

Comprehensive CACREP Program Evaluation Report

Department of Counseling

AY2018

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AA1: A review by program faculty of programs, curricular offerings, and characteristics of program applicants.

Program and curricular offerings: A review of the CMHC, the SC and the CES Doctoral programs and curricular offerings occur annually at the faculty retreat (e.g., fall semester). Over the last year, the following changes occurred in the Counseling Program: Since Dr. Schmit’s arrival in fall 2018, he has taught the master’s research (COUN 595) and the doctoral statistics (COUN 613) course, both of which having positively improved outcomes associated with COUN 595 and the doctoral research comprehensive exam. In the master’s program (e.g., pre-practicum, practicum, internships), greater emphasis has been placed on creating more instruction and opportunities (e.g., course-based assignment) that emphasize counseling theory. Based on the data from AY2018, this change has improved student outcomes related to counseling theory. The Program faculty will continue to emphasis counseling theory in other courses, as necessary. For the CMHC program, interactive online chats have occurred in COUN 530 on topics of ethics, Texas ethics, and diagnosis. Outcomes of the additional interactive online chats demonstrated improvements in student outcomes, but for KA25 the benchmark was not meet for the second consecutive year—warrant further exploration by the course instructor. Lastly, despite the Counseling Program enthusiasm for creating its own diagnosis course, it was met with challenges. Currently, the Department of Psychology and Special Education offer a diagnosis course that is cross listed in many different programs. The Counseling Program with attempt in AY2019.

Characteristics of Program Applicants: Program applicants’ characteristics for Master of Science and PhD programs comprise gender, ethnicity, GPA, and GRE scores as summarized in the table below. The table is a summary of student admissions from the Fall of 2018 through Summer of 2019. Specific student tracks – School Counseling (SC) or Clinical Mental Health Counseling (CMHC) are identified.

Master of Science Applicants

Fall, 2018					
Student	Program	Gender	Ethnicity	GPA	GRE-V; Q; W
1	CMHC	F	AA	3.7	143; 152; 3.5
2	CMHC	F	W	3.81	150; 145; 4.5
3	CMHC	F	W	3.73	142; 152; 4.5
4	CMHC	F	AA	2.82	144;142;3.0
5	CMHC	F	AA	3.56	134; 137; 2.5
6	CMHC	F	W	2.78	141; 140; 3.0
7	SC	F	W	3.43	142; 134; 3.0

8	SC	F	W	3.81	146; 154; 5.0;
Spring, 2019					
ident	rogram	nder	nicity	A	E-V; Q; W
1	SC	F	AA	3.25	138; 142; 2.5
2	CMHC	F	AA	3.58	149; 147; 2.5
3	CMHC	F	W	3.6	154; 149; 4.0
4	CMHC	F	H	2.93	147; 143; 3.0
5	CMHC	F	AA	3.3	138; 134; 3.0
6	CMHC	F	AS	3.0	142; 139; 2.5
7	CMHC	M	H	2.9	143; 137; 3.01
8	CMHC	F	AS	2.58	147; 146; 2.5
9	CMHC	M	W	3.68	144; 140; 4.5
10	SC	F	W	2.89	139; 142; 3.0
11	SC	F	W	3.72	149; 139; 3.5
12	CMHC	F	W	3.38	147; 146; 2.5
Summer, 2019					
ident	rogram	nder	nicity	A	E-V; Q; W
1	CMHC	F	W	3.4	153; 157; 4.0
2	SC	F	W	2.81	390; 580; 4.5
3	CMHC	F	W	3.44	3.49; 150; 4.5
4	SC - LPC	F	AA	2.92	142; 140; 2.5
5	CMHC	F	W	3.26	155; 151; 3.0
6	CMHC	F	W	2.81	145; 142; 3.0
7	SC	F	AA	3.10	136; 130; 3.5
8	CMHC	F	W	3.24	155; 147; 4.5
9	CMHC	M	W	3.708	149; 150; 4.0
10	CMHC	F	W	3.63	143; 142; 3.0
11	SC	M	H	3.51	150; 145; 3.5
12	CMHC	M	W	2.75	157; 145; 4.0
13	CMHC	M	W	4.0	151; 148; 3.0
14	CMHC	F	W	3.46	139; 136; 2.0
15	SC	F	W	2.74	148; 149; 5.0
16	CMHC	F	AA	2.37	waived
17	CMHC	F	W	3.78	141; 145; 4.5
18	SC	F	AA	2.84	460; 470; 3.0
19	CMHC	F	AA	2.80	150; 143; 4.0
20	CMHC	F	W	3.94	155; 144; 4.0
21	CMHC	F	W	3.34	154; 150; 4.0
22	CMHC	F	W	3.35	146; 137; 4.0
23	CMHC	F	W	2.70	154; 144; 4.5
24	SC	F	AS	2.97	137; 145; 2.5
25	CMHC	F	AA	2.83	151; 149; 4.5
26	CMHC	F	W	3.32	145; 143; 4.5
27	SC	F	H	2.81	146; 138; 1.5
28	CMHC	F	AA	3.86	310; 280; 3.5

