

Grace College
Department of Graduate Counseling
Vital Statistics and Program Evaluation Outcomes
2013-2014

Vital Statistics 2013-2014

Enrollment	83
Graduates (Summer 2013-Spring 2014)	20
Completion Rate (% graduated in expected time)	85%
Licensure/Certification exam pass rate	100%
Job Placement Rate	73%

Student Outcomes

For 2013-2014, the Department of Graduate Counseling measured 17 program goals associated with student learning as part of its systematic program evaluation. What follows is a summary of these outcomes. Results were aggregated for both online and residential programs. The Employer survey data is collected every other year, and was not collected this year. The site supervisor and faculty evaluation data was not tracked this year and so not reported in the results. A spreadsheet will be created to track specific questions from the site supervisor evaluations for Practicum, Internship, and Advanced Internship clinical courses. In addition, site supervisor/faculty evaluation forms varied between online and residential modalities. We will create an identical form to utilize for both service delivery methods.

Outcomes of Systematic Program Evaluations

Key: A-achieved, PA-partially achieved, NA-not achieved, NM-Not measured, ND-no data
Average score on the Likert Scale. (1=Strongly Disagree 2=Disagree 3=Neither Agree nor Disagree, 4=Agree 5=Strongly Agree, NA)

Program Goals	Data Source & Criteria (measures Program Goals)	Actual Results	
1. Learners will examine and apply theories, concepts, principles and practices in individual, group, family, or career counseling from a biblical worldview	To meet this goal, an average score of 3.0 or above on a Likert scale is required on Exit survey Part 2 Question 1 (Q1) & Alumni survey Q13	Exit survey Part 2 Q1: Average score 4.5 out of 5 Alumni Survey Q13: Average score 4.5 out of 5	A

	Portfolio: 100% of those submitting portfolios will receive a grade of credit (CR) on integration of faith and counseling paper	Portfolio: 100% of the students received a grade of CR for Portfolio, however the integration of faith and counseling paper grades were not individually tracked.	
2. Learners will examine and apply biblical values in their self-as- therapist development	<p>To meet this goal, an average score of 3.0 or above on a Likert scale is required on Exit survey Part 2 Q2 & Alumni Survey Q14:</p> <p>Portfolio: 100% of those submitting portfolios will receive a grade of credit (CR) on integration of faith and counseling paper</p>	<p>Exit survey: Part 2 Q2: Average score 4.2 out of 5</p> <p>Alumni survey Q14: Average score 4.6 out of 5</p> <p>Portfolio: 100% of the students received a grade of CR for Portfolio, however the integration of faith and counseling paper grades were not individually tracked.</p>	A
3. Learners will demonstrate an understanding of ethical and legal research, implications, issues, and considerations as applied in individual, group, family, career, crisis, and community counseling and consulting	<p>To meet this goal, 90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (M) or above on Ethical Practice from both faculty and site supervisors on the Site-supervisor Eval and the Faculty supervisor Eval</p> <p>To meet this goal, an average score of 3.0 or above on a Likert scale is required on Exit survey, Q3, Employer Survey Q3, and Alumni survey Q15.</p> <p>The CPCE Exam was initiated this year. To meet this goal, 90% of students will pass the core areas of Professional Orientation & Ethical Practice and Social and Cultural Diversity within one standard deviation of the national mean score.</p>	<p>Site-supervisor Eval: Results not tracked in 2013</p> <p>Faculty supervisor Eval: Results not tracked in 2013</p> <p>Exit survey Q3: Average score 4.5 out of 5</p> <p>Employer survey Q3: No survey conducted 2014</p> <p>Alumni survey Q15: Average score 4.5 out of 5</p> <p>CPCE Exam: 23 out of 24 (96%) students passed Social Cultural Core area. 23 out of 24 (96%) Students passed Professional Orientation and Ethical Practice.</p>	A
4. Learners will demonstrate an understanding of social and cultural diversity research, trends, theories, implications, issues, and considerations as applied in individual, group, family, career, crisis, and	<p>To meet this goal, 90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (M) or above on "Culture/Gender Appreciation" and "Multicultural Assessment" from both faculty and site supervisors on the Site-supervisor Eval and the Faculty supervisor Eval.</p> <p>To meet this goal, an average score of 3.0 or above on a Likert scale is required on the Exit</p>	<p>Site-supervisor Eval: Results not tracked in 2013</p> <p>Faculty supervisor Eval: Results not tracked in 2013</p> <p>Exit survey Q4: Average score 4.5 out of 5</p> <p>Employer survey Q4: No Survey Conducted 2014</p>	A

