

Fall, 2017, Spring, 2018 & Summer, 2018

MTSU Professional Counseling

Program Evaluation

(Student Learning Outcomes)



**Middle Tennessee State University Professional Counseling Program
Outcomes Report*
2017-18**

	Clinical Mental Health Counseling	School Counseling
Number of program graduates	6	4
Completion rates of students**	100%	75%
Pass rates on credentialing exams (NCE – CMHC students; Praxis – SCCO students)	100%	100%
Job placement rates***	95%	100%

* The information in this table was reported in the 2018 CACREP Vital Statistics Survey

** CACREP defines a program’s *completion rate* as the percentage of admitted students who graduate from the program within the expected time period. For the 10 students who graduated during the 2017-18 academic year all but one – a school counseling student - graduated within three years from the time they started in the program.

*** In relation to job placement rates, CACREP asks, “*To the best of your knowledge, what is the job placement rate of graduates from your [CMHC or SCCO] programs who were actively seeking employment?*” CACREP requires the use of the following modified formula to calculate job placement rates:

<p>Numerator: # of students who got a job in field (or comparable occupation) within 6 months of completion of master’s degree program</p> <hr style="width: 80%; margin: 10px auto;"/> <p>Denominator: # of students who were seeking employment following completion of master’s degree program</p>

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 assess (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 – 2017 & 2018 (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	No
3	Human Growth & Development	Yes
4	Career Development	No
5	Helping Relationships	Yes
6	Group Work	Yes
7	Assessment	No
8	Research & Program Evaluation	Yes

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 13 students who took the CPCE during the Fall, 2017, Spring, 2018 and Summer, 2018 semesters (CMHC = 7, SCCO = 6), 11 (i.e., 85%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-2017 results: 89% 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 13 students who took the CPCE during the Fall, 2017, Spring, 2018 and Summer, 2018 semesters (CMHC = 7, SCCO = 6), 9 (i.e., 69%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-2017 results: 68% 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#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 13 students who took the CPCE during the Fall, 2017, Spring, 2018 and Summer, 2018 semesters (CMHC = 7, SCCO = 6), 11 (i.e., 85%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-2017 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 human growth and development.

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 13 students who took the CPCE during the Fall, 2017, Spring, 2018 and Summer, 2018 semesters (CMHC = 7, SCCO = 6), 6 (i.e., 46%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-2017 results: 82% 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#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 13 students who took the CPCE during the Fall, 2017, Spring, 2018 and Summer, 2018 semesters (CMHC = 7, SCCO = 6), 12 (i.e., 92%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-2017 results: 89% 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 13 students who took the CPCE during the Fall, 2017, Spring, 2018 and Summer, 2018 semesters (CMHC = 7, SCCO = 6), 11 (i.e., 85%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-2017 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 group work.

SLO#7: Professional Counseling students will demonstrate, integrate and apply knowledge of assessment.	
Measure 1: At least 80% of students will answer 65% or more of the questions correctly pertaining to assessment on the Counselor Preparation Comprehensive Examination (CPCE).	
Results	
Overall outcome results	Out of 13 students who took the CPCE during the Fall, 2017, Spring, 2018 and Summer, 2018 semesters (CMHC = 7, SCCO = 6), 5 (i.e., 38%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-2017 results: 64% 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#8: Professional Counseling students will demonstrate, integrate and apply knowledge of research and program evaluation.	
Measure 1: 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).	
Results	
Overall outcome results	Out of 13 students who took the CPCE during the Fall, 2017, Spring, 2018 and Summer, 2018 semesters (CMHC = 7, SCCO = 6), 12 (i.e., 92%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-2017 results: 86% 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 research and program evaluation.

Clinical Mental Health Counseling Student Learning Outcomes – 2017 - 2018

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	83% of the CMHC students who took the end-of-program knowledge assessment exam during the Fall, 2017, Spring, 2018 and Summer, 2018 semesters (n = 6) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-17 results: 77% answered at least 70% 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 in the field 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, 2018 semesters (n = 21; COUN 5655 = 7; COUN 6230 = 14) earned a score of 2 or above on these key assessments. <ul style="list-style-type: none"> • 2016-17 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).

