Annual Report (2023-2024)
Counseling Program
Department of Psychology & Counseling
Alabama A&M University

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OVERVIEW

The Counseling program at Alabama A&M University uses a variety of assessments and evaluation to direct program change and engender student learning and success. The following details assessment results in the program. These assessments are based on the 2016 CACREP Standards.

Areas of assessment include:

- Evaluation of the Program
- Evaluation of Students
- Evaluation of Faculty
- Evaluation of Clinical Experience

About the Program

The master's in counseling is a terminal master's program that provides students with the skills necessary to become master's level practitioners and prepares them for doctoral-level training in Counseling and certification or licensure. The program curriculum requires 60 credit hours, a 100-hour practicum, and two (2) 300-hour internship experiences in a setting appropriate for the career trajectory, and a comprehensive examination or thesis. The counseling program requirements align with CACREP and CORE requirements.

The master's program generally takes about two years to complete. Students' core course work includes approaches to individual and group counseling; ethical and professional issues in counseling; professional and ethical issues in counseling; intelligence and personality assessment; lifespan and career development; research in counseling; and multicultural issues. Currently, graduates of the program are eligible for licensure as a Licensed Professional Counselor in the State of Alabama.

EVALUATION OF THE PROGRAM

The following evaluations include institutional data, community assessments, faculty assessment and student assessments of the program. These assessments inform and guide necessary programmatic changes.

Key Stakeholders

Stakeholder	Measures	Frequency
Current Students	• Exit Survey • Professional Dispositions • Academic Performance • Student Self-Evaluation • Student Advisory Board	• Fall & Spring Semesters (exit survey, student self-evaluation) • Annually (professional & academic dispositions, student advisory board)
Alumni	• Alumni Survey	• Annually
Counselor Education Faculty	• Faculty Meetings	• Annually
Site Supervisors	• Annual Site Supervisor Survey • Site Supervisor Rating of Student Performance	• Annually (Annual Site Supervisor Survey) • Fall & Spring Semesters (Site Supervisor Rating of Student Performance)
Employers of Graduates	• Employer Survey	• Annually
External Advisory Committee	• External Advisory Committee Meeting	• Annually

Program Objectives

The Counseling program has 4 Program Objectives. Each Program Objective is continually evaluated by our key stakeholders through multiple data points.

Program Objective 1- To foster ethically responsible counselors:
- Overall Master's Comprehensive Exam Scores
- Ratings on Professional Dispositions

- Applicable areas from student's self-evaluation of ethical awareness and conduct (*Self-Evaluation*)
- Applicable areas from the survey of upcoming graduate's perceptions of their training in ethics *(Exit Survey)*
- Applicable areas from the surveys of site supervisor's rating of current master's student's ethical awareness and conduct (*Site Supervisor Rating of Student Performance)*
- Applicable areas from surveys of employer's perceptions of graduate's professional/legal/ethical behavior (*Employer Survey*)
- Applicable areas from the survey of site supervisor's perceptions of student's professional/legal/ethical behavior (*Annual Site Supervisor Survey*)
- Applicable areas from the survey of graduate's perceptions of their professional/legal/ethical behavior *(Alumni Survey)*
- Recommendations from the *External Advisory Committee*
- Recommendations from the *Student Advisory Committee*
- Key Performance Indicators (KPI 1.1, 1.2)

Program Objective 2- To cultivate students' identities as professional counselors:

- Overall Master's Comprehensive Exam Scores
- Ratings on Professional Dispositions
- Applicable areas from student's self-evaluation of their professional identity/counseling skills (*Self-Evaluation*)
- Applicable areas from the survey of upcoming graduate's perceptions of their professional counselor identity/counseling skills *(Exit Survey)*
- Applicable areas from the surveys of site supervisor's rating of current master's student's professional counselor identity/counseling skills (*Site Supervisor Rating of Student Performance)*
- Applicable areas from surveys of employer's perceptions of graduate's professional counselor identity/counseling skills (*Employer Survey*)
- Applicable areas from the survey of site supervisor's perceptions of student's professional counselor identity/counseling skills (*Annual Site Supervisor Survey*)
- Applicable areas from the survey of graduate's perceptions of their professional counselor identity/counseling skills *(Alumni Survey)*
- Recommendations from the *External Advisory Committee*
- Recommendations from the *Student Advisory Committee*
- Key Performance Indicators (KPIs 2.1, 2.2, 2.3, 2.4, 2.5)

Program Objective 3- To engender multiculturally competent counselors:

- Overall Master's Comprehensive Exam Scores

- Ratings on Professional Dispositions
- Applicable areas from student's self-evaluation of multicultural competence (*Self-Evaluation*)
- Applicable areas from the survey of upcoming graduate's perceptions of their training in multicultural competence *(Exit Survey)*
- Applicable areas from the surveys of site supervisor's rating of current master's student's multicultural competence (*Site Supervisor Rating of Student Performance)*
- Applicable areas from surveys of employer's perceptions of graduate's multicultural competence (*Employer Survey*)
- Applicable areas from the survey of site supervisor's perceptions of student's multicultural competence (*Annual Site Supervisor Survey*)
- Applicable areas from the survey of graduate's perceptions of their multicultural competence *Alumni Survey*)
- Recommendations from the *External Advisory Committee*
- Recommendations from the *Student Advisory Committee*
- Key Performance Indicators (KPI 3.1)

