

<u>Program Name</u>: Counseling and Human Development, including Clinical Mental Health Counseling and School Counseling Assessed by - Dr. Kara Kaelber, Director, Department of Counseling & Human Development

Date/Cycle of Assessment: Reporting cycle of Fall 2018 – Summer 2019

Mission Statement:

Built on Malone University's Foundational Principles, the graduate programs in the Counseling and Human Development department provide knowledge, practice, and skills through educational and clinical experiences, developing professional counselors as intentional practitioners who advocate for client/student growth and development.

Program Goals

- 1. Prepare and empower students to become (a) advocates, who (b) practice with multicultural competence, and (c) a holistic understanding of human nature, and as (d) problem-solvers in collaboration and consultation with others.
- 2. Encourage the development of proactive and reflective practitioners, grounded in sound theory and techniques, with an ability to utilize technology.
- 3. Assist students in understanding the interface between personal faith and one's practice and that people have a spiritual dimension that needs valued, nurtured, and accessed for continued growth and development.
- 4. (a) Exhibit professional competencies including modeling a professional manner in all settings, demonstrating honed intrapersonal and interpersonal skills, practicing with integrity in an ethical and legal manner, and (b) meeting standards for state licensure and certifications.

Counseling and Human Development's Academic Program Assessment Report

Department: Counseling and Human Development

Programs: Counselor Education: Clinical Mental Health Counseling Program and School Counseling Program

Assessed by: Dr. Kara Kaelber

Time Period Covered: Fall 2018 – Summer 2019

Submission Date: October 7th, 2019

| Program Intended Learning | Means of Program Assessment | Summary of Data Collected | Use of Results: Actions |
|-------------------------------------|-------------------------------------|---------------------------------|------------------------------------|
| Outcomes (PILO) | & Criteria for Success | | |
| 1.a. Students will demonstrate a | CMHC Program only: | Fall Semester 2018 | Actions: |
| satisfactory level of knowledge and | Course: COUN 544 Foundations | Supervising Clinical Counselor | With student who did not pass |
| ability in foundational aspects of | of CMHC (ground course in a | Interview and Paper assessment | this assessment: instructor gave |
| counseling practice, such as | hybrid delivery format) | data: | instructional feedback to assist |
| advocacy strategies. (CACREP, | Assessment: Supervising Clinical | 100% of the graduate counseling | the student in improving in |
| 2016; PCI 2.F.1. & PCI 2.F.2): Key | Counselor Interview and Paper | students (n=22) passed this | subsequent assignments. |
| Performance Indicator [KPI] #1 & | Criteria: Malone University | assessment, scoring higher than | Student passed the course. |
| #2) | graduate counseling students | the cut percentage rate of 80%. | |
| | will score at or higher than the | Spring Semester 2019 | Instructor will continue to: |
| | established percentage rate of | Supervising Clinical Counselor | 1. Maintain aspects of this |
| | 80% on the overall assessment. | Interview and Paper assessment | course that promote high |
| | | data: 88.89% of the graduate | achievement on this assessment. |
| | | counseling students (n=9), | 2. Explore potential criteria that |
| | | passed this assessment, scoring | could promote higher standards |
| | | higher than the cut percentage | in foundational aspects of |
| | | rate of 80%. One student | counseling practice and |
| | | (11.11%) received a 70% on this | advocacy. |
| | | assignment. | 3. Instructor will continue to |
| | | | review and revise this course to |
| | | | incorporate current research, |
| | | | literature, updated |
| | | | competencies, licensure laws |

and rules, etc., prior to each offering of this course (both ground and online). CMHC Program only: Fall Semester 2018 **Actions:** Supervising Clinical Counselor Course: COUN 544 Foundations Instructor will continue to: of CMHC (online course in an *Interview and Paper* assessment 1. Maintain aspects of this online delivery format) data: 100% of the graduate course that promote high Assessment: Supervising Clinical counseling students (n=23), achievement on this assessment. **Counselor Interview and Paper** passed this assessment, scoring 2. Explore potential criteria that higher than the cut percentage could promote higher standards Criteria: Malone University rate of 80%. graduate counseling students in foundational aspects of will score at or higher than the counseling practice and Spring Semester 2019 established percentage rate of Supervising Clinical Counselor advocacy. 80% on the overall assessment. *Interview and Paper* assessment 3. Review and revise this course data: 100% of the graduate to incorporate current research, counseling students (n=17), literature, updated passed this assessment, scoring competencies, licensure laws higher than the cut percentage and rules, etc., prior to each rate of 80%. offering of this course (both Summer Semester 2019 ground and online). Supervising Clinical Counselor Interview and Paper assessment data: 100% of the graduate counseling students (n=13), passed this assessment, scoring higher than the cut percentage rate of 80%.

SC Program only:

Course: **COUN 545** Foundations of SC (ground course in a hybrid delivery format)

Assessment: **Professional Counselor Interview and Paper**

Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment.

Fall Semester 2018

Professional Counselor
Interview and Paper assessment

data: 100% of the graduate counseling students (n=8), passed this assessment, scoring higher than the cut percentage rate of 80%.

Actions:

Instructor will continue to:

- 1. Maintain aspects of this course that promote high achievement on this assessment.
- 2. Explore potential criteria that could promote higher standards in foundational aspects of counseling practice and advocacy.
- 3. Review and revise this course to incorporate current research, literature, updated competencies, licensure laws and rules, etc., prior to each offering of this course.

