



## **Counseling Program**

**Annual Report**

**Academic Year 2018-2019**

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## Introduction

The Central Michigan University (CMU) Counseling Program presents this annual report that provides data on how we are meeting the mission of our program. The Central Michigan University Counseling Program's mission is "to provide high quality training that inspires emerging counselors to develop a strong professional identity and a lifelong passion for knowledge, wisdom and creativity. Through the implementation of our core program and specialized tracks, we encourage our students to be advocates for wellness and social justice and we help them develop the clinical skill necessary to meet the mental health, educational and career needs of an increasingly diverse society." Our vision is that the CMU Counseling Program will become the pre-eminent training program in Mid-Michigan and surrounding areas for training, professional leadership, counseling skill development, knowledge, and research in clinical mental health counseling and school counseling and will continue to expand its national reputation and prominence.

We based this mission and vision on the following values:

- Human diversity, respect for the individual, and freedom of expression.
- Student-centered programs that integrate learning, discovery, engagement tailored to the unique experience of both traditional and non-traditional student success.
- Excellence in our progression through mentorship of students, innovative learning opportunities, visionary programming, research contributions to the professional knowledge base, professional leadership, and active partnerships with community schools, agencies, and healthcare providers.

Data is presented in specific categories; Mission Outcomes provide data on how the CMU Program is meeting the Program's mission; including addressing diversity, student retention, completion and graduation rates; Student Learning Objectives/Program Evaluation provides data on how the CMU Counseling Program is meeting the academic needs of our students; and Stakeholder data, that evaluates how our students, site supervisors and graduate employers view the success of the program. When possible, data is disaggregated by campus and concentration. listed in either table format or in narrative, or both depending on the available data. Areas where data is not available is noted in that section. The CMU Counseling transitioned to 60 credit School Counseling (SC), Clinical Mental Health Counseling, (CMHC) and Addiction Counseling (AC) Programs in Spring 2018, therefore current student data includes students completing the 48-credit hour Professional and School Counseling Programs, however those programs are not part of the current program evaluation plan.

## CMU Counseling Program Annual Report

## Mission Outcomes

### Applicant and Admitted Student Demographics

Benchmarks: (1) The CMU Counseling program will admit a diverse student body by gender, age, ethnicity, and race. Ten percent (10%) of admitted students will be diverse by ethnicity/race; Ten percent (10%) of admitted students will be diverse by age; Ten percent (10%) of admitted students will be diverse by age. Please note that the CMU Counseling Program did not admit any students into off site cohort programs, so the data listed below is for the Mt. Pleasant Campus only. (2) Ninety percent (90%) of admitted applicants into the CMU Counseling Program will meet the GPA and GRE criteria for admission.

Results: For the 2018-2019 Academic Year, the CMU Counseling Program did not meet its admitted student diversity goals, as 87% of students admitted identified as White. Goals for gender were met (20% Male) and for age diversity (10% of admitted students were age 30 or over). Acceptance rates were high, with 99% of applicants accepted into the program, while 77% of those students joined the program.

Applicant Data Summaries - Fall 2018 - Spring 2019																						
	N	Concentration			Ethnicity				Gender		Age			UG GPA			GRE			Accept Rate	# Entered Program	Entered Program Rate
		CMHC	AC	School	White	African American	Hispanic	Not reported/Other	Male	Female	Range	Mean	SD	Range	Mean	SD	Range	Mean	SD			
<b>Total Program</b>	39	82%	15%	3%	82%	5.20%	7.90%	5.10%	17.90%	82.10%	21-48	24.71	5.23	2.44 -3.96	3.29	0.36	272-329	295.19	11.93	99%	30	77%
<b>Concentration</b>																						
<b>CMHC</b>	32	n/a	n/a	n/a	81%	6.20%	9.30%	3%	18.80%	81.30%										99%	24	75%
<b>AC</b>	6	n/a	n/a	n/a	83%	0	0	16.70%	17%	83.30%	22-48	31	9.1	2.92-3.87	3.28	0.35	289-314	302.13	10.42	100%	5	83%
<b>SC</b>	1	n/a	n/a	n/a	100%	0	0	0	0.00%	100.00%	n/a	22	n/a	n/a	3.96	n/a	n/a	307	n/a	100%	1	100%