Program Objective 4- To provide students with the knowledge and skills related to working with those with disabilities:

- Overall Master's Comprehensive Exam Scores
- Ratings on Professional Dispositions
- Applicable areas from student's self-evaluation of their clinical rehabilitation identity (*Self-Evaluation*)
- Applicable areas from the survey of upcoming graduate's perceptions of their training in clinical rehabilitation *(Exit Survey)*
- Applicable areas from the surveys of site supervisor's rating of current master's student's clinical rehabilitation identity (*Site Supervisor Rating of Student Performance)*
- Applicable areas from surveys of employer's perceptions of graduate's clinical rehabilitation identity (*Employer Survey*)
- Applicable areas from the survey of site supervisor's perceptions of student's clinical rehabilitation identity (*Annual Site Supervisor Survey*)
- Applicable areas from the survey of graduate's perceptions of their clinical rehabilitation identity (*Alumni Survey*)
- Recommendations from the *External Advisory Committee*
- Recommendations from the *Student Advisory Committee*
- Key Performance Indicators (KPIs 4.1, 4.2, 4.3)

CACREP Vital Statistics

Number of students: 76

Number of graduates for 2023-2024: 13

Completion rate: 92%

Licensure or certification pass rate: 53%

Job placement rate: 62%

Institutional Data

Applicant Characteristics for 2023-2024 academic year:

	Applicant Number	Number Admitted	Number Denied	Deferred Term	Denied Admission
Fall 2023	17	13	1	0	2
Spring 2024	25	22	0	1	2
Summer 2024	13	13	0	0	0

The following demographics detail those who applied to the program:

	Gender	Age	Race
Fall 2023	Male- 4 Female- 13	29.7	Black-17
Spring 2024	Male-2 Female-23	28.6	Black-19 White-4 Asian-2
Summer 2024	Male-2 Female-11	29.1	Black-12 White-1

The following demographics detail current students (2023-2024 academic year):

Demographics

	Number Enrolled	Gender	Age	Race
Fall 2023	76	Male- 17 Female- 58	28	Black-47 Other- 29
Spring 2024	72	Male-15 Female-56	28	Black-42 White-1 Other- 29

Summer 2024	35	Male-7 Female-27	27	Black-20 White-1 Other-14

The following demographics detail graduates (2023-2024 academic year):

Demographics ($N = 13$)

	Total	Gender	Race
Fall 2023	9	Female-6 Male-3	Black-9
Spring 2024	4	Female-2 Male-2	Black-4

COMMUNITY ASSESSMENTS

Professional Advisory Council Meeting Minutes
The Counseling program maintains a Professional Advisory Council that provided program input from state and regional counseling professionals. Members of the Council for 2023-2024 included:

Name	Organization
Kristeen Baker	Alabama A&M Counseling Center
Gwenea Jackson	Alabama Department of Rehabilitation Services
Rachel Mason	Phoenix Industries
Steve Mason	Alethia House
Calvin Matthews	Psychological & Counseling Association
Janella Morgan	Phoenix Industries
Pamela Tippit	PLT Counseling
Lashawn Jackson Turner	Huntsville Hospital Caring House
Patrick Quirk	Longwood Psychological Center

Key Findings
The external advisory board members discussed the possibility of reimbursing students for the cost of the CRC exam and paying renewal fees. A member recommended students take Auburn University's free CRC exam preparation course. Members also discussed allowing students to sit for the National Exam or the national certification in lieu of the program's comprehensive exam.

FACULTY ASSESSMENTS

Annual Student Review (Professional Dispositions & Academic Performance)

The counseling program faculty reviewed each student based on professional dispositions and academic performance annually.

Key Findings
The following details the outcomes of the disposition and academic performance of the evaluations. Students were ranked as Exceeds, Meets, Developing or Does Not Meet expectations in each area.

All students met expectations in the following subskills: diversity, integrity, professional conduct, openness to feedback, personal responsibility, emotional regulation, oral communication, written communication, attendance/participation, completes work in a timely fashion.

Faculty Meeting Minutes

The faculty hold semesterly meetings to provide governance and oversight to the program. During these meetings, faculty assess the program mission, objectives, key performance indicators, curriculum, and other key components to the counseling program.

Key Performance Indicators

The counseling program's objectives emerge from the program's mission and are grounded in the core area and specialty standards. As such, the program objectives are designated as the Key Performance Indicator (KPI) to systematically assess both program objectives and student learning. The program uses signature assignments to assess each KPI. The outlined KPIs measure at least one knowledge, skill, or a combination of both performance indicators to assess student learning. The program also uses two measures across two points in time for the core and specialty areas to cross-validate student outcome data for each area.

KPI 1.1

Students will demonstrate knowledge of ethical standards of professional counseling organizations and credentialing bodies, and applications of ethical and legal considerations in professional counseling.

