

Fall, 2019, Spring, 2020 & Summer, 2020

MTSU Professional Counseling

Program Evaluation

(Student Learning Outcomes)



**Middle Tennessee State University Professional Counseling Program
Outcomes Report
2019-20**

	Clinical Mental Health Counseling	School Counseling
Number of program graduates	11	4
Completion rates of students*	82%	100%
Pass rates on credentialing exams (NCE – CMHC students; Praxis – SCCO students)	100%	100%
Job placement rates**	95%	100%

* CACREP defines a program’s *completion rate* as the percentage of admitted students who graduate from the program within the expected time period. Of the 15 students who graduated during the 2019-20 academic year all but two – both clinical mental health counseling students - 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 27 SLOs that the Professional Counseling faculty assess (i.e., 8 SLOs that correspond to the CACREP core curricular standards and 19 SLOs that correspond to the CACREP specialty area standards – CMHC and SCCO). One of the SLOs pertaining to collaboration and consultation in the area of school counseling was eliminated given that the course in which a key assessment was used to evaluate the outcome was eliminated from the curriculum.

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 summative 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 throughout the course of students’ programs (i.e., formative assessments) 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 – 2019 & 2020 (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 as measured by the Counselor Preparation Comprehensive Examination/CPCE at the end of the program)

SLO #	Area	Outcome Achieved in 2019-20?	Outcome Achieved in 2018-19?
1	Professional Orientation	Yes	Yes
2	Social & Cultural Diversity	No	No
3	Human Growth & Development	Yes	Yes
4	Career Development	Yes	No
5	Helping Relationships	No	Yes
6	Group Work	No	Yes
7	Assessment & Testing	Yes	Yes
8	Research & Program Evaluation	Yes	Yes

SLO#1: Professional Counseling students will demonstrate, integrate and apply knowledge of professional counselors, the counseling profession and ethical practice.	
Measure: At least 75% 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 9 students who took the CPCE during the Fall, 2019, Spring, 2020 and Summer, 2020 semesters (CMHC = 7, SCCO = 2), 8 (i.e., 89%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-2019 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 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 75% 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 9 students who took the CPCE during the Fall, 2019, Spring, 2020 and Summer, 2020 semesters (CMHC = 7, SCCO = 2), 5 (i.e., 55%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-2019 results: 47% 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 75% 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 9 students who took the CPCE during the Fall, 2019, Spring, 2020 and Summer, 2020 semesters (CMHC = 7, SCCO = 2), 8 (i.e., 89%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-2019 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 75% 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 9 students who took the CPCE during the Fall, 2019, Spring, 2020 and Summer, 2020 semesters (CMHC = 7, SCCO = 2), 8 (i.e., 89%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-2019 results: 65% 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#5: Professional Counseling students will demonstrate, integrate and apply knowledge of helping relationships.	
Measure: At least 75% 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 9 students who took the CPCE during the Fall, 2019, Spring, 2020 and Summer, 2020 semesters (CMHC = 7, SCCO = 2), 6 (i.e., 67%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-2019 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#6: Professional Counseling students will demonstrate, integrate and apply knowledge of group work.	
Measure 1: At least 75% 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 9 students who took the CPCE during the Fall, 2019, Spring, 2020 and Summer, 2020 semesters (CMHC = 7, SCCO = 2), 5 (i.e., 55%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-2019 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#7: Professional Counseling students will demonstrate, integrate and apply knowledge of assessment & testing.	
Measure 1: At least 75% 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 9 students who took the CPCE during the Fall, 2019, Spring, 2020 and Summer, 2020 semesters (CMHC = 7, SCCO = 2), 7 (i.e., 78%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-2019 results: 76% 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 assessment & testing.

SLO#8: Professional Counseling students will demonstrate, integrate and apply knowledge of research and program evaluation.	
Measure 1: At least 75% 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 9 students who took the CPCE during the Fall, 2019, Spring, 2020 and Summer, 2020 semesters (CMHC = 7, SCCO = 2), 7 (i.e., 78%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-2019 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 research and program evaluation.

