

Fall, 2015, Spring, 2016 & Summer, 2016

MTSU Professional Counseling

Program Evaluation

(Student Learning Outcomes)



General Program Student Outcomes

	Number of Graduates in the Past Year	Completion Rate of Students in the Program	Licensure or Certification Pass Rate	Job Placement Rate
Clinical Mental Health Counseling	10	95%	100%	95%
School Counseling	12	95%	100%	95%

MTSU Professional Counseling Student Learning Outcomes

The Professional Counseling faculty developed the following SLOs for its students:

All Professional Counseling students will demonstrate, integrate and apply knowledge of:

1. professional counselors, the counseling profession and ethical practice.
2. social and cultural diversity.
3. human growth and development.
4. career development.
5. helping relationships.
6. group work.
7. assessment.
8. research and program evaluation.

Students in the clinical mental health counseling concentration will demonstrate, integrate and apply knowledge pertaining to:

9. foundations of clinical mental health counseling.
10. counseling, prevention and intervention in the field of clinical mental health counseling.
11. diagnosis and treatment planning in the field of clinical mental health counseling.
12. diversity and advocacy in the field of clinical mental health counseling.

Students in the school counseling concentration will demonstrate, integrate and apply knowledge pertaining to:

13. foundations of school counseling.
14. counseling, prevention, and intervention in the field of school counseling.
15. diversity and advocacy in the field of school counseling.
16. academic development of students in the field of school counseling.
17. collaboration and consultation in the field of school counseling.
18. leadership in the field of school counseling.

Each of the specialty area SLOs (#9 – #18) have been divided into *knowledge* and *skills and practices* SLOs, which correspond to how CACREP 2009 specialty area standards are divided into these two areas. For example, SLO #9A – which pertains to CMHC students - reads as follows:

- Students in the clinical mental health counseling concentration will demonstrate, integrate and apply knowledge of foundations of clinical mental health counseling (*knowledge*).

SLO #9B is as follows:

- Students in the clinical mental health counseling concentration will demonstrate, integrate and apply knowledge of foundations of clinical mental health counseling (*skills & practices*).

Given that the specialty area SLOs are divided into two sections, there are actually 28 SLOs that the Professional Counseling faculty evaluate (i.e., 8 SLOs that correspond to the CACREP core curricular standards and 20 SLOs that correspond to the CACREP specialty area standards – CMHC and SCCO).

Learning Activities and Experiences and Evaluation of Student Learning Outcomes

Various learning activities and experiences (LAEs) are utilized to help students develop the knowledge, skills and practices of professional counselors that are specified in the common core and specialty area standards throughout the course of their training programs. The Professional Counseling faculty, in turn, use multiple-choice tests such as the Counselor Preparation Comprehensive Examination and the end-of-program knowledge assessment exams to evaluate LAEs pertaining to the eight core curricular area standards and *knowledge standards* of the specialty area standards (i.e., CMHC and SCCO) upon which SLOs are based. Alternatively, select LAEs referred to as “key assessments” are used to assess *skills and practices standards* upon which specialty area SLOs are based and are evaluated with rubrics.

The Professional Counseling faculty reviews evaluation data and, in conjunction with key players (e.g., advisory board) makes programmatic changes and, when necessary, changes the measures used to assess outcomes to improve (or more accurately measure) the achievement of outcomes. In addition, the faculty periodically reviews and updates the mission statement and program objectives based on the evolution of training philosophies and standards promulgated by professional associations and accreditation bodies, scholarly writings reported in professional journals, advisory board recommendations, and, in the future, SLO evaluation results.