Measure 1

Ethics Project D (COUN 520) (Knowledge)

80% of students will achieve a minimum score of 80% on the Ethics Project D in COUN 520.

Key Findings

> Fall 2023: **86% of students** achieved a score of 80% on Ethics Project D.
> Spring 2024: **80% of students** achieved a score of 80% on Ethics Project D.
> Summer 2024: Not offered

Measure 2

Signature Assignment (COUN 600) (Knowledge & Skills)

80% of Students will achieve a minimum score of 80% on the Signature Assignment in COUN 600.

Key Findings

> Fall 2023- **100% of students** achieved a score of 80% on the Signature Assignment.
> Spring 2024- **100% of students** achieved a score of 80% on the Signature Assignment.
> Summer 2024- Not offered.

KPI 1.2

Students will demonstrate knowledge and skills related to ethical and culturally relevant strategies for promoting resilience and optimum development and wellness across the lifespan.

Measure 1

Developmental Issues Presentation (COUN 514) (Knowledge & Skills)

80% of students will achieve a minimum score of 80% on the Developmental Issues Presentation in COUN 514.

Key Findings

> Fall 2023- **80% of students** achieved a score of 80% on the Developmental Issues Presentation.
> Spring 2024- **38% of students** achieved a score of 80% on the Developmental Issues Presentation.
> Summer 2024-**86% of students** achieved a score of 80% on the Developmental Issues Presentation.

Measure 2

Signature Assignment (COUN 600) (Knowledge & Skills)

80% of Students will achieve a minimum score of 80% on the Signature Assignment in COUN 600.

Key Findings

Fall 2023- **100% of students** achieved a score of 80% on the Signature Assignment.
Spring 2024- **100% of students** achieved a score of 80% on the Signature Assignment.
Summer 2024- Not offered.

KPI 2.1

Students will demonstrate knowledge and skills related to strategies for assessing abilities, interests, values, personality and other factors that contribute to career development**.**

Measure 1

Self-Assessment Assignment (COUN 560) (Knowledge & Skills)

80% of students will achieve a minimum score of 80% on the Self-Assessment Assignment in COUN 560.

Key Findings

Fall 2023- **100% of students** achieved a score on the Self-Assessment Assignment.
Spring 2024- **67% of students** achieved a score on the Self-Assessment Assignment.
Summer 2024- **100% of students** achieved a score on the Self-Assessment Assignment.

Measure 2

Online Tools Report (COUN 560) (Knowledge & Skills)

80% of students will achieve a minimum score of 80% on the Online Tools Report in COUN 560.

Key Findings

Fall 2023- **83% of students** achieved a score of 80% on the Online Tools Report.
Spring 2024- **88% of students** achieved a score of 80% on the Online Tools Report.
Summer 2024**- 83% of students** achieved a score of 80% on the Online Tools Report.

KPI 2.2

Students will display knowledge and skills related to essential interviewing, counseling, and case conceptualization skills.

Measure 1

Client Audio/Video Recorded Tape and Session Note (COUN 540) (Knowledge & Skills)

80% of students will achieve a minimum score of 80% on the Client Audio/Video Recorded Tape and Session Note in COUN 540.

Key Findings

Fall 2023- **100% of students** achieved a score of 80% on the Client Audio/Video Recorded Tape and Session Note.

Spring 2024- **100% of students** achieved a score of 80% on the Client Audio/Video Recorded Tape and Session Note.
Summer 2024- Not offered.

Measure 2

Mock Intake Session Assignment (COUN 596) (Knowledge & Skills)

80% of students will achieve a minimum score of 80% on the Mock Intake Session Assignment in COUN 596.

Key Findings

Fall 2023- **100% of students** achieved a score of 80% on the Mock Intake Session Assignment
Spring 2024- **100% of students** achieved a score of 80% on the Mock Intake Session Assignment.
Summer 2024- **100% of students** achieved a score of 80% on the Mock Intake Session Assignment.

KPI 2.3

Students will display knowledge and skills related to theoretical foundations of group work and group counseling.

Measure 1

Group Leader Activities (COUN 550) (Knowledge & Skills)

80% of students will achieve a minimum score of 80% on the Group Leader Activities in COUN 550.

Key Findings

Fall 2023- Not offered.
Spring 2024- **100% of students** achieved a score of 80% on the Group Leader Activities.
Summer 2024- Not offered.

Measure 2

Group Plan Assignment (COUN 550)

(Knowledge & Skills)

80% of students will achieve a minimum score of 80% on the Group Plan assignment in COUN 550.

Key Findings

Fall 2023- Not offered.
Spring 2024- **83% of students** achieved a score of 80% on the Group Plan assignment.

Summer 2024- Not offered.

KPI 2.4

Students will display knowledge and skills related to use of assessments for diagnostic and intervention planning purposes.

Measure 1

Assessment Administration (COUN 580) (Knowledge & Skills)

80% of students will achieve a minimum score of 80% on the Assessment Administration in COUN 580.

Key Findings

Fall 2023- **100% of students** made 80% on the Assessment Administration.
Spring 2024- **95% of students** made 80% on the Assessment Administration.
Summer 2024- **100% of students** made 80% on the Assessment Administration.

