

**COUNSELING PROGRAM
ANNUAL IMPROVEMENT PLAN**

Annual Improvement Plan

Purpose: The Counseling (CNS) Program is dedicated to improve the Program curriculum, organization, and communication by frequent and routine evaluations. Various groups help in the evaluation process: CNS students during their last semester of the Program, graduates of the CNS Program within six months of graduating, employers of recent graduates, and practicum and internship site supervisors. Through an anonymous survey format, each of these groups provide feedback on the strengths and challenges of our Program curriculum and student educational experiences. The surveys are the Program Evaluation, the Graduate Survey, the Graduate Employer Survey, and the Site Supervisor Evaluation of Counseling Program. The first survey is completed every semester and the remaining are completed every three years. The CNS faculty compile, analyze, discuss and utilize the feedback to determine future foci and/or changes to the Program. In addition, at the end of each semester, CNS faculty review the progress of each student on all CACREP standards and utilize this information to enhance program curriculum and develop student remediation, if necessary. Lastly, we share the reports with our Advisory Board and discuss possible changes to the program.

Program Evaluation: The counseling faculty aim to conduct an assessment of the effectiveness of the counseling program. An important component of this review is to ascertain the quality and relevancy of the program and course content from the point of view of current students and graduates. Results are analyzed and used to help the program identify areas of strength and areas that are in need of enhancement. The following are the results of the evaluation administered to five students who each completed a program evaluation at the completion of their programs in AY 21-22.

Program strengths:

100% of the respondents reported that the program completely met their expectations.

4 out of 5 respondents reported the quality of faculty as excellent, and 1 of 5 indicated quality of faculty as very good.

100% of the respondents indicated that the content of the program completely met their expectations.

3 out of 5 respondents rated program content as excellent, and 2 out of 5 respondents rated program content as very good.

Potential Areas for Improvement

To offer a variety of electives

Provide an emphasis on learning more than one theory

Student Learning Outcomes (SLO's): In addition to the above surveys, the CNS faculty also reviewed student outcomes on Key Performance Indicators (KPI). Furthermore, each CACREP standard (in the eight core areas and in clinical mental health counseling) is assessed via an assignment, evaluation, or task in the program. Faculty review each standard for each student. Below is an overview of the results.

SLO 1 –

understood the various components required to effectively develop, market, and assess group work.

Clinicals (CNS 790, 794, or 795) – Group Verification Form - During the 2021-2022, 15 students facilitated group work during their clinical experiences. These students were able to demonstrate foundational group work skills.

Semester prior to final semester or final semester – CPCE - The Counseling Program had 10 students take the CPCE in during the 2021-2022 academic year. All students passed the Group Counseling and Group Work domain of the CPCE. This result suggests that students have a solid understanding of group work knowledge. The student who did not pass must retake the exam prior to graduation.

SLO 3 – Students will

During CNS- 790 Practicum - Nine students completed the CESA in the 2021-2022 academic year. Eight students met standards on this assessment indicating basic knowledge and understanding of theories of human growth and development. The one student who did not meet standards will need to retake the CESA.

Semester prior to final semester or final semester – CPCE - The Counseling Program had 10 students take the CPCE in during the 2021-2022 academic year. All 10 students passed the Human Growth and Development domain of the CPCE on their first attempt. This result suggests that the students possessed a comprehensive knowledge regarding biopsychosocial issues across the lifespan.

SLO 4 – Students will demonstrate a readiness to work within the spectrum of mental health settings

KPI 4.1 - Assessment: Students who complete the program will demonstrate knowledge of the helping process, inclusive of assessment tools, psychometric constructs, and diagnosing and treatment planning

CNS 676 –

KPI 4.2 - Career: Students who complete the program will demonstrate knowledge in career and vocational development of clients

CNS 686 - Savickas Interview - 10 students were enrolled in CNS 686, Career Counseling, during the 2021-2022 academic year. All 10 students met expectations on the Savickas Interview Project, indicating that these students possessed sound career counseling knowledge.

CNS 683 – Self-Directed Search Assignment- 10 students were enrolled in CNS 683, Test and Measurements, during the 2021-2022 academic year. Nine students met expectations on the SDS assignment, indicating that these students possessed sound career counseling knowledge. The one student who did not meet standards will need to retake the course.

Semester prior to final semester or final semester – CPCE - The Counseling Program had 10 students take the CPCE during the 2021-2022 academic year. All 10 passed the Career Development domain of the CPCE. This result suggests that these students possessed a comprehensive knowledge regarding career counseling.

KPI 4.3 - Research: Students who complete the program will demonstrate the ability to comprehend professional research and literature, especially as it relates to program

Reflection Assignment 3, demonstrating an understanding of the professional counseling credentialing.

CNS 795/797 – Oral Defense - During the 2021-2022 academic year, 14 students were enrolled in a clinical experience where they were required to take part in the Oral Defense. All 14 students met expectations on the criteria related to the written aspect of their counseling

advisory board and our stakeholders. However, faculty will need to maintain ongoing assessment to identify strengths and challenges to hybridizing the courses.

Graduation & Postgraduate Placement

During the 2021-2022 academic year, 12 counseling students graduated from the program (MAEd SC = 6; and EdS CMHC = 6). All students who have sought employment as a counselor have obtained employment.

The counseling faculty is taking the proper steps to make positive changes to the structure, organization and flow of the counseling program. This will be an ongoing process, but it is necessary to meet our purpose of preparing our students for careers as professional counselors.