7.2%
	Multiracial	1	1.0%
	White	76	78%
	Undisclosed	4	4.1%

Enrolled Student Data

Table 3. Students by Primary Specialization

	Number	Percentage
Clinical Mental Health Counseling (CMHC)	15	38%
Clinical Rehabilitation Counseling (CRC)	4	10%
Rehabilitation Counseling (RC)	1	2.5%
School Counseling (SC)	9	23%
CMHC + CRC/RC	5	12.8%
SC + CMHC	4	10%
SC + CRC/RC + MH	1	2.5%

Table 4. Gender and Race/Ethnicity of Enrolled Students

		Number	Percentage
Gender	Female	36	71%
	Male	13	25%
	Non-Binary	2	4%
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%

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

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 100% of the benchmarks for all items assessed in KPIs 2 and 6.	The program was meeting most of these targets last year and this year performance has further improved. This has been the greatest emphasis of the program over the past 3+ years and to see the results here is encouraging. The faculty will continue to emphasize student growth and performance in this area as developing cultural competence and performing socially just counseling is a lifelong pursuit.
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 9 of 11 benchmarks for KPI 4 and all of the benchmarks for KPIs 5 and 7.	The fourth KPI involving career development continues to be a growth area for the program. As noted below the faculty will continue to collaborate with site supervisors and employers to better understand their needs and equip students with the knowledge and skills to successfully perform this specific aspect of the broad practice of counseling.
Students will articulate ways to advocate for and empower individuals through openness to clients regardless of	KPI 1	The program is meeting 100% of the benchmarks in this area.	While meeting all targets in this area the metric around the professional development plan dipped a bit in the last year. The faculty are confident this will

identity, dis/ability, or any difference			return to higher performance in the upcoming year and will monitor this aspect throughout the 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 8 or 9 metrics for KPI 3 and 7 of 8 metrics for KPI 8.	The faculty are overall pleased with performance in this area. The two metrics not being met are both at 83% while the benchmark is 85%. The faculty have identified ideas to further bolster student opportunities to demonstrate how they are applying knowledge of biological, social, psychological, and cultural aspects to understanding client and student presentations.
Students will develop and implement an equity oriented, culturally responsive, and data driven comprehensive school counseling program	KPI 10	The program is meeting 6 of the 7 benchmarks for KPI 10.	The faculty will monitor the single area not meeting the target for this KPI. The faculty expect this drop is due to one student having difficulty with the particular assignment that measures the given metric. With many more students scheduled to complete their school internships this year it is expected that the data will be better represented in the upcoming year.
Students will deliver clinical mental health counseling services with diverse clients in a variety of settings	KPI 9	The program is meeting 6 of the 7 benchmarks for KPI 9.	Case conceptualization skills are a critical part of the delivery of clinical mental health counseling services. This aspect is well represented in the knowledge and skills that comprise this KPI. In addition to multicultural competence and social justice efforts the program has put the second most effort into bolstering student performance in this area. Overall, the faculty are pleased with improvements and will continue to work to build student skills and knowledge in this aspect of clinical mental health counseling.

Students will deliver rehabilitation counseling services with diverse consumers and clients in a variety of settings	KPI 11	The program is meeting all of the benchmarks for KPI 11.	The program will continue to monitor this KPI and respond to any changes in the data. While the program is meeting the benchmark the faculty are going to look at the components of the KPI to ensure that they are measuring all of the critical components of the objective.

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 is meeting 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	90% of students met or exceeded expectations		The drop in the percentage of students meeting the Professional Development Plan metric in the COUN 260 course is the result of students failing to submit the assignment as required, rather than substandard performance on the assignment. The faculty will monitor changes noted here to ensure improvement in this area.
COUN 260 Counseling Practicum	Professional Development Plan	85% of students meeting or exceeding expectations	88% of students met or exceeded expectations	The Practicum Coordinator will work on revising the Blackboard course offerings for this class to ensure that this assignment is clearly present in each version of the course on Blackboard. Some inconsistency in how this was presented to students seems to have contributed to students not getting this assignment done in the proper manner.	

COUN 290 School Counseling Internship	Supervisor Evaluation, item 7	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 5	85% of students meeting or exceeding expectations	100% 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	97% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 3	85% of respondents agree or strongly agree	100% 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		This has been an emphasis area in the counseling program since the summer of 2020. The program changed the approach to diversity from the goal of multicultural competence to developing skills and abilities in multicultural and social justice competence. The role of power and privilege as well as
COUN 245 Understanding Diverse Populations	Social privilege	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
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	Supervisor Evaluation, item 6	85% of students meeting or	100% of students met or exceeded expectations		

Counseling Internship		exceeding expectations			reframing counseling as interactions among individuals with different types of privilege and different marginalized identities draws much more attention to power and privilege in counseling. The faculty are proud of student performance in this area.
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	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	98% of students met or exceeded expectations		Since students meeting this KPI in content-based courses and not meeting in the internship course, this might be an indication of needing improvements in application of biopsychosocial cultural development information in cases. Faculty is monitoring and exploring ways to strengthen the application of knowledge in content based courses.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 7	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	83% of students met or exceeded expectations	Faculty will continue to monitor this item. The faculty will evaluate adding assignments to the Human Development course so that students are prepared to integrate biopsychosocial cultural factors in the case presentations.	

