

Graduate Counseling Programs

Over the course of a three-year cycle, our assessment process reviews our program from three perspectives: Professional Identity, Professional Competence and Program Area (CMHC), and Overall Program Balance.

- **Assessment Cycle Year #1: Professional Identity** reviews the common core domains set out in the 2016 CACREP Standard Section 2.F.1-8 (professional counseling identity).
- **Assessment Cycle Year #2: Professional Competence and Program Area** reviews the domains set out in CACREP Standard Section 3.F-M (professional practice: practicum and internship) and CACREP Standard Section 5.C.1-3 (program area: Clinical Mental Health Counseling).
- **Assessment Cycle Year #3: Overall Program Balance** reviews the overall program from the perspectives of Academic Excellence (“Head”), Spiritual Life Formation/Religious Development (“Heart”), and Professional Skills Development (“Hands”). These perspectives reflect our corporate educational triad as well as our commitment to developing the whole person through the non-academic and character virtues of Faith, Hope, Love, Wisdom, Justice, Temperance, and Courage.

The following table sets out the outcomes we will measure and the corresponding data we will analyze for each year in the cycle.

Assessment Cycle	Outcome	Data Source	Data
Year #1 Professional Identity	2.F.1.	<u>Professional Counseling Orientation and Ethical Practice</u> : Students will demonstrate a comprehensive understanding of how to function as a professional counselor.	CNS 5330 Professional Ethics Position Paper
	2.F.2.	<u>Social and Cultural Diversity</u> : Students will demonstrate an understanding of the cultural context of relationships, issues, and trends in a multicultural society.	CNS 5075 Multicultural Counseling Family Culture Paper Cultural Interviews Paper
	2.F.3.	<u>Human Growth and Development</u> : Students will demonstrate an understanding of the nature and needs of persons at all developmental levels and in multicultural contexts.	CNS 6310 Human Growth & Development Research Paper
	2.F.4.	<u>Career Development</u> : Students will demonstrate an understanding of career development and related life factors.	CNS 6810 Career Counseling Career Case Study
	2.F.5	<u>Counseling and Helping Relationships</u> : Students will demonstrate an understanding of the counseling process from theory through skill.	CNS 5310 Counseling Theory CNS 6410 Counseling Techniques Paradigm Project Paper Skills Demonstration
	2.F.6	<u>Group Counseling and Group Work</u> : Students will demonstrate theoretical and experiential understandings of group purpose, development, dynamics, theories, methods, skills, and other group approaches in a multicultural society.	CNS 6440 Group Counseling Peer Skills Evaluation
	2.F.7	<u>Assessment and Testing</u> : Students will demonstrate an understanding of individual and group approaches to assessment and evaluation in a multicultural society.	CNS 6430 Assessment Assessment Rationale Papers
	2.F.8	<u>Research and Program Evaluation</u> : Students will demonstrate an understanding of research methods, statistical analysis, needs assessment, and program evaluation.	CNS 5410 Research, Statistics, and Evaluation Abbreviated Research Paper

