

2021-2022 GRADUATE DEPARTMENT OF COUNSELING ASSESSMENT PLAN

Mission: The DOGC is committed to providing graduate level programming that equips students to be scripturally grounded, professionally skilled, and interpersonally competent as they actively engage in the counseling profession and its related ministries. The purpose of the CMHC degree is to prepare students for future licensure in clinical mental health counseling.

Other Program Indicators	Comments		
# of Graduates in the past year	19		
Completion rate	73%	19/26; most students withdrew due to personal concerns; completion rate based on students who completed a minimum of 1 semester in program and would have graduated with this cohort	
Licensure/certification exam rate (as appropriate)	100%	Based on those reporting to have taken exam	
Job placement rate	78%	**based on 14 students reporting job placement at graduation/ 9 students reporting post-graduation	
Program enrollment (opt)	104	Total students from 3/30/2022	

Program Goals	Program Objectives (updated 2021)	Assessment Source & Criteria (measures Program Outcomes)	Results (averaged)	Use of Results
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Key: Surveys all used a 5 point Likert Scale (1=strongly disagree 2=disagree 3=neither agree nor disagree 4=agree 5=strongly agree)
Response Rate: Exit Survey n = 14; Employer Survey N/A assessment in 2023 ; Alumni Survey n = 57; Student program evaluation n-52;
 Site supervisor program evaluation n=33; Average score = Mean score

A. Students will be scripturally grounded in order to apply biblical values personally and professionally	Students will use a biblical worldview and biblical values to examine counseling theories, counseling concepts, and their self-as-therapist development, including critical thinking and interpersonal functioning. (Objective 10)	Average Score of 4.0 or above on Associated Question Q13: Exit Survey: Q: Employer Survey: Q10: Alumni Survey: Q4: Student program evaluation: Key Performance Indicator: 85% of students will pass KPIs under Objective 10 Portfolio: 90% of those submitting portfolios will earn a passing score for the sections on faith integration in the Professional Counselor Identity Research paper	Q13:Exit Survey: 4.79 Q: Employer Survey: N/A assessment in 2023 Q10: Alumni Survey: 4.54 Q4: Student program evaluation: 4.46 KPI passing rate for objective 10 = 100% Portfolio: 95% earned passing scores on the faith integration section of the professional identity paper	Goal Achieved Maintain quality of education and training
B. Students will be professionally skilled so that students can exemplify ethical, legal, and clinical standards in ministry and clinical mental health settings	Students will apply ethical, legal, and professional knowledge to counseling and consulting issues and practice. (Objective 2)	Site-supervisor Eval: 90% of Practicum, Internship and Advanced Internship will earn a "meets expectations" (2) or above on Ethical Practice Item Average score of 4.0 or above on Associated Q Q5 Exit Survey: Q Employer Survey: Q2: Alumni Survey: Q2/ Q10: Student program evaluation: Key Performance Indicators: 85% will pass KPIs related to Objective 2. CPCE Exam: 85% will earn a passing score for Core Content Areas Professional Orientation & Ethical Practice	Site supervisor evaluation: 100% met expectations on question related to ethical practice Q5: Exit Survey: 4.93 Q: Employer Survey: N/A assessment in 2023 Q2: Alumni Survey: 4.68 Q2/Q10: Student program evaluation: 4.29/4.69 KPI: passing rate for Objective 2 >91% CPCE Exam: Professional practice: 95% passed this section	Goal Achieved Maintain quality of education and training;
	Students will apply career counseling theories, models, and skills across multiple settings. (Objective 4)	Average Score of 4.0 or above on Associated Question Q7: Exit Survey: Q: Employer Survey: Q4: Alumni Survey: Q15: Student program evaluation: Key Performance Indicator: 85% of students will pass KPIs under Objective 4 CPCE Exam: 85% will earn a passing score for Core Content Area Career	Q7: Exit Survey: 4.64 Q: Employer Survey: N/A assessment in 2023 Q4: Alumni Survey: 4.14 Q15: Student program evaluation: 4.0 KPI: passing rate for Objective 4 = 100% CPCE Exam: Career: 95% passed this section	Goal Achieved Maintain quality of education and training
	Students will use social and culturally responsive counseling models with clients, including with diverse populations and at-risk clients. (Objective 8)	Site-supervisor Eval: 90% of Practicum, Internship and Advanced Internship will earn a "meets expectations" (2) or above on sensitivity to diversity issues Average score of 4.0 or above on associated Q Q11:Exit Survey Q:Employer Survey Q8:Alumni Survey: Q4/Q16: Student program evaluation Key Performance Indicator: 85% of students will pass KPIs under Objective 8 CPCE: 85% will earn a passing score on the Core Content Area Social & Cultural Diversity	Site supervisor evaluation: 100% met expectations on sensitivity to diversity issues Q11:Exit Survey: 5.0 Q: Employer Survey: N/A assessment in 2023 Q8: Alumni Survey: 4.23 Q4/Q16: Student program evaluation: 4.46/4.59 Q6: Site supervisor program evaluation: 4.48 KPI: passing rate for Objective 8 >95% CPCE Exam: Social/Cultural: 100% passed this section	Goal Achieved Maintain quality of education and training