<p>community counseling and consulting</p>	<p>Survey Q4, Employer Survey, Q4 and the Alumni Survey Q16. CPCE Exam initiated this year. To meet this goal, 90% of students will pass the core area of Social and Cultural Diversity within one standard deviation of the national mean score.</p>	<p>Alumni survey Q16: Average score 4.1 out of 5 CPCE Exam: 23 out of 24 (96%) students passed social cultural core area</p>	
<p>5. Learners will demonstrate an understanding of human behaviors, attitudes, relationships, development, and characteristics that influence individual, group, family, career, crisis, and community counseling and consulting</p>	<p>To meet this goal, 90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (M) or above on the Conceptual Skills section from both faculty and site supervisors on the Site-supervisor Eval and the Faculty supervisor Eval:</p> <p>To meet this goal, a score of 3.0 or above on a Likert scale is required on the Exit Survey Q 5, Employer Survey Q5 and the Alumni Survey Q17. <i>Average score on the Likert Scale. (1=Strongly Disagree 2=Disagree average 3=Neither Agree nor Disagree, 4=Agree 5=Strongly Agree, NA)</i></p> <p>Portfolio: 100% of those submitting portfolios will receive a CR on the case conceptualization and treatment plan</p> <p>CPCE Exam initiated this year. To meet this goal, 90% of students will pass the core areas of Human Growth and Development, Career Development, and Professional Orientation and Ethical practice within one standard deviation of the national mean score.</p>	<p>Site-supervisor Eval: Results not tracked in 2013</p> <p>Faculty supervisor Eval: Results not tracked in 2013</p> <p>Exit survey Q5: Average Score 4.6 out of 5</p> <p>Employer survey Q5: No Survey Conducted 2014</p> <p>Alumni survey Q17: Average Score 4.3 out of 5</p> <p>Portfolio: 100% of the students received a grade of CR for Portfolio, however case conceptualization and treatment plan were not individually tracked.</p> <p>CPCE Exam: 22 out of 24 (92%) students passed Human Growth and Development core area. 24 out of 24 (100%) students passed Lifestyle and Career Dev. 23 out of 24 (96%) students passed Professional Orientation and Ethical practice.</p>	<p>A</p>
<p>6. Learners will demonstrate and apply essential counselor characteristics, behaviors, interviewing and diagnostic skills across diverse academic and clinical settings</p>	<p>To meet this goal, 90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (M) or above on t</p> <p>he Conceptual Skills section from both faculty and site supervisors on the Site-supervisor Eval and the Faculty supervisor Eval.</p> <p>To meet this goal, a score of 3.0 or above on a Likert scale is required on the Exit survey, Q6,</p>	<p>Site-supervisor Eval: Results not tracked in 2013</p> <p>Faculty supervisor Eval: Results not tracked in 2013</p> <p>Exit survey Q6: Average score 4.4 out of 5</p> <p>Employer survey Q6: No Survey Conducted 2014</p> <p>Alumni survey Q18: Average score 4.4 out of 5</p>	<p>A</p>

