



## Student Learning Outcomes Assessment Plan and Report Fall 2023 | Spring 2024

**College:** Cato College of Education

**Department:** Counseling

**Name of Degree Program:** Counseling

### Reflection on the Continuous Improvement of Student Learning

1. List the changes and improvements your program planned to implement as a result of last year's student learning outcomes assessment data.
2. Were all of the changes implemented? If not, please explain.
3. What impact did the changes have on student learning?

Based upon the Assessment Report all program areas in the Department of Counseling met all performance outcomes and showed a positive impact on candidate learning based on 2024 CACREP standards.

### (1) Student Learning Outcome: Professional Orientation & Ethical Practice

#### Professional Orientation & Ethical Practice (CACREP III. A. 7.)

SLO1: Professional counseling students understand professional counseling credentialing across service delivery modalities, including certification, licensure, and accreditation practices and standards for all specialized practice areas (CACREP III. A.7).

**Changes to the Student Learning Outcomes Assessment Plan:** If any changes were made to the assessment plan (which includes the Student Learning Outcome, Effectiveness Measure, Methodology and Performance Outcome) for this student learning outcome since your last report was submitted, briefly summarize the changes made and the rationale for the changes.

Beginning the fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some slight changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.

**Effectiveness Measure:** Identify the data collection instrument, e.g., exam, project, paper, etc. that will be used to gauge acquisition of this student learning outcome **and** explain how it assesses the desired knowledge, skill or ability.

1. Measurement #1 - CSLG 6101 Ethics and Professional Issues in Counseling - The outcome measure for this standard is the ethical code quiz.
2. The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam created by the National Board for Certified Counselors <https://www.nbcc.org/>. This is a four-hour examination with rostering offered in January, April, August, and October during the calendar year. The examination is offered in two testing formats; (1) computer-based format administered at a Pearson Vue testing center or (2) web administration, administered remotely to the student at home. Examination costs are \$150 for either format. Students are advised to take the exam the second-to-last semester prior to graduation. The purpose of the CPCE is to assess student's professional knowledge in eight (8) core content areas that include: 1) Professional Orientation & Ethical Practice, 2) Social and Cultural Diversity, 3) Human Growth and Development, 4) Career Development, 5) Counseling and Helping Relationships, 6) Group Counseling and Group Work, 7) Assessment and Testing, and 8) Research and Program Evaluation. There are 160 total questions or 20 per section on the CPCE; however, only 17 questions in each section are scored because three are unidentified pretest items. The highest possible score on the exam (number correct) is 136.

**Methodology:** Describe when, where and how the assessment of this student learning outcome will be administered and evaluated. Describe the process the department will use to collect, analyze and disseminate the assessment data to program faculty and to decide the changes/improvements to make on the basis of the assessment data.

1. All students enrolled in CSLG 6101 Ethics and Professional Issues in Counseling are given a 10-question ethics application quiz either at mid-semester or the end of the semester. This quiz presents counseling scenarios for student to review. Once reviewed, students are asked to select what section of the ACA Ethical Code best addresses the circumstances of the scenario.
2. The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam administered in January, May, and August during the calendar year. The CPCE is electronically scored by Center for Credentialing & Education and the results are electronically sent CSLG department for dissemination to students. The maximum score on the Professional Orientation and Ethical Practice section is 17.

Scores from performance measures in CSLG 6101, CSLG 7430, CSLG 7435, and the Professional Orientation and Ethical Practice section of the CPCE are collected using TaskStream data management system, and are analyzed at the college and program level. Simple descriptive statistics are used to analyze the scores, and disaggregated findings are reported by semester at three levels (College, Program and Licensure Area). Once a year results from all assessments administered by the programs are disseminated to the faculty in the Cato College of Education. The data is discussed during a final faculty meeting and next steps are determined to address any needs identified. All strategies determined during this closing the loop discussion are implemented during the next academic year. All data reports created by the department are housed on a secure website which is accessible to all faculty members within the college.

**Performance Outcome:** Identify the percentage of students assessed that should be able to demonstrate proficiency in this student learning outcome and the level of proficiency expected.

1. The program expects 85% of all counseling students to score an 8 or above on the Ethics Application Quiz.
2. The program expects 85% of students to score a minimum of 12 on the Professional Orientation and Ethical Practice section of the CPCE.

Fall 2023 Assessment Data		
Students	Measure 1 - 6101	Measure 2 - CPCE
Semester	Fall 2023	Fall 2023
Total Number	39	53
Met Expectations	39	43
Percentage	100%	81.13%
Mean	9.31	11.87

Summer-2024 Assessment Data		
Students	Measure 1 - 6101	Measure 2 - CPCE
Semester	Summer 2024	Spring 2024
Total Number		20
Met Expectations		20
Percentage		100%
Mean		12.65

**Changes to be implemented in 2024:** Based upon the assessment data included in this 2023-2024 report, what changes/improvements will the program implement during the next academic year to improve performance on this student learning outcome?