Clinical Mental Health Counseling Student Learning Outcomes – 2019 - 2020

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 in 2019-20?	Outcome Achieved in 2018-19?
9A (Knowledge)	Foundations of CMHC	Yes	Yes
9B (Skills & Practices)	Foundations of CMHC	Yes	Yes
10A (Knowledge)	Counseling, Prevention & Intervention in CMHC	Yes	Yes
10B (Skills & Practices)	Counseling, Prevention & Intervention in CMHC	Yes	Yes
11A (Knowledge)	Diagnosis & Treatment Planning in CMHC	Yes	Yes
11B (Skills & Practices)	Diagnosis & Treatment Planning in CMHC	Yes	Yes
12A (Knowledge)	Diversity & Advocacy in CMHC	Yes	Yes
12B (Skills & Practices)	Diversity & Advocacy in CMHC	Yes	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 **75%** of students will answer 65% 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	Out of 10 CMHC students who took the end-of-program knowledge assessment exam during the Fall, 2019, Spring, 2020 and Summer, 2020 semesters, 9 (i.e., 90%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-19 results: 100% answered at least 65% of the questions in this category correctly
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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).
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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 **75%** of CMHC students will obtain a rubric score of **2 (i.e., acceptable) 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, 2020 semesters (n = 31; COUN 5655 = 16; COUN 6230 = 15) earned a score of 2 or above on these key assessments. <ul style="list-style-type: none"> • 2018-19 results: 100% earned a score of 2 or above on these key assessments
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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).
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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 **75%** of students will answer 65% 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	Out of 10 CMHC students who took the end-of-program knowledge assessment exam during the Fall, 2019, Spring, 2020 and Summer, 2020 semesters, 10 (i.e., 100%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none">• 2018-19 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 counseling, prevention and intervention in the field of clinical mental health counseling (knowledge).
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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 **75%** of CMHC students will obtain a score of **2 (i.e., acceptable) 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, 2019, Spring, 2020 and Summer, 2020 semesters (n = 20; COUN 6270 = 4; COUN 6540 = 16) earned a score of 2 or above on these key assessments. <ul style="list-style-type: none">• 2018-19 results: 100% earned a score of 2 or above on these key assessments
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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 clinical mental health counseling (skills & practices).
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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 **75%** of students will answer 65% 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	Out of 10 CMHC students who took the end-of-program knowledge assessment exam during the Fall, 2019, Spring, 2020 and Summer, 2020 semesters, 9 (i.e., 90%) answered at least 65% of the questions in this category correctly.
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- 2018-19 results: **100%** answered at least 65% of the questions in this category correctly

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 diagnosis and treatment planning in the field of clinical mental health counseling (knowledge).
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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 **75%** of CMHC students will obtain a rubric score of **2 (i.e., acceptable) 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, 2019 semester (n = 11) earned a score of 2 or above on these key assessments.
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- 2018-19 results: **100%** earned a score of **2 or above** on these key assessments

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 diagnosis and treatment planning in the field of clinical mental health counseling (skills & practices).
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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 75% of students will answer 65% 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	Out of 10 CMHC students who took the end-of-program knowledge assessment exam during the Fall, 2019, Spring, 2020 and Summer, 2020 semesters, 10 (i.e., 100%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-19 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 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 75% of CMHC students will obtain a rubric score of 2 (i.e., acceptable) 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, 2019, Spring, 2020 and Summer, 2020 semesters (n = 24; COUN 6210 = 20; COUN 6270 = 4) earned a score of 2 or above on these key assessments. <ul style="list-style-type: none"> • 2018-19 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 – 2019 - 2020

