

Student Learning Outcomes Assessment Report 2022-2023: CMHC Program

The following data is included in this plan for 2023 graduates of CMHC:

- CPCE results
- Exit Survey results
- Advocacy Project
- Key Performance Indicators
- Disposition Data

Measurement Scales:

1. The performance standard for the CPCE uses the following scale for the rubric items below. This rubric is reported at the individual level.
 - Exceeds: Scores are greater than .5 standard deviation above the national examination mean.
 - Met: Scores are between the mean to .5 standard deviation above the national examination mean.
 - Developing: Scores fall below the mean and may fall to .5 standard deviation below the national examination mean.
 - Not Met: Scores fall below a .5 standard deviation below the national examination mean.

Total Score CPCE: 72% of students met or exceeded the department standards

Does Not Meet: 4

Developing: 9

Met: 10

Exceeds: 24

Program Learning Outcome 1. *Apply knowledge of bio-psycho-social-cultural foundations of behavior and evidence-based counseling approaches to diverse individuals and groups.*

1. Rubric for CPCE CACREP Subscale Scores for PLO 1

Number of students:

2015-16: 24
 2016-17: 22
 2017-18: 21
 2018-19: 27
 2019-20: NA (CPCE not used due to COVID)
 2020-21: 27
 2021-22: 35
 2022-23: 47

Human Development Subscale	Expectations Not Met	Developing	Meets Expectations	Exceeds Expectations
2015-16	2	2	7	13
2016-17	1		11	10
2017-18		1	3	17
2018-19		3	8	16
2019-20				
2020-21	2	5	5	15
2021-22		4	9	22
2022-23	6	5	9	27

2020-21: 27 (74% met or exceeded)
 2021-22: 35 (89% met or exceeded)
 2022-23: 47 (77% met or exceeded)

Social and Cultural Subscale	Expectations Not Met	Developing	Meets Expectations	Exceeds Expectations
2015-16		1	1	22
2016-17		3	2	17
2017-18		1	2	18
2018-19		6	11	10
2019-20				
2020-21	4	5	6	12
2021-22	2	4	4	25
2022-23	5	4	4	31

2020-21: 27 (67% met or exceeded)

2021-22: 35 (83% met or exceeded)

2022-23: 47 (72% met or exceeded)

2. Student Exit Survey; Self-Evaluation Ratings of Knowledge (N=24)

(1 -No confidence at all, 2 - Very little Confidence, 3 - Moderate Confidence, 4 - Much confidence, 5 - Complete confidence)

Domain	2019 Mean (SD)	2020 Mean (SD)	2021 Mean (SD)	2022 Mean (SD)	2023 Mean (SD)
Knowledge of biopsychosocial foundations of human development and functioning, including both normal development and psychopathology	4.57 (.63)	4.36 (.62)	4.0 (.55)	4.36 (.66)	4.50 (.66)
Understanding of how diversity and other effects on personal, social and career development	4.71 (.42)	4.86 (.34)	4.38 (.49)	4.64 (.47)	4.25 (.61)
Knowledge of theories & methods of individual counseling	4.14 (.42)	4.36 (.49)	4.13 (.55)	4.27 (.54)	4.13 (.74)
Knowledge of career development theories & counseling techniques	3.43 (.75)	3.93 (.68)	3.5 (.70)	3.45 (.71)	3.58 (.83)

Knowledge of basic principles of testing and assessment	4.29 (.70)	4.29 (.61)	3.38 (.73)	3.9 (.74)	3.92 (.72)
An understanding of the need for ongoing research and program evaluation	4.50 (.50)	4.71 (.44)	4.38 (.76)	4.36 (.81)	4.04 (.85)

3. Key Performance Indicators: Core 2-K; Core 3-S; Core 4-K; Core 5-K; Core 7-K; Core 8-S; CMHC 1-S; CMHC 2-K

KPI Core 3-Skill: The student will be able to apply human development theories to counseling.

COUN 6020 Life Span Human Development

- Case Conceptualization Discussion Post

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling				55

KPI Core 5-Knowledge: The student will be able to demonstrate knowledge of counseling theories.

COUN 6030 Theories of Counseling

- Personal Approach to Counseling Paper

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling	1	2	21	33

KPI Core 8-Skill: Students will demonstrate the ability to evaluate research and its application to counseling.

