

Program Evaluation Report

Counseling Program

July 2025

Report Overview

- This 2024-2025 program evaluation report summarizes data gathered during the reporting period (summer 2024 through spring 2025 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)	75	45	37
Rehabilitation Counseling (RC)	4	4	4
School Counseling (SC)	5	4	3
CMHC + RC	7	5	5
SC + CMHC	8	5	3
SC + RC + MH	5	3	3
SC + RC	0	0	0
Total	104	66	55

Table 2. Gender and Race/Ethnicity of Applicants

		Number	Percentage
Gender	Female	81	78%
	Male	23	22%
	Unknown	0	0%
Gender Identity	He/Him	18	17%
	She/Her	72	69%
	They/Them	2	2%
	Unknown	12	12%
Ethnicity	African American/Black	2	2%
	American Indian/Native Alaskan	1	1%
	Asian American/Pacific Islander	2	2%
	Latinx/Latina/Latino	12	12%

Multiracial	0	0%
White	86	83%
Undisclosed	1	1%

Enrolled Student Data

Table 3. Students by Primary Specialization

	Number	Percentage
Clinical Mental Health Counseling (CMHC)	37	67%
Rehabilitation Counseling (RC)	4	7%
School Counseling (SC)	3	5%
CMHC + RC	5	9%
SC + CMHC	3	5%
SC + RC + MH	3	5%
SC + RC	0	0%
Total	55	100%

Table 4. Gender and Race/Ethnicity of Enrolled Students

		Number	Percentage
Gender	Female	43	78%
	Male	12	22%
	Non-Binary	0	0%
Gender Identity	He/Him	10	18%
	She/Her	37	67%
	They/Them	1	2%
	Unknown	7	13%
Ethnicity	African American/Black	2	4%
	American Indian/Native Alaskan	1	2%
	Asian American/Pacific Islander	1	2%
	Latinx/Latina/Latino	10	18%
	Multiracial	0	0%
	White	40	73%
	Undisclosed	1	2%

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 continues to meet 100% of the benchmarks for all items assessed in KPIs 2 and 6.	This objective continues to be a strength of the Counseling Program. The re-designed Diagnosis and Treatment Planning class to emphasize decolonizing the counseling profession is a highlight of the previous two years.
Students will demonstrate commitment to professional,	KPI 4 KPI 5 KPI 7	The program is meeting 100% of the benchmarks for items	The program continues to work on KPI 4 on career development. Although students are meeting

ethical, and legal standards in the practice of counseling		assessed in KPIs 5 and 7 as well as all but one element in KPI 4.	the target on nearly all aspects of the indicator the program continues to explore ways to strengthen student competence and resulting outcome data. Changes in the program that are showing up in student coursework may take longer to progress through to move the needle on the employer survey data element. KPIs 5 and 7 continue to be strengths of the program.
Students will articulate ways to advocate for and empower individuals through openness to clients regardless of identity, dis/ability, or any difference	KPI 1	The program is meeting 100% of the benchmarks in this area.	The program addressed concerns about completion of the professional development plan in the previous year, and the data reflects these efforts. Students are demonstrating strong skills and competency with respect to advocating for their clients, consumers, and students.
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 100% of the benchmarks for KPI 8 and 8 of the 9 benchmarks for KPI 3.	Overall students continue to demonstrate they are meeting this program objectives. One item in the human development KPI declined again this year, now falling slightly below the target. The faculty will explore and address this item 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 now meeting 100% of the benchmarks for KPI 9.	The focus on addressing student performance with respect to case conceptualization demonstrated strong student gains in the past year. Clinical mental health students are demonstrating knowledge, skills, and competence on all metrics in this KPI.
Students will develop and implement an equity oriented, culturally responsive, and data driven comprehensive school counseling program	KPI 10	The program is meeting 100% of the benchmarks in this area.	The program maintained strong performance in this area carrying out the intensive work of core and adjunct faculty to address concerning aspects. The program will continue to monitor this metric as we transition the school counseling specialization

			into a new, shorter and more focused program to better align with student interest.
Students will demonstrate the ability to design and execute comprehensive, theoretical case conceptualizations that include assessments, diagnosis, and theoretically based interventions for people with disabilities	KPI 11	The program is now meeting 100% of the benchmarks for KPI 11.	The program is pleased with performance on this metric as rehabilitation counseling students are demonstrating competency in all areas measured by this KPI.