Professional Counseling Student Learning Outcomes – 2015 & 2016 (Combined Clinical Mental Health Counseling and School Counseling Students)

Table 2 - Quick Overview of SLO #1 - #8 Results (i.e., SLOs that are based on CACREP core curricular standards)

SLO #	Area	Outcome Achieved?
1	Professional Orientation	Yes
2	Social & Cultural Diversity	Yes
3	Human Growth & Development	Yes
4	Career Development	No
5	Helping Relationships	Yes
6	Group Work	Yes
7	Assessment	No
8	Research & Program Evaluation	No

SLO#1: Professional Counseling students will demonstrate, integrate and apply knowledge of professional counselors, the counseling profession and ethical practice.	
Measure: At least 80% of students will answer 65% or more of the questions correctly pertaining to professional orientation and ethical practice on the Counselor Preparation Comprehensive Examination (CPCE).	
Results	
Overall outcome results	Out of 23 students who took the CPCE during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (CMHC = 8, SCCO = 15), 19 (i.e., 83%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-2015 results: 100% answered at least 65% of the questions in this category correctly.
This program outcome was	Achieved
Action Plan	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of professional counselors, the counseling profession and ethical practice.

SLO#2: Professional Counseling students will demonstrate, integrate and apply knowledge of social and cultural diversity.	
Measure: At least 80% of students will answer 65% or more of the questions correctly pertaining to social & cultural diversity on the Counselor Preparation Comprehensive Examination (CPCE).	
Results	
Overall outcome results	Out of 23 students who took the CPCE during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (CMHC = 8, SCCO = 15), 20 (i.e., 87%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-15 results: 82% answered at least 65% of the questions in this category correctly
This program outcome was	Achieved
Action Plan	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of social and cultural diversity.

SLO#3: Professional Counseling students will demonstrate, integrate and apply knowledge of human growth and development.

Measure: At least **80%** of students will answer 65% or more of the questions correctly pertaining to human growth and development on the Counselor Preparation Comprehensive Examination (CPCE).

Results

Overall outcome results	Out of 23 students who took the CPCE during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (CMHC = 8, SCCO = 15), 19 (i.e., 83%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none">• 2014-15 results: 76% answered at least 65% of the questions in this category correctly
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This program outcome was	Achieved
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Action Plan

Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of human growth and development.
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SLO#4: Professional Counseling students will demonstrate, integrate and apply knowledge of career development.

Measure: At least **80%** of students will answer 65% or more of the questions correctly pertaining to career development on the Counselor Preparation Comprehensive Examination (CPCE).

Results

Overall outcome results	Out of 23 students who took the CPCE during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (CMHC = 8, SCCO = 15), 13 (i.e., 57%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none">• 2014-15 results: 59% answered at least 65% of the questions in this category correctly
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This program outcome was	Not Achieved
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Action Plan

Use of results	The Professional Counseling faculty will determine possible reasons for students' failure to achieve this student learning outcome and make adjustments accordingly.
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SLO#5: Professional Counseling students will demonstrate, integrate and apply knowledge of helping relationships.	
Measure: At least 80% of students will answer 65% or more of the questions correctly pertaining to helping relationships on the Counselor Preparation Comprehensive Examination (CPCE).	
Results	
Overall outcome results	Out of 23 students who took the CPCE during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (CMHC = 8, SCCO = 15), 23 (i.e., 100%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-15 results: 94% answered at least 65% of the questions in this category correctly
This program outcome was	Achieved
Action Plan	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of helping relationships.

SLO#6: Professional Counseling students will demonstrate, integrate and apply knowledge of group work.	
Measure 1: At least 80% of students will answer 65% or more of the questions correctly pertaining to group work on the Counselor Preparation Comprehensive Examination (CPCE).	
Results	
Overall outcome results	Out of 23 students who took the CPCE during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (CMHC = 8, SCCO = 15), 21 (i.e., 91%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-15 results: 94% answered at least 65% of the questions in this category correctly
This program outcome was	Achieved
Action Plan	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of group work.

<u>SLO#7:</u> Professional Counseling students will demonstrate, integrate and apply knowledge of assessment.	
<u>Measure 1:</u> At least 80% of students will answer 65% or more of the questions correctly pertaining to assessment on the Counselor Preparation Comprehensive Examination (CPCE).	
<u>Results</u>	
Overall outcome results	Out of 23 students who took the CPCE during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (CMHC = 8, SCCO = 15), 16 (i.e., 70%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-15 results: 41% answered at least 65% of the questions in this category correctly
This program outcome was	Not Achieved
<u>Action Plan</u>	
Use of results	The Professional Counseling faculty will determine possible reasons for students' failure to achieve this student learning outcome and make adjustments accordingly.