COUN 6003/6005 Foundations in CMHC Counseling

Lit Review: Learn about your population

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling			4	49

KPI CMHC 1-Skill: Students will demonstrate the ability to develop a case conceptualization and treatment plan
 COUN 6003/6005 Foundations in CMHC Counseling

- Crisis Intervention Case Conceptualization

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling		2	2	49

KPI CMHC 2-Knowledge

Students will demonstrate the ability to conceptualize the effects of addictions on multiple systems

COUN 6150 Addictions in Counseling

Discussion post assignment

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling				32

KPI CORE 7-Knowledge

The student will demonstrate an understanding of principles to consider when evaluating assessments.

COUN 6070 Assessment in Counseling

Test Critique assignment

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling		4	15	32

KPI Core 7-Knowledge: The student will demonstrate an understanding of principles to consider when evaluating assessments.

COUN 6986 Internship in Counseling

Case Presentation Item #10

Aggregate Data:

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling			8	25

Program Learning Outcome 2: *Apply professional, ethical, and legal standards in their counseling practices.*

1. Rubric for CPCE Subscale Scores for PLO 2

Number of students:

2015-16: 24

2016-17: 22

2017-18: 21

2018-19: 27

2019-20: NA (CPCE not used due to COVID)

2020-21: 27

2021-22: 35

2022-23: 47

Professional Orientation and Ethical Practice Subscale	Expectations Not Met	Developing	Meets Expectations	Exceeds Expectations
2015-16	2	4	13	5
2016-17	1	1	9	11
2017-18	1	2	3	15
2018-19		3	4	20
2019-20				
2020-21	3	7	4	13
2021-22	1	3	3	28
2022-23	5	8	4	30

2020-21: 27 (63% met or exceeded)

2021-22: 35 (89% met or exceeded)

2022-23: 47 (72% met or exceeded)

2. Student Exit Survey; Self-Evaluation Ratings of Knowledge (N = 24)

(1 -No confidence at all, 2 - Very little Confidence, 3 - Moderate Confidence, 4 - Much confidence, 5 - Complete confidence)

Domain	2019 Mean (SD)	2020 Mean (SD)	2021 Mean (SD)	2022 Mean (SD)	2023 Mean (SD)
Knowledge of counselors' professional roles, responsibilities and organizations	4.57 (.50)	4.43 (.50)	3.75 (.73)	4.18 (.74)	4.08 (.65)
Knowledge of state and federal laws, rules and regulation, and ethical standards	4.04 (.63)	4.00 (.72)	3.5 (.75)	3.77 (.63)	3.69 (.62)

3. Key Performance Indicators: Core 1-K; Core 1-S

KPI Core 1-Knowledge The student will demonstrate an understanding of key legal and ethical considerations in counseling.

COUN 6012 Professional Ethics and Legal Issues in CMHC
Ethical Decision-Making Paper

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling	3	2	17	30

KPI Core 1-Skills: The student will apply legal and ethical considerations to work with clients.

COUN 6965 Practicum in Counseling
Case Presentation: Item #8

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling			4	44

KPI CORE 1-Skills

The student will apply legal and ethical considerations to work with clients.

COUN 6986 Internship in Counseling

Internship supervisor evaluation Item #2

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling			25	23

Program Learning Outcome 3. *Assume advocacy roles for the mental health care of underserved individual and groups in urban settings.*

1. Rubric for CPCE CACREP Subscale Scores for PLO 3

Number of students:

2015-16: 24
 2016-17: 22
 2017-18: 21
 2018-19: 27
 2019-20: NA (CPCE not used due to COVID)
 2020-21: 27
 2021-22: 35
 2022-23: 47

Social and Cultural Subscale	Expectations Not Met	Developing	Meets Expectations	Exceeds Expectations
2015-16		1	1	22
2016-17		3	2	17
2017-18		1	2	18
2018-19		6	11	10
2019-20				
2020-21	4	5	6	12
2021-22	2	4	4	25
2022-23	5	4	4	31

2020-21: 27 (67% met or exceeded)
 2021-22: 35 (83% met or exceeded)
 2022-23: 47 (72% met or exceeded)

2. Rubric for Social Justice Advocacy Project

Number of students:

2015-16: 25

2016-17: 21
 2017-18: 23
 2018-19: 28
 2019-20: 25
 2020-21: 20
 2021-22: 20

	Expectations Not Met	Developing	Meets Expectations	Exceeds Expectations
Social Justice Advocacy Project 2015-16	1	6	18	
Social Justice Advocacy Project 2016-17	0	1	20	
Social Justice Advocacy Project 2017-18	2	3	18	
Social Justice Advocacy Project 2018-19	0	1	27	
Social Justice Advocacy Project 2019-20	2	3	20	
Social Justice Advocacy Project 2020-21*			5	20
Social Justice Advocacy Project 2021-22*			5	20
Social Justice Advocacy Project 2022-2023			4	32