Both CMHC & SC Programs: Course: COUN 662 Counseling Children & Adolescents (online course in both hybrid and online delivery formats) Assessment: Case Study #1 Criteria: Malone University graduate counseling students

will score at or higher than the

established percentage rate of

80% on the overall assessment.

Fall Semester 2018

Case Study #1

assessment data: 100% of the graduate counseling students (n=20), passed this assessment, scoring higher than the cut percentage rate of 80%.
Spring Semester 2019

Case Study #1

assessment data: 90.9% of the graduate counseling students (n=11), passed this assessment, scoring higher than the cut percentage rate of 80%.

One student (OP) in the online delivery format received below

Actions:

With student who did not pass due (in part) to plagiarism:

- 1. Instructor communicated with the student who plagiarized and made the student aware of the consequences. Gave student feedback on writing skills and ways to prevent plagiarism.
- 2. Instructor filed and submitted an Academic Integrity Violation Report to the Director and Provost.
- 3. Director had a phone meeting with this student and notified the student's Academic Advisor

an 80%, partially due to points about this violation. Discussed deducted for plagiarism. consequences and ways to avoid Summer Semester 2019 plagiarism in future assignments. Case Study #1 4. Student and Academic Advisor had a meeting to develop a assessment data: 100% of the graduate counseling students Remediation Plan. 5. Academic Advisor is (n=29), passed this assessment, scoring higher than the cut monitored the implementation percentage rate of 80%. of this Remediation Plan. Instructor will continue to: 1. Maintain aspects of this course that promote high achievement on this assessment. 2. Explore potential criteria that could promote higher standards in foundational aspects of counseling practice and advocacy. 3. Review and revise this course to incorporate current research, literature, updated competencies, ethical codes, laws, etc., prior to each offering of this course. CMHC Program only: Fall Semester 2018 **Actions:** Course: **COUN 688** Management Legislative and Social Justice Instructors will continue to: & Advocacy in CMHC (online **Advocacy Report** assessment 1. Maintain aspects of this course for both hybrid and data: 100% of the graduate course that promote high online delivery formats) counseling students (n= 8) achievement on this assessment. Assessment: Legislative and passed this assessment, scoring 2. Explore potential criteria that could promote higher standards Social Justice Advocacy Report

| T | T | |
|--|--|--|
| Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment. | higher than the cut percentage rate of 80%. Summer Semester 2019 Legislative and Social Justice Advocacy Report assessment data: 100% of the graduate counseling students (n=35), passed this assessment, scoring higher than the cut percentage rate of 80%. | in foundational aspects of counseling practice and advocacy. 3. Review and revise this course to incorporate current research, literature, updated competencies, ethical codes, laws, etc., prior to each course offering. |
| SC Program only: Course: COUN 610 Consultation and Advocacy in SC (ground course for hybrid delivery format only) Assessment: Case Study Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment. | Fall Semester 2018 Case Study assessment data: 100% of the graduate counseling students (n=15), passed this assessment, scoring higher than the cut percentage rate of 80%. | Actions: Instructors will continue to: 1. Maintain aspects of this course that promote high achievement on this assessment. 2. Explore potential criteria that could promote higher standards in foundational aspects of counseling practice and advocacy. 3. Review and revise this course to incorporate current research, literature, updated competencies, ethical codes, laws, etc., prior to each course offering. |
| Both CMHC & SC Programs: Course: COUN 503 Multicultural Counseling & Advocacy (online | Fall Semester 2018 Advocacy Project assessment data: Malone University graduate counseling students | Actions: Instructors will continue to: |

| course for both hybrid and | (n=28), had a mean score of | 1. Maintain aspects of this |
|-------------------------------------|---------------------------------|------------------------------------|
| online delivery formats) | 92.36 with a range of scores | course that promote high |
| Assessment: Advocacy Project | from 93.0 to 100.0 out of 100.0 | achievement on this assessment. |
| Criteria: Malone University | possible total points. Each of | 2. Explore potential criteria that |
| graduate counseling students | the graduate counseling | could promote higher standards |
| will score at or higher than the | students (100%) passed this | in foundational aspects of |
| established percentage rate of | assessment, scoring higher than | counseling practice and |
| 80% on the overall assessment. | the cut percentage rate of 80%. | advocacy. |
| | Spring Semester of 2019 | 3. Review and revise this course |
| | Advocacy Project assessment | to incorporate current research, |
| | data: Malone University | literature, updated |
| | graduate counseling students | competencies, ethical codes, |
| | (n=11), had a mean score of | laws, etc., prior to each course |
| | 92.73 with a range of scores | offering. |
| | from 82.0 to 100.0 out of 100.0 | |
| | possible total points. Each of | |
| | the graduate counseling | |
| | students (100%) passed this | |
| | assessment, scoring higher than | |
| | the cut percentage rate of 80%. | |
| | Summer Semester of 2019 | |
| | Advocacy Project assessment | |
| | data: Malone University | |
| | graduate counseling students | |
| | (n=28), had a mean score of | |
| | 92.36 with a range of scores | |
| | from 93.0 to 100.0 out of 100.0 | |
| | possible total points. Each of | |
| | the graduate counseling | |
| | students (100%) passed this | |
| | assessment, scoring higher than | |
| | the cut percentage rate of 80%. | |
| | | |
| | | |
| | • | |

| 1.b. Students will demonstrate a |
|-------------------------------------|
| satisfactory level of knowledge and |
| ability in the application of |
| multicultural competencies. |
| (CACREP, 2016; PCI 2.F.2.: KPI #2) |

Both CMHC & SC Programs Course: COUN 503 Multicultural Counseling & Advocacy (online course in both hybrid and online delivery formats) Assessment: Diversity Interview

Assessment: *Diversity Interview* Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment. For each individual domain, 85% of the students will score at 80% or better.