<u>SLO#8:</u> Professional Counseling students will demonstrate, integrate and apply knowledge of research and program evaluation.	
<u>Measure 1:</u> At least 80% of students will answer 65% or more of the questions correctly pertaining to research and program evaluation on the Counselor Preparation Comprehensive Examination (CPCE).	
<u>Results</u>	
Overall outcome results	Out of 23 students who took the CPCE during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (CMHC = 8, SCCO = 15), 18 (i.e., 78%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-15 results: 82% answered at least 65% of the questions in this category correctly
This program outcome was	Not Achieved
<u>Action Plan</u>	
Use of results	The Professional Counseling faculty will determine possible reasons for students' failure to achieve this student learning outcome and make adjustments accordingly.

Clinical Mental Health Counseling Student Learning Outcomes – 2015 - 2016

Table 3 - Quick Overview of SLO #9 - #12 Results (i.e., SLOs that are based on CACREP CMHC specialty area standards)

SLO #	Area	Outcome Achieved?
9A (Knowledge)	Foundations of CMHC	Yes
9B (Skills & Practices)	Foundations of CMHC	Yes
10A (Knowledge)	Counseling, Prevention & Intervention in CMHC	Yes
10B (Skills & Practices)	Counseling, Prevention & Intervention in CMHC	Yes
11A (Knowledge)	Diagnosis & Treatment Planning in CMHC	Yes
11B (Skills & Practices)	Diagnosis & Treatment Planning in CMHC	Yes
12A (Knowledge)	Diversity & Advocacy in CMHC	Yes
12B (Skills & Practices)	Diversity & Advocacy in CMHC	Yes

SLO#9A: Students in the clinical mental health counseling concentration will demonstrate, integrate and apply knowledge of foundations of clinical mental health counseling (knowledge).	
Measure 1: At least 80% of students will answer 70% or more of the questions correctly pertaining to foundations of clinical mental health counseling on the end-of-program knowledge assessment exam.	
Results	
Overall outcome results	90% of the CMHC students who took the end-of-program knowledge assessment exam during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (n = 10) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> 2014-15 results: 100% answered at least 65% of the questions in this category correctly
This program outcome was	Achieved
Action Plan	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of foundations of clinical mental health counseling (knowledge).

SLO#9B: Students in the clinical mental health counseling concentration will demonstrate, integrate and apply knowledge of foundations of clinical mental health counseling (skills & practices).	
Measure 1: At least 80% of CMHC students will obtain a rubric score of 2 or above based on the community-based program proposal (COUN 5655 – Foundations of Clinical Mental Health Counseling course) and ethical dilemmas activity (COUN 6230 – Legal and Ethical Issues in Counseling course).	
Results	
Overall outcome results	100% of the CMHC students who were evaluated during the Spring and Summer, 2016 semesters (n = 11; COUN 5655 = 6; COUN 6230 = 5) earned a score of 2 or above on these key assessments. <ul style="list-style-type: none"> 2014-15 results: 100% earned a score of 2 or above on these key assessments
This program outcome was	Achieved
Action Plan	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of foundations of clinical mental health counseling (skills & practices).