Measure 2

Final Case Study

(COUN 594) (Knowledge & Skills)

80% of students will achieve a minimum score of 80% on the Final Case Study assignment in COUN 594.

Key Findings

Fall 2023- **100% of students** achieved a score of 80% on the Final Case Study.
Spring 2024- Not offered.
Summer 2024- **100% of students** achieved a score of 80% on the Final Case Study.

KPI 2.5

Student will demonstrate knowledge and skills related to the importance of research in advancing the counseling profession, including how to critique research to inform counseling practice.

Measure 1

Research Article Review (COUN 590) (Knowledge & Skills)

80% of students will achieve a minimum score of 80% on the Research Article Review in COUN 590.

Key Findings

Fall 2023- **100% of students** achieved a score of 80% on the Research Article Review.
Spring 2024- Not offered.

Summer 2024- Not offered.

Measure 2

Poster Presentation (COUN 590) (Knowledge & Skills)

80% of students will achieve a minimum score of 80% on the Poster Presentation in COUN 590.

Key Findings

Fall 2023- **92% of students** achieved a score of 80% on the Poster Presentation.
Spring 2024- Not offered.
Summer 2024- Not offered.

KPI 3.1

Students will demonstrate knowledge and skills related to multicultural and pluralistic characteristics within and among diverse groups nationally and internationally.

Measure 1

Multicultural Interaction Project (COUN 570) (Knowledge & Skills)

80% of students will achieve a minimum score of 80% on the Multicultural Interaction Project in COUN 570.

Key Findings

Fall 2023-**100% of students** achieved a score of 80% on the Multicultural Interaction Project.
Spring 2024- **57% of students** achieved a score of 80% on the Multicultural Interaction Project.
Summer 2024- **100% of students** achieved a score of 80% on the Multicultural Interaction Project.

Measure 2

Signature Assignment (COUN 600)

80% of Students will achieve a minimum score of 80% on the Signature Assignment in COUN 600.

Key Findings

Fall 2023- **100% of students** received a score of 80% on the Signature Assignment.
Spring 2024- **100% of students** received a score of 80% on the Signature Assignment.
Summer 2024- Not offered.

KPI 4.1

Students will demonstrate the history and development of rehabilitation counseling.

Measure 1

Quiz 4 (COUN 507) (Knowledge)

80% of students will achieve a minimum score of 80% on the Quiz 4 assignment in COUN 507.

Key Findings

 Fall 2023- **88% of students** scored 80% on Quiz 4 assignment in COUN 507.
 Spring 2024- **100% of students** scored 80% on Quiz 4 assignment in COUN 507.
 Summer 2024- Not offered.

Measure 2

Oral Presentation on Legislation (COUN 511) (Knowledge and Skills)

80% of students will achieve a minimum score of 80% on the Poster Presentation assignment in COUN 508.

Key Findings

 Fall 2023- Not offered.
 Spring 2024- **83% of students** achieved a score of 80% on the Poster Presentation.
 Summer 2024- Not offered.

KPI 4.2

Students will demonstrate the effects of the onset, progression, and expected duration of disability on clients' holistic functioning (i.e. physical, spiritual, sexual, vocational, social, relational, and recreational).

Measure 1

Case Study (COUN 517) (Knowledge)

80% of students will achieve a minimum score of 80% on the Case Study assignment in COUN 517.

Key Findings

 Fall 2023- **100% of students** achieved a score of 80% on the Case Study.
 Spring 2024- **94% of students** achieved a score of 80% on the Case Study.
 Summer 2024- Not offered

Measure 2

Class Case Presentation (COUN 513) (Knowledge and Skills)

80% of students will achieve a minimum score of 80% on the Class Case Presentation assignment in COUN 513.

Key Findings

 Fall 2023- **86% of students** achieved a score of 80% on the Class Case Presentation.
 Spring 2024- **100% of students** achieved a score of 80% on the Class Case Presentation.
 Summer 2024- Not offered.

KPI 4.3

Students will demonstrate diagnostic interviews, mental status examinations, symptom inventories, psychoeducational and personality assessments, biopsychosocial histories, assessment for treatment planning, and assessments for assistive technology needs.

Measure 1

Case Presentations (COUN 600) (Knowledge)

80% of students will achieve a minimum score of 80% on the Class Case presentation assignment in COUN 600.

Key Findings

Fall 2023- **100% of students** achieved a score of 80% on the Class Case Presentation.
Spring 2024- **100% of students** achieved a score of 80% on the Class Case Presentation.
Summer 2024- Not offered.

Measure 2

Signature Assignment (COUN 600) (Knowledge and Skills)

80% of Students will achieve a minimum score of 80% on the Signature Assignment in COUN 600.

Key Findings

Fall 2023- **100% of students** received a score of 80% on the Signature Assignment.
Spring 2024- **100% of students** received a score of 80% on the Signature Assignment.
Summer 2024- Not offered.