PhD Applicants

Spring, 2019					
Student	Program	Gender	Ethnicity	GPA	GRE-V; Q; W
1	PhD	F	W	3.7	144; 143; 3.5
2	PhD	F	W	3.9	153; 152; 4.0
3	PhD	F	W	3.92	510; 430; 3.5
4	PhD	F	W	3.97	154; 159; 4.5
5	PhD	F	W	4.0	145; 144; 3.0
Summer, 2019					
1	PhD	F	W	3.7	400; 550; 4.5
2	PhD	F	W	4.0	390; 350; 4.0
3	PhD	F	W	3.84	310; 260; 3.0
4	PhD	M	W	3.90	151; 155; 3.5
5	PhD	F	W	4.0	540; 360; 4.0
6	PhD	F	W	3.95	162; 153; 4.5
7	PhD	F	W	3.95	147; 134; 3.5

As shown in the table above, average GPA for applicants into the Master of Science degree is 3.1, and the averages for GRE scores are 147, 143, and 3.3 on Verbal, Quantitative, and Written sections respectively. While 73% of applicants applied to join the Clinical Mental Health program, 27% applied to the School Counseling program. Of the 48 applicants, 82% were female while 18% were male. Applicants represented a diverse ethnic composition as follows: White – 58.3%; African American - 27%; Hispanic – 8.3%; and Asian American – 6.3%.

For the PhD program, five students were admitted in the Spring of 2019 while seven were admitted in the Summer of 2019. Of the 12 students, 92% were female and 8% male. Average GPA was 3.9 and the averages for GRE scores were 267, 249, and 3.8 for Verbal, Quantitative, and Written sections, respectively.

AA2: Formal follow-up studies of program graduates to assess graduate perceptions and evaluations of major aspects of the program

Formal follow-up of program graduates occurs annually during the summer semester. Responses to the alumni survey have been minimal for the past two years. Surveys are administered through Qualtrics. Starting fall 2019, the Counseling Program will administer the alumni survey during the last week of internship 2 as a means to acquire more representative data. In AY2018, seven (7) CMHC and four (4) SC students responded to the survey; however, only five (5) CMHC and two (2) SC students completed the survey in its entirety. For the CES doctoral program, four (4) doctoral students responded and provided complete data. Only complete data were utilized. Results from the alumni survey by program for AY2018 are available here: [AY2018 CMHC Master's Alumni Survey Results](#), [AY2018 SC Master's Alumni Survey Results](#), and [AY2018 CES Alumni Survey Results](#)

Aggregated results suggest that students across all programs feel “3-Somewhat Preparing to 4-Prepared,” out of a 4-point Likert scale: 1 = *Not Prepared*, 2 =

Somewhat Not Prepared, 3 = *Somewhat Prepared*, and 4 = *Prepared*, in areas of professional identity, professional practice, and program areas standards by the Counseling Program.

AA3: Formal studies of site supervisors and program graduate employers that assess their perceptions and evaluations of major aspects of the program.

Formal follow-up of site supervisors and employers occurs annually during the summer semester. Surveys are administered through Qualtrics. Results from AY2018 include 13 supervisors/employers. Aggregated results on the Site Supervisor/Employer survey suggest the Counseling Program is doing well in preparing student for practice as counselors and counselor educators. Detailed results can be found here: [AY2018 Site Supervisor/Employer Survey](#)

AA4: Assessment of student learning and performance on professional identity, professional practice, and program area standards.

*The Counseling Program is completing its Interim Report due on October 1, 2019. As a result, assessment of student learning and performance on professional identity, professional practice, and program area standards for AY2018 encompasses data from fall 2018 and spring 2019. The Counseling Program faculty made the collective decision to include only those semesters to ensure timely completion of the Interim Report due on October 1, 2019. Future annual evaluations will include data from semesters of fall, spring, and summer. Please note that our interim report, which will be submitted in a matter of weeks, includes data from two academic years: 2017 (fall 17, spring 18, and summer 18) and 2018 (fall 18 and spring 19).

In summary:

For both CMHC and SC, assessment of student learning and performance on **professional identity standards** is conducted in the following ways:

- Annual examination of CPCE (Both CMHC & SC) and TExES (SC only) pass rates.
- Alumni Survey feedback regarding preparation for professional identity standards (i.e., questions 4-11)
- For CMHC only, two course-based assessments (i.e., key assessments).

For both CMHC and SC, assessment of student learning and performance on **professional practice standards** is conducted in the following ways:

- Practicum and internship supervisors' final ratings on the CSCE
- Site supervisors' final ratings on the Site Supervisor's Evaluation of Trainee
- Alumni Survey feedback regarding preparation for professional practice standard (i.e., item #12)

For both CMHC and SC, assessment of student learning and performance on **program area standards** is conducted via a review of averaged scores on course-based key assessments (rubrics). Note that some key assignments and corresponding key assessments are shared across the CMHC and the SC programs, while others are unique to each program.

- Annual review of data/results for program area standards associated with key assessments.
- Alumni Survey feedback regarding preparation for program area standards. For CMHC and SC programs, items 13 and 14, and item 15 for the CMHC program only, are each used to evaluate program objectives.

For the CES doctoral program, assessment of student learning and performance on **professional identity standards** is conducted in the following ways:

- End of the program comprehensive exams (6 exams total). Comprehensive exams that evaluate core foundation and knowledge consist of the following: Supervision Exam, Research Exam, Professional Issue & Ethics Exam, Counseling Theory Exam, and Consultation & Program Evaluation Exam. In addition, each student is assessed in one cognate area. Cognate comprehensive exams consist of the following: Child & Adolescent Therapy Exam, COMPS Diversity Exam, Marriage & Family Exam, and Student Affairs Exam.
- Course-based Teaching Portfolio for Professional Identity, composed of three different assignments administered in COUN 650 (i.e., teaching philosophy, syllabus, teaching observation).
- Alumni Survey feedback regarding preparation for professional identity standards (i.e., questions 4-10).