Fall Semester 2018

Diversity Interview assessment data: Malone University graduate counseling students (n=28), had a mean score of 92.82 with a range of scores from 81.0 to 100.0 out of 100.0 possible total points. Each of the graduate counseling students (100%) passed this assessment, scoring higher than the cut percentage rate of 80%. Spring Semester of 2019

Diversity Interview assessment data: Malone University graduate counseling students (n=11), had a mean score of 98.21 with a range of scores from 91.0 to 100.0 out of 100.0 possible total points. Each of the graduate counseling students (100%) passed this assessment, scoring higher than the cut percentage rate of 80%. Summer Semester of 2019

Diversity Interview assessment data: Malone University graduate counseling students (n=28), had a mean score of 92.36 with a range of scores from 93.0 to 100.0 out of 100.0 possible total points. Each of the graduate counseling students (100%) passed this

Actions:

Instructors will continue to:

- 1. Maintain aspects of this course that promote high achievement on this assessment.
- 2. Explore potential criteria that could promote higher standards in the teaching and learning of multicultural counseling competencies.
- 3. Review and revise this course to incorporate current research, literature, updated competencies, ethical codes, laws, etc., prior to each course offering.

| | | assessment, scoring higher than | |
|--------------------------------------|----------------------------------|---------------------------------|------------------------------------|
| | | the cut percentage rate of 80%. | |
| | | | |
| | | | |
| 1.c. Students will demonstrate a | Both CMHC & SC Programs: | Fall Semester 2018 | Actions: |
| satisfactory level of knowledge | Course: COUN 549 Human | Case Conceptualization | Instructors will continue to: |
| about the holistic aspects of human | Growth & Development (online | assessment data: 100% of | 1. Maintain aspects of this |
| nature. (CACREP, 2016; PCI 2.F.3.: | course in both hybrid and | Malone University graduate | course that promote high |
| KPI #3) | online delivery formats) | counseling students (n=22) | achievement on this assessment. |
| | Assessment: <i>Case</i> | passed this assessment, scoring | 2. Explore potential criteria that |
| | Conceptualization | higher than the cut percentage | could promote higher standards |
| | Criteria: Malone University | rate of 80%. | in holistic aspects of human |
| | graduate counseling students | Spring Semester 2019 | growth and development related |
| | will score at or higher than the | Case Conceptualization | to counseling practice. |
| | established percentage rate of | assessment data: 100% of | 3. Review and revise this course |
| | 80% on the overall assessment. | Malone University graduate | to incorporate current research, |
| | | counseling students (n=28) | literature, updated |
| | | passed this assessment, scoring | competencies, ethical codes, |
| | | higher than the cut percentage | laws, etc., prior to each course |
| | | rate of 80%. | offering. |
| | | Summer Semester 2019 | |
| | | Case Conceptualization | |
| | | assessment data: 100% of | |
| | | Malone University graduate | |
| | | counseling students (n=25) | |
| | | passed this assessment, scoring | |
| | | higher than the cut percentage | |
| | | rate of 80%. | |
| | | | |
| 1.d. Students will demonstrate a | CMHC Program only: | Fall 2018 | Actions: |
| satisfactory level of knowledge in | Course: COUN 688 Management | Case Analysis Report | Instructors will continue to: |
| the use of collaboration and | & Advocacy in CMHC (online | assessment data: 100% of the | 1. Maintain aspects of this |
| consultation in counseling practice. | course in both hybrid and online | graduate counseling students | course that promote high |
| (CACREP, 2016; PCI 2.F.1.: KPI #1) | delivery formats) | (n=8), passed this assessment, | achievement on this assessment. |

| | Assessment: Case Analysis Report Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment. | scoring higher than the cut percentage rate of 80%. Summer 2019 Case Analysis Report assessment data: 100% of the graduate counseling students (n=35), passed this assessment, scoring higher than the cut percentage rate of 80%. | 2. Explore potential criteria that could promote higher standards in the integration of collaboration and consultation in counseling practice. 3. Review and revise this course to incorporate current research, literature, updated competencies, ethical codes, laws, etc., prior to each course offering. |
|---|--|---|--|
| | SC Program only: Course: COUN 610 Consultation & Advocacy in SC (ground course for both hybrid and online delivery formats) Assessment: Case Study Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment. | Fall 2018 Case Study assessment data: assessment data: 100% of the graduate counseling students (n=15), passed this assessment, scoring higher than the cut percentage rate of 80%. | Actions: Instructors will continue to: 1. Maintain aspects of this course that promote high achievement on this assessment. 2. Explore potential criteria that could promote higher standards in the integration of collaboration and consultation in counseling practice. 3. Review and revise this course to incorporate current research, literature, updated competencies, ethical codes, laws, etc., prior to each course offering. |
| 2. Students will demonstrate a satisfactory level of knowledge and skill, with intentionality as proactive and reflective | Both CMHC & SC Programs: Course: COUN 549 Human Growth & Development (online | Fall 2018 Developmental Paper assessment data: 100% of the graduate counseling students | Actions: Instructors will continue to: |

practitioners grounded in sound theory and techniques. (CACREP, 2016; PCI 2.F.4., 2.F.5., 2.F.6., 2.F.7., 2.F.8.: KPI #4, #5, #6, #7, #8)

course in both hybrid and online delivery formats)

Assessment: **Developmental**

Paper

Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment.