SLO#10A: 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).	
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 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, 2017, Spring, 2018 and Summer, 2018 semesters (n = 6) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-17 results: 92% answered at least 70% 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 clinical mental health counseling (knowledge).

SLO#10B: 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).	
Measure 1: 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 6270), and 3) oral case presentation assignment (COUN 6540).	
Results	
Overall outcome results	100% of the CMHC students who were evaluated during the Fall, 2017, Spring, 2018 and Summer, 2018 semesters (n = 31; COUN 6270 = 17; COUN 6540 = 14) earned a score of 2 or above on these key assessments. <ul style="list-style-type: none"> • 2016-17 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 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, 2017, Spring, 2018 and Summer, 2018 semesters (n = 6) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-17 results: 96% answered at least 70% 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, 2017 semester (n = 14) earned a score of 2 or above on these key assessments. <ul style="list-style-type: none"> • 2016-17 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).

SLO#12A: 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).	
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 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, 2017, Spring, 2018 and Summer, 2018 semesters (n = 6) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-17 results: 62% answered at least 70% 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 diversity and advocacy in the field of clinical mental health counseling (knowledge).

SLO#12B: 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).	
Measure 1: 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).	
Results	
Overall outcome results	100% of the CMHC students who were evaluated during the Fall, 2017, Spring, 2018 and Summer, 2018 semesters (n = 24; COUN 6210 = 7; COUN 6270 = 17) earned a score of 2 or above on these key assessments. <ul style="list-style-type: none"> • 2016-17 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 clinical mental health counseling (skills & practices).

School Counseling Student Learning Outcomes – 2017 - 2018

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	Yes
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	<p>80% of the SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2017 and Spring, 2018 semester (n = 5) answered at least 70% of the questions in this category correctly.</p> <ul style="list-style-type: none"> • 2016-17 results: 93% answered at least 70% 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 counseling, prevention, and intervention in the field 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	<p>100% of the SCCO students who were evaluated during the Spring, 2018 semester (n = 8) earned a score of 2 or above on this key assessment.</p> <ul style="list-style-type: none"> • 2016-17 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	100% of the SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2017 and Spring, 2018 semesters (n = 5) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> 2016-17 results: 87% answered at least 70% 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, 2017 and Spring, 2018 semesters (n = 10; COUN 6920 = 4; COUN 6930 = 6) earned an overall average rubric score of 2 or above on the assessments. <ul style="list-style-type: none"> 2016-17 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 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	100% of the SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2017 and Spring, 2018 semesters (n = 5) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-17 results: 100% answered at least 70% 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#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, 2017, Spring, 2018 and Summer, 2018 semesters (n = 15; COUN 6210 = 3; COUN 6920 = 6; COUN 6930 = 6) earned an overall average rubric score of 2 or above on the assessments. <ul style="list-style-type: none"> • 2016-17 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).

SLO#16A: Students in the school counseling concentration will demonstrate, integrate and apply knowledge of academic development of students 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 academic development of students in the field of school counseling on the end-of-program knowledge assessment exam.	
Results	
Overall outcome results	<p>100% of the SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2017 and Spring, 2018 semesters (n = 5) answered at least 70% of the questions in this category correctly.</p> <ul style="list-style-type: none"> • 2016-17 results: 93% answered at least 70% 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 academic development of students in the field of school counseling (knowledge).

SLO#16B: 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).	
Measure 1: At least 80% of SCCO students will obtain an overall average rubric score of 2 or above on the academic counseling session recording.	
Results	
Overall outcome results	<p>100% of the SCCO students who were evaluated on the key assessment during the Fall, 2017 and Spring, 2018 semesters (n = 6) earned an overall average rubric score of 2 or above on the assessment.</p> <ul style="list-style-type: none"> • 2016-17 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 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, 2017 and Spring, 2018 semesters (n = 5) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-17 results: 100% answered at least 70% 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 on the area resource guide and consultation interview assignment. (NOTE: This measure has changed given that the professor who taught the class in which the previous key assessment/assignment was used (i.e., grade 3-session consultation experience) retired and the new professor opted to replace it with the one above.)	
Results	
Overall outcome results	91% of the SCCO students who were evaluated on the key assessment during the Fall, 2017 semester (n = 11) earned an overall average rubric score of 2 or above on the assessment. <ul style="list-style-type: none"> • 2016-17 results: 100% earned a score of 2 or above on the previous 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).