Assessment Cycle Year #2 Professional Competence and Program Area (CMHC)	Outcome		Data Source	Data
	3.F-I.	<u>Practicum</u> : Students exhibit the knowledge, attitude, and skill needed to engage in an in-depth supervised field experience.	CNS 6912 Adv. Techniques /Practicum	Supervisor Evaluation
	3.J-M.	<u>Internship</u> : Students will exhibit the professional skills and character virtues appropriate to the role of a clinical mental health counselor.	CNS 6931-6932 Internship	Supervisor Evaluation
	5.C.1.a-e.	<u>Foundations</u> : Students will exhibit the foundational knowledge and skills needed to function effectively as a clinical mental health counselor.	CNS 5306 Foundations of CMHC	Textbook Quizzes
	5.C.2.	<u>Contextual Dimensions</u> : Students will demonstrate knowledge and understanding of presenting concerns, treatment intervention, referral, collaboration in clinical mental health counseling across settings, diagnoses, and situations.	CNS 5420 Psychopathology	Case Study
	5.C.3.a-e.	<u>Practice</u> : Students will exhibit the skills for effective clinical practice including holistic intake, treatment, referral, and advocacy.	CNS 6931-6932 Internship	Case Study Paper and Presentation
Assessment Cycle Year #3 Character Dispositions & Overall Program Balance	Outcome		Data Source	Data
	Head	Students will demonstrate mastery of the foundational knowledge in the field of clinical mental health counseling and the seven-character virtues of Faith, Hope, Love, Wisdom, Justice, Temperance, and Courage.	CECE	Exam Score
		Students will demonstrate proficiency in culturally sensitive critical thinking skills and dispositional character virtues in the field of mental health from a bio-psycho-social-spiritual framework.	PPR	Advisor Evaluation
		Students will demonstrate proficiency in culturally sensitive critical thinking skills and dispositional character virtues in the field of mental health from a bio-psycho-social-spiritual framework.	CNS 5305 Applied Biblical Fdn. on Couns.	Philosophy of Counseling Paper
	Heart	Students will demonstrate mastery of the biblical design for their relationship with creation, each other, and God and the character traits of the seven virtues.	CNS 5342 Fdn. of Marriage & Family Couns.	Couples Counseling Philosophy & Approach Integration Project
		Students will demonstrate consistency in individual and corporate spiritual practices and the affirmation of the seven-character virtues.	Counseling Orientation	PPR Item Spiritual Development (Ques. 28-29)
		Students will demonstrate growth in a Christian community of redemptive relationships and the consistent expression of the seven-character virtues.	Counseling Orientation	PPR Item Faithful Engagement (Ques. 14-15)
	Hands	Students will demonstrate the seven character-based virtues through the categories of insight, awareness, relationships, interaction, and personal responsibility.	Counseling Orientation	PPR
		Students will demonstrate proficiency in applying academic knowledge, spiritual transformation processes, and character virtues to clinical mental health practice.	CNS 6931-32 Internship	ORS/SRS
		Students will demonstrate competence in effective interpersonal skills and character virtues in clinical practice and with professional colleagues.	CNS 6931-32 Internship	Supervisor Evaluation
		Students will demonstrate competence in ethical, moral, and culturally sensitive care through the expression and practice of the seven-character virtues.	CNS 6931-32 Internship	Supervisor Evaluation Employer ratings

We have correlated each domain (outcome) under Professional Identity, Professional Competence, and Program Area (Clinical Mental Health Counseling) with a data source (e.g., II.G.1 Professional Orientation and Ethics is

correlated with CNS 5330). Each time we offer a course, we will collect a signature assignment (data) and store it in an electronic databank. At the appropriate time in the assessment cycle, we will draw a random sample of 8-10 assignments for each course from the databank and will evaluate them against the pertinent rubric. At least one faculty member who is not responsible for teaching the course will review and evaluate the sample assignments.

The primary means we will use in the process is direct assessment of student learning outcomes (SLOs) based on course work collected each year and evaluated using rubrics designed according to a four-level scale: Unsatisfactory (0), Marginal (1), Satisfactory (2), and Exceptional (3). We will consider an outcome to be met successfully when the student work evaluated achieves an average score of 2.00 or better. In reviewing Overall Program Balance, we will supplement direct assessment of student assignments by other sources of data such as the Counselor Education Comprehensive Examination (CECE), the Supervisor Survey, the Outcome Rating Scale (ORS) and Session Rating Scale (SRS), and the Professional Performance Review (PPR). Alignment of the seven-character virtues to demonstrate alignment between strong integration and research on spiritual formation with the non-academic character dispositions noted in the academic literature is provided in the appendices.