For the CES doctoral program, assessment of student learning and performance on **professional practice standards** is conducted in the following ways:

- Doctoral supervision, advanced practicum, advanced internship, clinical supervision, supervision internship, and teaching internship instructors'/supervisors' final ratings on the CSCE
- Site supervisors' final ratings from advanced practicum and advanced internship on the Site Supervisor's Evaluation of Trainee
- Alumni Survey feedback regarding preparation for professional practice standards (questions 5, 6, & 10).

CMHC Program Evaluation Results

In this section of the report, aggregated data for the CMHC program is presented across AY18 (Fall 2018-Spring 2019). Please note that AY2018 did not include Summer 2019 to ensure timely completion of the interim report, but will be included in each annual report moving forward. Data used for each assessment activity was recorded in Excel, filtered using Excel's table functions of filter and sort to identify relevant data points. The CMHC program consist of five

(5) broad objectives, which are assessed by various exams, assessments (i.e., Key Assessments), rating scales and an alumni survey. Each exam, assessment (i.e., Key Assessments), rating scale and an alumni survey is directly link to one or more student learning outcome (i.e., CACREP standard).

**Objective 1: Demonstrate mastery of core counseling knowledge for professional practice
[Professional Identity & Program Area Standards]**

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: CPCE-Composite Score

Benchmark 1: 80% of composite scores within 1 SD of the national mean on first attempt

Result 1: **88.2%** (15 out of 17) of composite scores were within 1 SD of the national mean on first attempt.

CPCE Composite and Subscale Scores by Student

Student	HGD	CD	CHR	BCGW	D	AT	RPE	PCOEP	Composite Score	National Mean	National SD
	15	11	11	11	1	4	12	14	99	83.3	11.7
	13	11	9	11	3	3	13	9	92	83.3	11.7
	11	7	11	11	2	0	12	12	86	83.3	11.7
	10	11	13	10	3	3	10	10	85	83.3	11.7
	11	11	7	8	3	1	14	10	85	83.3	11.7
	13	7	7	11	3	1	11	10	83	87.6	16.3
	9	4	9	12	2	0	11	7	74	83.3	11.7
	13	14	16	14	1	1	12	14	105	87.6	16.3
	12	10	15	14	0	3	13	11	98	87.6	16.3
	13	13	14	12	7	1	13	14	97	87.6	16.3
	12	10	15	14	3	2	13	13	97	87.6	16.3
	11	10	11	14	3	1	12	12	89	87.6	16.3
	11	11	14	11	9	3	11	10	85	87.6	16.3
	10	7	11	9	9	0	11	11	78	87.6	16.3
	9	8	10	11	7	2	10	10	77	87.6	16.3
	9	7	10	8	7	7	11	10	69	87.6	16.3
	8	9	8	10	6	3	7	5	66	87.6	16.3

Note. Composite scores in **green** met the benchmark; scores in **red** did not meet the benchmark.

Assessment/Measure 2: COUN 501 key assessment 23 rubric

Benchmark 2: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 2: **91.7%** (22 out of 24) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 3: COUN 530 key assessment 27 rubric

Benchmark 3: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 3: 95.8% (23 out of 24) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 4: Alumni survey questions #4, 5, 6, 7, 8, 9, 10, & 11

Benchmark 4: 80% of averaged scores will be equal to or greater than 3 "Somewhat Prepared"

Result: 7 out of 34 CMHC students responded to the alumni survey. Note that the Counseling Program only had contact information for 34 CMHC alumni. Of the 7 participants, 5 completed the survey in its entirety. 100% of averaged scores were equal to or greater than 3 "Somewhat Prepared." The grand mean across participants was 3.6.

Overall Results: Across the four (4) assessments/measures, each established benchmark was achieved. As a result, CMHC program objective 1 was achieved.

**Objective 2: Demonstrate consistent counseling skill development while under supervision
[Professional Practice]**

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: COUN 551 key assessment A: CSCE - Practicum rubric (final)

Benchmark 1: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 1: 100% (12 out of 12) of averaged scores exceeded (3) expectation.

Assessment/Measure 2: COUN 552 key assessment A: CSCE - Internship 1 rubric (final)

Benchmark 2: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 2: 100% (16 out of 16) of averaged scores exceeded (3) expectation.

Assessment/Measure 3: COUN 552 key assessment A: CSCE - Internship 2 rubric (final)

Benchmark 3: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 3: 100% (11 out of 11) of averaged scores exceeded (3) expectation.

Assessment/Measure 4: COUN 551 key assessment B: Site supervisor's eval. - Practicum rubric (final)

Benchmark 4: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 4: 100% (21 out of 21) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 5: COUN 552 key assessment D: Site supervisor's eval. - Internship 1 rubric (final)

Benchmark 5: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 5: 100% (16 out of 16) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 6: COUN 552 key assessment D: Site supervisor's eval. - Internship 2 rubric (final)

Benchmark 6: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 6: 100% (11 out of 11) of averaged scores exceeded (3) expectation.

Assessment/Measure 7: Alumni survey question #12

Benchmark 7: 80% of scores will be equal to or greater than 3 "Somewhat Prepared"

Result 7: 7 out of 34 CMHC students responded to the alumni survey. Of the 7 participants, 5 completed the survey in its entirety. 80% of averaged scores were equal to or greater than 3 "Somewhat Prepared." The grand mean across participants was 3.4.