<u>SLO#10A:</u> Students in the clinical mental health counseling concentration will demonstrate, integrate and apply knowledge of counseling, prevention and intervention in the field of clinical mental health counseling (knowledge).	
<u>Measure 1:</u> At least 80% of students will answer 70% or more of the questions correctly pertaining to counseling, prevention and intervention in the field of clinical mental health counseling on the end-of-program knowledge assessment exam.	
<u>Results</u>	
Overall outcome results	90% of the CMHC students who took the end-of-program knowledge assessment exam during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (n = 10) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-15 results: 100% answered at least 65% of the questions in this category correctly
This program outcome was	Achieved
<u>Action Plan</u>	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of counseling, prevention and intervention in the field of clinical mental health counseling (knowledge).
<u>SLO#10B:</u> Students in the clinical mental health counseling concentration will demonstrate, integrate and apply knowledge of counseling, prevention and intervention in the field of clinical mental health counseling (skills & practices).	
<u>Measure 1:</u> At least 80% of CMHC students will obtain a score of 2 or above based on a combination of the 1) client counseling session review (i.e., highest rubric score of one of the last counseling sessions reviewed at end of semester - COUN 6270), 2) assessment and management of suicide risk assignment (COUN 6540), and 3) oral case presentation assignment (COUN 6540).	
<u>Results</u>	
Overall outcome results	96% of the CMHC students who were evaluated during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (n = 24; COUN 6270 = 15; COUN 6540 = 9) earned a score of 2 or above on these key assessments. <ul style="list-style-type: none"> • 2014-15 results: 100% earned a score of 2 or above on these key assessments
This program outcome was	Achieved
<u>Action Plan</u>	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of counseling, prevention and intervention in the field of clinical mental health counseling (skills & practices).

SLO#11A: Students in the clinical mental health counseling concentration will demonstrate, integrate and apply knowledge of diagnosis and treatment planning in the field of clinical mental health counseling (knowledge).	
Measure 1: At least 80% of students will answer 70% or more of the questions correctly pertaining to diagnosis and treatment planning in the field of clinical mental health counseling on the end-of-program knowledge assessment exam.	
Results	
Overall outcome results	100% of the CMHC students who took the end-of-program knowledge assessment exam during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (n = 10) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-15 results: 100% answered at least 65% of the questions in this category correctly
This program outcome was	Achieved
Action Plan	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of diagnosis and treatment planning in the field of clinical mental health counseling (knowledge).

SLO#11B: Students in the clinical mental health counseling concentration will demonstrate, integrate and apply knowledge of diagnosis and treatment planning in the field of clinical mental health counseling (skills & practices).	
Measure 1: At least 80% of CMHC students will obtain a rubric score of 2 or above based on a combination of 1) the average rubric score of the final three diagnosis and treatment planning case homework assignments AND 2) the diagnostic interview #2 video recording rubric score.	
Results	
Overall outcome results	100% of the CMHC students who were evaluated during the Fall, 2015 semester (n = 18) earned a score of 2 or above on these key assessments. <ul style="list-style-type: none"> • 2014-15 results: 100% earned a score of 2 or above on these key assessments
This program outcome was	Achieved
Action Plan	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of diagnosis and treatment planning in the field of clinical mental health counseling (skills & practices).

<u>SLO#12A:</u> Students in the clinical mental health counseling concentration will demonstrate, integrate and apply knowledge of diversity and advocacy in the field of clinical mental health counseling (knowledge).	
<u>Measure 1:</u> At least 80% of students will answer 70% or more of the questions correctly pertaining to diversity and advocacy in the field of clinical mental health counseling on the end-of-program knowledge assessment exam.	
<u>Results</u>	
Overall outcome results	80% of the CMHC students who took the end-of-program knowledge assessment exam during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (n = 10) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-15 results: 100% answered at least 65% of the questions in this category correctly
This program outcome was	Achieved
<u>Action Plan</u>	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of diversity and advocacy in the field of clinical mental health counseling (knowledge).

<u>SLO#12B:</u> Students in the clinical mental health counseling concentration will demonstrate, integrate and apply knowledge of diversity and advocacy in the field of clinical mental health counseling (skills and practices).	
<u>Measure 1:</u> At least 80% of CMHC students will obtain a rubric score of 2 or above based on a combination of the 1) rubric score for a multicultural role play (COUN 6210) and 2) rubric score for use of the Center clinic intake (COUN 6270).	
<u>Results</u>	
Overall outcome results	96% of the CMHC students who were evaluated during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (n = 25; COUN 6210 = 10; COUN 6270 = 15) earned a score of 2 or above on these key assessments. <ul style="list-style-type: none"> • 2014-15 results: 100% earned a score of 2 or above on these key assessments
This program outcome was	Achieved
<u>Action Plan</u>	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of diversity and advocacy in the field of clinical mental health counseling (skills & practices).