<p>Students will be competent in evaluating human development models and clients' interpersonal factors that influence counseling and consulting. (Objective 3)</p>	<p>Average Score of 4.0 or above on associated Q Q6: Exit Survey Q: Employer Survey Q3: Alumni Survey Q6: Student program evaluation</p> <p>Key Performance Indicator: 85% of students will pass KPIs under Objective 3</p> <p>Portfolio: 90% of those submitting portfolios will earn a passing score on the written and oral case conceptualization component</p> <p>CPCE Exam: 85% will earn a passing score for Core Content Areas Human Growth & Development and Helping Relationships</p>	<p>Q6:Exit Survey: 4.93 Q: Employer Survey: N/A assessment in 2023 Q3: Alumni Survey: 4.46 Q6: Student program evaluation: 4.43</p> <p>KPI: passing rate for Objective 3 >96%</p> <p>Portfolio: 100% earned passing scores on the written and oral case conceptualization component</p> <p>CPCE Exam: HGD: 85% passed this section Helping Rels.: 100% passed this section</p>	<p>Goal Achieved</p> <p>Maintain quality of education and training</p>
<p>Students will be competent in applying counseling theories, models, and skills to group counseling and group work. (Objective 9)</p>	<p>90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (2) or above on effectiveness of group counseling in site supervisor evaluation</p> <p>Average Score of 4.0 or above on associated Q Q12:Exit Survey Q:Employer Survey Q9:Alumni Survey: Q11/Q12 Student Program Evaluation</p> <p>Portfolio: 90% of those submitting portfolios will earn a passing score for the oral and written Case Conceptualization paper and the Professional Counselor Identity Research paper.</p> <p>CPCE Exam: 85% will earn a passing score on Group Work</p>	<p>Supervision evaluations: 100% met expectations on effective leadership of group counseling</p> <p>Q12:Exit Survey: 4.71 Q: Employer Survey: N/A assessment in 2023 Q9: Alumni Survey: 4.35 Q11/Q12 Student Program Evaluation: 4.29/4.21</p> <p>KPI: passing rate for Objective 9 >96%</p> <p>Portfolio: 100% earned passing scores on both the case conceptualization and professional identity paper</p> <p>CPCE Exam: Group: 95% passed this section</p>	<p>Goal Achieved</p> <p>Maintain quality of education and training</p>
<p>Students will be competent in client assessment using counseling theories, models, and computer technology. (Objective 5)</p>	<p>Average score of 4.0 or above on associated Q Q9: Exit Survey: Q: Employer Survey Q5: Alumni Survey: Q14: Student Program Evaluation</p> <p>Key Performance Indicator: 85% of students will pass KPIs under Objective 5</p> <p>CPCE Exam: 85% will earn a passing score Assessment</p>	<p>Q9:Exit Survey: 4.57 Q: Employer Survey: N/A assessment in 2023 Q5: Alumni Survey: 4.46 Q14 Student Program Evaluation: 4.29</p> <p>KPI: passing rate for Objective 5 =100%</p> <p>CPCE Exam: Assessment: 95% passed this section</p>	<p>Goal Achieved</p> <p>Maintain quality of education and training</p>
<p>Students will apply counseling research and program evaluation in academic and professional settings. (Objective 6)</p>	<p>Average score of 4.0 or above on associated Q Q10: Exit Survey Q: Employer Survey Q6: Alumni Survey: Q9: Student Program Evaluation Q5/Q7: Site supervisor program evaluation</p> <p>Key Performance Indicator: 85% of students will pass KPIs under Objective 6</p> <p>CPCE Exam:85% will earn a passing score on Core Content Area Research and Program Evaluation</p>	<p>Q10:Exit Survey: 4.57 Q: Employer Survey: N/A Assessment in 2023 Q6: Alumni Survey: 4.16 Q9 Student Program Evaluation: 4.21 Q5/Q7: Site supervisor program evaluation: 4.61/4.61</p> <p>KPI: passing rate for Objective 6 = 100%</p> <p>CPCE Exam: Research: 95% passed this section</p>	<p>Goal Achieved</p> <p>Maintain quality of education and training</p>
<p>Students will apply Clinical Mental Health core counseling knowledge and skills across multiple academic and professional settings. (Objective 7)</p>	<p>Site-supervisor Eval: 90% of Practicum, Internship and Advanced Internship will have a passing evaluation (no more than 2 scores lower than a 2 "meets expectations")</p> <p>Faculty supervisor Eval:90% of Practicum, Internship, and Advanced Internship students will earn a score of 3 (target) or above on Counseling Skills</p> <p>Average score of 4.0 or above on associated Q Q11 Exit Survey Q Employer Survey Q7: Alumni Survey Q3/Q8 Student Program Evaluation Q8: Site supervisor program evaluation</p> <p>Key Performance Indicator: 85% of students will pass KPIs under Objective 7</p> <p>Portfolio: 90% will earn a passing score signifying that they successfully completed portfolio as an exit competency</p> <p>Candidacy: 90% of applicants will pass candidacy</p> <p>CPCE Exam: 85% will pass 7/8 Core Content Areas of the exam 90% will earn a passing total score for the exam</p>	<p>Site supervisor evaluation: 100% passed their final evaluation</p> <p>Faculty supervisor evaluation: In overall counseling skills, 91% received "target" or "exemplary" on every question</p> <p>Q11:Exit Survey: 4.93 Q: Employer Survey: N/A assessment in 2023 Q7: Alumni Survey: 4.54 Q3/Q8 Student Program Evaluation: 4.44/4.43 Q8: Site supervisor program evaluation: 4.64</p> <p>KPI: passing rate for Objective 7 >95%</p> <p>Portfolio: 100% earned passing scores</p> <p>Candidacy: 97% passed candidacy</p> <p>CPCE Exam: Core content areas: 90% earned a passing score on 7/8 content areas of the exam Total score: 100% earned total passing scores</p>	<p>Goal Achieved</p> <p>Maintain quality of education and training</p>