Based upon the 2023-2024 Assessment Report, The MA Counseling Program met all measures on the performance outcomes. The overall results showed a positive impact on candidate learning. However, in the fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.

## (2) Student Learning Outcome: Social & Cultural Diversity

### Social & Cultural Diversity (CACREP III. B.1)

SLO 2: Professional counseling students are proficient in understanding theories and models of multicultural counseling, social justice, and advocacy (CACREP III. B.1).

**Changes to the Student Learning Outcomes Assessment Plan:** If any changes were made to the assessment plan (which includes the Student Learning Outcome, Effectiveness Measure, Methodology and Performance Outcome) for this student learning outcome since your last report was submitted, briefly summarize the changes made and the rationale for the changes.

Beginning the fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some slight changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.

**Effectiveness Measure:** Identify the data collection instrument, e.g., exam, project, paper, etc. that will be used to gauge acquisition of this student learning outcome **and** explain how it assesses the desired knowledge, skill or ability.

1. As a part of the completion of CSLG 6145, a standard quiz worth a maximum of 5 pts was used as the first measure (Measure 1). This quiz was selected because it was perceived as a more concise tool to assess cultural awareness, knowledge, and skills in counselors.
2. The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam created by the National Board for Certified Counselors <https://www.nbcc.org/>. This is a four-hour examination with rostering offered in January, April, August, and October during the calendar year. The examination is offered in two testing formats; (1) computer-based format administered at a Pearson Vue testing center or (2) web administration, administered remotely to the student at home. Examination costs are \$150 for either format. Students are advised to take the exam the second-to-last semester prior to graduation. The purpose of the CPCE is to assess student's professional knowledge in eight (8) core content areas that include: 1) Professional Orientation & Ethical Practice, 2) Social and Cultural Diversity, 3) Human Growth and Development, 4) Career Development, 5) Counseling and Helping Relationships, 6) Group Counseling and Group Work, 7) Assessment and Testing, and 8) Research and Program Evaluation. There are 160 total questions or 20 per section on the CPCE; however, only 17 questions in each section are scored because three are unidentified pretest items. The highest possible score on the exam (number correct) is 136.

**Methodology:** Describe when, where and how the assessment of this student learning outcome will be administered and evaluated. Describe the process the department will use to collect, analyze and disseminate the assessment data to program faculty and to decide the changes/improvements to make on the basis of the assessment data.

1. Students will complete the Multicultural quiz (Measure 1) in the CSLG 6145 course. The quiz is an assessment that students are directed to complete online through the course measurement system (Canvas).
2. The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam administered in January, May, and August during the calendar year. The CPCE is electronically scored by Center for Credentialing & Education and the results are electronically sent CSLG department for dissemination to students. The maximum score on the Social & Cultural Diversity section is 17.

Scores from performance measures in CSLG 6145, CSLG 7430, and the Social and Cultural Diversity section of the CPCE are collected using TaskStream data management system, and are analyzed at the college and program level. Simple descriptive statistics are used to analyze the scores, and disaggregated findings are reported by semester at three levels (College, Program and Licensure Area). Once a year results from all assessments administered by the programs are disseminated to the faculty in the College of Education. The data is discussed during a final faculty meeting and next steps are determined to address any needs identified. All strategies determined during this closing the loop discussion are implemented during the next academic year. All data reports created by the Cato College of Education are housed on a secure website which is accessible to all faculty members within the College.

**Performance Outcome:** Identify the percentage of students assessed that should be able to demonstrate proficiency in this student learning outcome and the level of proficiency expected.

1. The program expects 85% of students will score a minimum of 4 on the M Quiz.
2. The program expects 85% of all counseling students to score a minimum of 9 on the Social and Cultural Diversity section of the CPCE.

**Fall 2023 Assessment Data**

<b>Counseling Students</b>	<b>Measure 1-M Quiz</b>	<b>Measure 2 - CPCE</b>
Semester	<b>Fall 2023</b>	<b>Fall 2023</b>
Total Number	22	53
Met Expectations	22	51
Percentage	100%	96.23%
Mean	4.32	11.38

**Spring 2024 Assessment Data**

<b>Counseling Students</b>	<b>Measure 1 - Quiz</b>	<b>Measure 2 - CPCE</b>
Semester	<b>Spring 2024</b>	<b>Spring 2024</b>
Total Number	17	20
Met Expectations	09	20
Percentage	53%	100%
Mean	3.45	11.70

**Plans for 2024:** Based upon the assessment data included in this annual report, what changes /improvements will the program implement during the next academic year to improve performance on this student learning outcome?