School Counseling Student Learning Outcomes – 2015 - 2016

Table 4 - Quick Overview of SLO #13 - #18 Results (i.e., SLOs that are based on CACREP SCCO specialty area standards)

SLO #	Area	Outcome Achieved?
13A (Knowledge)	Foundations of SCCO	Yes
13B (Skills & Practices)	Foundations of SCCO	Yes
14A (Knowledge)	Counseling, Prevention & Intervention in SCCO	Yes
14B (Skills & Practices)	Counseling, Prevention & Intervention in SCCO	Yes
15A (Knowledge)	Diversity & Advocacy in SCCO	No
15B (Skills & Practices)	Diversity & Advocacy in SCCO	Yes
16A (Knowledge)	Academic Development in SCCO	Yes
16B (Skills & Practices)	Academic Development in SCCO	Yes
17A (Knowledge)	Collaboration & Consultation in SCCO	Yes
17B (Skills & Practices)	Collaboration & Consultation in SCCO	Yes
18A (Knowledge)	Leadership in SCCO	Yes
18B (Skills & Practices)	Leadership in SCCO	Yes

SLO#13A: Students in the school counseling concentration will demonstrate, integrate and apply knowledge of foundations of school counseling (knowledge).

Measure 1: At least **80%** of students will answer 70% or more of the questions correctly pertaining to foundations of school counseling on the end-of-program knowledge assessment exam.

Results

Overall outcome results	100% of the SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2015 and Spring, 2016 semesters (n = 12) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none">• 2014-15 results: 100% answered at least 65% of the questions in this category correctly
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This program outcome was	Achieved
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Action Plan

Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of foundations of school counseling (knowledge).
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SLO#13B: Students in the school counseling concentration will demonstrate, integrate and apply knowledge of foundations of school counseling (skills and practices).

Measure 1: At least **80%** of SCCO students will obtain a rubric score of **2 or above** based on the comprehensive school counseling program proposal (COUN 6160).

Results

Overall outcome results	100% of the SCCO students who were evaluated during the Spring, 2016 semester (n = 10) earned a score of 2 or above on this key assessment. <ul style="list-style-type: none">• 2014-15 results: 100% earned a score of 2 or above on this key assessment
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This program outcome was	Achieved
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Action Plan

Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of foundations of school counseling (skills and practices).
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SLO#14A: Students in the school counseling concentration will demonstrate, integrate and apply knowledge of counseling, prevention, and intervention in the field of school counseling (knowledge).	
Measure 1: At least 80% of students will answer 70% or more of the questions correctly pertaining to counseling, prevention, and intervention in the field of school counseling on the end-of-program knowledge assessment exam.	
Results	
Overall outcome results	83% of the SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2015 and Spring, 2016 semesters (n = 12) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-15 results: 73% answered at least 65% of the questions in this category correctly
This program outcome was	Achieved
Action Plan	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of counseling, prevention, and intervention in the field of school counseling (knowledge).

SLO#14B: Students in the school counseling concentration will demonstrate, integrate and apply knowledge of counseling, prevention, and intervention in the field of school counseling (skills & practice).	
Measure 1: At least 80% of SCCO students will obtain a rubric score of 2 or above based on a combination of the 1) rubric score for an individual counseling session recording (COUN 6920) and 2) rubric score for an individual counseling session or small group counseling session recording (COUN 6930).	
Results	
Overall outcome results	100% of the SCCO students who were evaluated during the Fall, 2015 and Spring, 2016 semesters (n = 23; COUN 6920 = 11; COUN 6930 = 12) earned an overall average rubric score of 2 or above on the assessments. <ul style="list-style-type: none"> • 2014-15 results: 92% earned a score of 2 or above on these key assessments
This program outcome was	Achieved
Action Plan	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of counseling, prevention, and intervention in the field of school counseling (skills and practice).

