Assessment Report

2022 - 2023

Program Evaluation

Students

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

Yearly Systematic Follow-up Studies

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

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

*Data reflects fall cohort data from 2018 - 2022

**The status of some graduates is unknown

Assessment of Students

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

CACREP Core Content Area – Professional Counseling Orientation and Ethical Practice

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

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

CACREP Core Content Area – Social and Cultural Diversity

multicultural and	at the end of		CCS-R Multicultural
social justice lens. To	Internship I;	Dispositional	competency question
include		Reviews 90% of	
demonstrating the	Dispositional Review	students must meet	Outcome met – 90%
requisite attitudes and	(internship II);	expectations;	of students met
beliefs, knowledge,			dispositional
skills, and actions	Perspective Paper	Perspective Paper	expectations
required to ensure	(Spring)	90% of students will	
equity and inclusion		achieve a B or higher.	Outcome met -
for diverse clients.			100% of students
			achieved an A- or
			higher on the
			Perspective Paper

Recommendation: All outcomes met, no changes being recommended at this time.

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

CACREP Core Content Area – Human Growth and Development

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

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

CACREP Core Content Area – Career Development

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

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

CACREP Core Content Area – Counseling and Helping Relationships

multicultural and	questions at	facilitate therapeutic
pluralistic society.	internship 1;	environment
		questions
	90% of students will	
	receive a B or higher	Outcome met –
	on the case	100% of students
	presentation in	received an A or
	internship 2	higher on the case
		presentation in
		internship 2

Recommendation – All outcomes have been met, no changes are being recommended at this time.

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

CACREP Core Content Area – Group Counseling and Group Work

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

CACREP Core Content Area – Assessment and Testing

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

cultural context of	diagnosis);	exam;	received a B or
clients.			higher on the
	Case presentation	90% of students will	abnormal final exam.
	(internship 2)	receive a B or higher	
		on the treatment	Outcome not met -
		planning and	76% of students
		diagnosis Final exam;	received a B or
			higher on the final
		90% of students will	exam of diagnosis
		receive a B or higher	and treatment
		on the Case	planning.
		presentation in	
		internship 2	Outcome met –
			100% of students
			received an A or
			higher on the case
			presentation in
			internship 2

Recommendation: Outcome not met for 90% of students receiving a B or higher on the final exam for diagnosis and treatment planning. The final exam will be reviewed to determine the specific points of difficulty for students and additional interventions will be determined at that time.

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

CACREP Core Content Area – Research and Program Evaluation

	section of the comp
	exam.

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

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

CACREP Clinical Mental Health Counseling Specialty Area

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