	<p>the Employer Survey Q18 and the Alumni Survey Q6.</p> <p>Average score on the Likert Scale. (1=Strongly Disagree 2=Disagree 3=Neither Agree nor Disagree, 4=Agree 5=Strongly Agree, NA)</p> <p>CPCE Exam was initiated this year. 90% of students will pass the core areas of Social and Cultural Diversity, Helping Relationships and Professional Orientation and Ethical practice within one standard deviation of the national mean score.</p>	<p>CPCE Exam: 23 out of 24 (96%) students passed Social and Cultural Diversity core area. 23 out of 24 (96%) students passed Helping Relationships. 23 out of 24 (96%) students passed Professional Orientation and Ethical Practice.</p>	
<p>7. Learners will demonstrate an understanding of relevant theories and models related to individual, group, and family systems counseling and consulting</p>	<p>To meet this goal, a score of 3.0 or above on a Likert scale is required on the Exit Survey Q7, the Employer survey, Q7 and the Alumni survey, Q19.</p> <p>Portfolio: 100% of those submitting portfolios will receive a CR on the theoretical orientation model papers.</p> <p>CPCE Exam initiated this year. To meet this goal, 90% of students will pass the core area of Group Work within one standard deviation of the national mean score.</p>	<p>Exit survey Q7: Average score 4.5 out of 5</p> <p>Employer survey Q7: No Survey Conducted 2014</p> <p>Alumni survey Q19: Average score 4.3 out of 5</p> <p>Portfolio: 100% of the students received a grade of CR for Portfolio, however theoretical orientation model papers were not individually tracked.</p> <p>CPCE Exam: 23 out of 24 (96%) students passed Group Work.</p>	A
<p>8. Learners will demonstrate an understanding of individual and group approaches to assessment and evaluation</p>	<p>To meet this goal, a score of 3.0 or above on a Likert scale is required on Exit Survey Q8, Employer Survey Q8 and Alumni Survey Q20.</p> <p>CPCE Exam was initiated this year. 90% of students will pass the core areas of Social and Cultural Diversity, Assessment, and Research and Program Evaluation within one standard deviation of the national mean score.</p>	<p>Exit survey Q8: Average Score 4 out of 5</p> <p>Employer survey Q8: No Survey Conducted 2014</p> <p>Alumni survey Q20: Average Score 4.2 out of 5</p> <p>CPCE Exam: 23 out of 24 (96%) students passed social cultural. 24 out of 24 (100%) students passed assessment. 21 out of 24 (88%) students passed research and program evaluation.</p>	PA
<p>9. Learners will demonstrate an understanding of the role of research, research methodologies, statistical analysis, and</p>	<p>To meet this goal, a score of 3.0 or above on a Likert scale is required on Exit Survey Q9, Employer Survey Q9 and Alumni Survey Q21.</p>	<p>Exit survey Q9: Average score 4.2 out of 5</p> <p>Employer survey Q9: No Survey Conducted 2014</p>	PA

<p>program evaluation as applied to the counseling profession</p>	<p>Average score on the Likert Scale. (1=Strongly Disagree 2=Disagree 3=Neither Agree nor Disagree, 4=Agree 5=Strongly Agree, NA)</p> <p>CPCE Exam was initiated this year. 90% of students will pass the core area within one standard deviation of the national mean score.</p>	<p>Alumni survey Q21: Average score 3.9 out of 5</p> <p>CPCE Exam: 21 out of 24 (88%)students passed research and program evaluation.</p>	
<p>10. Learners will demonstrate a proficiency in applying computer technology across academic and professional domains</p>	<p>To meet this goal, 90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (M) or above on the Professional Conduct section from the site supervisor evaluations</p> <p>To meet this goal, a score of 3.0 or above on a Likert scale is required on Exit survey Q10, Employer Survey Q10 and Alumni Survey Q 22.</p> <p>Portfolio: 100% of those submitting portfolios will receive a CR on creating a e-portfolio which includes the use of technology across various domains</p>	<p>Site-supervisor Eval: Results not tracked in 2013</p> <p>Exit survey Q10: Average score 3.3 out of 5</p> <p>Employer survey Q10: No Survey Conducted 2014</p> <p>Alumni survey Q22: Average score.4 out of 5</p> <p>Portfolio: 100% of the students received a grade of CR for Portfolio, however the i use of technology across various domains were not individually tracked.</p>	<p>A</p>
<p>11. Learners will demonstrate critical and creative thinking across academic and professional domains</p>	<p>To meet this goal, a score of 3.0 or above on a Likert scale is required on Alumni Survey Q 23.</p> <p>To meet this goal, 90% of those submitting portfolios will receive a CR signifying they successfully completed the portfolio as an exit competency</p>	<p>Alumni Q23: Average score 4.4 out of 5</p> <p>Portfolio: 100% of the students received a grade of CR for Portfolio, however the exit competency was not individually tracked.</p>	<p>N M</p>
<p>12. Learners will demonstrate core counseling knowledge in Clinical Mental Health Counseling</p>	<p>To meet this goal, 90% of Practicum, Internship and Advanced Internship will have a passing evaluation from both their Practicum and Site Supervisor (no more than 2 "below expectations) as well as Faculty Supervisor Evaluations.</p> <p>To meet this goal, 90% of those submitting portfolios will receive a CR signifying they successfully completed the portfolio on the first attempt as an exit competency.</p> <p>To meet this goal, a score of 3.0 or above on a Likert scale is required on Alumni Survey Q 24.</p>	<p>Site-supervisor Eval: Results not tracked in 2013</p> <p>Faculty supervisor Eval: Results not tracked in 2013</p> <p>Portfolio: 90% of those submitting portfolios will receive a CR signifying they successfully completed the portfolio as an exit competency</p> <p>Q24: Alumni: 4.6 out of 5</p>	<p>A</p>