Overall Results: Across the seven (7) assessments/measures, each established benchmark was achieved. As a result, CMHC program objective 2 was achieved.

Objective 3: Develop a counseling theoretical orientation consistent with counseling individuals, families, and groups from a multicultural perspective [*Program Area Standards*]

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: COUN 510 key assessment 19 rubric

Benchmark 1: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 1: 78.3% (18 out of 23) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 2: COUN 611 key assessment 20 rubric

Benchmark 2: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 2: 100% (14 out of 14) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 3: COUN 522 key assessment 16 rubric

Benchmark 3: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 3: 87% (20 out of 23) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 4: COUN 528 key assessment 21 rubric

Benchmark 4: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 4: 100% (21 out of 21) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 5: Alumni survey question #13

Benchmark 5: 80% of scores will be equal to or greater than 3 "Somewhat Prepared"

Result 5: 7 out of 34 CMHC students responded to the alumni survey. Of the 7 participants, 5 completed the survey in its entirety. **80%** of averaged scores were equal to or greater than 3 "Somewhat Prepared." The grand mean across participants was 3.6.

Overall Results: Across the five (5) assessments/measures, only four (4) of the five (5) benchmarks were achieved. As a result, CMHC program objective 3 was not achieved and program modifications are warranted.

Objective 4: Are ethical, professional, and multiculturally informed clinicians employed across variety of clinical mental health settings [*Program Area Standards*]

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: COUN 581 key assessment 11 rubric

Benchmark 1: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 1: **100%** (27 out of 27) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 2: COUN 530 key assessment 24 rubric

Benchmark 2: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 2: **82.3%** (19 out of 23) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 3: COUN 530 key assessment 25 rubric

Benchmark 3: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 3: **74%** (17 out of 23) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 4: COUN 548 key assessment 36 rubric

Benchmark 4: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 4: **100%** (15 out of 15) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 5: COUN 560 & 564 key assessment 10 rubric

Benchmark 5: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 5: **100%** (23 out of 23) of averaged scores exceeded (3) expectation.

Assessment/Measure 6: COUN 551 key assessment 31 rubric

Benchmark 6: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 6: **95.8%** (23 out of 24) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 7: COUN 552 key assessment 32 rubric

Benchmark 7: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 7: **100%** (29 out of 29) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 8: Alumni survey question #14

Benchmark 8: 80% of scores will be equal to or greater than 3 "Somewhat Prepared"

Result 8: 7 out of 34 CMHC students responded to the alumni survey. Of the 7 participants, 5 completed the survey in its entirety. **100%** of averaged scores were equal to 4 "Prepared." The grand mean across participants was 4.

Overall Results: Across the eight (8) assessments/measures, only seven (7) of the eight (8) benchmarks were achieved. As a result, CMHC program objective 4 was not achieved and program modifications are warranted.

Objective 5: Apply appropriate assessment and diagnosis practices and utilize evidence-based treatment planning strategies for clinical mental health counseling [*Program Area Standards*]

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: COUN 595 key assessment 5 rubric

Benchmark 1: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 1: **100%** (14 out of 14) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 2: COUN 517 key assessment 22 rubric

Benchmark 2: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 2: **100%** (21 out of 21) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 3: COUN 530 key assessment 26 rubric

Benchmark 3: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 3: **96%** (24 out of 25) of averaged scores either met (2) or exceeded (3) expectation. *Note that a data entry error may exist. Only 24 CMHC students were enrolled in COUN 530 in AY2018 .*

Assessment/Measure 4: COUN 530 key assessment 28 rubric

Benchmark 4: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 4: **91.6%** (22 out of 24) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 5: COUN 530 key assessment 30 rubric

Benchmark 5: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 5: **100%** (24 out of 24) of averaged scores exceeded (3) expectation.

Assessment/Measure 6: COUN 530 key assessment 29 rubric

Benchmark 6: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 6: 100% (24 out of 24) of averaged scores exceeded (3) expectation.

Assessment/Measure 7: Alumni survey question #15

Benchmark 7: 80% of scores will be equal to or greater than 3 "Somewhat Prepared"

Result 7: 7 out of 34 CMHC students responded to the alumni survey. Of the 7 participants, 5 completed the survey in its entirety. 80% of averaged scores were equal to or greater than 3 "Somewhat Prepared." The grand mean across participants was 3.2.

Overall Results: Across the seven (7) assessments/measures, all seven (7) benchmarks were achieved. As a result, CMHC program objective 5 was met.

SC Program Evaluation Results

In this section of the report, aggregated data for the SC program is presented for AY18 (Fall 2018-Spring 2019). Please note that AY2018 did not include Summer 2019 to ensure timely completion of the interim report, but will be included in each annual report moving forward. Data used for each assessment activity was recorded in Excel, filtered using Excel's table functions of filter and sort to identify relevant data points. The SC program consist of four (4) broad objectives, which are assessed by various exams, assessments (i.e., Key Assessments), rating scales and an alumni survey. Each exam, assessment (i.e., Key Assessments), rating scale and an alumni survey is directly link to one or more student learning outcome (i.e., CACREP standard).

Objective 1: Demonstrate mastery of core counseling knowledge for professional practice [Professional Identity]

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: CPCE-Composite Score

Benchmark 1: 80% of composite scores within 1 SD of the national mean on first attempt

Result 1: 63.6% (7 out of 11) of composite scores were within 1 SD of the national mean on first attempt.