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 in 2019-20?	Outcome Achieved in 2018-19?
13A (Knowledge)	Foundations of SCCO	Yes	Yes
13B (Skills & Practices)	Foundations of SCCO	Yes	Yes
14A (Knowledge)	Counseling, Prevention & Intervention in SCCO	Yes	Yes
14B (Skills & Practices)	Counseling, Prevention & Intervention in SCCO	Yes	Yes
15A (Knowledge)	Diversity & Advocacy in SCCO	Yes	Yes
15B (Skills & Practices)	Diversity & Advocacy in SCCO	Yes	Yes
16A (Knowledge)	Academic Development in SCCO	Yes	Yes
16B (Skills & Practices)	Academic Development in SCCO	Yes	Yes
17A (Knowledge)	Collaboration & Consultation in SCCO	Yes	Yes
17B (Skills & Practices)	Collaboration & Consultation in SCCO	Yes	Yes
18A (Knowledge)	Leadership in SCCO	Yes	Yes
18B (Skills & Practices)	Leadership in SCCO	Yes	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 **75%** of students will answer 65% or more of the questions correctly pertaining to foundations of school counseling on the end-of-program knowledge assessment exam.

Results

Overall outcome results	Out of 5 SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2019 and Spring, 2020 semesters, 5 (i.e., 100%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-19 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 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 **75%** of SCCO students will obtain a rubric score of **2 (i.e., acceptable) 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, 2020 semester (n = 16) earned a score of 2 or above on this key assessment. <ul style="list-style-type: none"> • 2018-19 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 75% of students will answer 65% 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	Out of 5 SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2019 and Spring, 2020 semesters, 5 (i.e., 100%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-19 results: 75% 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 75% of SCCO students will obtain a rubric score of 2 (i.e., acceptable) 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, 2019 and Spring, 2020 semesters (n = 7; COUN 6920 = 3; COUN 6930 = 4) earned an overall average rubric score of 2 or above on the assessments. <ul style="list-style-type: none"> • 2018-19 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 75% of students will answer 65% 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	Out of 5 SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2019 and Spring, 2020 semesters, 5 (i.e., 100%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-19 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 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 75% of SCCO students will obtain an overall average rubric score of 2 (i.e., acceptable) 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, 2019, Spring, 2020 and Summer, 2020 semesters (n = 22; COUN 6210 = 13; COUN 6920 = 5; COUN 6930 = 4) earned an overall average rubric score of 2 or above on the assessments. <ul style="list-style-type: none"> • 2018-19 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 75% of students will answer 65% 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	Out of 5 SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2019 and Spring, 2020 semesters, 5 (i.e., 100%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-19 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 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 75% of SCCO students will obtain an overall average rubric score of 2 (i.e., acceptable) or above on the academic counseling session recording (COUN 6920).	
Results	
Overall outcome results	100% of the SCCO students who were evaluated on the key assessment during the Fall, 2019 and Spring, 2020 semesters (n = 3) earned an overall average rubric score of 2 or above on the assessment. <ul style="list-style-type: none"> • 2018-19 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 **75%** of students will answer 65% 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	Out of 5 SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2019 and Spring, 2020 semesters, 5 (i.e., 100%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none">• 2018-19 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 collaboration and consultation in the field of school counseling (knowledge).
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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).

Note: This is no longer a student learning outcome given that the course to which the key assessment was aligned was deleted from the curriculum.

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 75% of students will answer 65% 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	Out of 5 SCCO students who took the end-of-program knowledge assessment exam during the Fall, 2019 and Spring, 2020 semesters, 5 (i.e., 100%) answered at least 65% of the questions in this category correctly. <ul style="list-style-type: none"> • 2018-19 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 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 75% of SCCO students will obtain a rubric score of 2 (i.e., acceptable) or above based on the 1) 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, 2019 and Spring, 2020 semesters (COUN 6920 = 5) earned an overall average rubric score of 2 or above on the assessment. <ul style="list-style-type: none"> • 2018-19 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.)	
Measure 1: At least 90% of the rubric scores that are assigned to students in all courses will be 2 (i.e., acceptable) or 3 (i.e., target) in ALL of the Professional Counselor Candidate Disposition Rubric categories (i.e., Collaborative, Ethical, Professional, Reflective, Self-Directed & Critical Thinker).	
Results	
Overall outcome results	<p>Of the 403 dispositions rubric forms that were completed on students during the Fall '19, Spring '20 and Summer '20 semesters 395 of them (i.e., 98%) contained rubric scores that were 2 or 3 in ALL of the Professional Counselor Candidate Dispositions Rubric categories.</p> <ul style="list-style-type: none"> • Achieved • 2018-19 results: 95% earned a score of 2 or 3 on the Professional Counselor Candidate Dispositions Rubric in all rubric categories.