STUDENT ASSESSMENTS

Student Advisory Board

The Student Advisory Board consists of 5 students who were self, peer or faculty nominated to serve as representatives. Students voice their concerns, requests, and general inquiries to the members who share these at annually scheduled meetings and meetings held as needed between the board and faculty members. The faculty review the findings of the assessment report with students and allow them to offer feedback and provide recommendations for program modifications.

Key Findings

The student advisory board recommended a concentration of Clinical Mental Health be added to the program based on the interests of the student body. Other recommendations included a

"study session" for the comprehensive exam and the NCE. Members also recommended an update to the program's website.

Exit Survey

The Exit Survey was sent to the graduates ($N = 13$) of fall 2023 and spring 2024 academic semesters and 12 responded.

Key Findings
The graduates of fall 2023 and spring 2024 were asked to evaluate various aspects of the programs. The majority of the responses rated the program overall as "excellent" or "good". Every respondent planned to pursue counseling licensure and 50% of respondents planned to pursue certification as a rehabilitation counselor. The areas students rated as "not satisfied" included facilities and resources (25%) and program duration (50%). The majority of students rated their training in the eight core areas, rehabilitation specialization, faculty competence, academic advising, instructional effectiveness, and the program curriculum as "very satisfied" or "satisfied".

Alumni Survey

The Alumni survey was disseminated to twice to students who graduated in December 2023- May 2024 ($N = 36$) and 7 responded.

Key Findings
Alumni were asked to evaluate various aspects of the program. There were 7 alumni who responded to the survey. Alumni identified strengths (e.g., multiculturalism, ethics, professionalism), as well as areas for improvement (e.g., more opportunities for research experience) within the program. Regarding their clinical skills and knowledge, the majority of the ratings were very prepared and somewhat prepared. Regarding licensure and passing the NCE, the majority of students were Associate Licensed Counselors or in the application process and planned to take the NCE.

Employer Survey

The Employer Survey was disseminated to student identified employers ($N = 5$) and 2 responded. The employer's name and job title will not be shared to keep the results anonymous.

Key Findings
The Employer Survey was disseminated to student identified employers ($N = 5$) and 2 responded. Employers identified strengths (e.g., strong clinical skills, multiculturalism), as well as areas for improvement (e.g., raising expectations) within the program. Regarding their clinical skills and knowledge, the majority of the ratings were very prepared and somewhat prepared.

CLINICAL EXPERIENCE EVALUATIONS

Annual Site Supervisor Survey

The annual site supervisor evaluation was disseminated to site supervisors ($N = 24$) and 3 responded. The site supervisor's name will not be shared to keep the results anonymous.

Key Findings
The site supervisor evaluation was disseminated to site supervisors ($N = 24$) and 3 responded. Site supervisors identified strengths (e.g., active engagement, desire to learn, strong work ethic) as well as areas for improvement (e.g., time management, assertiveness) within the program. Regarding their clinical skills and knowledge, the majority of the ratings were very prepared and somewhat prepared.

Site Supervisor Evaluation

Site supervisor evaluation was disseminated to site supervisors, who were supervising students in Practicum, Internship I and Internship II, at the midterm and final grading periods of fall 2023 ($N = 18$) and spring 2024 ($N = 20$).

Key Findings
The majority of ratings were agree or strongly agree. Site supervisors identified supervisees' strengths (e.g., reliability, clinical skills, professionalism, positive attitude) as well as areas for improvement (e.g., time management, lack of communication, a need to take more initiative).

Student Evaluation of Site Supervisor

Student evaluation of site supervisor evaluation was disseminated to students in Practicum, Internship I and Internship II at the midterm and final grading periods of fall 2023 ($N = 18$) and spring 2024 ($N = 20$).

Key Findings
The majority of students responses to the evaluation were strongly agree and agree.

Student Self-Evaluation

Student self-evaluation was disseminated to students in Practicum, Internship I and Internship II at the midterm and final grading periods of fall 2023 ($N = 18$) and spring 2024 ($N = 20$).

Key Findings

The majority of students rated themselves as good or excellent on the evaluation. Students identified areas of strength (e.g., ability to listen to and understand nonverbal behavior, ability to respond with accurate empathy, knowledge of policy, procedure and record keeping) and some areas of growth (e.g., ability to conduct case management activities, ability to end a session smoothly).

PROGRAM MODIFICATIONS

In reviewing all program evaluation data, including aggregate data from the 2016 CACREP standard key performance indicator (KPI) assignments, enrollment data, and constituent surveys, the faculty made the following program modifications:

Program Objective 1: To foster ethically responsible counselors

Measure	Key Findings/Feedback	Program Modification
Overall Master's Comprehensive Exam Scores	Fall 2023- **60% of students** passed the Comprehensive Exam. Spring 2024- **100% of students** passed the Comprehensive Exam. Summer 2024- **67% of students** passed the Comprehensive Exam. NOT MET	Faculty created a comprehensive study guide for students. Faculty implemented study guide in Fall 2025. Faculty implemented "study session" in Spring 2025.
Ratings on Professional Dispositions	All students met expectations.	None.
Self-Evaluation	On the items pertaining to professional identity and ethics, all students rated themselves as good or excellent.	None.
Exit Survey	On the items pertaining to professional identity and ethics, all ratings were satisfied or very satisfied.	None.
Site Supervisor Rating of Student Performance	On the items pertaining to professional identity and ethics, all ratings were agree or strongly agree.	None.
Employer Survey	On the items pertaining to professional identity and ethics, all ratings were very prepared and somewhat prepared.	None.
Annual Site Supervisor Survey	On the items pertaining to professional identity and ethics, all ratings were very prepared and somewhat prepared.	None.

