

## Assessment Report

2024 - 2025

### Program Evaluation

#### Students

<i>Demographics</i>	<i>Applicants</i>	<i>Students</i>	<i>Graduates</i>
Total Number	52 – Fall 2024	41 – Fall 2024	9 – Fall 2024
Gender	37 – Female 15 - Male	36 – Female 5 - Male	8 – Female 1 - Male
Race/Ethnicity	34 – White 6 - Hispanic 6 – Black/African American 2 - Asian 4 - Not specified	28 – White 7 – Hispanic 4 – Black/African American 2 - Asian	9 – White 0 – Hispanic 0 - Black

<i>Fall 2024 Graduates</i>	<i>Offered employment by site</i>	<i>Training license</i>	<i>Employed in Mental Health</i>
9	7	8	9

#### Trend Analysis

Total # of Graduates	Licensure Status		Retention Rates	Employed in Mental Health
	Training	Independent		
72	46	18	82%	66 - <b>91%</b>

*Data reflects fall cohort data from 2018 - 2024*

*The status of some graduates is unknown*

### Assessment of Students

#### *CACREP Core Content Area – Professional Counseling Orientation and Ethical Practice*

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates demonstrate a professional counselor identity and ethical, culturally competent, and trauma-informed practice.	ACA or AMHCA membership;	80% of students join ACA or AMHCA as a graduate level member;	<b>Outcome met</b>
	Skills practice recording number 3;	90% of students will receive a B or higher on the counseling	<b>Outcome met</b>

	Practicum case presentation;	skills practice recording number 3;  90% of students will receive a B or higher on the practicum case presentation.	<b>Outcome met</b>
	Internship I CCS-R ethics question;	90% of students must meet expectations on ethics question of CCS-R for Internship I;	<b>Outcome met</b>
	Dispositional Review	90% of students will meets expectations on dispositional measures	<b>Outcome met</b>

**Recommendation:** *All outcomes met, therefore, no plan to alter content area based on assessment results. However, as part of the 5 year course learning outcomes review plan, CMHC 702 was reviewed in the fall of 2024, membership in AMHCA was added as an option for demonstrating professional counseling identity. CMHC 794 will be reviewed in the fall of 2027, and CMHC 795 will be reviewed in the spring of 2028.*

***CACREP Core Content Area – Social and Cultural Identities and Experiences***

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates conceptualize clients through a multicultural and social justice lens. To include demonstrating the requisite attitudes and beliefs, knowledge, skills, and actions required to ensure equity and inclusion for diverse clients.	CCS-R multicultural competency question at the end of Internship I;	CCS-R 90% of students must meet expectations;	<b>Outcome met</b>
	Dispositional Review (internship II);	Dispositional Reviews 90% of students must meet expectations;	<b>Outcome met</b>
	Perspective Paper (Spring)	Perspective Paper 90% of students will achieve a B or higher.	<b>Outcome met</b>

**Recommendation:** *All outcomes met, therefore, no plan to alter content area at this time. As part of the 5 year course learning outcomes review plan, CMHC 716 will be reviewed in the spring of 2029 and CMHC 795 will be reviewed in the spring of 2028.*

***CACREP Core Content Area – Lifespan Development***

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates evaluate theories and factors that affect individual and family development, as well as, transitions across the lifespan, in a multicultural and pluralistic society.	Child/Adolescent Interview Assignment;	90% of students will achieve a B or higher on Child/Adolescent interview assignment;	<b>Outcome met</b>
	Lifespan development portion of Comprehensive exam;	90% of students will receive 70% or higher on the Lifespan development portion of Comp. exam;	<b>Outcome met</b>
	Case conceptualizations (Family and couples)	90% of students will achieve a B or higher on the Case conceptualizations	<b>Outcome met</b>

**Recommendation:** *All outcomes met, therefore, no plan to alter content area at this time. CMHC 714 will be reviewed as part of the 5 year course learning outcomes review plan in fall of 2025.*

***CACREP Core Content Area – Career Development***

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
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	Career interview;	90% of students will achieve a B or higher on Career interview;	<b>Outcome met</b>
	Final exam;	90% of students will achieve a B or higher on the Final exam;	<b>Outcome met</b>
	Career development portion of the	90% of students will achieve a 70% or higher on the Career	<b>Outcome met</b>

experience of work in a multicultural and pluralistic society.	comprehensive exam;	development portion of the comprehensive exam;	
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**Recommendation:** *All outcomes met, therefore, no plan to alter content area at this time. CMHC 758 will be reviewed as part of the 5 year course learning outcomes review plan in fall of 2027.*