COUN 292 Rehabilitation Counseling Internship	Clinical Case Presentation	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
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	The internship instructor will talk to students about verbalizing their knowledge and skills in this area more directly. Students are demonstrating this in class, and expressing confidence in their ability upon graduation but there is a slight discrepancy with employers and site supervisors.	
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		The career styles interview item improved from 95% to 99% during the past year. This is an area of continued improvement for the program.
COUN 224	Career Styles Interview	85% of students meeting or	98% of students met or exceeded expectations		

		exceeding expectations			
COUN 290 School Counseling Internship	Supervisor Evaluation, item 10	85% of students meeting or exceeding expectations	100% 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	83% of students met or exceeded expectations	The program will continue to monitor how the changes and expectations in the courses are reflected in internship and employment	Student performance improved on this measure from 75% to 83% over the past year. The faculty are pleased with this progress and will continue to work on improving in this area.
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		As noted elsewhere, additional components have been added to the clinical case presentation to strengthen the focus on rehabilitation counseling skills.
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	84% of respondents agreed or strongly agreed	The program will monitor how the changes and expectations in the	Responses for the graduate survey improved from 77% to 84% over the

				courses are reflected in internship and employment.	past year. Site supervisory and employer survey responses also improved. This may have been partially due to program faculty communicating with supervisors and employers on this item in efforts to elicit feedback and clarifying what students are learning compared to employer and supervisor expectations.
Site Supervisor Survey	Question 6	85% of respondents agree or strongly agree	94% of respondents agreed or strongly agreed		
Employer Survey	Question 6	85% of respondents agree or strongly agree	87% 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	94% of students met or exceeded expectations	Students continue to perform well in this area. No substantial program changes are planned for any of these data elements.	Good improvement on the counseling skills rubric indicator. 74% to 94% in the past year.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 9	85% of students meeting or exceeding expectations	92% of students met or exceeded expectations		Slight change from 94% to 92% on the practicum supervisor evaluation of item 9. The faculty will continue to monitor this item.
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		

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	While meeting this target, the program is looking to further strengthen group counseling experience. The program is exploring adding group facilitators to the COUN 236 course or decreasing the enrollment cap to provide additional support while students develop this important competency.	The program continues to meet all benchmarks in the group counseling KPI. As noted in the program change the students are increasing documentation of their group experience. The program demonstrated small increases in the outcomes for the three survey items (each rose 2-3% from the previous year).
COUN 290 School Counseling Internship	Supervisor Evaluation, item 13	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	The program instituted a reporting change in the past year for group work experience during practicum and/or internship. Students now include a reflection component when they document their leadership or co-leadership	
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	100% of students met or exceeded expectations		

		exceeding expectations		experience of group during practicum and/or internship.
Graduate Survey	Question 8	85% of respondents agree or strongly agree	96% of respondents agreed or strongly agreed	
Site Supervisor Survey	Question 8	85% of respondents agree or strongly agree	89% of respondents agreed or strongly agreed	The slight increase is promising, the faculty will continue to monitor to see how the changes in the program impacts performance when students are in internship and/or employed.
Employer Survey	Question 8	85% of respondents agree or strongly agree	87% 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	98% of students met or exceeded expectations		This item improved 4% over the previous year.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 10	85% of students meeting or exceeding expectations	92% of students met or exceeded expectations		This item decreased 2% over the previous year.
COUN 290 School Counseling Internship	Supervisor Evaluation, item 14	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		Overall, students met all benchmarks for this KPI. Of particular note is the improvement in student session narratives for clinical mental health counseling internship. The additional data for rehabilitation counseling over the past year demonstrated strong performance for students in this
COUN 291 Clinical Mental Health Counseling Internship	Clinical case presentation - session narrative	85% of students meeting or exceeding expectations	94% of students met or exceeded expectations	The course instructor provided additional training and resources for students to create stronger session narratives. Students were instructed to attempt to record a session to create a more accurate narrative. Students	

				in settings that prohibited recording were instructed to create the narrative, from memory, immediately after the session to create the most accurate one possible.	class. The decrease in employer ratings will be monitored to ensure this is not indicative of a pattern or concern.
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 10	85% of students meeting or exceeding expectations	100% 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	100% of respondents agreed or strongly agreed		
Employer Survey	Question 9	85% of respondents agree or strongly agree	91% of respondents agreed or strongly agreed		This item decreased 9% over the previous year. Faculty will continue to seek feedback, clarify expectations, or make changes and will continue to monitor.