	<p>CPCE Exam initiated this year. To meet this goal, 90% of students will pass all core areas within one standard deviation of the national mean score.</p>	<p>CPCE Exam: 23 out of 24 (96%) students passed Social and Cultural Diversity. 23 out of 24 (96%) students passed Helping Relationships. 24 out of 24 (100%) students passed Assessment. 21 out of 24 (88%) students passed Research and Program Evaluation. 23 out of 24 (96%) students passed Professional Orientation and Ethical Practice, 22 out of 24 (92%) students passed Human Growth and Development.. 24 out of 24 (100%) students passed Career Development. 23 out of 24 (96%) students passed Group Work.</p>	
<p>13. Learners will demonstrate an understanding of their strengths and limitation in Clinical Mental Health Counseling</p>	<p>Portfolio: 90% of those submitting portfolios will receive a CR signifying they successfully completed the portfolio as an exit competency</p>	<p>Portfolio: 100% of the students passed Portfolio</p>	<p>A</p>
<p>14. Learners will demonstrate knowledge of risk due to crisis, disaster, trauma, addiction, and/or co-occurring mental disorders</p>	<p>To meet this goal, 90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (M) or above on Assessment and Managing Suicide Risk (Demonstrates the ability to use procedures for assessing and managing suicide risk. Screens for addiction, aggression, and danger to self and/or others, as well as co-occurring mental disorders. Differentiates between diagnosis and developmentally appropriate reactions during crisis, disasters, and other trauma-causing events) from both faculty and site supervisor evaluations.</p> <p>To meet this goal a score of 3.0 or above on Exit Survey Q11, Employer Survey Q11 and Alumni Survey Q26.</p> <p>Average score on the Likert Scale. (1=Strongly Disagree 2=Disagree 3=Neither Agree nor Disagree, 4=Agree 5=Strongly Agree, NA)</p> <p>To meet this goal, 90% of those taking the CMHC exam will pass essay related to trauma and reporting issues</p>	<p>Site-supervisor Eval: Results not tracked in 2013</p> <p>Faculty supervisor Eval: Results not tracked in 2013</p> <p>Exit survey Q11: Average score 4.5 out of 5</p> <p>Employer survey Q11: No Survey Conducted 2014</p> <p>Alumni survey Q26: Average score 4.1 out of 5</p> <p>The CPCE was initiated this year and included no essay related to trauma and reporting issues.</p>	<p>A</p>