Based upon the 2023-2024 Assessment Report, The MA Counseling Program met all measures on the performance outcomes. The overall results showed a positive impact on candidate learning. However, in the fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023. The effective measure 1 for this section was not met, however the results for the effective measure 2 exceeded the minimum score of 9 by almost 3 points. The department will closely monitor results for the effective measure 1 and make appropriate adjustments if necessary.

### (3) Student Learning Outcome: Human Growth & Development

#### Human Growth & Development (CACREP III. C. 11)

SLO 3: Professional counseling students understand systemic cultural, and environmental factors that affect lifespan development, functioning, behavior, resilience, and overall wellness (CACREP III. C.11)

**Changes to the Student Learning Outcomes Assessment Plan:** If any changes were made to the assessment plan (which includes the Student Learning Outcome, Effectiveness Measure, Methodology and Performance Outcome) for this student learning outcome since your last report was submitted, briefly summarize the changes made and the rationale for the changes.

Beginning fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some slight changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.

**Effectiveness Measure:** Identify the data collection instrument, e.g., exam, project, paper, etc. that will be used to gauge acquisition of this student learning outcome **and** explain how it assesses the desired knowledge, skill or ability.

1. As a part of the completion of CSLG 6104, students complete an exam essay question measuring the identified standard. The rubric has three categories that assesses systemic factors, environmental factors, and multicultural considerations. The rubric value ranges from 0 to 4.
2. The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam created by the National Board for Certified Counselors <https://www.nbcc.org/>. This is a four-hour examination taken in January, May, and August during the calendar year. The examination fee is \$85 when taken on campus and \$150 when taken an off-campus Pearson Testing site. Students are advised to take the exam two semesters prior to graduation. This is a four-hour examination taken in January and August of each semester. The purpose of the CPCE is to assess student's professional knowledge in eight (8) core content areas that include: 1) Human Growth and Development, 2) Social and Cultural Diversity, 3) Helping Relationships, 4) Group Work, 5) Career Development, 6) Assessment, 7) Research and Program Evaluation, and 8) Professional Orientation & Ethical Practice. There are 160 total questions or 20 per section on the CPCE; however, only 17 questions in each section are scored because three are unidentified pretest items. The maximum score on the Human Growth and Development section of the CPCE is 17.

**Methodology:** Describe when, where and how the assessment of this student learning outcome will be administered and evaluated. Describe the process the department will use to collect, analyze and disseminate the assessment data to program faculty and to decide the changes/improvements to make on the basis of the assessment data.

1. As part of CSLG 6104-Counseling Across the Lifespan, students are evaluated on s' exam essay questions that evaluates systemic and environmental factors that affect human development, functioning, and behavior using a four-point value scale.
2. The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam administered in January, May, and August during the calendar year. The CPCE is electronically scored by Center for

Credentialing & Education and the results are electronically sent CSLG department for dissemination to students. The maximum score on the Human Growth and Development section is 17.

Scores from performance measures in CSLG 6104, RSCH 6109, and the Human Growth and Development section of the CPCE are collected using TaskStream data management system, and are analyzed at the college and program level. Simple descriptive statistics are used to analyze the scores, and disaggregated findings are reported by semester at three levels (College, Program and Licensure Area). Once a year results from all assessments administered by the programs are disseminated to the faculty in the College of Education. The data is discussed during a final faculty meeting and next steps are determined to address any needs identified. All strategies determined during this closing the loop discussion are implemented during the next academic year. All data reports created by the Cato College of Education are housed on a secure website which is accessible to all faculty members within the college.

**Performance Outcome:** Identify the percentage of students assessed that should be able to demonstrate proficiency in this student learning outcome and the level of proficiency expected.

1. The program expects 85% of all counseling students to score an average of a 3.5 or higher on the Lifespan essay exam rubric items assessing Standard 3.f.
2. The program expects 85% of all counseling students to score a minimum of 10 the Human Growth and Development section of the CPCE.

Fall 2023 Assessment Data		
Counseling Students	Measure 1 - 6104	Measure 2 - CPCE
Semester	Fall 2023	Fall 2023
Total Number	36	53
Met Expectations	34	49
Percentage	94.44%	92.45%
Mean	3.75	12.00

Spring 2024 Assessment Data		
Counseling Students	Measure 1 - 6104	Measure 2 - CPCE
Semester	Spring 2024	Spring 2024
Total Number	33	20
Met Expectations	32	20
Percentage	97%	100%
Mean	3.96	12.5

**Plans for 2024:** Based upon the assessment data included in this annual report, what changes /improvements will the program implement during the next academic year to improve performance on this student learning outcome?