Alumni Survey	On the items pertaining to professional identity and ethics, all ratings were very prepared and somewhat prepared.	None.
External Advisory Committee Meeting	The external advisory board reviewed and approved this program objective.	None.
Student Advisory Committee Meeting	The student advisory board reviewed and approved this program objective.	None.

KPI 1.1 Measure 1	Ethics Project D
	80% of students will achieve a minimum score of 80% on the Ethics Project D in COUN 520.
	Key Findings
	    Fall 2023: **86% of students** achieved a score of 80% on Ethics Project D.
	    Spring 2024: **80% of students** achieved a score of 80% on Ethics Project D.
	    Summer 2024: Not offered
	
	MET
		None.

KPI 1.1
 	
Measure 2
	Signature Assignment
	80% of Students will achieve a minimum score of 80% on the Signature Assignment in COUN 600.
	Key Findings
	    Fall 2023- **100% of students** achieved a score of 80% on the Signature Assignment.
	    Spring 2024- **100% of students** achieved a score of 80% on the Signature Assignment.
	    Summer 2024- Not offered.
	
	MET
		None.

KPI 1.2 Measure 1	Developmental Issues Presentation 80% of students will achieve a minimum score of 80% on the Developmental Issues Presentation in COUN 514.	Fall 2024: Reviewed assignment instructions for clarity and content leading up to the assignment.

	Key Findings	Fall 2024: Pedagogical approaches to the assignment were reviewed and refined with the course instructor.
	Fall 2023- **80% of students** achieved a score of 80% on the Developmental Issues Presentation. Spring 2024- **38% of students** achieved a score of 80% on the Developmental Issues Presentation. Summer 2024-**86% of students** achieved a score of 80% on the Developmental Issues Presentation. NOT MET	
KPI 1.2 Measure 2	Signature Assignment 80% of Students will achieve a minimum score of 80% on the Signature Assignment in COUN 600. Key Findings Fall 2023- **100% of students** achieved a score of 80% on the Signature Assignment. Spring 2024- **100% of students** achieved a score of 80% on the Signature Assignment. Summer 2024- Not offered. MET	None.

Program Objective 2: To cultivate students' identities as professional counselors

Measure	Key Findings/Feedback	Program Modification
Overall Master's Comprehensive Exam Scores	Fall 2023- **60% of students** passed the Comprehensive Exam. Spring 2024- **100% of students** passed the Comprehensive Exam. Summer 2024- **67% of students** passed the Comprehensive Exam.	Faculty created a comprehensive study guide for students. Faculty implemented study guide in Fall 2025.
Ratings on Professional Dispositions	All students met expectations.	None.
Self-Evaluation	On the items pertaining to professional counselor identity/counseling skills,	None.

	majority students rated themselves as good or excellent.	
Exit Survey	On the items pertaining to professional counselor identity/counseling skills, all ratings were satisfied or very satisfied.	None.
Site Supervisor Rating of Student Performance	On the items pertaining to professional counselor identity/counseling skills, all ratings were agree or strongly agree.	None.
Employer Survey	On the items pertaining to professional counselor identity/counseling skills, all ratings were very prepared and somewhat prepared.	None.
Annual Site Supervisor Survey	On the items pertaining to professional counselor identity/counseling skills, all ratings were very prepared and somewhat prepared.	None.
Alumni Survey	On the items pertaining to professional counselor identity/counseling skills, all ratings were very prepared and somewhat prepared.	None.
External Advisory Committee Meeting	The external advisory board reviewed and approved this program objective.	None.
External Advisory Committee Meeting	The student advisory board reviewed and approved this program objective.	None.
KPI 2.1 Measure 1	Self-Assessment Assignment 80% of students will achieve a minimum score of 80% on the Self-Assessment Assignment in COUN 560. ***Key Findings*** Fall 2023- **100% of students** achieved a score on the Self-Assessment Assignment. Spring 2024- **67% of students** achieved a score on the Self-Assessment Assignment. Summer 2024- **100% of students** achieved a score on the Self-Assessment Assignment.	Fall 2024: Reviewed assignment instructions for clarity and content leading up to the assignment. Fall 2024: Pedagogical approaches to the assignment were reviewed and refined with the course instructor.

	NOT MET	

KPI 2.1
 	
Measure 2
	Online Tools Report
	80% of students will achieve a minimum score of 80% on the Online Tools Report in COUN 560.
	Key Findings
	
	    Fall 2023- **83% of students** achieved a score of 80% on the Online Tools Report.
	    Spring 2024- **88% of students** achieved a score of 80% on the Online Tools Report.
	    Summer 2024**- 83% of students** achieved a score of 80% on the Online Tools Report.
	