Key Performance Indicators

The tables below describe each of the 11 KPIs and identify the multiple data points that are assessed for each indicator. The blue shading indicates areas where the program 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	93.75% of students met or exceeded expectations	Faculty will monitor this item for any trend.	While there was a slight decline in the percentage of students who successfully completed the Advocacy Plan in the Intro to Counseling class, overall, this metric improved in three of four areas that were less than 100% completion in the past year. This continues to be a strength for the counseling program.
COUN 260 Counseling Practicum	Professional Development Plan	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	The Practicum Coordinator revised the Blackboard site to ensure that all students completed the PDP as part of their practicum course experience.	
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	96% of students met or exceeded expectations		
COUN 292 Rehabilitation	Supervisor Evaluation, item 5	85% of students meeting or	100% of students met or exceeded expectations		

Counseling Internship		exceeding expectations			
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	98% of respondents agreed or strongly agreed		
Employer Survey	Question 3	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

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

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 221 Methods of Counseling	Tools of analysis	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		As noted last year, this has been an emphasis area in the counseling program since the summer of 2020. Changes subsequently implemented since that time continue to be woven into the counseling program and students are demonstrating strong performance on this KPI. Social justice and equity will continue to be hallmarks and points of emphasis for the counseling program as we train and prepare graduates to work with all individuals who seek counseling and therapy.
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 Counseling Internship	Supervisor Evaluation, item 6	85% of students meeting or exceeding expectations	96% of students met or exceeded expectations		
COUN 292 Rehabilitation Counseling Internship	Supervisor Evaluation, item 6	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
Graduate Survey	Question 4	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

Site Supervisor Survey	Question 4	85% of respondents agree or strongly agree	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	Development al (auto) biography	85% of students meeting or exceeding expectations	84% of students met or exceeded expectations	This item declined from 91% the year prior. The faculty will monitor this item to ensure it is not the start of a trend.	The faculty believe the decline on the autobiography assignment may be due to students taking more credit hours each term. This item will be monitored. Overall, students continue to perform well on this indicator.
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	100% of students met or exceeded expectations	This was an area of emphasis in the past year. As a result, the number of students meeting or exceeding expectations went from 83% which was below the target to 100% meeting expectations. The program will continue to monitor this for another year to ensure the improvements are maintained.	
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	Supervisor Evaluation, item 9	85% of students meeting or	100% of students met or exceeded expectations		

Counseling Internship		exceeding expectations			
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 7	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
Graduate Survey	Question 5	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 5	85% of respondents agree or strongly agree	98% of respondents agreed or strongly agreed	This was another area of emphasis in the past year with improvements in the percentage of students meeting these expectations from both site supervisors and employers.	
Employer Survey	Question 5	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

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

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 220 Career	Your Career Journey	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	This item returned to 100% of students meeting expectations, up from 94% the year before.	While the Career Styles Interview did not substantively improve student performance on Your Career Journey did. Further, students and supervisors reported higher ratings in the past year while the employer responses dropped below the 85% target. Taken together this KPI continues to show slow improvement in areas that need improvement. The faculty will explore ways to increase students ability to demonstrate and
COUN 224	Career Styles Interview	85% of students meeting or exceeding expectations	93% of students met or exceeded expectations	This metric improved slightly from 92% last year and remains below the 98% demonstrated two years ago. The program will continue to monitor this item to ensure performance does not drop below the target.	
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		communicate these skills to employers as this remains the one component that is below the 85% target.
COUN 291 Clinical Mental Health Counseling Internship	Clinical case presentation	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	This item remained at 100% after several years of below target performance. The faculty are pleased that recent changes continue to show up in student performance.	
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 8	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
COUN 292 Rehabilitation Counseling Internship	Clinical case presentation	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
COUN 292 Rehabilitation Counseling Internship	Supervisor Evaluation, item 8	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
Graduate Survey	Question 6	85% of respondents agree or strongly agree	96% of respondents agreed or strongly agreed	Two of these three metrics improved slightly in the past year while the employer metric dropped below the threshold. It is worth noting that there were six respondents to this and 1 of the six disagreed with this item, pulling the metric below the target.	
Site Supervisor Survey	Question 6	85% of respondents agree or strongly agree	89% of respondents agreed or strongly agreed		
Employer Survey	Question 6	85% of respondents agree or strongly agree	83% 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	88% of students met or exceeded expectations	This item declined again from the previous year. All but one of the students not successfully passing the methods class occurred in the fall 2024 term so it is difficult to determine if there is a trend or just a group that struggled that term with noticeable improvement the subsequent spring. Also, note three of the students who did not pass the class in the fall 2024 term did subsequently pass in the spring with one student choosing not to immediately retake the class during the spring 2025 term.	There was again a slight dip in this first metric in the past year down from 92% the previous year and 94% the year before that. As noted though, 3 of the students who did not pass in the fall 2024 term were subsequently successful this past spring. As of now there is not high concern in this area. The faculty will continue to monitor for trends or if performance falls below the target rate of 85% passing.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 9	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
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	96% of respondents agreed or strongly agreed	This was a slight dip from 100% two years before. The faculty will monitor this item to ensure that it does not signal a negative trend.	
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	98% of students met or exceeded expectations	The program has demonstrated improvement on this item in the past couple of years.	The program is welcoming a new faculty member in the fall of 2025 and the group counseling class will be taught by the new colleague. This will be an opportunity to get a new perspective on the course and build upon the recent successes the students have demonstrated following adjustments to relevant aspects of this KPI.
COUN 290 School Counseling Internship	Supervisor Evaluation, item 13	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
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	100% of students met or exceeded expectations		
Graduate Survey	Question 8	85% of respondents agree or strongly agree	98% of respondents agreed or strongly agreed	These two items dipped just slightly from the previous year. While both are well above the target the faculty will begin to monitor these for future trends.	
Site Supervisor Survey	Question 8	85% of respondents agree or strongly agree	94% of respondents agreed or strongly agreed		
Employer Survey	Question 8	85% of respondents	100% of respondents		