SLO#18A: Students in the school counseling concentration will demonstrate, integrate and apply knowledge of leadership 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 leadership 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, 2017 and Spring, 2018 semesters (n = 5) answered at least 70% of the questions in this category correctly. <ul style="list-style-type: none"> • 2016-17 results: 100% answered at least 70% 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 leadership in the field of school counseling (knowledge).

SLO#18B: Students in the school counseling concentration will demonstrate, integrate and apply knowledge of leadership in the field of school counseling (skills & practices).	
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 a counseling workshop presentation (COUN 6160) and 2) rubric score for the advocacy presentation (COUN 6920).	
Results	
Overall outcome results	100% of the SCCO students who were evaluated on the key assessment during the Fall, 2017 and Spring, 2018 semesters (n = 14; COUN 6160 = 8; COUN 6920 = 6) earned an overall average rubric score of 2 or above on the assessment. <ul style="list-style-type: none"> • 2016-17 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 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 in all their classes.)

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 in all their classes.

Results

Overall outcome results	<p>97% of the Professional Counseling students who were evaluated with the rubric during the Fall, 2017, Spring, 2018 and Summer, 2018 semesters (n = 60) earned an overall average rubric score of 2 or above on the Professional Counselor Candidate Dispositions Rubric in all their classes.</p> <ul style="list-style-type: none">• 2016-17 results: 96% earned a score of 2 or above on the Professional Counselor Candidate Dispositions Rubric in all their classes.
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Summary of Student Learning Outcomes and Core Counselor Characteristics – Fall, 2017, Spring, 2018 & Summer, 2018

Student Learning Outcomes

In an effort to improve the knowledge and skills of MTSU Professional Counseling students, the Professional Counseling faculty established a set of student learning outcomes (SLOs) to continuously evaluate students. This report contains data that describes how students performed during the fall, 2017, spring, 2018 and summer, 2018 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 who take this test 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 #3 – Human Growth & Development
- SLO #5 – Helping Relationships
- SLO #6 – Group Work
- SLO #8 – Research & Program Evaluation

SLOs were not achieved in the following areas:

- SLO #2 – Social & Cultural Diversity
- SLO #4 – Career Development
- SLO #7 – Assessment

Students have consistently performed well in the areas of professional orientation (SLO #1), helping relationships (SLO #5) and group work (SLO #6). Their performance on the human growth and development (SLO #3) and research and program evaluation (SLO #8) sections of the CPCE have fluctuated in the past – sometimes exceeding the “minimum bar” and sometimes not, but have remained consistently high over the past year or two.

Alternatively, students have consistently scored low on the career development and assessment sections of the CPCE, which pertain to SLO's #4 & #7, and – to a lesser extent – social and cultural diversity (SLO #2). Students substantially improved their scores on the career development section during the 2016-17 academic year (i.e., 82% answered at least 65% of the questions in this category correctly compared to 57% the previous year), but took a dip this past year. They continue to perform below the expected level on the assessment portion of the test and, in fact, scored nearly 30% lower during the past academic year in comparison to 2016-17. Finally, students performed at the same level on the social and cultural diversity section of the

CPCE as they did last year; 69% of them achieved this student learning outcome last year compared to 68% in 2016-17.

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 areas:

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

CMHC students continue to demonstrate sufficient *knowledge* of core areas of clinical mental health counseling as well as *skills & practices* competencies in this specialty area. In addition, they improved their performance in two outcome areas that were not met during the 2016-17 academic year:

- #9A – Foundations of Clinical Mental Health Counseling (Knowledge)
- #12A – Diversity & Advocacy in Clinical Mental Health Counseling (Knowledge)

The Professional Counseling faculty was pleased to see CMHC students improve their performance in these areas over the past year. Part of this improvement may have resulted from changes in the end-of-program knowledge assessment/multiple-choice exam – part of last year’s improvement plan - in which faculty identified test items that were ambiguous and/or poorly constructed or did not assess the most salient aspects of clinical mental health counseling that were being assessed (i.e., foundational or diversity & advocacy concepts).