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		The one area of concern in this KPI was students' performance on the evidence based critique during mental health internship. Students demonstrated strong improvement to now meet the target of 85% meeting or exceeding performance in this area. The program will continue to monitor this item to ensure that gains are maintained in the upcoming year.
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 Counseling Internship	Evidence Based Practice Critique	85% of students meeting or exceeding expectations	85% of students met or exceeded expectations	The course instructor implemented additional training on this item over the past year and student performance improved from 66% to now meeting the benchmark at 85%.	
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	100% of respondents agreed or strongly agreed		
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 Conceptualiza tion	85% of students meeting or exceeding expectations	98% of students met or exceeded expectations		Theoretical case conceptualization has been one of the primary areas of emphasis for the past five years. Substantial efforts have been implemented in the 216 and 260 courses as well as the 221 methods class, to improve students understanding of completing case conceptualizations for their clients. Both site supervisor and employer responses improved for the item that measures this outcome. Of concern is the drop in student performance (93% to 83%) for students’ performance on this component of their clinical case presentations during internship. The course instructor will spend additional class time to provide instruction and improve student understanding of this critical skill.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 12	85% of students meeting or exceeding expectations	93% of students met or exceeded expectations		
COUN 291 Clinical Mental Health Counseling Internship	Clinical case presentation	85% of students meeting or exceeding expectations	83% of students met or exceeded expectations	<p>The course instructor will add another check in on this expectation at the start of class for the fall and spring terms during the 2023-2024 academic year. This is the only metric that dropped in this KPI. The program will monitor if this is a one off occurrence or if something larger is impacting performance of this criteria during internship.</p> <p>Faculty is planning to create a learning module on case conceptualization and case presentation that will be available to students throughout their studies.</p> <p>Faculty is planning to integrate case conceptualization in Professional Development Plans so that students can work on a case and get feedback at</p>	

				multiple points in the program.	
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		
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	93% of respondents agreed or strongly agreed		
Employer Survey	Question 11	85% of respondents agree or strongly agree	91% 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		This item dropped from 100% to 85% during the past year. The program had an unusually small number of students on internship in the past year and one student not meeting this expectation dropped this metric below the benchmark. There are the same number of school counseling interns scheduled to begin during the fall 23 term as there were during the entire 22-23 academic year. The faculty
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		
COUN 290 School Counseling Internship	Closing the Gap or Curriculum Action Plan	85% of students meeting or exceeding expectations	83% of students met or exceeded expectations	Faculty that teach school counseling specific courses are adding more readings, discussions in this area to make sure students are prepared to deliver on this critical skill.	

COUN 290 School Counseling Internship	Supervisor Evaluation, item 16	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		will closely monitor this KPI during the year to ensure the drop was due to low census in the internship class and not due to a larger issue.
Graduate Survey	Question 12	85% of respondents agree or strongly agree	94% 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 Conceptualization	85% of students meeting or exceeding expectations	98 % of students met or exceeded expectations		
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 12	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		Additional items were added to the clinical case presentation based on feedback from the NRI Advisory Board.
COUN 292 Rehabilitation Counseling Internship	Supervisor Evaluation, item 12	85% of students meeting or	100% of students met or exceeded expectations		Additional items were added to the site supervisor evaluation based on

		exceeding expectations			input from Rehabilitation Counseling site supervisors.
Graduate Survey	Question 11	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		Faculty are now working on modifying the graduate survey to ensure the components align with the other survey instruments.
Site Supervisor Survey	Question 11	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		
Employer Survey	Question 11	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		Faculty are now working on modifying the graduate survey to ensure the components align with the other survey instruments.

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>Low and High Courses</i>	<i>Reflections</i>
Reflection	Faculty	2.81	College and Career 2.0; Research 2.5; Career and Assessment 2.7; Internships 2.7 – 2.9; Med Aspects & School Coun Programming 3.0	The most striking change of the past year is among faculty ratings. Each disposition was around 2.5 for the previous year and now each one is around 2.8. It is likely that through completing the ratings and then subsequent discussion at the end of each term the faculty are increasing their consistency of ratings for each item and they are moving closer to student, employer, and supervisor ratings. The program has now been implementing this system for two full years. Overall, it is evident that there is growing agreement that students and graduates are demonstrating the three dispositions expected as students enter and then complete the counseling program.
	Graduates	2.91		
	Site-Supervisors	3.00		
	Employer	3.00		
Openness	Faculty	2.82	College and Career 2.0; Research 2.5; School Coun Internship 2.6; Prac & Internships 2.5 – 3.0	
	Graduates	2.96		
	Site-Supervisors	2.97		
	Employer	2.97		
Commitment	Faculty	2.79	College and Career 2.2; School Coun Internship 2.4; Prac and Rehab Internship 2.6; Intro 2.8; Ethics 2.9; School Coun Leadership 3	
	Graduates	2.96		
	Site-Supervisors	2.97		
	Employer	2.97		