*Change in scale from Fall 2020—current

3. Student Exit Survey; Self-Evaluation Ratings of Knowledge (N = 24)

(1 -No confidence at all, 2 - Very little Confidence, 3 - Moderate Confidence, 4 - Much confidence, 5 - Complete confidence)

Domain	2019 Mean (SD)	2020 Mean (SD)	2021 Mean (SD)	2022 Mean (SD)	2023 Mean (SD)
Knowledge of different forms of advocacy in counseling	4.64 (.49)	4.64 (.44)	3.75 (.69)	4.27 (.74)	4.17 (.76)
Understanding of how diversity and other effects on personal, social and career development	4.71 (.42)	4.86 (.34)	4.38 (.49)	4.64 (.47)	4.25 (.61)

Program Learning Outcome 4. *Integrate self-awareness, counseling roles and reflective practices into a professional counseling identity.*

1. Student Exit Survey; Self-Evaluation Ratings of Knowledge (N = 24)

(1 -No confidence at all, 2 - Very little Confidence, 3 - Moderate Confidence, 4 - Much confidence, 5 - Complete confidence)

Domain	2021 Mean (SD)	2022 Mean (SD)	2023 Mean (SD)
Manage personal assets in professional environment	4.38 (.60)	4.18 (.66)	4.04 (.91)

2. Key Performance Indicator: Core 2-K

KPI Core 2-Knowledge: The student will demonstrate an understanding of how social and cultural diversity influences affect the counseling relationship.

COUN 6965 Practicum in Counseling

Case Presentation: Item #6 & 9

Aggregate Data:

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling		1	5	42

KPI CORE 2-Knowledge

The student will demonstrate an understanding of how social and cultural diversity influences affect the counseling relationship.

COUN 6040 Multicultural Counseling

Final Exam

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling		1	11	38

3. Disposition Assessment

3-Exceeds Expectations: Student consistently demonstrates attitudes, characteristics, and behaviors that exceed the professional disposition and I serve as a professional role model.

2-Meets Expectations: Student consistently demonstrates attitudes, characteristics, and behaviors that reflect the professional disposition.

1-Developing: Student inconsistently demonstrates attitudes, characteristics, and behaviors that reflect the professional disposition and there is considerable room for improvement with additional experience or training.

0-Not Met: Student inconsistently demonstrates attitudes, characteristics, and behaviors that reflect the professional disposition and I've failed to improve despite remediation attempts and/or behavior is not consistent with good professional practice or is deemed inappropriate.

Aggregate Student Data:

	Beginning of Program (beginning of first semester) *Fall 2021	Before Practicum (end of first semester) *Fall 2021	At completion of Practicum/Prior to Internship *Spring 2022	Mid-semester of Final Internship Course *Spring 2023
Item 1 Counseling Orientation	2.00	2.05	2.13	2.42
Item 2 Social Justice Orientation	2.03	2.07	2.15	2.39
Item 3 Appreciation of Cultural and Social Influences	2.02	2.07	2.21	2.35
Item 4 Openness to Feedback	2.00	2.20	2.32	2.42
Item 5 Self-Awareness	1.98	2.08	2.19	2.23
Item 6 Integrity	2.05	2.22	2.15	2.29
Item 7 Professionalism	1.97	2.10	2.09	2.39
Item 8 Positive Engagement with Program	2.18	2.32	2.19	2.48

Program Learning Outcome 5. *Provide clinical mental health counseling prevention and treatment services for diverse individuals and groups in community settings.*

1. Rubric for CPCE CACREP Subscale Scores for PLO 1

Number of students:

- 2015-16: 24
- 2016-17: 22
- 2017-18: 21
- 2018-19: 27
- 2019-20: NA (CPCE not used due to COVID)
- 2020-21: 27
- 2021-22: 35
- 2022-23: 47

Helping Relationships Subscale	Expectations Not Met	Developing	Meets Expectations	Exceeds Expectations
2015-16		1	10	13
2016-17			8	14
2017-18			7	14
2018-19	1	3	7	16
2019-20				
2020-21		6	5	16
2021-22		7	9	19
2022-23	10	13	3	21

- 2020-21: 27 (78% met or exceeded)
- 2021-22: 35 (80% met or exceeded)
- 2022-23: 47 (51% met or exceeded)

Group Work Subscale	Expectations Not Met	Developing	Meets Expectations	Exceeds Expectations
2015-16	3	5	13	3