<p>15. Learners will demonstrate effective, culturally responsive counseling relationships</p>	<p>To meet this goal, 90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (M) or above on "Tolerance and Openness" (Respects the values, perspectives and opinions of others -both clients and colleagues- demonstrates understanding, awareness, and sensitivity related to cultural differences) from both faculty and site supervisors Evaluations</p> <p>To meet this goal, a score of 3.0 or above on the Employer Survey Q12, Alumni survey Q27.</p> <p>Average score on the Likert Scale. (1=Strongly Disagree 2=Disagree 3=Neither Agree nor Disagree, 4=Agree 5=Strongly Agree, NA)</p>	<p>Site-supervisor Eval: Results not tracked in 2013</p> <p>Faculty supervisor Eval:No results tracked in 2013</p> <p>Alumni Survey Q27: Average score 4.1 out of 5</p> <p>Employer survey Q12: No Survey Conducted 2014</p> <p>CPCE Exam: 23 students passed Social and Cultural Diversity. 23 students passed Helping Relationships 23 students passed Professional Orientation and Ethical Practice.</p>	<p>N M</p>
<p>16. Learners will demonstrate the ability to receive and integrate critical feedback as it relates to their professional development</p>	<p>Site-supervisor Eval Faculty supervisor Eval:</p> <p>To meet this goal, a score of 3.0 or above on the Employer Survey Q13 & Alumni survey Q28.</p> <p>Average score on the Likert Scale. (1=Strongly Disagree 2=Disagree 3=Neither Agree nor Disagree, 4=Agree 5=Strongly Agree, NA)</p>	<p>Site-supervisor Eval: Results not tracked in 2013</p> <p>Faculty supervisor Eval: Results not tracked in 2013</p> <p>Employer survey Q13: No Survey Conducted 2014</p> <p>Alumni Survey Q28: Average score 4.4 out of 5</p>	<p>N M</p>
<p>17. Learners will demonstrate effectiveness in interpersonal functioning as it applies to academic and clinical settings</p>	<p>To meet this goal, 90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (M) or above in Executive Skills (developing therapeutic relationship, communication skills, appropriate use of self) from both faculty and site supervisor evaluations</p> <p>To meet this goal, a score of 3.0 or above on the Employer Survey Q14 & Alumni survey Q29.</p> <p>Average score on the Likert Scale. (1=Strongly Disagree 2=Disagree 3=Neither Agree nor Disagree, 4=Agree 5=Strongly Agree, NA)</p>	<p>Site-supervisor Eval: Results not tracked in 2013</p> <p>Faculty supervisor Eval: Results not tracked in 2013</p> <p>Employer survey Q14: No Survey Conducted 2014</p> <p>Alumni survey Q29: Average score 4.5 out of 5</p>	<p>N M</p>

Description of Program Modifications

The Department of Graduate Counseling evaluated each outcome for 2013-2014 and identified programmatic revisions to implement for improved outcomes in 2014-2015. The following is a description of those program modifications.

Our response to the Alumni survey this year far exceeded our numbers last year (30 responses versus 15 last year) even though we did not offer a drawing incentive. We believe this may have been due to the SurveyMonkey platform that was used this year. Therefore, next year we will continue the SurveyMonkey platform as it may appear to be more "official" and professional to respondents. We will also utilize SurveyMonkey for Exit Surveys and Employer Surveys.

In addition to the modifications noted below, the program intends to re-evaluate the nature and content of some of its measurement tools to assure these adequately measure the goals, re-evaluate the criteria and thresholds for each data source, seek improved response rates on surveys (particularly the alumni and employer surveys), and work closely with the Office of Institutional Effectiveness to determine its assessment plans for future years.

A. Learners will be scripturally grounded in order to apply biblical values personally and professionally

1. Learners will examine and apply theories, concepts, principles and practices in individual, group, family, or career counseling from a biblical worldview
 - a. Next year we will track and report scores for individual portfolio components to address this program outcome. Though we implemented an Integration of Faith and Counseling paper component of portfolio this year, we did not track the grade of this component separately from portfolio. Next year we will report results that pull out the integration of faith and counseling paper component and report the grade.
 - b. An Employer Survey was not conducted this year.
 - c. According to the Exit and Alumni Survey this goal has been met.
2. Learners will examine and apply biblical values in their self-as-therapist development.
 - a. Next year we will track and report scores for individual portfolio components to address this program outcome. We will also report results that pull out the integration of faith and counseling paper component and report the aggregate of credit/no credit grades.
 - b. An Employer Survey was not conducted this year.
 - c. According to the Exit and Alumni Survey this goal has been met.

B. Learners will be professionally skilled so that students can exemplify ethical, legal, and clinical standards in ministry and clinical mental health settings

3. Learners will demonstrate an understanding of ethical and legal research, implications, issues, and considerations as applied in individual, group, family, career, crisis, and community counseling and consulting
 - a. An ongoing discussion for the program as a whole is that there are some differences between classes taught online and classes taught on campus. The

Dean has asked faculty in both service modalities to collaborate when developing the same courses to ensure that courses are aligned as much as possible.. While some collaboration has occurred, more collaboration is needed next year. Therefore,we will meet as a department to determine a strategy for promoting collaboration on course development.