Highlights from the 2022-2023 Academic Year

- The program is meeting the target performance in 83 out of 88 elements we monitor each year. This represents substantial improvement from the previous year when the program was not meeting benchmarks for fourteen different monitored elements.
- The program is monitoring an additional three items which are at the threshold for meeting or slightly above the threshold. This approach allows us to potentially address areas of concern before performance drops below expected performance.
- The program evaluation system, revised prior to the 2021-2022 academic year appears to be functioning very well. The faculty are able to monitor all 11 KPIs with actionable data to inform us of areas of concern. The evaluation process facilitates a data driven discussion to allow the faculty to devise and implement program changes with the goal of addressing identified concerns.
- Student performance on all of the metrics in KPI 2, student knowledge of power and privilege in counseling, has been a tremendous accomplishment. Program faculty have worked hard to implement strategies around recognizing and working with many different types of oppression. We have also shifted from a multicultural competence goal to a multicultural and social justice competence framework. These strategies are beginning to show outcomes in this KPI.
- Disposition ratings from faculty demonstrated noticeable growth in the past year. Last year ratings from faculty were closer to 2.5 on average, which was different from student, supervisor, and employer ratings which were in the 2.8-3 range. Ratings in the last year from faculty rose to 2.8-2.9 suggesting more consistency across all raters and improvement with respect to student demonstration of expectations for each of the three dispositions.

Action Items for the 2022-2023 Academic Year with Outcomes

Item	Outcome
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.	This item was rated as met or exceeded by all supervisors. The program will continue to monitor this item. It may have been that this was a new item for supervisors, and they weren't sure about baseline ratings.
New instruction on writing session narratives for the COUN 291 Clinical Mental Health Counseling Internship.	Students' performance improved from 75% to 94% in the past year. The program will return to monitoring this item if the rating drops again. This item is considered successfully improved.
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.	Employer and site supervisor ratings improved in this area in the past year. The ratings were below the target at 77% and are now above the 85% goal. As noted in the reflection above this has been a long standing focus of the program and will remain so due to decline in student performance during internship.

<p>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.</p>	<p>This item remains an area of concern and focus. Students demonstrated improvement but did not meet the target for their career development sections of the clinical case presentations in internship. The faculty will continue to meet to discuss this area and develop additional strategies. Students did meet the benchmark for interpreting and critiquing research, but this will also remain an area of focus.</p>
<p>Program faculty will continue to integrate sociocultural context into lifespan development. Decolonization of developmental research readings will be added in the Human Development course.</p>	<p>Student performance on the developmental (auto) biography assignment for KPI 3 improved in the past year.</p>
<p>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.</p>	<p>The Practicum and Internship coordinator will continue to talk with site supervisors about this item. Initial conversations suggested areas for improvement for course instruction and emphasis on career development. This item will be revised, and faculty will continue to monitor.</p>
<p>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.</p>	<p>Faculty is planning to revise the COUN 201 Counseling Research course in alignment with 2024 standards and based on feedback from students and instructors, this course will be revised to meet the KPIs.</p>
<p>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.</p>	<p>This was completed during the past year. Site supervisors, graduates, and employers provided responses to allow the program to document and monitor student performance in each area.</p>
<p>Rehabilitation Counseling program faculty will continue to collect student, practicum/internship supervisor, alumni, employer, and advisory board feedback about the Clinical Rehabilitation</p>	<p>After collecting relevant information, the program faculty decided to discontinue the Clinical Rehabilitation specialization. All students are now completing the Rehabilitation Counseling specialization.</p>

Action Items for the 2023-2024 Academic Year

- Program faculty will start working on 2024 standards. In this process COUN 201 research in counseling course standards and assignments will be reviewed and improved
- Program faculty continues to focus on case conceptualization skills. Practicum instructor met with Diagnosis and Treatment Planning and Theories and Techniques of Counseling course instructors to align expectations regarding case conceptualization. The faculty is considering developing a training module that will be available to students earlier in the program, therefore students can integrate the skills in multiple courses and are more prepared for Practicum and Internship.
- The Equity and Closing the Gap assignments will be monitored in school counseling specific courses as well as in internship for return to higher levels of student performance.
- Program faculty will work to communicate about expectations for dispositions more frequently so that faculty are more familiar and therefore more consistent in their ratings.
- Program faculty will meet over the summer 2023 term to continue 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.
- 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.