

Key Performance Indicator (KPI)	KPI- Linked Core or Specialty Area	Points When Measured [COUN Course #] and Measure [Assessment Title; item]	Criterion*: 90% of students final score at least	Results AY 22022-2023 [% of N]	Program Changes
Strategies for personal and professional self-evaluation and implications for practice (2F1k)	PROFESSIONAL COUNSELING ORIENTATION AND ETHICAL PRACTICE	5680 Professional Counseling Performance Evaluation (PCPE)-Basic Skills; 4.c	2.0/3.0	96.25% of 80	Criterion met; no change at this time
		5660 PCPE-Adv Skills; 4.c	2.0/3.0	97.89% of 95	Criterion met; no change at this time
		5690 PCPE-Practicum; 4.c	2.0/3.0	100% of 69	Criterion met; no change at this time
		5720/5721 PCPE-Intern CMHC-2.c; School-2.c	2.0/3.0	CMHC 100% of 177 School 100% of 3	Criterion met; no change at this time
Effects of power and privilege for counselors and clients (2F2e)	SOCIAL AND CULTURAL DIVERSITY	5680 PCPE-Basic Skills; 2.c	2.0/3.0	97.50% of 80	Criterion met; no change at this time
		5660 PCPE-Adv Skills; 2.d	2.0/3.0	100% of 95	Criterion met; no change at this time
		5690 PCPE-Practicum; 2.d	2.0/3.0	100% of 69	Criterion met; no change at this time
		5720/5721 PCPE-Intern CMHC 2.d; School 3.n	2.0/3.0	CMHC 100% of 177 School 100% of 3	Criterion met; no change at this time
		5790 Case Study	2.0/3.0	96% of 106	Criterion met; no changes at this time

General framework for understanding differing abilities and strategies for differentiated interventions (2F3h)	HUMAN GROWTH AND DEVELOPMENT	5670 Autobiography	2.0/3.0	81% of 68	Criterion not met, Modification #1
		5690 PCPE-Practicum; 1.d	2.0/3.0	97.10% of 69	Criterion met; no changes at this time
		5720/5721 PCPE-Intern CMHC 3.r; School 3.f	2.0/3.0	CMHC 100% of 174 School 100% of 3	Criterion met; no changes at this time
Approaches for conceptualizing the interrelationships among and between work, mental well-being, relationships, and other life roles and factors (2F4b)	CAREER DEVELOPMENT	5470 Career Evaluation	1.0/2.0	98.2% of 57	Criterion met; no changes at this time
		5670 Autobiography	2.0/3.0	87% of 64	Criterion not met, Modification #2
Counselor characteristics and behaviors that influence the counseling process (2F5f)	COUNSELING AND HELPING RELATIONSHIPS	5670 Autobiography	2.0/3.0	81% of 64	Criterion not met, Modification #1
		5680 PCPE-Basic Skills; 4.a	2.0/3.0	98.75% of 80	Criterion met; no changes at this time
		5660 PCPE-Adv Skills; 4.a	2.0/3.0	100% of 95	Criterion met; no changes at this time
		5690 PCPE-Practicum; 4.a	2.0/3.0	100% of 69	Criterion met; no changes at this time
		5720/5721 PCPE-Intern CMHC 3.a; School 3.a	2.0/3.0	CMHC 100% of 177 School 100% of 3	Criterion met; no changes at this time

Approaches to group formation, including recruiting, screening, and selecting members (2F6e)	GROUP COUNSELING AND GROUP WORK	5740 Group Proposal	1.0/2.0	100% of 75	Criterion met; no changes at this time
		5720/5721 PCPE-Intern CMHC 3.ab; School 3.z	2.0/3/0	CMHC 100% of 123 School 100% of 3	Criterion met; no changes at this time
Use of assessments for diagnostic and intervention planning purposes (2F7e)	ASSESSMENT AND TESTING	5740 Group Proposal	1.0/2.0	97%/of 75	Criterion met; no changes at this time
		5730/5760 Exam	1.0/2.0	100% of 49	Criterion met; no changes at this time
		5690 PCPE-Practicum; 3.d	2.0/3.0	98.55% of 69	Criterion met; no changes at this time
Importance of research in advancing the counseling profession, including how to critique research to inform counseling practice (2F8a)	RESEARCH AND PROGRAM EVALUATION	5480 Guiding theory	1.0/2.0	97.22% of 72	Criterion met; no changes at this time
		5740 Group Proposal	1.0/2.0	100% of 75	Criterion met; no changes at this time
School Counseling Program					
Interventions to promote academic development (SC G3d)	SCHOOL COUNSELING	5460 PDEP	1.0/2.0	98.5% of 29	Criterion met; no changes at this time
		5760 Exam	1.0/2.0	100% of 8	Criterion met; no changes at this time
		5720/5721 PCPE-Intern; 3.e	2.0/3.0	100% of 3	Criterion met; no change at this time.
Clinical Mental Health Counseling Program					

