



Program Assessment Report

PROGRAM - PROFESSIONAL COUNSELING MA 51.1508.00

Professional Orientation and Ethical Practice (CACREP 2.F.1)

Students will be able to articulate the elements related to professional identity including; the history and philosophy of the counseling profession, the value of professional organizations, the need for legal and ethical practice, and advocating for the profession and clients that are served. (Active)

Outcome Status: Active

Planned Assessment Year(s): 2022 - 2023, 2023 - 2024, 2024 - 2025, 2021 - 2022

<p>Students will address the elements of professional identity and personal philosophy through the completion of a Counseling Philosophy Paper. The instructor will utilize a rubric developed by the faculty to assess the paper. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5320 is taught.</p> <p>Criteria for Success: Utilizing the Counseling Philosophy Paper rubric which was designed by faculty, students will achieve a acceptable score in all six areas: History of the Profession, Philosophy of the Profession, Ethics, Professional Identity, Counseling Relationships, and Writing.</p>	<p>Rubric Results for Counseling Philosophy Paper (N = 37)</p> <p>Target Acceptable Unacceptable</p> <p>Description of Counseling 30 3 4</p> <p>Relationships in Counseling 30 3 4</p> <p>Role and Function of Counselor in Counseling 30 3 4</p> <p>Role and Function of Client in Counseling 30 3 4</p> <p>Goals of Counseling 30 3 4</p> <p>Change in Counseling 30 3 4</p> <p>Techniques in Counseling 30 3 4</p> <p>Diagnosis in Counseling 30 3 4</p> <p>Diversity in Counseling 30</p>
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Assessment Method v5	Results and Analysis
	<p>3</p> <p>4</p> <p>Graduate Level Writing & APA Style</p> <p>30</p> <p>3</p> <p>4</p> <p>Discussion of Results: Throughout the 2024-2025 year, 37 degree-seeking students were enrolled in PCOU 5320 Professional Orientation.</p> <p>Results and Analysis Date: 05/12/2025</p> <p>Reporting Period: 2024 - 2025</p> <p>Result Type: Criterion Not Met</p> <p>Actions for Improvement: The majority of students achieved either target or acceptable levels across all aspects of the assignment.</p> <p>Action Plans (required when criteria for success are not met): The four students who scored lower in graduate-level writing and APA Style, along with all other students, will have multiple opportunities to learn and practice writing at the graduate level and in APA Style in future assignments and courses.</p> <p>Results from Previous Year Follow-Up Planning: The results indicated a need to help student further develop their writing skills. APA Style will be focused on heavily in future courses for these students including research and assessment</p>

Assessment Method v5	Results and Analysis
<p>Students will identify a legislative issue that is relevant to the counseling profession and write a letter to a legislator articulating his or her position on the issue. The instructor will utilize a rubric developed by the faculty to assess the paper. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5320 is taught.</p> <p>Criteria for Success: Utilizing the Advocacy letter rubric that was designed by faculty, students will achieve an acceptable score in the four areas of the rubric including: topic selection, audience, presentation of the argument, and writing.</p>	<p>Rubric Results for Advocacy Letter (N = 37)</p> <p>Target Acceptable Unacceptable</p> <p>Topic 32 4 1</p> <p>Audience 32 4 1</p> <p>Presentation 32 4 1</p> <p>Writing 32 4 1</p> <p>Throughout the 2024-2025 year, 37 degree-seeking students were enrolled in PCOU 5320 Professional Orientation. Results and Analysis Date: 05/12/2025 Reporting Period: 2024 - 2025 Result Type: Criterion Not Met Actions for Improvement: The majority of students achieved either target or acceptable levels across all aspects of the assignment, with the exception of one student. Students will have additional opportunities to learn about advocacy and engage in advocacy efforts in PCOU 5335 Multicultural Counseling.</p>