Based upon the fall 2023-spring 2024 Assessment Report, The MA Counseling Program met all measures on the performance outcomes. The overall results showed a positive impact on candidate learning. However, in the fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.

#### (4) Student Learning Outcome: Career Development

##### Career Development (CACREP III. D.9)

SLO 4: Professional counseling Students understand strategies for assessing client skill development for career, educational, and life-work planning, and management (CACREP III. D. 9).

**Changes to the Student Learning Outcomes Assessment Plan:** If any changes were made to the assessment plan (which includes the Student Learning Outcome, Effectiveness Measure, Methodology and Performance Outcome) for this student learning outcome since your last report was submitted, briefly summarize the changes made and the rationale for the changes.

Beginning fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some slight changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.

**Effectiveness Measure:** Identify the data collection instrument, e.g., exam, project, paper, etc. that will be used to gauge acquisition of this student learning outcome **and** explain how it assesses the desired knowledge, skill or ability.

1. As a part of the completion of CSLG 6150 Career Development and Counseling, students are required to complete a quiz that consists of 25 questions. Each question is worth .25 points and maximum point for the quiz is 5. An average score of 4 points or higher is considered passing.
2. The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam created by the National Board for Certified Counselors <https://www.nbcc.org/>. This is a four-hour examination with rostering offered in January, April, August, and October during the calendar year. The examination is offered in two testing formats; (1) computer-based format administered at a Pearson Vue testing center or (2) web administration, administered remotely to the student at home. Examination costs are \$150 for either format. Students are advised to take the exam the second-to-last semester prior to graduation. The purpose of the CPCE is to assess student's professional knowledge in eight (8) core content areas that include: 1) Professional Orientation & Ethical Practice, 2) Social and Cultural Diversity, 3) Human Growth and Development, 4) Career Development, 5) Counseling and Helping Relationships, 6) Group Counseling and Group Work, 7) Assessment and Testing, and 8) Research and Program Evaluation. There are 160 total questions or 20 per section on the CPCE; however, only 17 questions in each section are scored because three are unidentified pretest items. The highest possible score on the exam (number correct) is 136.

**Methodology:** Describe when, where and how the assessment of this student learning outcome will be administered and evaluated. Describe the process the department will use to collect, analyze and disseminate the assessment data to program faculty and to decide the changes/improvements to make on the basis of the assessment data.

1. CSLG 6150 Career Development and Counseling is typically taught in the spring semester and during the summer session in traditional, hybrid, and in asynchronous formats. As a part of the completion of this course, students complete a 25-item multiple choice quiz during final week of the semester. The quiz is worth 5 points of the maximum score for the course which is 100.
2. The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam administered at the beginning of the Fall and Spring Semester. The CPCE is electronically scored by Center for Credentialing & Education and the results are electronically sent CSLG department for dissemination to students. The maximum score on the Career Development section is 17 and the minimum score is 8.0.

Scores from performance measures in CSLG 6150, RSCH 6109, and the Career Development section of the CPCE are collected using TaskStream data management system, and are analyzed at the college and program level. Simple descriptive statistics are used to analyze the scores, and disaggregated findings are reported by semester at three levels (College, Program and Licensure Area). Once a year results from all assessments administered by the programs are disseminated to the faculty in the College of Education.

The data is discussed during a final faculty meeting and next steps are determined to address any needs identified. All strategies determined during this closing the loop discussion are implemented during the next academic year. All data reports created by the Cato College of Education are housed on a secure website which is accessible to all faculty members within the college.

**Performance Outcome:** Identify the percentage of students assessed that should be able to demonstrate proficiency in this student learning outcome and the level of proficiency expected.

1. The program expects 85% of all counseling students to score a minimum of 4 on the Career Development Quiz.
2. The program expects 85% of all counseling students to score a minimum of 8.0 on the Career Development section of the CPCE.

Fall 2023 Assessment Data		
Counseling Students	Measure 1 - 6150	Measure 2 - CPCE
Semester	Fall 2023	Fall 2023
Total Number	28	53
Met Expectations	26	53
Percentage	92.86%	100%
Mean	4.80	11.30

Spring 2024 Assessment Data		
Counseling Students	Measure 1 - 6150	Measure 2 - CPCE
Semester	Spring - 2024	Spring-2024
Total Number	15	20
Met Expectations	15	20
Percentage	100%	100%
Mean	4.51	12.0

**Plans for 2024:** Based upon the 2023 assessment data included in this annual report, what changes /improvements will the program implement during the next academic year to improve performance on this student learning outcome?