CPCE Composite and Subscale Scores by Student

Student	HGD	CD	CHR	BCGW	D	IT	RPE	COEP	Composite Score	National Mean	National SD
	10	10	11	15	5	1	10	12	94	83.3	11.7
	14	12	15	12	8	3	10	8	92	87.6	16.3
	11	9	15	15	9	3	8	10	90	87.6	16.3

	11	10	7	13	1	9	10	11	82	83.3	11.7
	10	9	9	9	0	0	9	10	76	83.3	11.7
	8	10	5	6	3	0	12	8	72	83.3	11.7
	11	6	9	12	9	3	8	9	72	83.3	11.7
	5	10	9	11	5	1	9	10	70	87.6	16.3
	12	9	6	9	3	4	10	11	69	83.3	11.7
	8	6	7	9	3	3	11	8	65	87.6	16.3
	6	8	6	7	1	0	8	7	63	87.6	16.3

Note. Composite scores in green met the benchmark; scores in red did not meet the benchmark.

Assessment/Measure 2: TExES Exam Composite Score

Benchmark 2: 80% of composite scores will be 240 (minimal passing score) or higher on first attempt

Results 2: 90.9% (10 out of 11) of composite scores were 240 or higher on first attempt.

TExES Composite and Subscale Scores by Student

Student	Composite Score	Domain 1: Understanding Students	Domain II: Planning & Developmental Guidance & Counseling Program	Domain III: Collaboration, Consultation, & Professionalism
	283	96	81	92
	269	83	91	88
	263	88	84	79
	262	71	84	88
	261	88	72	75
	259	92	72	67
	256	75	81	83
	254	63	84	88
	254	71	84	79
	242	79	63	75
	213	54	63	54

Note. Composite scores in green met the benchmark; scores in red did not meet the benchmark.

Assessment/Measure 3: Alumni survey questions #4, 5, 6, 7, 8, 9, 10, & 11

Benchmark 3: 80% of averaged scores will be equal to or greater than 3 "Somewhat Prepared"

Result 3: 4 out of 15 SC students responded to the alumni survey. Note that the Counseling Program only had contact information for 15 SC alumni. Of the 4 participants, 2 completed the survey in its entirety. 50% of averaged scores were equal to or greater than 3 "Somewhat Prepared." The grand mean across participants was 3.1.

Overall Results: Across the three (3) assessments/measures, only one (1) of the three (3) benchmarks were achieved. As a result, SC program objective 1 was not met and program modifications are warranted.

**Objective 2: Demonstrate consistent counseling skill development while under supervision
[Professional Practice]**

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: COUN 551 key assessment A: CSCE - Practicum rubric (final)

Benchmark 1: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 1: **100%** (10 out of 10) of averaged scores exceeded (3) expectation.

Assessment/Measure 2: COUN 552 key assessment A: CSCE - Internship 1 rubric (final)

Benchmark 2: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 2: **100%** (13 out of 13) of averaged scores exceeded (3) expectation.

Assessment/Measure 3: COUN 552 key assessment A: CSCE - Internship 2 rubric (final)

Benchmark 3: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 3: **100%** (9 out of 9) of averaged scores exceeded (3) expectation.

Assessment/Measure 4: COUN 551 key assessment B: Site supervisor's eval. - Practicum rubric (final)

Benchmark 4: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 4: **100%** (9 out of 9) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 5: COUN 552 key assessment C: Site supervisor's eval. - Internship 1 rubric (final)

Benchmark 5: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 5: **100%** (12 out of 12) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 6: COUN 552 key assessment C: Site supervisor's eval. - Internship 2 rubric (final)

Benchmark 6: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 6: **100%** (9 out of 9) of averaged scores exceeded (3) expectation.

Assessment/Measure 7: Alumni survey question #12

Benchmark 7: 80% of scores will be equal to or greater than 3 "Somewhat Prepared"

Result 7: 4 out of 15 SC students responded to the alumni survey. Of the 4 participants, 2 completed the survey in its entirety. **100%** of averaged scores were equal to or greater than 3 "Somewhat Prepared." The grand mean across participants was 3.5.

Overall Results: Across the seven (7) assessments/measures, each established benchmark was achieved. As a result, SC program objective 2 was achieved.

Objective 3: Apply and analyze relevant research findings and data to inform, evaluate, and enhance the practice of school counseling [*Program Area Standards*]

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: COUN 595 key assessment 5 rubric

Benchmark 1: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 1: 100% (2 out of 2) of averaged scores exceeded (3) expectation.

Assessment/Measure 2: COUN 534 key assessment 35 rubric

Benchmark 2: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 2: 100% (4 out of 4) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 3: COUN 514 key assessment 15 rubric

Benchmark 3: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 3: 100% (4 out of 4) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 4: Alumni survey question #13

Benchmark 4: 80% of scores will be equal to or greater than 3 "Somewhat Prepared"

Result 4: 4 out of 15 SC students responded to the alumni survey. Of the 4 participants, 2 completed the survey in its entirety. 50% of averaged scores were equal to or greater than 3 "Somewhat Prepared." The grand mean across participants was 3.

Overall Results: Across the four (4) assessments/measures, only three (3) of the four (4) benchmarks were achieved. As a result, SC program objective 3 was not achieved and program/curriculum modifications are warranted.

Objective 4: Are ethical, professional, and multicultural informed clinicians employed across a variety of school settings to promote student development [*Program Area Standards*]

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: COUN 514 key assessment 14 rubric

Benchmark 1: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 1: 75% (3 out of 4) of averaged scores met (2) expectation.