- b. The site supervisor and faculty evaluation data was not tracked this year and so not reported in the results. A spreadsheet will be created to track specific questions from the site supervisor evaluations for Practicum, Internship, and Advanced Internship clinical courses. In addition,site supervisor/faculty evaluation forms varied between online and residential modalities. We will create an identical form to utilize for both service delivery methods.
 - c. Differences between exit survey respondents' and alumni respondents' scores, could be due to the differences in course material taught by different instructors, as there have been several changes in faculty over the past few years. We will review course materials, content, and pedagogy for Ethics and Legal Issues and Foundations of Mental Health courses to promote acquisition of knowledge and skills and align the course material between online and residential classes.
 - d. To boost our response rate on the exit survey, next year we will require students to submit documentation that they have taken the exit survey prior to taking the CPCE exam.
 - e. There was no Employer survey conducted in 2014.
 - f. The CMHC Comprehensive exam was discontinued this year and was replaced by the CPCE exam.
 - g. According to the Exit and Alumni surveys and results of the CPCE exam, this goal has been met.
4. Learners will demonstrate an understanding of social and cultural diversity research, trends, theories, implications, issues, and considerations as applied in individual, group, family, career, crisis, and community counseling and consulting
 - a. The site supervisor and faculty evaluation data was not tracked this year and so not reported in the results. A spreadsheet will be created to track specific questions from the site supervisor evaluations for Practicum, Internship, and Advanced Internship clinical courses. In addition,site supervisor/faculty evaluation forms varied between online and residential modalities. We will create an identical form to utilize for both service delivery methods.
 - b. The CMHC Comprehensive exam was discontinued this year and was replaced by the CPCE exam.
 - c. According to the Exit and Alumni surveys and results of the CPCE exam, this goal has been met.
5. Learners will demonstrate an understanding of human behaviors, attitudes, relationships, development, and characteristics that influence individual, group, family, career, crisis, and community counseling and consulting.
 - a. There was no Employer survey conducted in 2014.

- b. The site supervisor and faculty evaluation data was not tracked this year and so not reported in the results. A spreadsheet will be created to track specific questions from the site supervisor evaluations for Practicum, Internship, and Advanced Internship clinical courses. In addition,site supervisor/faculty evaluation forms varied between online and residential modalities. We will create an identical form to utilize for both service delivery methods.
 - c. Differences between exit survey respondents' and alumni respondents' scores, could be due to the differences in course material taught by different instructors, as there have been several changes in faculty over the past few years. We will review course materials, content, and pedagogy for Human Growth and Development, Lifestyle and Career Development, and Foundations of Mental Health, and Ethics and Legal Issues courses to promote acquisition of knowledge and skills and align the course material between online and residential classes.
 - d. To boost our response rate on the exit survey, next year we will require students to submit documentation that they have taken the exit survey prior to taking the CPCE exam.
 - e. According to the Exit and Alumni surveys and results of the CPCE exam, this goal has been met.
6. Learners will demonstrate and apply essential counselor characteristics, behaviors, interviewing and diagnostic skills across diverse academic and clinical settings
- a. There was no Employer survey conducted in 2014.
 - b. The site supervisor and faculty evaluation data was not tracked this year and so not reported in the results. A spreadsheet will be created to track specific questions from the site supervisor evaluations for Practicum, Internship, and Advanced Internship clinical courses. In addition,site supervisor/faculty evaluation forms varied between online and residential modalities. We will create an identical form to utilize for both service delivery methods.
 - c. Differences between exit survey respondents' and alumni respondents' scores, could be due to the differences in course material taught by different instructors, as there have been several changes in faculty over the past few years. We will review course materials, content, and pedagogy for Human Growth and Development, Lifestyle and Career Development, and Foundations of Mental Health, and Ethics and Legal Issues courses to promote acquisition of knowledge and skills and align the course material between online and residential classes.
 - d. To boost our response rate on the exit survey, next year we will require students to submit documentation that they have taken the exit survey prior to taking the CPCE exam.
 - e. According to the Exit and Alumni surveys and results of the CPCE exam, this goal has been met.
7. Learners will demonstrate an understanding of relevant theories and models related to individual, group, and family systems counseling and consulting
- a. There was no Employer survey conducted in 2014.