Based upon the fall 2023-spring 2024 Assessment Report, The MA Counseling Program met all measures on the performance outcomes. The overall results showed a positive impact on candidate learning. However, in the fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.



**(5) Student Learning Outcome: Counseling & Helping Relationships**

**Counseling & Helping Relationships**  
(CACREP III. E. 9)

SLO 5: Professional Counseling students develop interviewing, attending, and listening skills in the counseling process (CACREP III. E. 9).

**Changes to the Student Learning Outcomes Assessment Plan:** If any changes were made to the assessment plan (which includes the Student Learning Outcome, Effectiveness Measure, Methodology and Performance Outcome) for this student learning outcome since your last report was submitted, briefly summarize the changes made and the rationale for the changes.

Beginning fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some slight changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.

**Effectiveness Measure:** Identify the data collection instrument, e.g., exam, project, paper, etc. that will be used to gauge acquisition of this student learning outcome **and** explain how it assesses the desired knowledge, skill or ability.

1. As a part of the completion of CSLG 6110 Counseling Techniques, students are evaluated by the instructor using the Basic Counseling Skills Rubric. The rubric contains five basic skill sets that include 1) Counseling Relationship, 2) Non-verbal Skills, 3) Basic Active Listening Skills, 4) Advanced Counseling Skills, and 5) Personal Growth. required to complete a quiz that consist of 25 questions. Each skill set has a scale that consists of 1 = Does not Meet Expectations, 2 = Meets Expectations, and 3 = Exceeds Expectations. All five basic skill sets are evaluated and are more likely developed near the end of semester as a result of the developmental process in the skill development of students.
2. As part of CSLG 7435 Internship in Counseling students are evaluated using Items 1.J, 1.K, and 1.L of the of the Counselor Competencies Scale-Revised (CCS-R). The purpose of the CCS-R is to evaluate counselors' and trainees' skills development and professional competencies. Direct feedback is also provided to trainees regarding their ability to apply counseling skills and facilitate therapeutic conditions. In addition, the CCS-R assesses students' counseling dispositions and behaviors along with practical areas of improvement as ethical effective developing counselors.

**Methodology:** Describe when, where and how the assessment of this student learning outcome will be administered and evaluated. Describe the process the department will use to collect, analyze and disseminate the assessment data to program faculty and to decide the changes/improvements to make on the basis of the assessment data.

1. All students enrolled in CSLG 6110 Counseling Techniques, students are evaluated by the instructor using the Basic Counseling Skills Rubric. The rubric contains five basic skill sets that include 1) Counseling Relationship, 2) Non-verbal Skills, 3) Basic Active Listening Skills, 4) Advanced Counseling Skills, and 5) Personal Growth. required to complete a quiz that consists of 25 questions. Each skill set has a scale that consists of 1 = Does not Meet Expectations, 2 = Meets Expectations, and 3 = Exceeds Expectations.
2. All students enrolled in CSLG 7435 Counseling Internship are evaluated at the end of the semester using the CCS-R instrument. Items 1.J-Focus of counseling is help client focus or refocus on goals, (i.e. purpose of counseling), Item 1.K - facilitate therapeutic environment by expressing accurate empathy, care, being open and present, and 1.L - facilitate therapeutic environment by expressing appropriate respect and unconditional positive regard. Students are rated on a five-point scale, with 5=Exceeds expectations to 1=Harmful.

**Performance Outcome:** Identify the percentage of students assessed that should be able to demonstrate proficiency in this student learning outcome and the level of proficiency expected.

1. The program expects 85% of all counseling students to score a minimum of 2 on the Basic Counseling Skill Rubric in CSLG 6110.
2. The program expects 85% of all counseling students in the CSLG 7435 Internship in Counseling of score a minimum of 4 on item 1J, 1K, and 1L on the CCS-R based on instructor evaluation.

Fall 2023 Assessment Data		
Counseling Students	Measure 1 - 6110	Measure 2 - 7435
Semester	Fall 2023	Fall 2023
Total Number	41	31
Met Expectations	40	31
Percentage	97.07%	100%
Mean	2.12	4.53

Spring 2024 Assessment Data		
Counseling Students	Measure 1 - 6110	Measure 2 - 7435
Semester	Spring 2024	Spring 2024
Total Number	27	34
Met Expectations	27	33
Percentage	100%	97%
Mean	2.40	4.27

**Plans for 2024:** Based upon the assessment data included in this annual report, what changes /improvements will the program implement during the next academic year to improve performance on this student learning outcome?

Based upon the fall 2023-spring 2024 Assessment Report, The MA Counseling Program met all measures on the performance outcomes. The overall results showed a positive impact on candidate learning. However, in the fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.