<p>C. Students will be interpersonally competent for the purpose of establishing and maintaining healthy relationships within and among clients, colleagues, and communities</p>	<p>Students will apply counseling theories, concepts, skills, and characteristics in forming effective, therapeutic, counseling relationships across multiple settings. (Objective 1)</p>	<p>Site-supervisor Eval: 90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (2) or above on the Counseling Skills section</p> <p>Faculty supervisor Eval: 90% of Counseling Skills and Practicum students will earn a score of 3 (target) or above on all 9 Counseling skills questions</p> <p>Dispositions Assessment: 90% of students overall will receive "meets expectations" on disposition assessment</p> <p>Average score of 4.0 or above on associated Q Q5:Exit Survey Q:Employer Survey Q1:Alumni Survey: Q5/Q7 Student program evaluation Q4: Site supervisor program evaluation</p> <p>Key Performance Indicator: 85% of students will pass KPIs under Objective 1</p> <p>CPCE: 90% will earn a passing score on Helping relationships</p>	<p>Site supervisor eval: 98% met expectations on every question of counseling skills section</p> <p>Faculty supervisor evaluations: 89% met expectations on every question of counseling skills section</p> <p>Dispositions assessment: 79% of students received meets expectations on every area in each class</p> <p>Q5:Exit Survey: 4.93 Q: Employer Survey: N/A assessment in 2023 Q1: Alumni Survey: 4.54 Q5/Q7 Student Program Evaluation: 4.52/4.44 Q4: Site supervisor program evaluation: 4.76</p> <p>KPI: passing rate for Objective 1 >94%</p> <p>CPCE Exam Helping Relationships: 100% passed this section</p>	<p>Goal Partially Achieved</p> <p>Maintain quality of education and training/ watch for trends with counseling skills evaluations/ evaluate standard for dispositions</p>

Proposed program changes 2022-2023

The faculty have reviewed assessment data from 2021-2022 and made recommendations for program changes. The advisory board met in September 2022 to review assessment data and offer recommendations as well. The following are proposed changes for the 2022-2023 academic year.

- The department will establish a goal of 85% of students passing key performance indicators per course.
- The department will discuss with the admissions team continued strategies for reaching diverse applicants.
- The department will continue to revise the student self-evaluation process to better target the developmental level of each cohort.
- The faculty will adapt all courses from Moodle to Canvas in 2022-2023.
- The department will develop a Chi Sigma Iota chapter by August 2023.
- The department will consider new ways that students can engage with professional organizations.
- The department will engage in a faculty search to add a new faculty member to the department by August 2023.