In addition to direct assessment of student learning outcomes, we will conduct indirect assessment of the program. Our advisory council will meet annually to provide input, and we will administer our graduating student and internship site supervisor surveys annually. We will administer our alumni and employer surveys every third year (during Assessment Cycle Year #3). We will add the information collected through these indirect means to the results of our direct assessment as we conduct our analysis during a two-day workshop in May.

The following table provides a summary of the points at which we will assess students during the three years of their program of study.

Pre-Admission	Group interview	
Year 1	Fall Semester	Spring Semester
	Counseling Orientation - PPR CNS 5306 – Forum on role of counselors CNS 5342 – Final exam CNS 5410 –Abbreviated Research paper	Counseling Orientation – PPR CNS 5310 – Paradigm project paper CNS 5420 – Case Study & Final exam
	<u>Summer Semester:</u> CNS 5075 – Culture Interviews & Family culture papers	
Year 2	Fall Semester	Spring Semester
	Counseling Orientation – PPR CNS 6310 – Research paper CNS 6440 – Group Skills Assessment CNS 6410 – Clinical Skills Demonstration	Counseling Orientation – PPR CNS 5305 – Philosophy of Counseling Paper CNS 6430 – Assessment Rationale Papers CNS 5330 – Position paper
	<u>Summer Semester:</u> CNS 6912 – Supervisor eval., ORS/SRS, Practicum Notebook	
Year 3	Fall Semester	Spring Semester
	Counseling Orientation - PPR CNS 6810 – Career Case Study CNS 6931 – Supervisor eval., case study, and ORS/SRS	Counseling Orientation - PPR CNS 6932 – Supervisor eval., case study, and ORS/SRS Graduating student survey Site supervisor survey The Counselor Education Comprehensive Examination, (CECE)
Post-Graduation	Alumni survey Employer survey	

At our annual May workshop, the entire Graduate Counseling Program resident faculty team will serve as the assessment committee to review the area designated for that year of the assessment cycle. In addition to reviewing sample assignments and other data identified above, we will also consider other input (e.g., feedback from our Advisory Council, information from our graduating student and internship site supervisor surveys). We will analyze the information we have collected, make specific recommendations based on that analysis, and develop

plans for implementation and/or remediation. We will draft and distribute an annual report that documents the finding of that year’s assessment and describes any modifications to the program. We will complete the first report of this new assessment cycle during Summer 2021. (See the following table for the place of the annual advisory council review in the assessment cycle.)

As part of the report, we will assign follow-up steps to specific program faculty members for implementation. These faculty members will be responsible to document any changes made and report on them at the next workshop. Their follow-up reports will close the loop on the assessment cycle year.

Timeline for Implementing First Assessment Cycle (2021-2023):

September 2020 – April 2021	Collect and store course-related data Administer graduating student and internship site supervisor surveys (annual)
May 2021	Analyze data and develop recommendations for Assessment Cycle Year #1 (Professional Identity) Receive feedback from Advisory Council (annual)
June 2021	Draft report on Assessment Cycle Year #1
July 2021	Distribute report on Assessment Cycle Year #1
August 2021 – April 2022	Continue collecting and storing course-related data Administer graduating student and internship site supervisor surveys (annual)
May 2022	Report on follow-up steps from Assessment Cycle Year #1 Analyze data and develop recommendations for Assessment Cycle Year #2 (Professional Competence and Program Area) Receive feedback from Advisory Council (annual)
June 2022	Draft report on Assessment Cycle Year #2
July 2022	Distribute report on Assessment Cycle Year #2
August 2022 – April 2023	Continue collecting and storing course-related data Administer graduating student and internship site supervisor surveys (annual) Administer alumni and employer surveys (triennial)
May 2023	Report on follow-up steps from Assessment Cycle Year #2 Analyze data and develop recommendations for Assessment Cycle Year #3 (Dispositional Competencies & Overall Program Balance) Receive feedback from Advisory Council (annual)
June 2023	Draft report on Assessment Cycle Year #3
July 2023	Distribute report on Assessment Cycle Year #3