***CACREP Core Content Area – Counseling Practice and Relationships***

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates establish, maintain, and utilize the therapeutic alliance with clients and understand other core conditions of counseling relationships that lead to client growth and change in a multicultural and pluralistic society.	Skills Practice Recording number 3;	90% of students will receive a B or higher on recording number 3;	<b>Outcome met</b>
	CCS-R facilitate therapeutic environment questions (internship 1);	90% of students will be at minimum meeting expectations on the CCS-R facilitate therapeutic environment questions at internship 1;	<b>Outcome met</b>
	Case presentations (internship II)	90% of students will receive a B or higher on the case presentation in internship II	<b>Outcome met</b>

**Recommendation:** *All outcomes met, therefore, no plan to alter content area based on assessment results. CMHC 702 and CMHC 704 were reviewed this year as part of the 5-year course review cycle. Upon review, no current changes are being recommended.*

***CACREP Core Content Area – Group Counseling and Group Work***

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates facilitate groups informed by the principles of group dynamics, developmental stages of group, and	Group proposal assignment;	90% of students will receive a B or higher on the group proposal assignment;	<b>Outcome met</b>
			<b>Outcome met</b>

therapeutic factors responsive to a multicultural and pluralistic society.	Reflective group experience paper (group counseling)	90% of students will receive a B or higher on the Reflective group experience paper	
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**Recommendation:** *All outcomes met, therefore, no plan to alter content area at this time. As part of the 5 year course learning outcomes review plan, CMHC 706 will be reviewed in the fall of 2026.*

#### ***CACREP Core Content Area – Assessment and Diagnostic Processes***

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates utilize a trauma-informed lens to implement assessment procedures and diagnose mental health conditions responsive to the cultural context of clients.	Test feedback demonstration;	90% of students will receive a B or higher on the test feedback demonstration;	<b>Outcome met</b>
	Final exam (treatment planning and diagnosis);	90% of students will receive a B or higher on the treatment planning and diagnosis Final exam;	<b>Outcome met</b>
	Case presentation (internship II)	90% of students will receive a B or higher on the Case presentation in internship II	<b>Outcome met</b>

**Recommendation:** *All outcomes met, therefore, no plan to alter content area based on assessment results. However, the CMHC 720 course was reviewed this year as part of the 5-year course review cycle. Based on student feedback the assessment course modality will be switched from completely asynchronous to hybrid 8 weeks in the summer for the on-ground modality. It was also noted that the trauma informed aspect of the KPI needs to be more pronounced to better address the program learning goal. CMHC 742 and CMHC 750 will be reviewed in the spring of 2026, and CMHC 796 will be reviewed in the spring of 2028.*

#### ***CACREP Core Content Area – Research and Program Evaluation***

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates evaluate the importance of published research, outcome measures,	Analysis of Research Framework;	90% of students will receive a B or higher on the analysis of	<b>Pending</b>

and program evaluation for the purpose of advancing the counseling profession in a diverse community.	Research and program evaluation section of the comprehensive exam	research framework;  90% of students will receive a 70% or higher on the research and program evaluation section of the comp. exam	<b>Outcome met</b>
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**Recommendation** - *All outcomes met, therefore, no plan to alter content area based on assessment results. However, the CMHC 722 course was reviewed this year as part of the 5-year course review cycle. KPI's were revised and updated for this content area after the course review process. The research proposal II was changed to analysis of research framework and the final exam was removed as a KPI. Course review indicated that better measures of performance were needed to better assess the program and course learning goals. Similarly, the research and evaluation in counseling section of the comprehensive exam threshold was adjusted to be commensurate with the other comprehensive exam based KPI's.*

#### **CACREP Clinical Mental Health Counseling Specialty Area**

Program Learning Goal	Key Performance Measure	Key Performance Indicator	Outcome
Graduates implement evidence-based counseling interventions and treatment planning strategies that are trauma-informed, and grounded in multicultural and social justice competencies.	Final exam in CMHC 750 treatment planning;	90% of students will receive a B or higher on the final exam in Treatment Planning;	<b>Outcome met</b>
	Case presentations in Internship 1;	90% of students will receive a B or higher on the Case presentation in internship 1;	<b>Outcome met</b>
	Major substances of abuse and the body presentation (addiction);	90% of students will receive a B or higher on the Major substances of abuse and the body presentation (addictions);	<b>Outcome met</b>
	Advocacy paper (CMHC 740)	90% of students will receive a B or higher	<b>Outcome met</b>

		on the Advocacy paper in CMHC 740	
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**Recommendation** - *All outcomes met, therefore, no plan to alter content area based on assessment results. As part of the 5 year course learning outcomes review plan CMHC 750 will be reviewed in the spring of 2026, CMHC 795 will be reviewed in the spring of 2028, CMHC 754 will be reviewed in the spring of 2027, and CMHC 740 will be reviewed in the spring of 2027.*