SLO#15A: Students in the school counseling concentration will demonstrate, integrate and apply knowledge of diversity and advocacy in the field of school counseling (knowledge).	
Measure 1: At least 80% of students will answer 70% or more of the questions correctly pertaining to diversity and advocacy in the field of school counseling on the end-of-program knowledge assessment exam.	
Results	
Overall outcome results	42% of the SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2015 and Spring, 2016 semesters (n = 12) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-15 results: 27% answered at least 65% of the questions in this category correctly
This program outcome was	Not achieved
Action Plan	
Use of results	The Professional Counseling faculty will determine possible reasons for students' failure to achieve this student learning outcome and make adjustments accordingly.

SLO#15B: Students in the school counseling concentration will demonstrate, integrate and apply knowledge of diversity and advocacy in the field of school counseling (skills and practices).	
Measure 1: At least 80% of SCCO students will obtain an overall average rubric score of 2 or above based on a combination of the 1) rubric score for a multicultural role play (COUN 6210), rubric score for the advocacy presentation (COUN 6920), and 3) rubric score for use of the M.E.A.S.U.R.E. (COUN 6930).	
Results	
Overall outcome results	100% of the SCCO students who were evaluated during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (n = 37; COUN 6210 = 14; COUN 6920 = 11; COUN 6930 = 12) earned an overall average rubric score of 2 or above on the assessments. <ul style="list-style-type: none"> • 2014-15 results: 100% earned a score of 2 or above on these key assessments
This program outcome was	Achieved
Action Plan	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of diversity and advocacy in the field of school counseling (skills and practices).

<u>SLO#16A:</u> Students in the school counseling concentration will demonstrate, integrate and apply knowledge of academic development of students in the field of school counseling (knowledge).	
<u>Measure 1:</u> At least 80% of students will answer 70% or more of the questions correctly pertaining to academic development of students in the field of school counseling on the end-of-program knowledge assessment exam.	
<u>Results</u>	
Overall outcome results	100% of the SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2015 and Spring, 2016 semesters (n = 12) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-15 results: 100% answered at least 65% of the questions in this category correctly
This program outcome was	Achieved
<u>Action Plan</u>	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of academic development of students in the field of school counseling (knowledge).

<u>SLO#16B:</u> Students in the school counseling concentration will demonstrate, integrate and apply knowledge of academic development of students in the field of school counseling (skills & practices).	
<u>Measure 1:</u> At least 80% of SCCO students will obtain an overall average rubric score of 2 or above on the academic counseling session recording.	
<u>Results</u>	
Overall outcome results	100% of the SCCO students who were evaluated on the key assessment during the Fall, 2015 and Spring, 2016 semesters (n = 11) earned an overall average rubric score of 2 or above on the assessment. <ul style="list-style-type: none"> • 2014-15 results: 92% earned a score of 2 or above on this key assessment
This program outcome was	Achieved
<u>Action Plan</u>	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of academic development of students in the field of school counseling (skills & practices).

SLO#17A: Students in the school counseling concentration will demonstrate, integrate and apply knowledge of collaboration and consultation in the field of school counseling (knowledge).	
Measure 1: At least 80% of students will answer 70% or more of the questions correctly pertaining to collaboration and consultation in the field of school counseling on the end-of-program knowledge assessment exam.	
Results	
Overall outcome results	100% of the SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2015 and Spring, 2016 semesters (n = 12) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-15 results: 100% answered at least 65% of the questions in this category correctly
This program outcome was	Achieved
Action Plan	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of collaboration and consultation in the field of school counseling (knowledge).

SLO#17B: Students in the school counseling concentration will demonstrate, integrate and apply knowledge of collaboration and consultation in the field of school counseling (skills & practices).	
Measure 1: At least 80% of SCCO students will obtain an overall average rubric score of 2 or above based on the graded 3-session consultation experience.	
Results	
Overall outcome results	100% of the SCCO students who were evaluated on the key assessment during the Fall, 2015 semester (n = 14) earned an overall average rubric score of 2 or above on the assessment. <ul style="list-style-type: none"> • 2014-15 results: 100% earned a score of 2 or above on this key assessment
This program outcome was	Achieved
Action Plan	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of collaboration and consultation in the field of school counseling (skills & practices).