Assessment Method v5	Results and Analysis
	<p>Action Plans (required when criteria for success are not met): The advocacy letter is a rather challenging assignment for students in their first semester of the program. Most students can identify an area of advocacy for the letter but struggle to articulate their position on the issue. Compounding this challenge is the required textbook for the course contains minimal content about advocacy in professional counseling. The instructor added additional information on advocacy within the course during the fall semester and had the students engage in different advocacy activities.</p> <p>Results from Previous Year Follow-Up Planning: The results indicated that most students understand the importance of advocacy in the counseling field and demonstrated the ability to do so. The student who struggled will have other opportunities to gain additional knowledge, skills and experience in advocacy including in the multicultural counseling courses and introduction to counseling course</p>

Social and Cultural Diversity (CACREP 2.F.2)

Students will demonstrate multicultural awareness, knowledge, and skills necessary for competency in working with a diverse population.

Outcome Status: Active

Planned Assessment Year(s): 2022 - 2023, 2023 - 2024, 2024 - 2025, 2021 - 2022

Assessment Method v5	Results and Analysis
<p>Students will participate in guided journal activities for the purpose of reflection and personal exploration of emotions and biases related to multicultural counseling.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5335 is taught.</p> <p>Criteria for Success: Utilizing the Guided Journal rubric, designed by faculty, students will achieve an acceptable score in the three areas of the rubric including: insight and self-awareness, understanding other viewpoints, and ability and willingness to address biases. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p>	<p>Rubric Results for Guided Journal (N=45)</p> <p>Target Acceptable Unacceptable</p> <p>Insight and Self-Awareness 35 10 0</p> <p>Understanding Other Viewpoints 27 18 0</p> <p>Ability and willingness to Address Biases 21 24 0</p> <p>There were 45 students in the professional counseling program enrolled in PCOU 5335 Multicultural Counseling during the 2024 (16 in the Spring and 29 in the Fall) calendar year.</p> <p>Results and Analysis Date: 05/08/2025 Reporting Period: 2024 - 2025 Result Type: Criterion Met</p> <p>Actions for Improvement: There are currently no modifications to the assignment. Diversity and multicultural issues are infused into many courses in the program including crisis counseling, ethics, research, and assessment. Students will have additional opportunities to continue to gain self-awareness and consider various diverse viewpoints through class and online discussions and through personal reflection assignments.</p> <p>Action Plans (required when criteria for success are not met): The course will be updated to reflect new areas in which diversity needs to be addressed such as PWDS and awareness of their needs.</p> <p>Results from Previous Year Follow-Up Planning: The results were satisfactory. Students are continuing to learn more about diversity throughout their time in the program</p>

Assessment Method v5	Results and Analysis
<p>Students will participate in an activity designed to increase personal exposure to diversity. Following the project, students will write a reflection paper identifying learning and professional development related to the experience.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5335 is taught.</p> <p>Criteria for Success: Utilizing the Challenge Experience Project rubric, designed by faculty, students will achieve an acceptable score in the three areas of the rubric including: background information/observation, reflection, and writing. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p>	<p>Rubric Results for Challenge Experience Project (N = 45)</p> <p>Target Acceptable Unacceptable</p> <p>Background Information/ Observation 13 32 0</p> <p>Reflection 17 28 0</p> <p>Writing 12 33 0</p> <p>There was 45 professional counseling students enrolled in PCOU 5335 Multicultural Counseling during the 2024 (16 in the Spring and 29 in the fall) calendar year.</p> <p>Results and Analysis Date: 05/08/2025 Reporting Period: 2024 - 2025 Result Type: Criterion Met Actions for Improvement: There are no modifications to this assignment. Students will continue to learn about diverse groups through the program especially in fieldwork. Action Plans (required when criteria for success are not met): This assignment will continue to be used in future courses. Results from Previous Year Follow-Up Planning: Students gained self-awareness and insight into the worldview of different groups. This assignment was highly effective in allowing them to continue to explore their values, biases, and beliefs and learning the importance of bracketing</p>

Human Growth and Development (CACREP 2.F.3)

Students are able to demonstrate an understanding of development across the lifespan and the impact on normal and abnormal functioning.