**(6) Student Learning Outcome: Group Work**

Group Work (CACREP III. F. 4)
SLO 6: Professional counseling students demonstrate an understanding of knowledge related to the characteristics and functions of effective group leaders (CACREP III. F. 4).

**Changes to the Student Learning Outcomes Assessment Plan:** If any changes were made to the assessment plan (which includes the Student Learning Outcome, Effectiveness Measure, Methodology and Performance Outcome) for this student learning outcome since your last report was submitted, briefly summarize the changes made and the rationale for the changes.

Beginning fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some slight changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.

**Effectiveness Measure:** Identify the data collection instrument, e.g., exam, project, paper, etc. that will be used to gauge acquisition of this student learning outcome **and** explain how it assesses the desired knowledge, skill or ability.

1. As a part of the completion of CSLG 6120 and Group Counseling course, students are required to complete a quiz taken from assigned readings. The quiz is comprised of 40 objective questions on quiz and is worth 40 points of the total 200 points for the course.
2. The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam created by the National Board for Certified Counselors <https://www.nbcc.org/>. This is a four-hour examination with rostering offered in January, April, August, and October during the calendar year. The examination is offered in two testing formats; (1) computer-based format administered at a Pearson Vue testing center or (2) web administration, administered remotely to the student at home. Examination costs are \$150 for either format. Students are advised to take the exam the second-to-last semester prior to graduation. The purpose of the CPCE is to assess student’s professional knowledge in eight (8) core content areas that include: 1) Professional Orientation & Ethical Practice, 2) Social and Cultural Diversity, 3) Human Growth and Development, 4) Career Development, 5) Counseling and Helping Relationships, 6) Group Counseling and Group Work, 7) Assessment and Testing, and 8) Research and Program Evaluation. There are 160 total questions or 20 per section on the CPCE; however, only 17 questions in each section are scored because three are unidentified pretest items. The highest possible score on the exam (number correct) is 136.

**Methodology:** Describe when, where and how the assessment of this student learning outcome will be administered and evaluated. Describe the process the department will use to collect, analyze and disseminate the assessment data to program faculty and to decide the changes/improvements to make on the basis of the assessment data.

1. As a part of the completion of CSLG 6120 Group Counseling, students complete a 40-item multiple choice quiz based on course readings. The quiz is worth 40 points, the maximum score for the course which is 200.
2. The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam administered in January, May, and August during the calendar year. The CPCE is electronically scored by Center for Credentialing & Education and the results are electronically sent CSLG department for dissemination to students. The maximum score on the Group Work section is 17 and the minimum score is 8.5 or 1.5 points below the national mean score of 11 for this section.

Scores from performance measures in CSLG 6120, CSLG 7430, and the Group Counseling section of the CPCE are collected using TaskStream data management system, and are analyzed at the college and program level. Simple descriptive statistics are used to analyze the scores, and disaggregated findings are reported by semester at three levels (College, Program and Licensure Area). Once a year results from all assessments administered by the programs are disseminated to the faculty in the College of Education. The data is discussed during a final faculty meeting and next steps are determined to address any needs identified. All strategies determined during this closing the loop discussion are implemented during the next academic year. All data reports created by the Cato College of Education are housed on a secure website which is accessible to all faculty members within the College.

**Performance Outcome:** Identify the percentage of students assessed that should be able to demonstrate proficiency in this student learning outcome **and** the level of proficiency expected.

1. The program expects 80% of students to score 32 out of a possible 40 points on the quiz given in CSLG 6120 Group Counseling.
2. The program expects 80% of all professional counseling students to score a minimum of 11 on the Group Counseling section of the CPCE.

Fall 2023 Assessment Data		
Counseling Students	Measure 1-6120	Measure 2-CPCE
Semester	Fall 2023	Fall 2023
Total Number	18	53
Met Expectations	18	50
Percentage	100%	94.34%
Mean		13.36

Spring 2024 Assessment Data		
Counseling Students	Measure 1 - 6120	Measure 3- CPCE
Semester	Spring 2024	Spring 2024
Total Number	15	20
Met Expectations	15	20
Percentage	100%	100%
Mean		12.0

**Plans for 2024:** Based upon the assessment data included in this annual report, what changes /improvements will the program implement during the next academic year to improve performance on this student learning outcome?  
 Based upon the fall 2023-spring 2024 Assessment Report, The MA Counseling Program met all measures on the performance outcomes. The overall results showed a positive impact on candidate learning. However, in the fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.