Assessment/Measure 2: COUN 528 key assessment 21 rubric

Benchmark 2: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 2: **100%** (4 out of 4) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 3: COUN 545 key assessment 34 rubric

Benchmark 3: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 3: **100%** (11 out of 11) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 4: COUN 520 key assessment 12 rubric

Benchmark 4: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 4: *Data were unavailable due to COUN 520 not being offered in AY2018; reason being low student enrollment*

Assessment/Measure 5: COUN 520 key assessment 13 rubric

Benchmark 5: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 5: *Data were unavailable due to COUN 520 not being offered in AY2018; reason being low student enrollment*

Assessment/Measure 6: COUN 551 key assessment 31 rubric

Benchmark 6: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 6: **90%** (9 out of 10) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 7: COUN 552 key assessment 32 rubric

Benchmark 7: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 7: **100%** (20 out of 20) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 8: Alumni survey question #14

Benchmark 8: 80% of scores will be equal to or greater than 3 "Somewhat Prepared"

Result 8: 4 out of 15 SC students responded to the alumni survey. Of the 4 participants, 2 completed the survey in its entirety. **100%** of averaged scores were equal to or greater than 3 "Somewhat Prepared." The grand mean across participants was 3.5.

Overall Results: Across the eight (8) assessments/measures, only six (6) of the eight (8) benchmarks were assessed. Out of the six (6) assessments/measures, only five (5) of the six (6) benchmarks were achieved. The Counseling Program has elected to hold the two (2) unassessed benchmarks as harmless in this cycle of evaluation. As a result, SC program objective 4 was not achieved and program/curriculum modifications are warranted.

CES Doctoral Program Evaluation Results

In this section of the report, aggregated data for the CES Doctoral program is presented for AY18 (Fall 2018-Spring 2019). Please note that AY2018 did not include Summer 2019 to ensure timely completion of the interim report, but will be included in each annual report moving forward. Data used for each assessment activity was recorded in Excel, filtered using Excel's table functions of filter and sort to identify relevant data points. The CES Doctoral program consist of five (5) broad objectives, which are assessed by various exams, assessments (i.e., Key Assessments), rating scales and an alumni survey. Each exam, assessment (i.e., Key Assessments), rating scale and an alumni survey is directly link to one or more student learning outcome (i.e., CACREP standard).

Objective 1: Demonstrate mastery of knowledge and skill, beyond entry level coursework, for professional practice as counselor, educator, or supervisor [*Professional Identity*]

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: Comprehensive Exam rubric - Grand average score across the 6 comprehensive exam questions

Benchmark 1: 80% of the grand average scores (averaged score across the 6 COMPS questions) will either meet (2) or exceed (3) expectation on first attempt

Result 1: **85.7%** (6 out of 7) of grand averaged scores met (2) expectation on first attempt. See last column (on the right) of the table directly below.

Assessment/Measure 2: Comprehensive Exam rubric - Each comprehensive exam question (6 total scores)

Benchmark 2: 80% of averaged scores on each Comprehensive Exam Question (6 questions) will meet (2) or exceed (3) expectations on first attempt

Result 2: See table and narratives directly below.

Raw Comprehensive Exam Grand and Each Exam's Averaged Score

Student	Consultation	Theory	Issue & Ethics	Research	Supervision	Cognate	Grand Average
	3	2.81	2.86	2.14	2.86	3	2.78
	3	3	2.81	2.71	2.95	3	2.91
	2.81	3	3	3	3	3	2.96
	2.05	2.29	1.93	2.15	2.85	2.9	2.26
	2.24	2.71	3	1.48	2.9	3	2.46
	2.07	2.57	2.62	2.43	2.76	2.33	2.46
	1.67	2.05	2	1.53	2.09	1.15	1.75

Note. Grand averaged (averaged score across reviewers and the 6 exams) and each averaged score (averaged score across each reviewer for a particular exam) in **green** met the benchmark; scores in **red** did not meet the benchmark.

- **Consultation:** **85.7%** (6 out of 7) of averaged scores either met (2) or exceeded (3) expectation

- **Counseling Theory: 100%** (7 out of 7) of averaged scores either met (2) or exceeded (3) expectation
- **Professional Issues & Ethics: 85.7%** (6 out of 7) of averaged scores either met (2) or exceeded (3) expectation
- **Research: 71.4%** (5 out of 7) of averaged scores either met (2) or exceeded (3) expectation
- **Supervision: 100%** (7 out of 7) of averaged scores either met (2) or exceeded (3) expectation
- **Cognate: 85.7%** (6 out of 7) of averaged scores either met (2) or exceeded (3) expectation

Assessment/Measure 3: Teaching Portfolio for Professional Identity rubric
Benchmark 3: 80% of the grand average scores (averaged scores across the three assignments) will meet (2) or exceed (3) expectations
Result 3: **100%** (6 out of 6) of averaged scores either met (2) or exceeded (3) expectation. See table directly below.