Outcome Status: Active

Assessment Method v5	Results and Analysis
<p>Students will analyze and apply a theoretical framework to their own development through the writing of introspective journals for each developmental stage.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5385 is taught.</p> <p>Criteria for Success: Utilizing the Introspective Journal rubric that was designed by faculty, students will achieve an acceptable score in the three areas of the rubric including: stage, analysis, and application. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p>	<p>Rubric Results for Introspective Journals (N = 17)</p> <p>Target Acceptable Unacceptable</p> <p>Stage 21 2 0</p> <p>Analysis 21 2 0</p> <p>Application 21 2 0</p> <p>There were 23 degree seeking students enrolled in PCOU 5385 Lifespan Development during 2024 -2025 year.</p> <p>Results and Analysis Date: 05/08/2025 Reporting Period: 2024 - 2025 Result Type: Criterion Met</p> <p>Actions for Improvement: This measure includes five separate journal entries, each covering a specific stage of development. Students are given feedback on each journal prior to proceeding to the next journal. While some students may have initially struggled with the application of knowledge and theory, all utilized the feedback from the professor and demonstrate improvement by the final journal. This measure indicates that students have appropriate knowledge regarding lifespan development and can apply it through the analysis of their own development.</p> <p>Action Plans (required when criteria for success are not met): These assignments will continue to be used in future courses.</p>

Assessment Method v5	Results and Analysis
	<p>Results from Previous Year Follow-Up Planning: The results indicated that by the end of the course, students were able to apply theory to practice. While some students struggled to do so at first, they gained practice and confidence in their knowledge and ability to utilize it as demonstrated successfully completing the assignments. This assignment will continue to be used in the course and students will have additional opportunities in practicum and internship to apply lifespan development theories to cases.</p>

<p>Students will complete a comprehensive analysis of the development of an individual over the age of 65.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5385 is taught.</p> <p>Criteria for Success: Students will achieve an acceptable rating in all areas of the Developmental Interview rubric including selection of a subject, question design, factors affecting human behavior, self-esteem and self-concept, normal development, and crises impacting development. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p>	<p>Rubric Results for Developmental Interview (N =23)</p> <p>Target</p> <p>Acceptable</p> <p>Unacceptable</p> <p>Subject</p> <p>21</p> <p>2</p> <p>0</p> <p>Questions</p> <p>21</p> <p>2</p> <p>0</p> <p>Human Behavior</p> <p>21</p> <p>2</p> <p>0</p> <p>Theories</p> <p>21</p> <p>2</p> <p>0</p> <p>Transition and Resilience</p> <p>21</p> <p>2</p> <p>0</p> <p>Crises, Disasters, and Trauma impacting Development</p> <p>21</p> <p>2</p> <p>0</p> <p>Exceptionalities</p> <p>21</p> <p>2</p> <p>0</p> <p>Wellness</p> <p>21</p> <p>2</p> <p>0</p>
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Assessment Method v5	Results and Analysis
	<p>There were 23 professional counseling program degree seeking students enrolled in PCOU 5385 during the 2024-25 year.</p> <p>Results and Analysis Date: 05/08/2025 Reporting Period: 2024 - 2025 Result Type: Criterion Met Actions for Improvement: Overall, this data indicates that counseling students are successfully acquiring the knowledge and skills necessary to analyze developmental factors relevant to working with potential clients. This assessment measure is the culminating assessment for the course. The area in which students could use improvement is on understanding and applying theories. They will have additional opportunities to apply developmental theories in other courses such as PCOU 5310, PCOU53 The introspective journal assignments seem successful in developing the knowledge and skills needed for the final course assessment. Action Plans (required when criteria for success are not met): This assignment will continue to be used in future courses. Results from Previous Year Follow-Up Planning: The results demonstrated that students gained the skills to apply knowledge of theories to case situations. This will be reinforced in other courses such as PCOU 5333, PCOU 5391 and PCOU 5394 as they move through the program.</p>

Career Development (CACREP 2.F.4)

Student are able to utilize career development theory in the development of individualized and developmentally appropriate career development activities and interventions.