**(7) Student Learning Outcome: Assessment & Testing**

**Assessment and Testing**  
(CACREP III. G. 3)

SLO 7: Professional counseling students have knowledge about statistical concepts, including scales of measurement, measures of central tendency, indices of variability, shapes and types of distributions, and correlations (CACREP III. G. 3)

**Changes to the Student Learning Outcomes Assessment Plan:** If any changes were made to the assessment plan (which includes the Student Learning Outcome, Effectiveness Measure, Methodology and Performance Outcome) for this student learning outcome since your last report was submitted, briefly summarize the changes made and the rationale for the changes.  
 Beginning fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some slight changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.

**Effectiveness Measure:** Identify the data collection instrument, e.g., exam, project, paper, etc. that will be used to gauge acquisition of this student learning outcome **and** explain how it assesses the desired knowledge, skill or ability.

- As a part of the requirements in CSLG 7110, students are expected to complete Knowledge Demonstration Quiz #2, where their knowledge of frequency tables, measurement, measures of central tendency, indices of variability, shapes and types of distributions, and correlations will be assessed.
- The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam created by the National Board for Certified Counselors <https://www.nbcc.org/>. This is a four-hour examination with rostering offered in January, April, August, and October during the calendar year. The examination is

offered in two testing formats; (1) computer-based format administered at a Pearson Vue testing center or (2) web administration, administered remotely to the student at home. Examination costs are \$150 for either format. Students are advised to take the exam the second-to-last semester prior to graduation. The purpose of the CPCE is to assess student’s professional knowledge in eight (8) core content areas that include: 1) Professional Orientation & Ethical Practice, 2) Social and Cultural Diversity, 3) Human Growth and Development, 4) Career Development, 5) Counseling and Helping Relationships, 6) Group Counseling and Group Work, 7) Assessment and Testing, and 8) Research and Program Evaluation. There are 160 total questions or 20 per section on the CPCE; however, only 17 questions in each section are scored because three are unidentified pretest items. The highest possible score on the exam (number correct) is 136.

**Methodology:** Describe when, where and how the assessment of this student learning outcome will be administered and evaluated. Describe the process the department will use to collect, analyze and disseminate the assessment data to program faculty and to decide the changes/improvements to make on the basis of the assessment data.

1. As part of CSLG 7110 students complete Knowledge Demonstration Quiz #2 that is administered during week 3 of the course.
3. The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam administered in January, May, and August during the calendar year. The CPCE is electronically scored by Center for Credentialing & Education and the results are electronically sent CSLG department for dissemination to students. The maximum score on the Assessment section is 17 and the minimum score is 11.

Scores from performance measures in CSLG 7110 and the Assessment section of the CPCE are collected using TaskStream data management system, and are analyzed at the college and program level. Simple descriptive statistics are used to analyze the scores, and disaggregated findings are reported by semester at three levels (College, Program and Licensure Area). Once a year results from all assessments administered by the programs are disseminated to the faculty in the College of Education. The data is discussed during a final faculty meeting and next steps are determined to address any needs identified. All strategies determined during this closing the loop discussion are implemented during the next academic year. All data reports created by the Cato College of Education are housed on a secure website which is accessible to all faculty members within the college.

**Performance Outcome:** Identify the percentage of students assessed that should be able to demonstrate proficiency in this student learning outcome and the level of proficiency expected.

1. The program expects 85% of all counseling students to score an 8 or higher on Knowledge Demonstration Quiz #2 in CSLG 7110.
2. The program expects 85% of students to receive a passing score of 11 or higher on the Assessment portion of the CPCE exam.

Fall 2023 Assessment Data		
Counseling Students	Measure 1 – CSLG 7110	Measure 2 - CPCE
Semester	Fall 2023	Fall 2023
Total Number	28	53
Met Expectations	27	36
Percentage	96.43%	67.92%
	9.59	10.34

Spring 2024 Assessment Data		
Counseling Students	Measure 1 – CSLG 7110	Measure 2 - CPCE
Semester	Spring 2024	Spring 2024
Total Number	12	20
Met Expectations	12	20
Percentage	100%	100%
	9.63	12.5

**Plans for 2024:** Based upon the 2023 assessment data included in this annual report, what changes /improvements will the program implement during the next academic year to improve performance on this student learning outcome?

Based upon the fall 2023-spring 2024 Assessment Report, The MA Counseling Program met all measures on the performance outcomes. Although the fall 2023 scores on the Assessment section of the CPCE was slightly below 11, the spring score avg was 12.50 and the combined mean (10.34 + 12.5) was 11.4. The overall results showed a positive impact on candidate learning. However, in the fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.

### (8) Student Learning Outcome: Research & Program Evaluation

Research & Program Evaluation (CACREP III. H. 5)
SLO 8: Professional counseling students have knowledge and understanding of statistical tests used in conducting research and program evaluation (CACREP III. H. 5).