(n=22), passed this assessment, scoring higher than the cut percentage rate of 80%. Spring 2019

Developmental Paper

assessment data: 100% of the graduate counseling students (n=28), passed this assessment, scoring higher than the cut percentage rate of 80%.
Summer 2019

Developmental Paper

assessment data: 100% of the graduate counseling students (n=25), passed this assessment, scoring higher than the cut percentage rate of 80%.

- 1. Maintain aspects of this course that promote high achievement on this assessment.
- 2. Explore potential criteria that could promote higher standards in the knowledge and effective use (skills) of theory and techniques.
- 3. Review and revise this course to incorporate current research, literature, updated competencies, evidence-based practices, prior to each course offering.

Both CMHC & SC Programs: Course: **COUN 570** Career Development & Lifestyle Counseling **(online course for both hybrid and online delivery formats)**

Assessment: Career Assessment Summary

Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment.

Spring 2019

Career Assessment Summary

assessment data: 100% of the graduate counseling students (n=16), passed this assessment, scoring higher than the cut percentage rate of 80%.

Summer 2019

Career Assessment Summary

assessment data: 100% of the graduate counseling students (n=20), passed this assessment, scoring higher than the cut percentage rate of 80%.

Actions:

Instructors will continue to:

- 1. Maintain aspects of this course that promote high achievement on this assessment.
- 2. Explore potential criteria that could promote higher standards in the knowledge and effective use (skills) of theory and techniques.
- 3. Review and revise this course to incorporate current research, literature, updated competencies, evidence-based

Both CMHC & SC Programs: Course: **COUN 563** Theories & Techniques of Counseling I (hybrid course in a hybrid delivery format)

Assessment: Final Videotape and Critique

Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment. For each individual domain, 85% of the students will score at 80% or better.

Fall Semester 2018

The *Final Videotape and Critique* assessment data:
Malone University graduate
counseling students (n=25), had
a mean score of 81.92 with a
range of scores from 54.0 to
88.0 out of 90.0 possible total
points. All but two (0.8%) of the
graduate counseling students
(92.0 %) passed this assessment,
scoring higher than the cut
percentage rate of 80%.
Spring Semester 2019

The *Final Videotape and Critique* assessment data:
Malone University graduate
counseling students (n=14), had
a mean score of 84.10 with a
range of scores from 77.0 to
88.0 out of 90.0 possible total
points. 100% of the graduate
counseling students passed this
assessment, scoring higher than
the cut percentage rate of 80%.

practices, prior to each course offering.

Actions:

With the two students (fall of 2018) who did not pass the assessment or the course, the instructor:

1. Gave students detailed feedback in how to make improvements.

For the course and the program:

- 2. Explored ways to improve skill in applying theories and techniques in counseling practice.
- *Students who do not pass the course with B- or better, are required to re-take the course.

 3. Integrated "Theravue," an
- online program for the practice of basic counseling skills into the course curriculum for the spring of 2019 (was piloted in the hybrid delivery format first in the spring of 2019 and in the fall of 2019 for the online delivery format of both COUN 563 and COUN 564).

Instructor will continue to:

| Course: COUN 563 Theories & Techniques of Counseling I (online course in an online delivery format) Assessment: Final Videotape and Critique Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment. For each individual domain, 85% of the students will score at 80% or better. | Fall Semester 2018 The Final Videotape and Critique assessment data: Malone University graduate counseling students (n=16), had a mean score of 85.2 with a range of scores from 81.0 to 87.0 out of 90.0 possible total points. 100% of the graduate counseling students passed this assessment. Spring Semester 2019 The Final Videotape and Critique assessment data: Malone University graduate counseling students (n=19), had a mean score of 86.20 with a range of scores from 82.0 to 89.0 out of 90.0 possible total | 1. Maintain aspects of this course that promote high achievement on this assessment. 2. Explore potential criteria that could promote higher standards in the knowledge and effective use (skills) of theory and techniques. 3. Review and revise this course to incorporate current research, literature, updated competencies, evidence-based practices, prior to each course offering. Actions: Instructor will continue to: 1. Maintain aspects of this course that promote high achievement on this assessment. 2. Explore potential criteria that could promote higher standards in the knowledge and effective use (skills) of theory and techniques. 3. Review and revise this course to incorporate current research, literature, updated competencies, evidence-based practices, prior to each course offering. |
|---|---|--|
|---|---|--|