Outcome Status: Active

Planned Assessment Year(s): 2022 - 2023, 2023 - 2024, 2024 - 2025, 2021 - 2022

Assessment Method v5	Results and Analysis
<p>Students will conduct an interview with an individual or complete an autobiographical paper for the purpose of obtaining information related to career development and career history. The student will write a case study in which a particular career theory is applied, and career decision making is analyzed.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5325 is taught.</p> <p>Criteria for Success: Students will achieve an acceptable rating in all areas of the Career Theory Application Project rubric including identifying career development, being involved in vocational planning and career exploration, identifying career development theories, and helping individuals in vocational planning. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p>	<p>Rubric Results for Career Theory Application Project (N = 48)</p> <p>Target Acceptable Unacceptable</p> <p>Identify Career Development 38 8 2</p> <p>Facilitate Involvement in Vocational planning and career exploration 38 8 2</p> <p>Identify career development theories as they relate to an individual with a disability 38 8 2</p> <p>Utilize Career/Occupational Materials to assist the individual in vocational planning 38 8 2</p> <p>There were 48 degree seeking students enrolled in PCOU 5325 during the 2024-2025 year. Results and Analysis Date: 05/08/2025 Reporting Period: 2024 - 2025 Result Type: Criterion Not Met Actions for Improvement: Career theory is required knowledge for counseling students. Additional information was provided in class to help further understanding of the assignment requirements. Action Plans (required when criteria for success are not met): The instructor added chapter practice quizzes. In the Spring semester, the instructor added online check-up quizzes at the end of each weekly lecture to identify any major concepts the students may not have fully understood. Students will have additional opportunities to consider how career development may impact clients in other courses such as PCOU 5359 Assessment in Counseling and PCOU 5394 Practicum.</p>

Assessment Method v5	Results and Analysis
	Results from Previous Year Follow-Up Planning: These results indicate that while most students understand how to apply career development theory, a few students are struggling with doing so. Students will have the opportunity to continue to apply theory to practice in PCOU 5359 and PCOU 5394. Additionally, the course content will include additional emphasis in the future on application.
<p>Students will create a skit to focus on Career Theory and how it implemented when addressing vocational information. Students will form groups and record skit to present in class.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5325 is taught.</p> <p>Criteria for Success: Students will achieve an acceptable rating in all areas of the Career Theory Skit rubric including knowledge of theory, presentation of script, use of props and other materials, creativity, use of lay language incorporated into skit, and information e-mailed to all classmates. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p>	<p>Rubric Results for Career Theory Skit (N =48)</p> <p>Target Acceptable Unacceptable</p> <p>Group members were knowledgeable of theory. 46 2 0</p> <p>Well-presented skit script 46 2 0</p> <p>Group used props and other materials to enhance skit 46 2 0</p> <p>Skit demonstrated creativity 46 2 0</p> <p>Vocational theorist's major concepts incorporated into skit in lay language 46 2 0</p> <p>Review of theorist's major points e-mailed to all class members 46 2 0</p> <p>There were a total of 48 degree seeking students enrolled in PCOU 5325 during 2024-2025 year. Results and Analysis Date: 05/08/2025</p>

Assessment Method v5	Results and Analysis
	<p>Reporting Period: 2024 - 2025</p> <p>Result Type: Criterion Met</p> <p>Actions for Improvement: All students met the requirements for the assignment. Skit examples were shown in class to demonstrate how theorists' major concepts can be creatively incorporated into the skit. There were no modifications made to this assignment.</p> <p>Action Plans (required when criteria for success are not met): This assignment will continue to be used in the course.</p> <p>Results from Previous Year Follow-Up Planning: The results indicated that students were able to comprehend career development theories. Students will have additional opportunities to demonstrate that knowledge and apply it in PCOU 5359 and PCOU 5394.</p>

Helping Relationships (CACREP 2.F.5)

Students are able to demonstrate the skills necessary to engage in an effective and therapeutic helping relationship