		agree or strongly agree	agreed or strongly agreed		
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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	88% of students met or exceeded expectations	This item dropped another 4% from the previous year, and a total of 10% over the past two years. The faculty will look at this in the upcoming year.	Overall student performance on nearly all of the elements in this KPI remain clearly met or exceeded by students. As noted, the continued decline, although not below the target threshold, for the intake assessment and report assignment in the COUN 224 Assessment class is an area to monitor in the coming year. This will be an action item for the program to explore during the 2025-26 academic year.
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 10	85% of students meeting or exceeding expectations	100% 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	100% of students met or exceeded expectations	This item improved over last year following efforts from the course instructor to provide additional instruction on how to frame and document narratives from their counseling sessions that are shared in class.	
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	Supervisor Evaluation, item 10	85% of students meeting or	100% of respondents		

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

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

<i>Assessed In</i>	<i>Assessment</i>	<i>Target</i>	<i>Results</i>	<i>Program Changes</i>	<i>Reflections</i>
COUN 201 Research in Counseling	Final research proposal	85% of students meeting or exceeding expectations	95% of students met or exceeded expectations	This item rebounded from 87% last year and is trending back toward 100% where it was two years ago.	The two items that declined last year both rebounded during the 2024-2025 academic year. As with all aspects of the program the faculty will continue to monitor for reversal back to declining performance on this metric.
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	100% of students met or exceeded expectations	The training implemented three years ago appears to have had the intended impact as this metric went from 66% to 85% last year to 100% this year.	

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	92% of respondents agreed or strongly agreed	This item also rebounded a bit from 89 100% the previous year. The faculty will monitor this item in the next year to determine if action is warranted.	
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	The faculty teaching assessment and theories reviewed this item in the past year and made adjustments to the instruction. As a result, nearly all students successfully demonstrated this competency resulting in a 17% increase over the past year. The faculty will continue to monitor this item to ensure ongoing performance at this level.	As noted in numerous reports over the past few years this has been a major emphasis of the program. The decline in performance during the 2023-2024 academic year was concerning. As can be seen from the improvement here the program has returned to high performance on this item. This will continue to be an area the faculty monitor
COUN 260 Counseling Practicum	Evaluation of Practicum Student item 12	85% of students meeting or	100% of students met or exceeded expectations		

		exceeding expectations			
COUN 291 Clinical Mental Health Counseling Internship	Clinical case presentation	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations	This metric has demonstrated consistent improvement over the past three years and students are now performing at the high level expected.	
COUN 291 Clinical Mental Health Counseling Internship	Supervisor Evaluation, item 12	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
Graduate Survey	Question 11	85% of respondents agree or strongly agree	98% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 11	85% of respondents agree or strongly agree	91% of respondents agreed or strongly agreed	This item has rebounded from 88% last year and is nearing the 93% rate from two years ago. As noted elsewhere, the faculty will continue to monitor all aspects of this KPI to ensure continued high performance for students.	
Employer Survey	Question 11	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

KPI 10 – Skill – Students will 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		Overall, the school counseling KPI continues to demonstrate strong performance among students. The

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		program is in the process of discontinuing CACREP accreditation for this specialization and designing/implemen ting a new program. The program will continue to monitor this KPI and new student level KPIs in school counseling once the new course sequence is developed and rolled out.
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	95% of respondents agreed or strongly agreed	This item improved slightly from the previous year.	
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	98% of students met or exceeded expectations	As noted above, student performance on this activity returned to well exceeding the 85% target.	
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		
COUN 292 Rehabilitation Counseling Internship	Supervisor Evaluation, item 12	85% of students meeting or exceeding expectations	100% of students met or exceeded expectations		
Graduate Survey	Question 11	85% of respondents agree or strongly agree	96% of respondents agreed or strongly agreed		
Site Supervisor Survey	Question 11	85% of respondents agree or strongly agree	91% of respondents agreed or strongly agreed		
Employer Survey	Question 11	85% of respondents agree or strongly agree	100% of respondents agreed or strongly agreed		