<u>SLO#18A:</u> Students in the school counseling concentration will demonstrate, integrate and apply knowledge of leadership in the field of school counseling (knowledge).	
<u>Measure 1:</u> At least 80% of students will answer 70% or more of the questions correctly pertaining to leadership in the field of school counseling on the end-of-program knowledge assessment exam.	
<u>Results</u>	
Overall outcome results	83% of the SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2015 and Spring, 2016 semesters (n = 12) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2014-15 results: 100% answered at least 65% of the questions in this category correctly
This program outcome was	Achieved
<u>Action Plan</u>	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of leadership in the field of school counseling (knowledge).

<u>SLO#18B:</u> Students in the school counseling concentration will demonstrate, integrate and apply knowledge of leadership in the field of school counseling (skills & practices).	
<u>Measure 1:</u> At least 80% of SCCO students will obtain a rubric score of 2 or above based on a combination of the 1) rubric score for a counseling workshop presentation (COUN 6160) and 2) rubric score for the advocacy presentation (COUN 6920).	
<u>Results</u>	
Overall outcome results	100% of the SCCO students who were evaluated on the key assessment during the Fall, 2015 and Spring, 2016 semesters (n = 21; COUN 6160 = 10; COUN 6920 = 11) earned an overall average rubric score of 2 or above on the assessment. <ul style="list-style-type: none"> • 2014-15 results: 100% earned a score of 2 or above on these key assessments
This program outcome was	Achieved
<u>Action Plan</u>	
Use of results	The Professional Counseling faculty will continue to employ instructional and supervisory activities to ensure that students demonstrate, integrate and apply knowledge of leadership in the field of school counseling (skills and practices).

Professional Dispositions (NOTE: Although this is not a student learning outcome Professional Counseling faculty assign disposition rubric scores to every student in every class every semester. As with student learning outcomes, they desire at least 80% of students to obtain an overall average rubric score of 2 or above.)

Measure 1: At least **80%** of students will obtain an overall average rubric score of **2 or above** on the Professional Counselor Candidate Disposition Rubric.

Results

Overall outcome results	100% of the Professional Counseling students who were evaluated with the rubric during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters (n = 67) earned an overall average rubric score of 2 or above on the rubric.
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Summary of Student Learning Outcomes and Core Counselor Characteristics – Fall, 2015, Spring, 2015 & Summer, 2016

Student Learning Outcomes

In an effort to improve the knowledge and skills of MTSU Professional Counseling students, the Professional Counseling faculty has established a set of student learning outcomes (SLOs) to continuously evaluate students. This report contains data that describes how students performed during the fall, 2015, spring, 2016 and summer, 2016 semesters.

SLOs #1 – 8 assess students' knowledge pertaining to the eight core areas established by CACREP. The Professional Counseling faculty assesses these areas using the Counselor Preparation Comprehensive Examination (CPCE). Eighty percent (80%) of the students are required to answer 65% or more of the questions correctly in each of the eight areas. SLOs were achieved in the following areas:

- SLO #1 – Professional Orientation
- SLO #2 – Social & Cultural Diversity
- SLO #3 – Human Growth & Development
- SLO #5 – Helping Relationships
- SLO #6 – Group Work

SLOs were not achieved in the following areas:

- SLO #4 – Career Development
- SLO #7 – Assessment
- SLO #8 – Research & Program Evaluation

Students have consistently scored low on the career development and assessment sections of the CPCE, which pertain to SLO's #4 & #7. Although students substantially improved their scores on the assessment section (i.e., 70% answered at least 65% of the questions in this category correctly this year compared to 41% last year) not enough of them answered a sufficient number of questions correctly to achieve the desired learning outcome (i.e., 80% must answer at least 65% of the questions in this category correctly). SLO #8 was not achieved this time although the percentage of students that answered at least 65% of the questions correctly (78%) was right at the cutoff percentage of 80%. This percentage score has fluctuated in and out of the desired range over the years and is not considered to be problem with regard to students' knowledge of research and program evaluation.