2016-17			7	15
2017-18	0	1	10	10
2018-19	3	10	4	10
2019-20				
2020-21	2	8	9	8
2021-22	1	8	7	19
2022-23	9	9	8	21

2020-21: 27 (63% met or exceeded)

2021-22: 35 (74% met or exceeded)

2022-23: 47 (62% met or exceeded)

Career Development Subscale	Expectations Not Met	Developing	Meets Expectations	Exceeds Expectations
2015-16	2	2	8	12
2016-17		1	9	12
2017-18	2	1	3	15
2018-19	3	10	4	10
2019-20				
2020-21		4	9	24
2021-22	6	3	5	21
2022-23	12	8	6	21

2020-21: 27 (89% met or exceeded)

2021-22: 35 (74% met or exceeded)

2022-23: 47 (57% met or exceeded)

Assessment Subscale	Expectations Not Met	Developing	Meets Expectations	Exceeds Expectations
2015-16	3	1	11	9
2016-17	2	1	3	16
2017-18	1	3	3	14

2018-19		3	4	20
2019-20				
2020-21	6	9	2	10
2021-22	7	4	7	17
2022-23	3	7	5	32

2020-21: 27 (44% met or exceeded)

2021-22: 35 (69% met or exceeded)

2022-23: 47 (79% met or exceeded)

Research & Program Assessment Subscale **	Expectations Not Met	Developing	Meets Expectations	Exceeds Expectations
2015-16				
2016-17				
2017-18				
2018-19		1	4	22
2019-20				
2020-21	4	4	8	11
2021-22	1	6	4	24
2022-23	8	4	5	30

2020-21: 27 (70% met or exceeded)

2021-22: 35 (80% met or exceeded)

2022-23: 47 (74% met or exceeded)

2. Student Exit Survey; Self-Evaluation Ratings of Skills (N = 24)

(1 -No confidence at all, 2 - Very little Confidence, 3 - Moderate Confidence, 4 - Much confidence, 5 - Complete confidence)

Domain	2019 Mean (SD)	2020 Mean (SD)	2021 Mean (SD)	2022 Mean (SD)	2023 Mean (SD)
Adhere to ethical and legal standards in clinical mental health counseling	4.62 (.49)	4.71 (.44)	4.5 (.59)	4.55 (.45)	4.46 (.64)
Provide diagnosis, treatment, referral, and prevention services to clients	4.21 (1.08)	4.29 (1.09)	3.88 (.73)	4.45 (.82)	4.08 (.70)
Serve as an advocate for clients of all cultural backgrounds	4.31 (.60)	4.50 (.50)	4.13 (.69)	4.54 (.67)	4.08 (.86)
Utilize assessment data to improve treatment planning with clients	4.15 (.62)	4.43 (.62)	3.88 (.86)	4.09 (.78)	3.79 (.71)
Utilize psychological research and outcome data to improve the effectiveness of counseling interventions and programs	4.0 (.73)	2.29(.79)	4.0 (.60)	4.0 (.677)	4.04 (.73)

3. Key Performance Indicators: Core 1-S; Core 5-K; Core 6-K; Core 6-S; CMHC 1-S

KPI Core 6-Skill: The student will be able to apply group facilitation skills.

COUN 6120 Group Counseling

Individual Group Facilitation Plan Assignment

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling			6	49

KPI CORE 1-Skills

The student will apply legal and ethical considerations to work with clients.

COUN 6986 Internship in Counseling

Internship supervisor evaluation Item #2

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling			25	23

KPI Core 5-Knowledge: Students will be able to demonstrate knowledge of counseling theories.

COUN 6986 Internship in Counseling

Internship supervisor evaluation Items #3.A

Aggregate Data:

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling			18	12

KPI CMHC 1-Skills: Students will demonstrate the ability to develop a case conceptualization and treatment plan

COUN 6986 Internship in Counseling

Case Presentation Items #6 and #7

Aggregate Data:

	Does Not Meet Expectations	Developing	Meets Expectations	Exceeds Expectations
Clinical Mental Health Counseling	1	1	21	12

Summary of Discussion of Report (September 27, 2023) and Associated Program Improvements

Discussion Notes (areas of strength, concerns and suggestions for improvement):

- Key Performance Indicators – students appeared to be performing well on KPIs
- Disposition assessments
 - This was our first full cycle of disposition assessments
 - We noted growth across all areas
- CPCE Data
 - Recommendation to adjust our ratings for met expectations to one standard deviation below:

“Students who score lower than one half of a standard deviation below the CPCE national mean score will have failed the examination.”