Percentage Grade Across Three Assignments and the Criteria Score

Student	Teaching Philosophy % Score	Syllabus % Score	Teaching Observation % Score	Grand Averaged % Score	Teaching Portfolio Criteria Score
	88	88	100	92	3
	84	88	100	90.6	3
	96	84	100	93.3	3
	88	88	100	92	3
	96	90	100	95.3	3
	88	80	100	89.3	2

Note. Grand averaged % score, each % score, and criteria score in **green** met the benchmark

Assessment/Measure 4: Alumni survey questions #4, 5, 6, 7, 8, & 9
Benchmark 4: 80% of averaged scores will be equal to or greater than 3 "Somewhat Prepared"
Result 4: 4 out of 9 CES doctoral students responded to the alumni survey. **100%** of averaged scores were equal to or greater than 3 "Somewhat Prepared." The grand mean across participants was 3.4.

Overall Results: Across the four (4) assessments/measures, only three (3) of the four (4) benchmarks were met. As a result, CES program objective 1 was not achieved and program/curriculum modifications are warranted.

Objective 2: Demonstrate consistent skill in *Professional Practice* as a counselor and in various professional roles in counselor education and supervision (e.g., clinical practice, research, teaching)

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: COUN 660 key assessment A: CSCE - Clinical Supervision rubric (final)

Benchmark 1: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 1: *Data were unavailable due to COUN 660 (Clinical Supervision) only being taught in summer. AY2018 program evaluation result only included data from Fall 2018 and Spring 2019 in order to ensure timely completion of this interim report. Future annual program evaluation reports will include summer data moving forward.*

Assessment/Measure 2: COUN 660.xx1 key assessment A: CSCE - Advanced Practicum rubric (final)

Benchmark 2: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 2: **100%** (5 out of 5) of averaged scores exceeded (3) expectation.

Assessment/Measure 3: COUN 660.xx2 key assessment A: CSCE - Advanced Internship rubric (final)

Benchmark 3: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 3: **100%** (6 out of 6) of averaged scores exceeded (3) expectation.

Assessment/Measure 4: COUN 660.xx3 key assessment A: CSCE - Doctoral Supervision Internship rubric (final)

Benchmark 4: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 4: **100%** (11 out of 11) of averaged scores exceeded (3) expectation.

Assessment/Measure 5: COUN 660.xx4 key assessment A: CSCE - Doctoral Teaching Internship rubric (final)

Benchmark 5: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 5: **100%** (6 out of 6) of averaged scores either exceeded (3) expectation.

Assessment/Measure 6: COUN 620 key assessment A: CSCE - Supervision rubric (final)

Benchmark 6: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 6: **100%** (5 out of 5) of averaged scores exceeded (3) expectation.

Assessment/Measure 7: COUN 660.xx1 key assessment E: Site supervisor's eval. - Adv. Practicum rubric (final)

Benchmark 7: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 7: **100%** (5 out of 5) of averaged scores exceeded (3) expectation.

Assessment/Measure 8: COUN 660.xx2 key assessment E: Site supervisor's eval. - Adv. Internship rubric (final)

Benchmark 8: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 8: **100%** (6 out of 6) of averaged scores exceeded (3) expectation.

Assessment/Measure 9: Alumni survey questions #5, 6, & 10

Benchmark 9: 80% of averaged scores will be equal to or greater than 3 "Somewhat Prepared"

Result 9: 4 out of 9 CES doctoral students responded to the alumni survey. **100%** of averaged scores were equal to or greater than 3 "Somewhat Prepared." The grand mean across participants was 3.4.

Overall Results: Holding benchmark 1 harmless for AY2018, resulting in eight (8) assessments/measures assessed. Across the eight (8) assessments/measures, each of the eight (8) benchmarks were met. As a result, CES program objective 2 was achieved.

Objective 3: Demonstrate a consistent theory of counselor education practice (i.e., counseling, teaching, research, supervision, leadership, advocacy, service) in a multicultural society
[Program Area Standards]

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: COUN 620 key assessment 33 rubric

Benchmark 1: 80% of averaged scores will meet (2) or exceed (3) expectation

Result 1: **100%** (5 out of 5) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 2: COUN 650 key assessment 9 rubric

Benchmark 2: 80% of averaged scores will meet (2) or exceed (3) expectation

Result 2: **100%** (6 out of 6) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 3: COUN 622 key assessment 17 rubric

Benchmark 3: 80% of averaged scores will meet (2) or exceed (3) expectation

Result 3: **100%** (10 out of 10) of averaged scores exceeded (3) expectation.

Assessment/Measure 4: COUN 610 key assessment 18 rubric

Benchmark 4: 80% of averaged scores will meet (2) or exceed (3) expectation

Result 4: **100%** (5 out of 5) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 5: COUN 660.xx1 key assessment 37 rubric

Benchmark 5: 80% of averaged scores will meet (2) or exceed (3) expectation

Result 5: **100%** (5 out of 5) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 6: COUN 717 key assessment 2 rubric

Benchmark 6: 80% of averaged scores will meet (2) or exceed (3) expectation
Result 6: 100% (11 out of 11) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 7: Alumni survey question #10

Benchmark 7: 80% of scores will be equal to or greater than 3 "Somewhat Prepared"

Result 7: 4 out of 9 CES doctoral students responded to the alumni survey. 100% of averaged scores were equal to or greater than 3 "Somewhat Prepared." The grand mean across participants was 3.33.

Overall Results: Across the seven (7) assessments/measures, each of the seven (7) benchmarks were met. As a result, CES program objective 3 was achieved.

**Objective 4: Design and implement quantitative and qualitative research methodologies
[Program Area Standards]**

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: COUN 613 key assessment 3 rubric

Benchmark 1: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 1: 100% (6 out of 6) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 2: COUN 613 key assessment 4 rubric

Benchmark 2: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 2: 100% (6 out of 6) of averaged scores either met (2) or exceeded (3) expectation.