points. 100% of the graduate counseling students passed this assessment, scoring higher than the cut percentage rate of 80%. Course: COUN 564 Theories & Spring 2019 Techniques of Counseling II COUN 564 Final Video **Actions:** (hybrid course in a hybrid **Assessment** (formerly With the one student (fall of delivery format) **Acquisition Counseling Skills** 2018) who did not pass the Assessment: Final Video Assessment) data: assessment or the course, the **Assessment** Malone University graduate instructor: 1. Gave student detailed counseling students (n=23), had a mean score of 85.09 with a feedback in how to make range of scores from 70.0 to improvements. 99.0 out of 100.0 possible total For the course and the program: points. All graduate counseling 2. Explored ways to improve students (95.6%), except for one skills in applying theories and student (0.4%) passed this techniques in counseling assessment, scoring higher than practice. the cut percentage rate of 80%. *The student who do not pass Summer 2019 the course with B- or better, is COUN 564 Final Video required to re-take the course. 3. Integrated "Theravue," an **Assessment** (formerly **Acquisition Counseling Skills** online program for the practice of basic counseling skills into the Assessment) data: course curriculum for the spring Malone University graduate counseling students (n=11), had of 2019 (was piloted in the a mean score of 93.90 with a hybrid delivery format first in the range of scores from 80.0 to spring of 2019 and in the fall of 2019 for the online delivery 98.0 out of 100.0 possible total format of both COUN 563 and points. 100% of the graduate counseling students passed this COUN 564).

| assessment, scoring higher than | Instructor will continue to: |
|--|--|
| the cut percentage rate of 80%. | 1. Maintain aspects of this |
| the out persontage rate of 50701 | course that promote high |
| | achievement on this assessment. |
| | Explore potential criteria that |
| | could promote higher standards |
| | in the knowledge and effective |
| | use (skills) of theory and |
| | techniques. |
| | 3. Review and revise this course |
| | to incorporate current research, |
| | literature, updated |
| | competencies, evidence-based |
| | practices, prior to each course |
| | offering. |
| | onering. |
| eories & Spring 2019 | Actions: |
| The state of the s | Instructor will continue to: |
| - | 1. Maintain aspects of this |
| | course that promote high |
| , - | achievement on this assessment. |
| a mean score of 89.0 with a | 2. Explore potential criteria that |
| range of scores from 82.0 to | could promote higher standards |
| _ | in the knowledge and effective |
| · · · · · · · · · · · · · · · · · · · | use (skills) of theory and |
| · · · · · · · · · · · · · · · · · · · | techniques. |
| , , , | 3. Review and revise this course |
| , | to incorporate current research, |
| • | literature, updated |
| | competencies, evidence-based |
| Assessment data: Malone | practices, prior to each course |
| University graduate counseling | offering. |
| students (n=15), had a mean | |
| score of 86.0 with a range of | |
| ra ra s wabli s 80 nai | Spring 2019 COUN 564 Final Video Assessment data: Malone University graduate counseling students (n= 24), had a mean score of 89.0 with a range of scores from 82.0 to 97.0 out of 100.0 possible total points. All graduate counseling students (100%), passed this assessment, scoring higher than the cut percentage rate of 80%. Summer 2019 COUN 564 Final Video Assessment data: Malone University graduate counseling students (n=15), had a mean |

scores from 85.0 to 99.0 out of 100.0 possible total points. All graduate counseling students (100%) passed this assessment, scoring higher than the cut percentage rate of 80%.

Both CMHC & SC Programs: Course: COUN 567 Group Dynamics, Processing, and Counseling (ground course in hybrid delivery format) Assessment: Six-Session Group

Counseling Plan

Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment.

Fall 2018

Plan assessment data: 100% of the graduate counseling students (n=5), passed this assessment, scoring higher than the cut percentage rate of 80%. Spring 2019

Six-Session Group Counseling Plan assessment data: 100% of

Fall 2018 Act

Six-Session Group Counseling Plan assessment data: 100% of the graduate counseling students (n=7), passed this assessment, scoring higher than the cut percentage rate of 80%. Spring 2019

Six-Session Group Counseling Plan assessment data: 100% of the graduate counseling students (n=22), passed this assessment, scoring higher than the cut percentage rate of 80%. **Actions:**

Instructor will continue to:

- 1. Maintain aspects of this course that promote high achievement on this assessment.
- 2. Explore potential criteria that could promote higher standards in the knowledge and effective use (skills) of theory and techniques.
- 3. Review and revise this course to incorporate current research, literature, updated competencies, evidence-based practices, prior to each course offering.

Actions:

Instructor will continue to:
1. Maintain aspects of this course that promote high achievement on this assessment.
2. Explore potential criteria that

2. Explore potential criteria that could promote higher standards in the knowledge and effective use (skills) of theory and techniques.

Course: **COUN 567** Group Dynamics, Processing, and Counseling **(online course in online delivery format)** Assessment: *Six-Session Group Counseling Plan*

Criteria: Malone University graduate counseling students will score at or higher than the

established percentage rate of 80% on the overall assessment.

the graduate counseling students (n=16), passed this assessment, scoring higher than the cut percentage rate of 80%. 3. Review and revise this course to incorporate current research, literature, updated competencies, evidence-based practices, prior to each course offering.

Course: **COUN 570** Career Development & Lifestyle Counseling

Assessment: Career Assessment Plan (online course in both hybrid and online delivery formats)

Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment.

Course: **COUN 570** Career Development & Lifestyle Counseling

Assessment: Career

Development Program Plan
(online course in both hybrid
and online delivery formats)

Criteria: Malone University graduate counseling students will score at or higher than the

Spring 2019

Career Assessment Plan assessment data: 100% of the graduate counseling students (n=16), passed this assessment, scoring higher than the cut percentage rate of 80%. Summer 2019

Career Assessment Plan assessment data: 100% of the graduate counseling students (n=20), passed this assessment, scoring higher than the cut percentage rate of 80%.