Outcome Status: Active

Planned Assessment Year(s): 2022 - 2023, 2023 - 2024, 2024 - 2025, 2021 - 2022

Assessment Method v5	Results and Analysis
<p>Students will demonstrate basic counseling skills through videotaped sessions with a classmate.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5333 is taught.</p> <p>Criteria for Success: Students will achieve an acceptable rating in all areas of the rubric including attending, listening, empathy, probing/challenging, summarizing, and goals and action talk. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p>	<p>Rubric Results for Skills Video (N = 33)</p> <p>Target</p> <p>Acceptable</p> <p>Unacceptable</p> <p>Attending</p> <p>25</p> <p>8</p> <p>0</p> <p>Listening</p> <p>25</p> <p>8</p> <p>0</p> <p>Empathy</p> <p>25</p> <p>8</p> <p>0</p> <p>Probing/Challenging</p> <p>22</p> <p>11</p> <p>0</p> <p>Summarizing</p> <p>25</p> <p>8</p> <p>0</p> <p>Goals and Action Talk</p> <p>23</p> <p>10</p> <p>0</p> <p>There were 33 degree-seeking students enrolled in PCOU 5333 Skills and Techniques during the 2024-2025 year.</p> <p>Results and Analysis Date: 05/08/2025</p> <p>Reporting Period: 2024 - 2025</p> <p>Result Type: Criterion Met</p>

Assessment Method v5	Results and Analysis
	<p>Actions for Improvement: There were 8 students enrolled in the fall semester and 15 enrolled in the spring semester. Class assignments include five recorded counseling sessions with a classmate and the professor evaluates the video using the faculty-designed grading rubric. These recorded sessions were used to measure the skills for this assessment throughout the semester. All students scored at the target or acceptable level. Students will have additional opportunities in classes to practice basic counseling skills.</p> <p>Action Plans (required when criteria for success are not met): These assignments will be used in future courses.</p> <p>Results from Previous Year Follow-Up Planning: The results indicated that students were able to demonstrate the basic counseling skills. They will continue to work on improving their skills in future courses including PCOU 5394 and PCOU 5395</p>

Assessment Method v5	Results and Analysis
<p>Students will demonstrate basic counseling and case conceptualization skills through videotaped sessions with clients.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5394 is taught.</p> <p>Criteria for Success: Students will achieve a minimum of acceptable score on all elements of the Counseling Session Rubric including relationship with client, treatment and techniques, case conceptualization, relationship with supervisor, ethics and professionalism, and case management. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p>	<p>Rubric Results for Practicum Video (N = 26)</p> <p>Skill Demonstrated</p> <p>Target</p> <p>Acceptable</p> <p>Unacceptable</p> <p>Relationship with client</p> <p>21</p> <p>5</p> <p>0</p> <p>Treatment and Techniques Provided</p> <p>20</p> <p>6</p> <p>0</p> <p>Case Conceptualization</p> <p>22</p> <p>4</p> <p>0</p> <p>Basic Skills</p> <p>20</p> <p>6</p> <p>0</p> <p>Ethics and professionalism</p> <p>22</p> <p>4</p> <p>0</p> <p>Relationship with Supervisor</p> <p>20</p> <p>6</p> <p>0</p> <p>There were 26 degree seeking students enrolled in PCOU 5394 Practicum during the Fall 2024 semester, 5 in Spring 2024, and 9 in Summer 2024, 5 in Spring 2025.</p> <p>Results and Analysis Date: 05/08/2025</p> <p>Reporting Period: 2024 - 2025</p> <p>Result Type: Criterion Met</p>

Assessment Method v5	Results and Analysis
	<p>Actions for Improvement: All students have made progress on clinical skills and working with clients to become ready for internship. No modifications were made to the Practicum Video assignment.</p> <p>Action Plans (required when criteria for success are not met): This assignment will continue in future courses.</p> <p>Results from Previous Year Follow-Up Planning: The results indicated that students were able to work effectively with clients in an ethical and culturally sensitive manner to provide quality counseling services. Clients will have the opportunity to continue to improve their clinical skills in PCOU 5394</p>

Group Counseling and Group Work (CACREP 2.F.6)

Students demonstrate competency in preparing for and facilitation of group counseling.