Student Dispositions

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

<i>Disposition</i>	<i>Description</i>
Reflection	that demonstrates awareness of self and social identities; of skills, practices, and the profession of counseling; of role and actions in partnership with clients/students/consumers

Openness	to varying perspectives and experiences; to hear, acknowledge, and act upon feedback; to challenge oneself, others, and institutions/systems that are unjust
Commitment	to continuous learning and growth; to professional competence (coming to class prepared and on time; making informed contributions; working collaboratively) to accountability to students/consumers/clients and the counseling profession

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

<i>Disposition</i>	<i>Source</i>	<i>Mean</i>	<i>Low and High Courses</i>	<i>Reflections</i>
Reflection	Faculty Graduates Site-Supervisors Employer	2.72 2.98 2.97 3.00	Intro 2.0; Assessment 2.45; School and Rehab Internship 3; MH Internship 2.8; Diversity and Trauma 2.91	The past year saw a slight change in the continued increase of faculty ratings to be more on par with supervisors, graduates, and employers. Each of the faculty overall ratings dipped about a tenth of a percent. Not a dramatic factor, but one the faculty will continue to monitor trends. In addition, graduate ratings ticked up slightly toward the maximum rating of 3 for each disposition. Not surprisingly, there were no noticeable changes in ratings from employers or site supervisors. Site-supervisors' ratings of commitment dropped from 2.97 to 2.95 otherwise all ratings were the same as the previous year and overall, very high.
Openness	Faculty Graduates Site-Supervisors Employer	2.78 2.98 2.97 3.00	Intro 2.0, Medical Aspects 2.5; School and Rehab Internship 3; MH Internship 2.9; Theories 2.9; Career 3	
Commitment	Faculty Graduates Site-Supervisors Employer	2.71 3.0 2.95 3.00	Intro 2; Assessment and Human Development 2.4; Methods 2.8; Practicum and MH Internship 2.9; School and Rehab Internship 3	

Action Items from the 2023-2024 Academic Year with Outcomes

Item	Outcome
Following the accreditation review and approval during the past year the faculty will work on developing a new student level KPI tracking system that monitors	The faculty developed a student level KPI system and integrated new rubrics into classes with the relevant KPIs. The faculty measured initial outcomes during the

performance of KPIs at the student level and provides feedback to students, similar to the disposition system, at the end of each term with respect to their performance on each program KPI.	spring 2025 term and reported those outcomes as part of the response to the CACREP report update submitted in May 2025.
KPIs will be reviewed based on the 2024 CACREP standards and updated as needed.	The faculty completed a review and update of the KPIs for the 2024 Standards, new KPIs will be measured starting in the fall 2025 term.
Program faculty will complete review and implementation of the 2024 standards. Faculty will continue the review of COUN 201 Research in Counseling course standards to seek ways to improve the course and student performance.	The faculty completed the integration of the 2024 CACREP standards into course syllabi. New and revised standards were incorporated into relevant coursework. The faculty will monitor the COUN 201 class but expects recent changes to improve performance.
Maintain focus on case conceptualization skills given slight decline in one metric on this KPI. The faculty will review changes to the Diagnosis and Treatment Planning course to evaluate how the course overhaul was received by students and the new instructor.	Student performance improved substantially on the initial case conceptualization assignment in the Theories of Counseling course. Changes made in the last year were evident on this element of KPI 9 and KPI 11. The new instructor and design of the Diagnosis and Treatment Planning class with a focus on decolonizing counseling was well received by students. Enrollment for the same course in the summer of 2025 was high.
This item has been carried over from the previous year. 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.	Three elements on this KPI demonstrated improvement in the past year while employer ratings on the career development KPI dropped below the 85% target. Overall, the program is making slow progress to address areas of improvement. This item will remain on the list of action items for another year.
The faculty will also continue the review of the career KPI as we have demonstrated improvement in some of the metrics with some backsliding in others.	

Action Items for the 2025-2026 Academic Year

- Fully deploy the new student level KPI system.
- Integrate reporting and analysis of the new KPI system into the annual report.
- Deploy all revised course syllabi to reflect the 2024 CACREP Standards.
- Monitor the autobiographical assignment in KPI 3 to determine if adjustments need to be made as student performance has dropped below the 85% threshold.
- Monitor the assessment intake and report assignment in KPI 7 as this element has declined 10% in the past two years.
- Continue to monitor the career KPI specifically to work with students to ensure they are demonstrating career competence to future employers.