Spring 2019

Career Development Program
Plan assessment data: 100% of
the graduate counseling
students (n=16), passed this
assessment, scoring higher than
the cut percentage rate of 80%.
Summer 2019

Career Development Program
Plan assessment data: 100% of

Actions:

Instructor will continue to:

1. Maintain aspects of this

- course that promote high achievement on this assessment.
- 2. Explore potential criteria that could promote higher standards in the knowledge and effective use (skills) of career development and career counseling theory and techniques.
- 3. Review and revise this course to incorporate current research, literature, updated competencies, evidence-based practices, prior to each course offering.

Actions:

Instructor will continue to:
1. Maintain aspects of this course that promote high achievement on this assessment.
2. Explore potential criteria that

could promote higher standards in the knowledge and effective

| established percentage rate of 80% on the overall assessment. | the graduate counseling students (n=20), passed this assessment, scoring higher than the cut percentage rate of 80%. | use career counseling competencies. 3. Review and revise this course to incorporate current research, literature, updated competencies, evidence-based practices, prior to each course offering. |
|--|---|---|
| Course: COUN 652 Research & Program Evaluation in Counseling Assessment: Final Project (formerly Review of the Literature Assessment) (online course in both hybrid and online delivery formats) Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment. | Fall Semester 2018 100% of the graduate counseling students (n=15), passed this assessment, scoring higher than the cut percentage rate of 80%. Spring Semester 2019 100% of the graduate counseling students (n=10), passed this assessment, scoring higher than the cut percentage rate of 80%. Summer Semester 2019 100% of the graduate counseling students (n=27), passed this assessment, scoring higher than the cut percentage rate of 80%. | Actions: Instructor will continue to: 1. Maintain aspects of this course that promote high achievement on this assessment. 2. Explore potential criteria that could promote higher standards in the knowledge and effective use (skills) of theory and techniques. 3. Review and revise this course to incorporate current research, literature, updated competencies, evidence-based practices, prior to each course offering. |

| 3. Students will demonstrate a satisfactory level of knowledge in how to effectively address spirituality in counseling practice. (CACREP, 2016; PCI 2.F.3.: KPI #3) | Both CMHC & SC Programs: Course: COUN 622 Assessment in Counseling (online course in both hybrid and online delivery formats) Assessment: Assessment Report Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment. For each individual domain, 85% of the students will score at 80% or better. |
|---|--|
| 4.a. Students will demonstrate a satisfactory level of knowledge and skill in the use and exhibiting of professional counseling competencies, dispositions, and ethical and legal guidelines in | CMHC Program only: Course: COUN 544 Foundations of CMHC (ground course in hybrid delivery format) Assessment: Ethical Dilemma Paper |

Fall 2018

Assessment Report evaluative data: 100% of the graduate counseling students (n=26), passed this assessment, scoring higher than the cut percentage rate of 80%.

Spring 2019

Assessment Report evaluative data: 100% of the graduate counseling students (n=17), passed this assessment, scoring higher than the cut percentage rate of 80%.

Actions:

Instructor will continue to:

- 1. Maintain aspects of this course that promote high achievement on this assessment.
- 2. Explore potential criteria that could promote higher standards in the knowledge and effective use (skills) of theory and techniques.
- 3. Review and revise this course to incorporate current research, literature, updated competencies, evidence-based practices, prior to each course offering.

counseling practice. (CACREP, 2016; PCI 2.F.1., KPI #1)

Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment. For each individual domain, 85% of the students will score at 80% or better.

Fall 2018

Ethical Dilemma Paper

assessment data: 100% of the graduate counseling students (n=22), passed this assessment, scoring higher than the cut percentage rate of 80%. Spring 2019

Ethical Dilemma Paper

assessment data: 100% of the graduate counseling students (n=9), passed this assessment, scoring higher than the cut percentage rate of 80%.

Actions:

Instructor will continue to:

- 1. Maintain aspects of this course that promote high achievement on this assessment.
- 2. Explore potential criteria that could promote higher standards in the knowledge and application of professional, ethical, and legal issues in counseling
- 3. Review and revise this course to incorporate current research, literature, updated ethical codes, laws, etc., prior to each course offering.

CMHC Program only:

Course: **COUN 544** Foundations of CMHC (online course in online delivery format)

Assessment: *Ethical Dilemma Paper*

Criteria: Malone University graduate counseling students will score at or higher than the established percentage rate of 80% on the overall assessment. For each individual domain, 85% of the students will score at 80% or better.

SC Program only: Course COUN 545 Foundations of School Counseling (ground course in hybrid delivery format)

Assessment: Article Critique (Ethics)

Criteria: Malone University graduate counseling students will score at or higher than the

Fall 2018

Ethical Dilemma Paper

assessment data: 100% of the graduate counseling students (n=23), passed this assessment, scoring higher than the cut percentage rate of 80%.
Spring 2019

Ethical Dilemma Paper

assessment data: 100% of the graduate counseling students (n=17), passed this assessment, scoring higher than the cut percentage rate of 80%. Summer 2019

Ethical Dilemma Paper

assessment data: 100% of the graduate counseling students (n=13), passed this assessment, scoring higher than the cut percentage rate of 80%.

Fall 2018

Article Critique assessment data: 100% of the graduate counseling students (n=16), passed this assessment, scoring higher than the cut percentage rate of 80%.