Summary of Student Learning Outcomes and Core Counselor Characteristics – Fall, 2019, Spring, 2020 & Summer, 2020

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, 2019, spring, 2020 and summer, 2020 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). Seventy-five percent (75%) 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 #4 – Career Development
- SLO #7 – Assessment & Testing
- SLO #8 – Research & Program Evaluation

SLOs were not achieved in the following areas:

- SLO #2 – Social & Cultural Diversity
- SLO #5 – Helping Relationships
- SLO #6 – Group Work

Over the past couple of years, students have consistently performed well in the areas of professional orientation (SLO #1), human growth and development (SLO #3), helping relationships (SLO #5), group work (SLO #6) and research and program evaluation (SLO #8). Their scores in career development (SLO #4) and assessment & testing (SLO #7) have fluctuated in the past – sometimes exceeding the “minimum bar” and sometimes not.

Alternatively, students have consistently scored low in the area of social and cultural diversity (SLO #2). Although students’ scores in this area improved (55% of students meeting outcome in 2019-20 vs. 47% in 2018-19) there was not enough of an improvement to meet the learning outcome.

It was unusual to see a dip in students’ scores in helping relationships (SLO #5) and group work (SLO #6) as these are aligned with core skills-based classes and have been strong areas for students in the past.

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 – **knowledge** and **skills & practices**:

- #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 as well as **skills & practices** competencies in this specialty area.

Student Learning Outcomes – School Counseling Students

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

- #13A & #13B - Foundations of School Counseling
- #14A & #14B - Counseling, Prevention & Intervention in School Counseling
- #15A & #15B - Diversity & Advocacy in School Counseling
- #16A & #16B – Academic Development in School Counseling
- #17A & #17B – Collaboration & Consultation in School Counseling
- #18A & #18B – 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-eight percent of the dispositions rubric forms that were completed on students by faculty during the Fall '19, Spring '20 and Summer '20 semesters contained rubric scores that were 2 (i.e., acceptable) or 3 (i.e., target) in ALL of the Professional Counselor Candidate Dispositions Rubric

categories. Thus, students continue to exhibit the core characteristics that are key to their development as professional counselors.

Plan of Action

The plan of action is as follows:

1. Faculty will consider the content of their courses and whether there are areas/issues/topics they need to cover (or cover differently) to better prepare students for the CPCE – in particular, the three areas that are tied to SLOs #2 (Social & Cultural Diversity) #4 (Helping Relationships) and #6 (Group Work).
 - a. The social and cultural diversity student learning outcome was not achieved for the fourth year in a row. Dr. Stevens started using a different textbook this year, which will most 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. In addition, she started giving quizzes to assess students’ knowledge of the textbook material. Faculty will determine whether these modifications result in improvements in their knowledge of social and cultural diversity as soon as they enter their internship year and take the CPCE (some of whom will be taking it in 2020-21).
 - b. It is unusual that student learning outcomes were not achieved in helping relationships and group work as these have been such strong areas for students in the past. It is possible that these results are simply an anomaly given the makeup of the group of students who took the exam upon which these outcomes are based. The faculty will monitor students’ performance over the next year to determine if a pattern emerges that needs to be addressed. Given that new faculty members are starting to teach some of the courses that pertain to these areas (i.e., Theories & Techniques of Counseling and Group Counseling & Psychotherapy and Laboratory: Group Counseling & Psychotherapy) it does not make sense to make any changes yet.
 - c. Students should use the Encyclopedia of Counseling and Mastering the National Counselor Exam (NCE) and Counselor Preparation Comprehensive Exam (CPCE) to prepare for the CPCE and the NCE.
 - d. Chi Sigma Iota may offer study sessions for the CPCE/NCE.