Assessment/Measure 3: COUN 621 key assessment 6 rubric

Benchmark 3: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 3: 100% (12 out of 12) of averaged scores met (2) expectation.

Assessment/Measure 4: Alumni survey question #11

Benchmark 4: 80% of scores will be equal to or greater than 3 "Somewhat Prepared"

Result 4: 4 out of 9 CES doctoral students responded to the alumni survey. 100% of averaged scores were equal to or greater than 3 "Somewhat Prepared." The grand mean across participants was 3.25.

Overall Results: Across the four (4) assessments/measures, each of the four (4) benchmarks were met. As a result, CES program objective 4 was achieved.

Objective 5: Engage in scholarship activities that advances the counseling profession [Program Area Standards]

AY2018 (Fall 2018-Spring 2019).

Assessment/Measure 1: COUN 717 key assessment 1 rubric

Benchmark 1: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 1: **90.9%** (10 out of 11) of averaged scores met (2) or exceeded (3) expectation.

Assessment/Measure 2: COUN 695 key assessment 8 rubric

Benchmark 2: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 2: *COUN 695 is only offered in the summer semesters. AY2018 did not include summer data to ensure timely completion of the interim report before the October 1, 2019 deadline. Future annual evaluation reports will include summer data moving forward. The Counseling Program will hold itself harmless on benchmark 2 for AY2018.*

Assessment/Measure 3: COUN 625 key assessment 7 rubric

Benchmark 3: 80% of averaged scores will meet (2) or exceed (3) expectations

Result 3: **100%** (17 out of 17) of averaged scores met (2) or exceeded (3) expectation.

Assessment/Measure 4: Alumni survey question #12

Benchmark 4: 80% of scores will be equal to or greater than 3 "Somewhat Prepared"

Result 4: 4 out of 9 CES doctoral students responded to the alumni survey. **100%** of averaged scores were equal to or greater than 3 "Somewhat Prepared." The grand mean across participants was 3.25.

Overall Results: Across the four (4) assessments/measures, only three (3) of the four (4) were assessed. The Counseling Program will hold itself harmless on benchmark 2 for AY2018. Of the three (3) remaining assessments, each of the three (3) benchmarks were met. As a result, CES program objective 5 was achieved.

AA5: Evidence of the use of findings to inform program modifications.

Summary of AY2018 CMHC Program/Curriculum Modifications

- Based on results from Program Objectives 1-5: Starting fall 2019, alumni surveys will be distributed to internship 2 students during the final weeks of class.
- Based on results from Program Objective 2: Starting fall 2019, a modified version of the CSCE with Likert scaling of 1 = *Does Not Meet Expectation*, 2 = *Meets Expectation*, and 3 = *Exceeds Expectation* will be implemented in all relevant counseling courses (e.g., doctoral and master's clinical courses).
- Based on results from Program Objective 3: Starting fall 2019, a revised Key

Assignment 19: Final Exam will be administered in COUN 510.

- Based on results from Program Objective 4: Starting mid-fall 2019, a revised Key Assignment 25: Project F: Professional Interviews will be administered in COUN 530.
- Based on results from Program Objective 4: Starting mid-fall 2019, a revised Key Assessment 10: Personal Assessment Paper Rubric will be administered in COUN 560 and COUN 564.
- Based on results from Program Objective 4: COUN 564 has been added to the CMHC degree plan

Summary of AY2018 SC Program/Curriculum Modifications

- Based on results from Program Objective 1: In early Fall 2019, the Counseling Program will have conducted a thorough review of the CSCE exam subscale scores to determine where deficiencies exist among the school counseling program. The school counseling committee will develop and purpose potential SC program/curriculum change recommendations to the faculty at the September 27, 2019 faculty meeting.
- Based on results from Program Objective 1 & 2: Similar to the CMHC program, starting fall 2019, alumni surveys will be distributed to internship 2 students during the final weeks of class.
- Based on results from Program Objective 2: Similar to the CMHC program, starting fall 2019, a modified version of the CSCE with Likert scaling of 1 = *Does Not Meet Expectation*, 2 = *Meets Expectation*, and 3 = *Exceeds Expectation* will be implemented in all relevant counseling courses (e.g., doctoral and master's clinical courses).
- An artifact based on results from Program Objective 3: Drs. Robinson and Bore will commence actively recruiting school counseling students during the fall 2019 and spring 2020 semesters. Recruiting activities will include meeting with administrators in surrounding school districts in early fall 2019 and participating in University and community career fairs throughout the 2019 academic year.

Summary of AY2018 CES Doctoral Program/Curriculum Modifications

- Based in results from Program Objectives 1 & 2: Starting Spring 2020, the CES doctoral student will be required to take a Comprehensive Teaching Exam as part of Comprehensive finals. In Spring 2020, the Teaching Portfolio for Professional Identity requirement will be removed, but the assignments will remain as part of COUN 650.
- Based on results from Program Objective 2: Similar to the CMHC and the SC programs, starting fall 2019, a modified version of the CSCE with Likert scaling

of 1 = *Does Not Meet Expectation*, 2 = *Meets Expectation*, and 3 = *Exceeds Expectation* will be implemented in all relevant counseling courses (e.g., doctoral and master's clinical courses).

- Based on results from Program Objective 2: In mid-fall 2019, Dr. Simpson will develop and conduct a training for site supervisors regarding how to reliability complete the site supervisor evaluation form.