Actions:

Instructor will continue to:

- 1. Maintain aspects of this course that promote high achievement on this assessment.
- 2. Explore potential criteria that could promote higher standards in the knowledge and application of professional, ethical, and legal issues in counseling
- 3. Review and revise this course to incorporate current research, literature, updated ethical codes, laws, etc., prior to each course offering.

Actions:

Instructor will continue to:

- 1. Maintain aspects of this course that promote high achievement on this assessment.
- 2. Explore potential criteria that could promote higher standards in the knowledge and application

established percentage rate of 80% on the overall assessment. For each individual domain, 85% of the students will score at 80% or better.

Both CMHC and SC Programs: Courses: Utilized in the admissions process and in each course in every semester Assessment:

Review and Retention Rubric Purpose: to assess counseling dispositions in the areas of 1) Clinical Astuteness,

- 2) Intrapersonal Skills,
- 3) Interpersonal Skills,
- 4) Professional Dispositions (Ethical, Legal, Multicultural, etc.)

Fall 2018

Review and Retention Rubric assessment data:

n=258

Mean score: 17.55 out of 24 total possible points

Range: 20-24

Mean Scores on Domains: Clinical Astuteness: 4.33 Intrapersonal Skills: 4.42 Interpersonal Skills: 4.42 Professional Dispositions: 4.40 Two students in the CMHC Program (one from hybrid delivery format and one from online delivery format) and 1

student in the SC Program

received at least one score lower

than "3." Spring 2019

n=219 Mean score: 16.2 out of 24 total

possible points Range: 13-23

Mean Scores on Domains: Clinical Astuteness: 4.23 of professional, ethical, and legal issues in counseling

3. Review and revise this course to incorporate current research, literature, updated ethical codes, laws, etc., prior to each course offering.

Actions:

1. Each student who scored a minimum of one score below a "3" was mandated to meet with his or her Academic Advisor. Each student was required to develop and implement a Remediation Plan, designed to improve skills in the area in which there was an identified deficit. The Academic Advisors monitored the implementation and outcomes of these Remediation Plans.

| | | Intrapersonal Skills: 4.26 Interpersonal Skills: 4.19 Professional Dispositions: 4.19 Two students from the CMHC Program (one from hybrid delivery format, one from online delivery format) | |
|---------------------------------------|------------------------------------|---|------------------------------------|
| | | Summer 2019 n=169 | |
| | | Mean score: 18.69 out of 24 | |
| | | total possible points Range: 20-24 Mean Scores on Domains: | |
| | | Clinical Astuteness: 4.66 Intrapersonal Skills: 4.72 | |
| | | Interpersonal Skills: 4.67 Professional Dispositions: 4.70 | |
| | | Two students from the hybrid | |
| | | delivery format received a | |
| | | minimum of one score lower than a "3." | |
| | | tildira 5. | |
| 4.b.: Students will meet standards | Assessment: National Counselor | January – December 2018 | Actions: |
| and requirements for state | Examination (NCE) produced | National Counselor Examination | 1. Faculty recommended that |
| licensure and certifications. | through the National Board of | (NCE) data: | students use study resources, |
| | Certified Counselors. | Pass Rate for Malone University: | such as the "Encyclopedia of |
| Clinical Mental Health Counseling | CMHC Program students are | 94% | Counseling" (Rosenthal) prior to |
| Students only: Students will | eligible to take this exam when | Pass Rate for Malone University: | taking the NCE and will continue |
| successfully pass the clinical mental | enrolled in their last semester of | 100% in the academic year of | to do so. |
| health counselor licensure | the program. | 2018-2019 (August 2018-July | 2. Faculty significantly increased |
| examination, the National | | 2019) | the amount of multiple-choice |
| Counselor Examination (NCE). | | | quizzes and midterm and final |
| | | All test takers from Malone | exams in order to assist students |
| | | University in 2018 were from | in preparing for the NCE, which |

| | | Ohio. There was no pass rate data available for the state of Ohio. | is comprised of multiple-choice questions. |
|--|--|--|--|
| 4.b.: Students will meet standards and requirements for state licensure and certifications. School Counseling Students only: Students will successfully pass the school counselor licensure Examination, OAE 040. | Assessment: Ohio Assessment for Educators (OAE 040) produced through the Ohio Department of Education. Student are eligible to take this exam when enrolled in their last semester of the program. Criteria: School Counseling students will have a pass rate of a minimum of 80%. | January – December 2018 Ohio Assessment for Educators (OAE 040) data: Mean Total Scaled Score for Malone University: 234.2 Pass Rate for Malone University: 85% (n=13) Mean Total Scaled Score for state of Ohio: 238.7 Pass Rate for the state of Ohio: 91.32% (n=288) | Actions: 1. Instructor for COUN 683 School Counseling Internship I sent all students the study guide materials for the OAE 040 study. Students were told to study these materials prior to taking the OAE 040. 2. Instructor of COUN 683/684 requested and the Director ordered several copies of additional study resources for the students in the fall of 2018. 3. The Director will meet with the Academic Advisor of School Counseling students and the instructor of COUN 683/684 SC Internship I & II in the fall semester of 2019 to problemsolve for strategies to improve passage rate for the OAE 040. 4. The Director will explore with faculty and the advisory board ways in which the standards for this assessment can be raised to promote the development of |
| 5. Students will demonstrate | Course: COUN 630 Counseling | Fall Semester 2018 | advanced counseling skills. Actions: |
| | 9 | | 1. Instructors will maintain the |
| requisite counseling skills in an | Practicum (hybrid course in the | Live Supervision Session | |
| external practicum setting with | hybrid delivery format) | assessment data: 100% of the | rigor within the COUN 563 and |