Outcome Status: Active

Planned Assessment Year(s): 2022 - 2023, 2023 - 2024, 2024 - 2025, 2021 - 2022

Assessment Method v5	Results and Analysis
<p>Students will develop a plan for conducting a group to address a specific counseling issue.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5328 is taught.</p> <p>Criteria for Success: The instructor of PCOU 5328 will utilize a faculty developed rubric with a 3-point scale to assess the students' work in the areas of developing group objectives, group rationale, and the group plan.</p>	<p>Rubric Results for Group Proposal/Plan (N = 33)</p> <p>Target</p> <p>Acceptable</p> <p>Unacceptable</p> <p>Group Goals/Objectives</p> <p>31</p> <p>2</p> <p>0</p> <p>Rationale for Group</p> <p>31</p> <p>2</p> <p>0</p> <p>Group Format</p> <p>31</p> <p>2</p> <p>0</p> <p>For the 2024 calendar year, 33 professional counseling students were enrolled in PCOU 5328, Group Counseling. In the Spring of 2024, there were 14 students enrolled and, in the Fall of 2024, there were 8 students enrolled. 11 students were enrolled in Spring 2025.</p> <p>Results and Analysis Date: 05/08/2025</p> <p>Reporting Period: 2024 - 2025</p> <p>Result Type: Criterion Met</p> <p>Actions for Improvement: All students have made progress on group counseling skills in preparation for clinical courses. No modifications were made to the Group Proposal/Plan assignment.</p> <p>Action Plans (required when criteria for success are not met): The assignment will be used in future courses.</p> <p>Results from Previous Year Follow-Up Planning: The results indicated that students gained the necessary knowledge and skills to plan how to conduct a group using evidence-based practice. They will have the opportunity in practicum and internship to work with clients in a group setting and apply theory to practice/</p>

Assessment Method v5	Results and Analysis
<p>Students will lead one, 30-minute simulated group counseling session during the class time frame.</p> <p>Students will create a plan, rationale, and goals for the simulated counseling session appropriate for the time frame.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5328 is taught.</p> <p>Criteria for Success: The instructor of PCOU 5328 will utilize a faculty developed rubric with a 3-point scale to assess the students' work in the areas of developing group goals, rationale for the type of group, and plan for the time frame of the simulated group counseling session.</p>	<p>Rubric Results for Group Facilitation Plan (N = 33)</p> <p>Target</p> <p>Acceptable</p> <p>Unacceptable</p> <p>Group Goals</p> <p>27</p> <p>3</p> <p>3</p> <p>Rationale for Type of Group</p> <p>26</p> <p>5</p> <p>2</p> <p>Group Facilitation Plan</p> <p>24</p> <p>7</p> <p>2</p> <p>For the 2024 calendar year, there were a total of 33 professional counseling students enrolled in PCOU 5328 Group Counseling. In the Spring of 2024, there were 14 students enrolled and, in the Fall of 2024, there were 8 students enrolled. 11 were enrolled in Spring 2025.</p> <p>Results and Analysis Date: 05/08/2025</p> <p>Reporting Period: 2024 - 2025</p> <p>Result Type: Criterion Not Met</p> <p>Actions for Improvement: The majority of students were in the target or acceptable areas of the rubric. Those that did not meet, will be given continued opportunities to develop group counseling skills in Practicum and Internship.</p> <p>Action Plans (required when criteria for success are not met): Instructors will spend more time discussing the planning process in lectures and during in-class activities.</p> <p>Results from Previous Year Follow-Up Planning: The results indicated that most of the students were able to demonstrate the knowledge and skills needed to work with clients in a group setting. Students who were not able to demonstrate the knowledge and skills needed to work with clients in a group setting will have additional opportunities to do so during fieldwork courses and will receive additional support during their in-house practicum course.</p>

Assessment and Treatment Planning (CACREP 2.F.7)

Students demonstrate the ability to identify effective assessment strategies in order to facilitate treatment planning.