**Changes to the Student Learning Outcomes Assessment Plan:** If any changes were made to the assessment plan (which includes the Student Learning Outcome, Effectiveness Measure, Methodology and Performance Outcome) for this student learning outcome since your last report was submitted, briefly summarize the changes made and the rationale for the changes.

Beginning fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some slight changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023. RSCH 6109 Assessment & Evaluation Method was also replaced with CSLG 7110 Individual Assessment with no change in the content.

**Effectiveness Measure:** Identify the data collection instrument, e.g., exam, project, paper, etc. that will be used to gauge acquisition of this student learning outcome **and** explain how it assesses the desired knowledge, skill or ability.

1. As a part of the requirements in CSLG 7110-students are expected to complete Knowledge Demonstration Quiz #1, where their knowledge and understanding of statistical tests used in conducting research and program evaluation will be assessed.
2. The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam created by the National Board for Certified Counselors <https://www.nbcc.org/>. This is a four-hour examination with rostering offered in January, April, August, and October during the calendar year. The examination is offered in two testing formats; (1) computer-based format administered at a Pearson Vue testing center or (2) web administration, administered remotely to the student at home. Examination costs are \$150 for either format. Students are advised to take the exam the second-to-last semester prior to graduation. The purpose of the CPCE is to assess student's professional knowledge in eight (8) core content areas that include: 1) Professional Orientation & Ethical Practice, 2) Social and Cultural Diversity, 3) Human Growth and Development, 4) Career Development, 5) Counseling and Helping Relationships, 6) Group Counseling and Group Work, 7) Assessment and Testing, and 8) Research and Program Evaluation. There are 160 total questions or 20 per section on the CPCE; however, only 17 questions in each section are

scored because three are unidentified pretest items. The highest possible score on the exam (number correct) is 136.

**Methodology:** Describe when, where and how the assessment of this student learning outcome will be administered and evaluated. Describe the process the department will use to collect, analyze and disseminate the assessment data to program faculty and to decide the changes/improvements to make on the basis of the assessment data.

1. As part of CSLG 7110, students complete Knowledge Demonstration Quiz #1 that is administered typically during the first half of the semester. The quiz consists of 60 questions worth a maximum of 15 points.
2. The Counselor Preparatory Comprehensive Examination (CPCE) is a national exam administered in January, May, and August during the calendar year. The CPCE is electronically scored by Center for Credentialing & Education and the results are electronically sent CSLG department for dissemination to students. The maximum score on the Group Work section is 17 and the minimum score is 9.4 or 1.5 points below the national mean score of 10.81 for this section.

Scores from performance measures in the Research and Program Evaluation section of the CPCE are collected using TaskStream data management system, and are analyzed at the college and program level. Simple descriptive statistics are used to analyze the scores, and disaggregated findings are reported by semester at three levels (College, Program and Licensure Area). Once a year results from all assessments administered by the programs are disseminated to the faculty in the College of Education. The data is discussed during a final faculty meeting and next steps are determined to address any needs identified. All strategies determined during this closing the loop discussion are implemented during the next academic year. All data reports created by the Cato College of Education are housed on a secure website which is accessible to all faculty members within the College.

**Performance Outcome:** Identify the percentage of students assessed that should be able to demonstrate proficiency in this student learning outcome and the level of proficiency expected.

1. The program expects 85% of all counseling students to score a minimum of 12 on Knowledge Demonstrations Quiz #1 in CSLG 7110.
2. The program expects 85% of students to score a minimum of 10 or higher on the Research and Program Evaluation section of the CPCE.

Fall 2023 Assessment Data		
Counseling Students	Measure 1 – CSLG 7110	Measure 2 - CPCE
Semester	Fall 2023	Fall 2023
Total Number	28	53
Met Expectations	27	49
Percentage	97%	92.45%
Mean	14	12.25

Spring 2024 Assessment Data		
Counseling Students	Measure 1- CSLG 7110	Measure 2 -CPCE
Semester	Spring 2024	Spring 2024
Total Number	13	20

Met Expectations	13	20
Percentage	100%	100%
Mean	14.5	12.75

**Plans for 2024:** Based upon the assessment data included in this annual report, what changes /improvements will the program implement during the next academic year to improve performance on this student learning outcome?

Based upon the fall 2023-spring 2024 Assessment Report, The MA Counseling Program met all measures on the performance outcomes. The overall results showed a positive impact on candidate learning. However, in the fall 2023 semester, the Department of Counseling began the Self-study as part of the CACREP accreditation process and some changes were made to the SLO's to align with the 2024 CACREP Standards that were approved in July of 2023.