	MET
		None.

KPI 2.2
 	
Measure 1
	Client Audio/Video Recorded Tape and Session Note
	80% of students will achieve a minimum score of 80% on the Client Audio/Video Recorded Tape and Session Note in COUN 540.
	Key Findings
	
	    Fall 2023- **100% of students** achieved a score of 80% on the Client Audio/Video Recorded Tape and Session Note.
	    Spring 2024- **100% of students** achieved a score of 80% on the Client Audio/Video Recorded Tape and Session Note.
	    Summer 2024- Not offered.
	
	MET
		None.

KPI 2.2 Measure 2	Mock Intake Session Assignment 80% of students will achieve a minimum score of 80% on the Mock Intake Session Assignment in COUN 596. ***Key Findings*** Fall 2023- **100% of students** achieved a score of 80% on the Mock Intake Session Assignment	None.

	Spring 2024- **100% of students** achieved a score of 80% on the Mock Intake Session Assignment. Summer 2024- **100% of students** achieved a score of 80% on the Mock Intake Session Assignment. MET	

KPI 2.3
 	
Measure 1
	Group Leader Activities
	80% of students will achieve a minimum score of 80% on the Group Leader Activities in COUN 550.
	Key Findings
	      Fall 2023- Not offered.
	      Spring 2024- **100% of students** achieved a score of 80% on the Group Leader Activities.
	      Summer 2024- Not offered.
	
	MET
		None.

KPI 2.3
 	
Measure 2
	Group Plan Assignment
	80% of students will achieve a minimum score of 80% on the Group Plan assignment in COUN 550.
	Key Findings
	      Fall 2023- Not offered.
	      Spring 2024- **83% of students** achieved a score of 80% on the Group Plan assignment.
	      Summer 2024- Not offered.
	
	MET
		None.

KPI 2.4
 	
Measure 1
	Assessment Administration
	80% of students will achieve a minimum score of 80% on the Assessment Administration in COUN 580.
	Key Findings
	      Fall 2023- **100% of students** made 80% on the Assessment Administration.
	      Spring 2024- **95% of students** made 80% on the Assessment Administration.
		None.

	Summer 2024- **100% of students** made 80% on the Assessment Administration. MET	
KPI 2.4 Measure 2	Final Case Study (COUN 594) (Knowledge & Skills) 80% of students will achieve a minimum score of 80% on the Final Case Study assignment in COUN 594. _**Key Findings**_ Fall 2023- **100% of students** achieved a score of 80% on the Spring 2024- Not offered. Summer 2024- **100% of students** achieved a score of 80% on the Final Case Study. MET	None.
KPI 2.5 Measure 1	Research Article Review 80% of students will achieve a minimum score of 80% on the Research Article Review in COUN 590. _**Key Findings**_ Fall 2023- **100% of students** achieved a score of 80% on the Research Article Review. Spring 2024- Not offered. Summer 2024- Not offered. MET	None.
KPI 2.5 Measure 2	Poster Presentation 80% of students will achieve a minimum score of 80% on the Poster Presentation in COUN 590. _**Key Findings**_ Fall 2023- **92% of students** achieved a score of 80% on the Poster Presentation. Spring 2024- Not offered. Summer 2024- Not offered.	None.

	MET	

Program Objective 3: To engender multiculturally competent counselors:

Measure	Key Findings/Feedback	Program Modification
Overall Master's Comprehensive Exam Scores	Fall 2023- **60% of students** passed the Comprehensive Exam. Spring 2024- **100% of students** passed the Comprehensive Exam. Summer 2024- **67% of students** passed the Comprehensive Exam. NOT MET	Faculty created a comprehensive study guide for students. Faculty implemented study guide in Fall 2025.
Ratings on Professional Dispositions	All students met expectations.	None.
Self-Evaluation	On the items pertaining to multicultural competence, all students rated themselves as good or excellent.	None.
Exit Survey	On the items pertaining to multicultural competence, all ratings were satisfied or very satisfied.	None.
Site Supervisor Rating of Student Performance	On the items pertaining to multicultural competence, all ratings were agree or strongly agree.	None.
Employer Survey	On the items pertaining to multicultural competence, all ratings were very prepared and somewhat prepared.	None.
Annual Site Supervisor Survey	On the items pertaining to multicultural competence, all ratings were very prepared and somewhat prepared.	None.
Alumni Survey	On the items pertaining to multicultural competence, all ratings were very prepared and somewhat prepared.	None.
External Advisory Committee Meeting	The external advisory board reviewed and approved this program objective.	None.
Student Advisory Committee Meeting	The student advisory board reviewed and approved this program objective.	None.