Outcome Status: Active

Planned Assessment Year(s): 2022 - 2023, 2023 - 2024, 2024 - 2025, 2021 - 2022

Assessment Method v5	Results and Analysis
<p>Students will be able to identify the strengths and weaknesses of assessment instruments.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5359 is taught.</p> <p>Criteria for Success: Students will achieve a minimum rating of acceptable in all areas of the grading rubric including appropriate selection of instruments, required information, basic assessment concepts, reliability and validity, and ethical and cultural concerns. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p>	<p>Rubric Results for Test Critique (N = 32)</p> <p>Target Acceptable Unacceptable</p> <p>Appropriate selection of instruments 25 7 0</p> <p>Required information 26 6 0</p> <p>Basic assessment concepts 23 9 0</p> <p>Reliability and Validity 26 6 0</p> <p>Ethical and cultural 24 8 0</p> <p>There were 32 professional counseling program degree-seeking students enrolled in PCOU 5359 during the 2024-2025 year. All students achieved target or acceptable on all levels.</p> <p>Results and Analysis Date: 05/12/2025 Reporting Period: 2024 - 2025</p>

Assessment Method v5	Results and Analysis
	<p>Result Type: Criterion Met</p> <p>Actions for Improvement: Students will have continued opportunities to evaluate assessment tools in additional courses, such as PCOU 5341 Research and PCOU 5325 Career. Additionally, reliability and validity are covered extensively in PCOU 5341 Seminar in Reach. Cultural and ethical considerations regarding assessments are covered in PCOU 5323 Ethical and Legal Issues in Counseling. Thus, students will have the opportunity for these concepts to be reinforced.</p> <p>Action Plans (required when criteria for success are not met): Students will continue to learn about assessment strategies in PCOU 5359</p> <p>Results from Previous Year Follow-Up Planning: The results indicated that students were able to demonstrate effective use of assessments that facilitate treatment planning. This assignment will continue and information will be reinforced in other courses such as PCOU 5341, PCOU, 5325 and PCOU 5394</p>
<p>Students will be able to utilize assessment data in order to develop a treatment plan.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5391 is taught.</p> <p>Criteria for Success: Students will achieve a minimum of acceptable score on all elements of the Treatment Plan Rubric including case conceptualization, diagnosis, goals, and interventions. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p>	<p>Rubric Results for Treatment Plan (N = 20)</p> <p>Target</p> <p>Acceptable</p> <p>Unacceptable</p> <p>Case Conceptualization</p> <p>15</p> <p>5</p> <p>0</p> <p>Diagnosis</p> <p>15</p> <p>5</p> <p>0</p> <p>Goals</p> <p>15</p> <p>5</p> <p>0</p> <p>Interventions</p> <p>15</p> <p>5</p> <p>0</p> <p>Discussion of Results: There were 20 degree seeking students enrolled in PCOU 5391 during the 2024-2025 year (12 in the fall semester, 6 in the Spring 2024 semester, 2 in Spring 2025).</p>

Assessment Method v5	Results and Analysis
	<p>Results and Analysis Date: 05/08/2025</p> <p>Reporting Period: 2024 - 2025</p> <p>Result Type: Criterion Met</p> <p>Actions for Improvement: All students scored at target or acceptable on most areas of the rubric. The data from this assignment demonstrates that students are learning how to effectively conceptualize cases, make accurate diagnoses as well as determine appropriate goals and interventions.</p> <p>Action Plans (required when criteria for success are not met): This assignment will continue to be used in future classes.</p> <p>Results from Previous Year Follow-Up Planning: The results indicated that students were able to adequately conceptualize cases and make an accurate diagnosis as well as determine treatment goals and interventions for effective evidence-based treatment plans. Students will have the opportunity to continue to enhance these skills in PCOU 5394 and PCOU 5395.</p>

Research and program Evaluation (CACREP 2.F.8)

Student will demonstrate an understanding of research methods to inform evidence-based practice.