Strategies for interfacing with integrated behavioral health care professionals (CMHC C3d)	CLINICAL MENTAL HEALTH COUNSELING	5300 Agency Profile	1.00/2.00	100% of 81	Criterion met; no change at this time.
		5720/5721 PCPE-Intern	2.0/3.0	N/A	Data not available in AY 2022-2023
Counselor Education and Supervision Program					
Scholarly examination of theories relevant to counseling (6B1a)	COUNSELING	6220 PCPE-Doc 6220 (Q9)	3.0/4.0	100% of 10	Criterion not met; no change at this time.
		6230 PCPE-Doc 6230 (Q9)	3.0/4.0	100% of 10	Criterion met; no change at this time.
		6240 PCPE-Doc 6240 (Q9)	3.0/4.0	100% of 9	Criterion met; no change at this time.
		6250 PCPE-Doc 6250 (Q9)	3.0/4.0	100% of 9	Criterion met; no change at this time.
		6260 PCPE-Doc 6260 (Q9)	3.0/4.0	100% of 8	Criterion met; no change at this time.
		6653 Professional Development & Integration Presentation (PDIP)	1.0/2.0	100% of 10	Criterion met; no change at this time.
		Blended Internship, Portfolio, & Qualifying Exam (BIPQ) – Pre Qual Coun Presentation	1.0/2.0	100% of 10	Criterion met; no change at this time.
Roles and relationships related to clinical supervision (6B2c)	SUPERVISION	6090 Supervision Manuscript	1.0/2.0	100% of 10	Criterion met; no change at this time.
		5690 Supervision Evaluation (B1)	3.0/4.0	100% of 7	Criterion met; no change at this time.

		BIPQ- PreQualSupPresentation	1.0/2.0	100% of 10	Criterion met; no change at this time.
Pedagogy and methods relevant to counselor education (6B3b)	TEACHING	6652 Learning Theory	1.0/2.0	100% of 9	Criterion met; no change at this time.
		Teaching Evaluation – Undergrad	1.0/5.0	N/A	Data not available in AY 2022-2023 Modification # 3
		BIPQ- Oral Qualifying Exam Rubric	1.0/2.0	100% of 5	Criterion met; no change at this time.
Research questions appropriate for professional research and publication (6B4g)	RESEARCH & SCHOLARSHIP	6130 Dissertation Proposal	1.0/2.0	100% of 6	Criterion met; no change at this time.
		BIPQ- Dissertation Rubric	1.0/2.0	100% of 11	Criterion met; no change at this time.
Leadership and leadership development in professional organizations (6B5b)	LEADERSHIP & ADVOCACY	6680 Prof'l Development Plan	1.0/2.0	100% of 10	Criterion met; no change at this time.
		BIPQ- Oral Qualifying Exam Rubric	1.0/2.0	100% of 5	Criterion met; no change at this time.

Program Modifications

1. 5670 Autobiography: General framework for understanding differing abilities and strategies for differentiated interventions (2F3h) and Counselor characteristics and behaviors that influence the counseling process (2F5f)

The program evaluation for AY 2022-2023 indicates that students consistently meet these standards once they enter practicum and internship, as reflected in the evaluations (PCPEs) completed by their instructors. However, this year's assessment reveals that students enrolled in the Human Development class struggle to demonstrate their understanding of these standards by the end of the semester, as evident in their scores on the rubric for the key performance indicator in this course.

As a result of these findings, the faculty has decided to revise the curriculum of the Human Development class. Specifically, we will incorporate additional readings and adapt the instructional approach to foster more in-depth class discussions related to the standards in question. These adjustments aim to enhance students' comprehension and application of the standard.

In the upcoming academic year, AY 2023-2024, we will closely monitor students' scores to assess the effectiveness of the implemented changes. This evaluation will help us determine whether the adjustments were successful or if further modifications or interventions are necessary.

2. 5670 Autobiography: Approaches for conceptualizing the interrelationships among and between work, mental well-being, relationships, and other life roles and factors (2F4b)

The program evaluation for AY 2022-2023 reveals that students are successfully meeting the standard in the Career Development class. However, in this year's assessment, it has come to our attention that students enrolled in the Human Development class struggle to demonstrate a satisfactory understanding of this standard by the end of the semester, as evident from their scores on the rubric for the Key Performance Indicator in this course.

In response to this issue, the faculty has decided to initiate changes in the curriculum of the Human Development class. Specifically, we will be introducing additional readings and modifying the lecture format to encourage more class discussions focused on the standard in question. These adjustments are intended to provide students with a better opportunity to comprehend and apply the standard effectively.

During the upcoming academic year, AY 2023-2024, the faculty will diligently monitor students' scores to assess the impact of the implemented changes. This evaluation will help us determine the success of these adjustments and whether further modifications or interventions are required.

3. Teaching Evaluations Undergraduate: Pedagogy and methods relevant to counselor education (6B3b)

As a program, the faculty has encountered numerous challenges when it comes to collecting data by observing doctoral students while they are teaching their undergraduate courses. Consequently, upon the recommendation of the Doctoral Advisory Committee, it has been decided that the instructor of the COUN 6652 course will be responsible for completing the rubric that assesses compliance with the CACREP standard.

More specifically, given that doctoral students are required to instruct a master's-level class and present the recorded session of this experience for in-class supervision, the instructor of the COUN 6652 course will include the rubric as part of their assessment when evaluating the teaching skills of these doctoral students during the supervision process. This approach will help streamline the data collection process and ensure that compliance with the CACREP standard is effectively assessed.