Student Learning Outcomes – School Counseling Students

With regard to SLOs #13 – 18, SLOs were achieved in all areas - *knowledge* and *skills & practices*:

- #13A - Foundations of School Counseling
- #14A - Counseling, Prevention & Intervention in School Counseling
- #15A - Diversity & Advocacy in School Counseling
- #16A – Academic Development in School Counseling
- #17A – Collaboration & Consultation in School Counseling
- #18A – Leadership in School Counseling

SCCO students continue to demonstrate sufficient *knowledge* in core areas of school counseling and *skills & practices* competencies.

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. Ninety-seven percent of the Professional Counseling students who were evaluated with the rubric during the Fall, 2017, Spring, 2018 and Summer, 2018 semesters earned an overall average rubric score of 2 or above (i.e., the minimum acceptable score) on the rubric; 96% achieved at this level last year. Thus, students continue to exhibit the core characteristics that are key in their development as professional counselors.

Review of Last Year’s Plan of Action & Plan of Action for 2018-19

1. Dr. Stevens teaches the Multicultural Counseling class, which is the primary class that prepares students to meet student learning outcome #2. Because students did not meet this outcome last year she integrated more theory and application of theory into her course during the 2017-18 academic year to help students have a better understanding of the material. Unfortunately, SLO #2 was not achieved for a second year in a row. Dr. Stevens believes that students did not achieve this outcome because the content of her class was not aligned closely enough with the types of information that is likely assessed by the CPCE. As such, she plans on using a different textbook which will more likely provide students with knowledge of core elements pertaining to this topic which they need to function as “culturally-knowledgeable counselors” and – likewise – to achieve this outcome moving forward.
2. Last year, students achieved the career development student learning outcome (SLO #4) and so this area was not targeted for an area of improvement. It is highly likely that students’ weaker performance on this section of the CPCE during the 2017-18 academic year was due to the fact that the majority of students who took the exam had not yet taken the Career Counseling class (the class that primarily prepares students to meet student learning

outcomes #4) and therefore did not have sufficient knowledge to respond to those questions adequately.

Dr. Lee has placed PowerPoint slides for the Career Counseling course on the D2L Community (an area within the university learning management system that is set up similarly to a course but contains resources pertaining to the Professional Counseling program) so students who have not taken the course can review them to prepare for the test. In addition, she has started to integrate more theory and application of theory into her course to help students have a better understanding of the material.

3. In terms of the assessment student learning outcome (SLO #7), a few students who took the CPCE had not yet taken the Measurement and Appraisal in Counseling course (the course that primarily prepares students to meet this outcome), thus placing them at a disadvantage. They did not benefit from the changes Dr. Quarto implemented last year (part of the previous improvement plan) to address students' lower scores on this section of the comprehensive exam. In particular, he changed his course from a totally online to web-assisted course such that he could teach and review difficult material (e.g., basic assessment principles; reliability; validity) with students in person and perhaps help them improve their performance on the CPCE. Students who took the CPCE during the 2017-18 academic year had taken his class as an online class a year or two prior to taking the exam so it is still too early to determine if this change will result in improvements in test performance (and achievement of the outcome).

Because there is no way of knowing which items students missed on the CPCE and contributed to their poor test performance there is no definitive way of knowing what and how elements of a class should change to improve student performance. Whatever the case, Dr. Quarto will continue to offer his class in a web-assisted format to determine if this results in any appreciable improvements in test performance (and achievement of SLO #7). In addition to changing the course from an online to web-assisted course a list of psychological tests – about which all counseling students should be knowledgeable in their future roles - are now available on the D2L Professional Counseling Community that students can review to help them prepare for the test. This will serve as an additional resource to tests that are covered in their textbook.

4. Interns who take the CPCE during the 2018-19 academic year will be surveyed immediately after they take the exam to find out what aspects of the social-cultural, career counseling and assessment areas of the test they found to be most difficult and why in order to inform faculty as to how they can tweak their courses to more effectively prepare them for the exam (and their roles as licensed professional counselors and professional school counselors) and achieve the respective student learning outcomes.