

# ASSESSMENT REPORT 2015-2016

**Counseling and Guidance**  
(Instructional Degree Program)

**M.A.**  
(Degree Level)

## **Program Mission:**

The mission of the NMHU Counseling and Guidance Program is to train entry-level counselors and prepare them for positions in community service agencies as mental health counselors, in school systems as school counselors, or in rehabilitation settings as rehabilitation counselors. Throughout their training program the emphasis is on the growth and development of each student to promote a positive self-concept and to maximize individual potential in all domains, personal and professional. The program is student-centered and outcome-based, seeking to train individuals who are skilled in working with culturally diverse populations and who are ethical, competent, and reflective practitioners. Proactive knowledgeable professional counselors are crucial to the growth of the profession.

## **Student Learning Outcome 1:**

To demonstrate a comprehensive understanding of the knowledge base of the Counseling profession.

## **NMHU Trait Specifically Linked to Student Learning Outcome 1**

1. Mastery of content knowledge and skills

## **First Means of Assessment for Outcome 1:**

The Counselor Preparation Comprehensive Exam (CPCE) is given to each student in their first or second semester of their Internship. This exam is a standardized exam constructed by the Center for Credentialing and Education, a branch of the National Board for Certified Counselors (NBCC). The CPCE measures students' mastery of eight areas of the counseling knowledge base including Human Growth and Development, Social and Cultural Foundations, The Helping Relationship, Group Work, Career and Lifestyle Development, Appraisal, Research, and Professional Orientation and Ethics. These eight areas also constitute the content areas on the licensing exams for the Licensed Mental Health Counselor as well as for the School Counselor. The passing score on the CPCE is a raw score of 70.

## **Summary of Data:**

Number of Students Meeting Criterion:	<b>60</b>	Number of Students Not Meeting Criterion:	<b>16</b>
Total Number of Students Assessed:	<b>76</b>	Percent of Students Meeting Criterion:	<b>79%</b>

## **Interpretation of Results for Outcome 1:**

The percentage of students meeting the criterion is higher than the previous reporting period. 2014-2015 showed 73% meeting the criterion while 2015-2016 has shown a slight increase to 79%. The more significant issue is that in the last few years, the program has increased in size and is more consistent in gathering data with this instrument.

2012-2013 = 52 w/69% meeting criterion

2013-2014 = 39 w/59% meeting criterion

2014-2015 = 52 w/73% meeting criterion

2015-2016 = 76 w/79% meeting criterion

As was stated in the last report, the CPCE does include a breakdown of scores for individual content areas and could be utilized in a more directed way to evaluate our students. The CPCE is an excellent tool for evaluating outcomes. It is provided by an outside entity and is standardized for the counseling field.

In the future, we will do this breakdown and add to our reporting.

## **Student Learning Outcome 2:**

To demonstrate the effective use of counseling skills.

### **NMHU Traits Specifically Linked to Student Learning Outcome 2**

1. Mastery of content knowledge and skills
2. Effective communication skills
3. Critical and reflective thinking skills

## **First Means of Assessment for Outcome 2:**

Internship evaluations are completed by the student's Internship site supervisor at midterm and at the end of each semester in which the student is enrolled in the Internship. The evaluations measure the composite skills of effective counseling that include the ability to assess the client's problem, the ability to formulate an appropriate and accurate treatment plan, and the ability to attain the treatment goals through the effective and appropriate use of the interactive skills that comprise the essence of counseling. This evaluation is on a 4 point scale. The evaluation instrument is being revised to provide supervisors with a 5 point scale allowing for a midpoint score.

The Department is also revising the form to be simpler for supervisors and we hope to put this form online for simpler data collection.

Although the results are consistently positive, with our students meeting criterion, it continues to be an important measure from an outside evaluator to insure that our students are performing appropriately in their field experiences.

## Summary of Data

Number of Students Meeting Criterion:	30	Number of Students Not Meeting Criterion:	0
Total Number of Students Assessed:	30	Percent of Students Meeting Criterion:	100%

### Interpretation of Results for Outcome 2:

The Internship site supervisors' evaluations measure the assessment of our students' abilities in the counseling setting as seen by the site supervisor. Since they generally have high professional standards, the fact that our students all pass these evaluations with relatively high scores indicates that they are perceived as having the same standards as their supervisors. By manifesting such standards of practice, our students reveal that they have been adequately trained.

This current evaluation is on a 4 point scale. The evaluation instrument is being revised to be simpler for supervisors and we hope to put this form online for data collection. Changes in the Department and dependence upon per course faculty negatively impacted the collection of this data. As permanent faculty are added to the Department, this will improve.

Although the results are consistently positive, with our students meeting criterion, it continues to be an important measure from an outside evaluator to insure that our students are performing appropriately in their field experiences.

### **Student Learning Outcome 3:**

To demonstrate the appropriate application of a counseling theory to a specific problem.

### **NMHU Traits Specifically Linked to Student Learning Outcome 3**

1. Mastery of content knowledge and skills
2. Effective communication skills
3. Critical and reflective thinking skills

### **First Means of Assessment for Outcome 3:**

The student verbally gives a Case Presentation in the final semester of Internship. The Case Presentation derives from the student's Internship and consists of 1) a brief demographic description of a client with whom the student worked, 2) a brief diagnostic description of the problem the client presented with, 3) an overview of the theoretical approach used by the student, 4) a treatment plan formulation, 5) a summary of the sessions, and 6) the treatment outcome. This is a verbal presentation only and it is assessed simply as pass or fail.

### Summary of Data

Number of Students Meeting Criterion:	<b>51</b>	Number of Students Not Meeting Criterion:	<b>0</b>
Total Number of Students Assessed:	<b>51</b>	Percent of Students Meeting Criterion:	<b>100%</b>

### Interpretation of Results for Outcome 3:

All of our students continue to pass this outcome measure. Students are fully prepared to present their case in the seminar portion of their Internship. They have an outline to follow and they work up a thorough case presentation to show that they've mastered the knowledge base of the counseling profession.

A rubric and score will be implemented for this criterion. It is likely students will continue to pass and meet this criterion, but scoring will give faculty more information to evaluate the program.

### Additional comments:

The three measures used for Outcomes Assessment all evaluate students at the end of their programs. New measures need to be added for earlier in the program and at the midpoint. We will look at using two identified assignments that are common across our four concentrations to measure progression through the program.

In addition, measures beyond learning outcomes will be added for reporting purposes. We are instituting two surveys for student feedback; 1) during the program, and 2) at the end of the program. We will also more consistently use our employer survey to get feedback from the community regarding graduates. We will begin a more organized effort to track our students as they achieve licensure and certification in their areas of expertise.