SLOs #9 – 18 assess knowledge, skills and practices pertaining to the specialty areas. Specifically, SLOs #9 – 12 pertain to CMHC students while SLOs #13 – 18 pertain to SCCO students. Professional Counseling faculty assesses knowledge outcomes using an end-of-program knowledge assessment (i.e., multiple-choice exam that covers a broad range of topics

that specifically pertain to clinical mental health counselors or school counselors) while skills & practices outcomes are primarily evaluated using a variety of key assessments and associated rubrics.

Student Learning Outcomes – Clinical Mental Health Counseling Students

With regard to SLOs #9 – 12, SLOs were achieved in all four areas in both the *knowledge* and *skills & practices* areas:

- #9A & #9B - Foundations of Clinical Mental Health Counseling
- #10A & #10B - Counseling, Prevention & Intervention in Clinical Mental Health Counseling
- #11A & #11B - Diagnosis & Treatment Planning in Clinical Mental Health Counseling
- #12A & #12B - Diversity & Advocacy in Clinical Mental Health Counseling

CMHC students continue to demonstrate sufficient *knowledge* of core areas of clinical mental health counseling and *skills & practices* competencies.

Student Learning Outcomes – School Counseling Students

With regard to SLOs #13 – 18, SLOs were achieved in the following *knowledge* areas:

- #13A - Foundations of School Counseling
- #14A - Counseling, Prevention & Intervention in School Counseling
- #16A – Academic Development in School Counseling
- #17A – Collaboration & Consultation in School Counseling
- #18A – Leadership in School Counseling

SLOs were not achieved in the following *knowledge* areas:

- #15A - Diversity & Advocacy in School Counseling

SLOs were achieved in all of the *skills & practices* areas, which indicates that SCCO students continue to demonstrate competencies in these areas.

Unlike the previous evaluation period, SCCO students achieved the student learning outcome pertaining to the *knowledge* area counseling, prevention and intervention in school counseling (i.e., SLO #14A). In fact, 10% more of them exceeded the 70% cutoff score on this section of the CPCE. However, SCCO students did not achieve the diversity and advocacy *knowledge* outcome (i.e., SLO #15A). In fact, this has become a trend over the past couple of years. It is promising that a higher percentage of students answered at least 70% of the questions correctly in this area (i.e., 42% this year compared to 27% last year), but it is clear that they have a ways to go. The Professional Counseling faculty will discuss possible reasons as to why SCCO

continue to score low in this area and implement strategies to improve their knowledge and/or performance on the end-of-program knowledge assessment.

Professional Dispositions

Although professional dispositions is not a student learning outcome the Professional Counseling faculty believe it is important to continually evaluate students with regard to these characteristics throughout the course of their program and to track their progress on a year-to-year basis. One hundred percent of the Professional Counseling students who were evaluated with the rubric during the Fall, 2015, Spring, 2016 and Summer, 2016 semesters earned an overall average rubric score of 2 or above (i.e., the minimum acceptable score) on the rubric.

Plan of Action

The Professional Counseling faculty met to review and discuss outcome data and devise a plan of action to address outcomes that were not achieved. The plan of action is as follows:

- Faculty will survey students that took the Counselor Preparation Counseling Exam (CPCE) to determine a) how they go about preparing for the exam, and b) recommendations to help future students prepare for the exam. A week prior to the administration of the actual CPCE students will take a practice CPCE test such that the comprehensive exam coordinator can conduct an item analysis in the areas of Assessment & Career Development (given that these are the two areas in which students have historically scored the lowest) so as to pinpoint content areas that are particularly difficult. Faculty will subsequently target these areas in their classes (i.e., Measurement & Appraisal in Counseling and Career Counseling) to ensure students have a better grasp of the material.
- Online tests - Faculty will reduce the amount of time that students can take tests such that if they did not study the material prior to the test they will not have enough time to look up the answers when they take the test. However, they will be allowed to take tests “open-book.” (Students with documented disabilities will still receive test accommodations.)
- Faculty will review the items on the School Counseling version of the End-of-Knowledge Assessment (i.e., exam) – Diversity & Advocacy area - to determine if the items are too difficult and need to be revised. It is possible that students are not lacking in their knowledge of diversity and advocacy and that the test items are simply too difficult for a final exam.