KPI 3.1 Measure 1	Multicultural Interaction Project (COUN 570) (Knowledge & Skills) 80% of students will achieve a minimum score of 80% on the Multicultural Interaction Project in COUN 570. **Key Findings** Fall 2023-**100% of students** achieved a score of 80% on the Multicultural Interaction Project. Spring 2024- **57% of students** achieved a score of 80% on the Multicultural Interaction Project. Summer 2024- **100% of students** achieved a score of 80% on the Multicultural Interaction Project. NOT MET	Fall 2024: Reviewed assignment instructions for clarity and content leading up to the assignment. Fall 2024: Pedagogical approaches to the assignment were reviewed and refined with the course instructor.
KPI 3.1 Measure 2	Signature Assignment 80% of Students will achieve a minimum score of 80% on the Signature Assignment in COUN 600. **Key Findings** Fall 2023- **100% of students** achieved a score of 80% on the Signature Assignment. Spring 2024- **100% of students** achieved a score of 80% on the Signature Assignment. Summer 2024- Not offered. MET	None.

Program Objective 4- To provide students with the knowledge and skills related to working with those with disabilities:

Measure	Key Findings/Feedback	Program Modification
Overall Master's Comprehensive Exam Scores	Fall 2023- **60% of students** passed the Comprehensive Exam. Spring 2024- **100% of students** passed the Comprehensive Exam. Summer 2024- **67% of students** passed the Comprehensive Exam.	Faculty created a comprehensive study guide for students. Faculty implemented study guide in Fall 2025.

	NOT MET	
Ratings on Professional Dispositions	All students met expectations.	None.
Self-Evaluation	On the items pertaining to rehabilitation counseling, all students rated themselves as good or excellent.	None.
Exit Survey	On the items pertaining to rehabilitation counseling, all ratings were satisfied or very satisfied.	None.
Site Supervisor Rating of Student Performance	On the items pertaining to rehabilitation counseling, all ratings were agree or strongly agree.	None.
Employer Survey	On the items pertaining to rehabilitation counseling, all ratings were very prepared and somewhat prepared.	None.
Annual Site Supervisor Survey	On the items pertaining to rehabilitation counseling, all ratings were very prepared and somewhat prepared.	None.
Alumni Survey	On the items pertaining to rehabilitation counseling, all ratings were very prepared and somewhat prepared.	None.
External Advisory Committee Meeting	The external advisory board reviewed and approved this program objective.	None.
Student Advisory Committee Meeting	The student advisory board reviewed and approved this program objective.	None.
KPI 4.1 Measure 1	Quiz 4 (COUN 507) (Knowledge) 80% of students will achieve a minimum score of 80% on the Quiz 4 assignment in COUN 507. ***Key Findings*** Fall 2023- **88% of students** scored 80% on Quiz 4 assignment in COUN 507.	None.

	Spring 2024- **100% of students** scored 80% on Quiz 4 assignment in COUN 507. Summer 2024- Not offered. MET	

KPI 4.1
 	
Measure 2
	Oral Presentation on Legislation (COUN 508) (Knowledge and Skills)
	80% of students will achieve a minimum score of 80% on the Poster Presentation assignment in COUN 508.
	Key Findings
	    Fall 2023- Not offered.
	    Spring 2024- **83% of students** achieved a score of 80% on the Poster Presentation.
	    Summer 2024- Not offered.
	
	MET
		None.

KPI 4.2
 	
Measure 1
	Case Study (COUN 517) (Knowledge)
	80% of students will achieve a minimum score of 80% on the Case Study assignment in COUN 517.
	Key Findings
	    Fall 2023- **100% of students** achieved a score of 80% on the Case Study.
	    Spring 2024- **94% of students** achieved a score of 80% on the Case Study.
	    Summer 2024- Not offered
	
	MET.
		None.

KPI 4.2 Measure 2	Class Case Presentation (COUN 513) (Knowledge and Skills) 80% of students will achieve a minimum score of 80% on the Class Case Presentation assignment in COUN 513. **_Key Findings_** Fall 2023- **86% of students** achieved a score of 80% on the Class Case Presentation.	None.

	Spring 2024- **100% of students** achieved a score of 80% on the Class Case Presentation. Summer 2024- Not offered. MET.	
KPI 4.3 Measure 1	Case Presentations (COUN 600) (Knowledge) 80% of students will achieve a minimum score of 80% on the Class Case presentation assignment in COUN 600. ***Key Findings*** 　　Fall 2023- **100% of students** achieved a score of 80% on the Class Case Presentation. Spring 2024- **100% of students** achieved a score of 80% on the Class Case Presentation. Summer 2024- Not offered. MET	None.
KPI 4.3 Measure 2	Signature Assignment 80% of Students will achieve a minimum score of 80% on the Signature Assignment in COUN 600. ***Key Findings*** 　　Fall 2023- **100% of students** achieved a score of 80% on the Signature Assignment. Spring 2024- **100% of students** achieved a score of 80% on the Signature Assignment. Summer 2024- Not offered. MET	None.

Other program changes:

Measure	Key Findings/Feedback	Program Modification
Licensure Exam (NCE) Pass Rate	53%	NCE-related assignments in pre-practicum course Start date: Fall 2024

		Option for students to take NCE in final semester Start date: Spring 2025
Exit Survey	Program duration	"Fast Track" Option Start date: Spring 2025 Cohort Model Start date: Fall 2025
Student Advisory Board	Request for a Clinical Mental Health track	Approved Clinical Mental Health Track Start date: Fall 2025
Student Advisory Board	Program website update	Spring 2025: Program website updated