- b. Differences between exit survey respondents' and alumni respondents' scores, could be due to the differences in course material taught by different instructors, as there have been several changes in faculty over the past few years. We will review course materials, content, and pedagogy for Group Counseling to promote acquisition of knowledge and skills and align the course material between online and residential classes.
 - c. To boost our response rate on the exit survey, next year we will require students to submit documentation that they have taken the exit survey prior to taking the CPCE exam.
 - d. In addition, next year we will revise the Course Mapping spreadsheet to ensure that all CACREP standards and competencies are being assessed effectively. We will also include additional sections of the CPCE which could evaluate this competency.
 - e. According to the Exit and Alumni surveys and results of the CPCE exam, this goal has been met.
8. Learners will demonstrate an understanding of individual and group approaches to assessment and evaluation.
- a. There was no Employer survey conducted in 2014.
 - b. The online Psychological Testing and Measurement Course differs in the type of tests utilized for practice from the residential course. Next year we will align the tests to be as similar as possible in both service modalities.
 - c. To boost our response rate on the exit survey, next year we will require students to submit documentation that they have taken the exit survey prior to taking the CPCE exam.
 - d. According to the Exit and Alumni surveys and the CPCE scores on the core areas of Social and Cultural Diversity and Assessment this goal was met; however, scores on the Research and Program Evaluation core area fell below the 90% cutoff score for meeting this goal. Therefore, the Research and Statistics course will be reviewed and re-designed to promote acquisition of the knowledge, skills, and attributes needed for students to master this competency.
9. Learners will demonstrate an understanding of the role of research, research methodologies, statistical analysis, and program evaluation as applied to the counseling profession
- a. There was no Employer survey conducted in 2014.
 - b. To boost our response rate on the exit survey, next year we will require students to submit documentation that they have taken the exit survey prior to taking the CPCE exam.
 - c. According to the scores on the Exit and Alumni surveys this goal was met although the mean scores on the Alumni survey were slightly lower on this question than other questions on the survey. In addition, scores on the Research and Program Evaluation core area fell below the 90% cutoff score for meeting this goal. Therefore, the Research and Statistics course will be reviewed and

re-designed to promote acquisition of the knowledge, skills, and attributes needed for students to master this competency.

10. Learners will demonstrate a proficiency in applying computer technology across academic and professional domains
 - a. The site supervisor evaluation data was not tracked this year and so not reported in the results. A spreadsheet will be created to track specific questions from the site supervisor evaluations for Practicum, Internship, and Advanced Internship clinical courses. In addition, site supervisor evaluation forms varied between online and residential modalities. We will create an identical form to utilize for both service delivery methods.
 - b. To boost our response rate on the exit survey, next year we will require students to submit documentation that they have taken the exit survey prior to taking the CPCE exam.
 - c. According to the Exit and Alumni surveys and results of the Portfolio, this goal has been met. However, it should be noted that the average scores for these questions on the Exit survey and Alumni survey were somewhat lower than scores for other questions on these surveys. Therefore, we will revise the survey questions to distinguish between academic and professional proficiency in order to obtain data to assist in identifying areas where students need more training; we will review program technology to see if it meets student needs adequately; we will provide additional training in technology in the residential program; and we will develop strategies for ongoing evaluation of student proficiency in computer technology to ensure that students are utilizing the resources provided to them.
 - d. There was no Employer survey conducted in 2014
11. Learners will demonstrate critical and creative thinking across academic and professional domains
 - a. We will revise this program outcome to be more specific which will result in creating new expectations and assessment sources and criteria.
12. Learners will demonstrate core counseling knowledge in Clinical Mental Health Counseling
 - a. Procedures and protocol for the Student Professional Development Committee (SPDC) were developed to better address and remediate student issues with deficiencies in core counseling knowledge in CMHC counseling.
 - b. The site supervisor and faculty evaluation data was not tracked this year and so not reported in the results. A spreadsheet will be created to track specific questions from the site supervisor evaluations for Practicum, Internship, and Advanced Internship clinical courses. In addition, site supervisor/faculty evaluation forms varied between online and residential modalities. We will create an identical form to utilize for both service delivery methods.
 - c. Next year, all students will be required to pass all eight core areas assessed by the CPCE exam as a requirement to graduate.
 - d. There was no Employer survey conducted in 2014.