Outcome Status: Active

Planned Assessment Year(s): 2022 - 2023, 2023 - 2024, 2024 - 2025, 2021 - 2022

Assessment Method v5	Results and Analysis
<p>Students will complete a research proposal focused on a topic related to counseling practice.</p> <p>Assessment Method Status: Active</p> <p>Schedule: This assessment measure is utilized each time PCOU 5341 is taught.</p> <p>Criteria for Success: Students will achieve a minimum of acceptable score on all elements of the Research Proposal Rubric including basic study information, literature review, methods section, readability and writing style, and APA Style. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p>	<p>Rubric Results for Research Proposal Assignment (N = 38)</p> <p>Target</p> <p>Acceptable</p> <p>Unacceptable</p> <p>Basic Study Information</p> <p>19</p> <p>18</p> <p>1</p> <p>Literature Review</p> <p>15</p> <p>22</p> <p>1</p> <p>Methods Section</p> <p>19</p> <p>27</p> <p>2</p> <p>Readability and Writing Style</p> <p>16</p> <p>21</p> <p>1</p> <p>APA Style</p> <p>14</p> <p>22</p> <p>2</p> <p>There were 13 degree seeking students enrolled in PCOU 5341 during 2024 calendar year.</p> <p>Results and Analysis Date: 05/12/2025</p> <p>Reporting Period: 2024 - 2025</p> <p>Result Type: Criterion Not Met</p> <p>Actions for Improvement: Students were able to demonstrate the ability to understand previous studies, conduct a literature review and develop a solid methods section. Additionally, students were able to write at the graduate level and use APA Style. However, some students are struggling with APA Style.</p>

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	<p>Action Plans (required when criteria for success are not met): Students will have the opportunity to enhance their understanding of using previous studies and conducting a literature review in other classes throughout the program. Students who struggled with writing skills and APA Style will have the opportunity to improve their writing skills throughout the program. Typically, students take this course during their first or second semester in the program.</p> <p>Results from Previous Year Follow-Up Planning: The results indicated that most students were able to successfully understand how to review and critique previous research, how to develop a literature review and methods section as well as how to write at the graduate level and in APA Style. Students will have the opportunity to continue to enhance their writing and research skills in other classes.</p>

Assessment Method v5	Results and Analysis
<p>Students will write a research-based paper regarding the arguments for and against drug harm reduction policies.</p> <p>Students will achieve a minimum of acceptable on the Harm Reduction Paper rubric including the introduction, literature review, ability to make an argument for and against harm reduction, conclusion, writing style and APA Style.</p> <p>Assessment Method Status: Active</p> <p>Schedule: 2022-2023, 2023-2024</p> <p>Criteria for Success: Students will achieve an acceptable rating in all areas of the Harm Reduction Research rubric including introduction, body of the research paper, content, writing style, and correct APA formatting. The three-point scale on the rubric includes target, acceptable, and unacceptable ratings.</p>	<p>Rubric Results for Harm Reduction Paper (N=11)</p> <p>Target Acceptable Unacceptable</p> <p>Introduction 10 1 0</p> <p>Literature Review 10 1 0</p> <p>Pros and Cons of Harm Reduction 10 1 0</p> <p>Conclusion 10 1 0</p> <p>Writing Style 10 1 0</p> <p>APA Style 10 1 0</p> <p>There were 11 professional counseling program degree seeking students enrolled in PCOU 5321 the 2024-2025 year.</p> <p>Results and Analysis Date: 05/12/2025 Reporting Period: 2024 - 2025 Result Type: Criterion Met Actions for Improvement: All 11 students met criteria either at the target or acceptable level. No further modifications will be made to the course.</p>

Assessment Method v5	Results and Analysis
	<p>Action Plans (required when criteria for success are not met): This assignment will be continued in future courses.</p> <p>Results from Previous Year Follow-Up Planning: The results indicated that students were able to understand how to use research methods to inform evidence-based practice and to critically consider two sides of an issue. They will continue to have opportunities to do so and enhance these skills in other courses.</p>