| | 1 | 1 | 1 |
|-------------------------------|---------------------------------|----------------------------------|------------------------------------|
| actual clientele indicating a | Assessment: Live Supervision | students (n=12) scored at or | COUN 564 courses (Theories and |
| readiness to practice as a | Session | above 80% cut percentage rate. | Techniques of Counseling I and |
| professional counselor. | | Spring Semester 2019 | II) in which counseling skills and |
| | | Live Supervision Session | techniques are first taught and |
| | | assessment data: 100% of the | assessed. |
| | | students (n=11) scored at or | 2. Instructors will maintain the |
| | | above 80% cut percentage rate. | assignments within other |
| | | Summer Semester 2019 | courses in which counseling skills |
| | | Live Supervision Session | are practiced and assessed |
| | | assessment data: 100% of the | through experiential learning |
| | | students (n=6) scored at or | activities and recorded mock |
| | | above 80% cut percentage rate. | counseling sessions. |
| | | | 3. The Director will explore with |
| | | | faculty and the advisory board |
| | | | ways in which the standards for |
| | | | this assessment can be raised to |
| | | | promote the development of |
| | | | advanced counseling skills. |
| | Course: COUN 630 Counseling | <u>Spring 2019</u> | _ |
| | Practicum (online course in the | 100% of the students (n=6) | Actions: |
| | online delivery format) | scored at or above 80% cut | 1. Instructors will maintain the |
| | Assessment: Live Supervision | percentage rate. First time this | rigor within the COUN 563 and |
| | Session | course was offered online. | COUN 564 courses (Theories and |
| | | Summer 2019 | Techniques of Counseling I and |
| | | 100% of the students (n=8) | II) in which counseling skills and |
| | | scored at or above 80% cut | techniques are first taught and |
| | | percentage rate. | assessed. |
| | | | 2. Instructors will maintain the |
| | | | assignments within other |
| | | | courses in which counseling skills |
| | | | are practiced and assessed |
| | | | through experiential learning |
| | | | activities and recorded mock |
| | | | counseling sessions. |
| | | | counseling sessions. |

| | | | 3. The Director will explore with faculty and the advisory board ways in which the standards for this assessment can be raised to promote the development of advanced counseling skills. |
|--------------------------------------|---|--|--|
| 6. Students will demonstrate skills, | Both CMHC and SC Programs: | The Internship Supervision Final | Actions: |
| knowledge, and dispositions | The Internship Supervision Final | Evaluation was completed by | 1. Instructors will maintain the |
| consistent with the professional | Evaluation is a combination of a | each Site Supervisor and | rigor and standards throughout |
| identity of a professional counselor | quantitative and narrative tool | examined by the Internship | the counseling programs that |
| in an internship within an external | meant to evaluate the student's | Instructor for the following | promote student preparedness |
| setting. | knowledge, skills, and | courses: (COUN 684 SC | within the criteria found in the |
| | dispositions relative to | Internship II and 686 CMHC | Internship Supervision Final |
| | professional counseling. | Internship II). | Evaluation. |
| | Criteria: Students will receive a | | 2. Instructors will continue to |
| | minimum of "3" out of 5 for | Fall 2018 | elicit and document feedback |
| | each criterion. Qualitative | Course: COUN 684 SC Internship | from Site Supervisors regarding |
| | feedback from Site Supervisors | II | the student applied knowledge |
| | is to be analyzed by instructors | Internship Supervision Final | and skills and ways to improve |
| | and must be positive overall. If | Evaluation assessment data: | courses and the program. |
| | the Site Supervisor gives lower | 100% of the students (n=5) | 3. Director will explore these |
| | than a "3" or higher on any | scored a "3" or higher on all | current criteria with faculty and |
| | criterion or negative feedback | criteria and received positive | the advisory board to see if |
| | regarding the counseling | feedback overall on their skills | some of these criteria or the |
| | dispositions or skills of the | and counseling dispositions. | evaluation should be changed to |
| | student, then the student's | Course COUNTES COUNTES | better promote student |
| | Academic Advisor and the Site | Course: COUN 686 CMHC | development and preparedness. |
| | Supervisor must schedule a | Internship II (ground in hybrid delivery format) | |
| | meeting to discuss how to proceed. | Internship Supervision Final | |
| | proceed. | Evaluation assessment data: | |
| | | 100% of the students (n=12) | |
| | | I | |
| | | scored a "3" or higher on all | |

criteria and received positive feedback overall on their skills and counseling dispositions. Spring 2019 Course: COUN 684 SC Internship Internship Supervision Final **Evaluation** assessment data: 100% of the students (n=5) scored a "3" or higher on all criteria and received positive feedback overall on their skills and counseling dispositions. Course: COUN 686 CMHC Internship II Internship Supervision Final **Evaluation** assessment data: 100% of the students (n=1) scored a "3" or higher on all criteria and received positive feedback overall on their skills and counseling dispositions. Summer 2019 Course: COUN 686 CMHC Internship II Internship Supervision Final **Evaluation** assessment data: 100% of the students (n=4) scored a "3" or higher on all criteria and received positive

| | feedback overall on their skills | |
|--|----------------------------------|--|
| | and counseling dispositions. | |
| | | |