- e. According to the scores for the Alumni Survey and the results of the CPCE exam, this goal was met.
13. Learners will demonstrate an understanding of their strengths and limitation in Clinical Mental Health Counseling
- a. This outcome is duplicated under program goal 12 and so will be deleted for 2014-15. Syllabi will need to be updated to reflect this change.
14. Learners will demonstrate knowledge of risk due to crisis, disaster, trauma, addiction, and/or co-occurring mental disorders
- a. We will revise this program outcome to be more specific which will result in creating new expectations, new survey questions, and new assessment sources and criteria.
 - b. The site supervisor and faculty evaluation data was not tracked this year and so not reported in the results. A spreadsheet will be created to track specific questions from the site supervisor and faculty evaluations for Practicum, Internship, and Advanced Internship clinical courses. In addition, site supervisor/faculty evaluation forms varied between online and residential modalities. We will create an identical form to utilize for both service delivery methods.
 - c. The CPCE was initiated this year and included no essay related to trauma and reporting issues. Next year we will consider alternative sources for assessing this program outcome.
 - d. Exit and Alumni surveys indicated that this goal was met.
 - e. There was no Employer survey conducted in 2014.
15. Learners will demonstrate effective, culturally responsive counseling relationships
Continue efforts
- a. There was no Employer survey conducted in 2014.
 - b. The site supervisor and faculty evaluation data was not tracked this year and so not reported in the results. A spreadsheet will be created to track specific questions from the site supervisor evaluations for Practicum, Internship, and Advanced Internship clinical courses. In addition, site supervisor/faculty evaluation forms varied between online and residential modalities. We will create an identical form to utilize for both service delivery methods.
 - c. Next year, all students will be required to pass all eight core areas in order to graduate.
 - d. This year a question was added to the Alumni survey to assess this competency. Next year the Alumni survey will be added as an Assessment source and this question will be added as an Assessment criteria.
 - e. Also, a question will be added to the Exit survey that assesses this competency and so the Exit Survey will be added as an Assessment source.
 - f. In addition, the CPCE assesses this competency; therefore, next year the CPCE will be added as an Assessment source.
 - g. Additionally, two portfolio items assess this competency; next year the Portfolio will be added as an Assessment Source and the Integration of Theology and

Counseling Research paper and the Counseling Disclosure Synthesis Integration of Theology and Counseling Statement will be added as Assessment criteria.

C. Learners will be interpersonally competent for the purpose of establishing and maintaining healthy relationships within and among clients, colleagues, and communities

16. Learners will demonstrate the ability to receive and integrate critical feedback as it relates to their professional development
 - a. The site supervisor and faculty evaluation data was not tracked this year and so not reported in the results. A spreadsheet will be created to track specific questions from the site supervisor and faculty evaluations for Counseling Skills, Practicum, Internship, and Advanced Internship courses. In addition, site supervisor/faculty evaluation forms varied between online and residential modalities. Faculty will review evaluations with students one-on-one and assess how students receive and utilize feedback. We will create an identical form to utilize for both service delivery methods.
 - b. Next year we will add a question to the Exit survey assessing this competency.
 - c. In addition, we will create faculty evaluations for all courses to provide ongoing assessment of competencies across the program.
 - d. There was no Employer survey conducted in 2014.
17. Learners will demonstrate effectiveness in interpersonal functioning as it applies to academic and clinical settings
 - a. Procedures and protocol for the Student Professional Development Committee (SPDC) were developed to better address and remediate student issues with problematic interpersonal functioning in academic and clinical settings. The site supervisor and faculty evaluation data was not tracked this year and so not reported in the results. A spreadsheet will be created to track specific questions from the site supervisor and faculty evaluations for Practicum, Internship, and Advanced Internship clinical courses. In addition, site supervisor/faculty evaluation forms varied between online and residential modalities. We will create an identical form to utilize for both service delivery methods.
 - b. We will create faculty evaluations for all courses to provide ongoing assessment of competencies across the program.
 - c. There was no Employer survey conducted in 2014.