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Admitted Student Data Summaries - Fall 2018 - Spring 2019																			
	N	Concentration			Ethnicity				Gender		Age			UG GPA			GRE		
		CMHC	AC	School	White	African American	Hispanic	Not reported/Other	Male	Female	Range	Mean	SD	Range	Mean	SD	Range	Mean	SD
<b>Total Program</b>	30	80%	17%	3%	87%	6.60%	6.60%	0.00%	20.00%	80.00%	21-48	25.10	5.77	2.44-3.96	3.25	0.36	272-329	294.53	12.66
<b>Concentration</b>																			
<b>CMHC</b>	24	n/a	n/a	n/a	83%	8.40%	8.40%	0%	20.80%	79.20%	21-37	23.83	3.60	2.44-3.87	3.22	0.35	272-329	292.67	12.86
<b>AC</b>	5	n/a	n/a	n/a	100%	0	0	0.00%	20	80%	22-48	31.8	9.95	2.92-3.87	3.32	0.38	289-314	302.13	10.42
<b>SC</b>	1	n/a	n/a	n/a	100%	0	0	0	0.00%	100.00%	n/a	22	n/a	n/a	3.96	n/a	n/a	307	n/a

**Current Student Demographic by Campus and Concentration – Academic Year 2018-2019**

Benchmarks: The CMU Counseling program will retain 80% of students from Fall to Spring semester and per Academic Year.

The data below includes concentration, ethnicity, gender and age demographic information by entire program, concentration and campus. Retention rates are also listed below and indicate an overall 91.9% retention rate. The CMU Counseling Program met this benchmark for all sites.

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Current Student Demographic Data - 2018-2019 Academic Year																		
	N	Concentration					Ethnicity						Gender		Age			
		Professional	CMHC	AC	School - 48 credits	School - 60 credits	White	African American	Hispanic	Asian American	Non USA resident	Not reported /Other	Male	Female	Range	Mean	SD	
<b>Totals</b>	<b>124</b>	<b>27%</b>	<b>51%</b>	<b>17%</b>	<b>1%</b>	<b>15%</b>	<b>67%</b>	<b>20%</b>	<b>3%</b>	<b>1%</b>	<b>2%</b>	<b>7%</b>	<b>20%</b>	<b>80%</b>	<b>21-75</b>	<b>32.40</b>	<b>10.65</b>	
<b>Concentration</b>																		
Professional	34						65%	24%	3%	3%	0%	6%	79%	21%	23-63	36.3	9.83	
CMHC	63						68%	19%	3%	0%	2%	8%	77%	23%	21-75	31.20	10.65	
Addiction	7						71%	0%	14%	0%	14%	75%	25%	22-48	31.3	6.73		
School 48 Cr	2						50%	50%	0%	0%	0%	100%	100%	32-41	37	3.27		
School 60 CR	18						67%	22%	0%	0%	6%	6%	88%	12%	22-49	29.2	7.02	
<b>Campus</b>																		
Mt. Pleasant	96	28%	48%	7%	1%	16%	76%	9%	5%	1%	2%	7%	78%	22%	21-75	31.6	10.65	
Detroit	10	80%	0%	0%	20%	0%	30%	60%	0%	0%	0%	10%	80%	20%	26-63	36.74	9.55	
Southfield	8	0	87%	13%	0	0	38%	62%	0	0	0	0.00%	13%	87%	23-50	31.36	7.64	
Grand Rapids	10	0	60%	10%	0	30%	80%	10	0	0	0	10	80%	20%	23-49	30.35	6.95	

**Retention Rates**

Counseling Concentration	*Retention Rates (in the program)
Addiction	100.0%
Clinical Mental Health	95.2%
PG-CED:PC	91.2%
School 48 credits	50.0%
School 60 credits	83.3%
Detroit	100.0%
Grand Rapids	100.0%
Southfield	95.0%
Total	91.9%

\*Retention rates; Fall 2018 to Spring 2019 enroll or graduated in Dec 2018

## CMU Counseling Program Annual Report

### Graduation & Completion Rates by Concentration

**Benchmark:** The CMU Counseling Program will achieve an 80% graduation rate and a completion rate average of 3.5 years.

The Central Michigan University Counseling Program average completion rate was 2.4 years with a range of 2 to 3.33 years. Twenty-six students graduated in the 2018-2019 academic year; graduation rates for the academic year are not posted until November 2019 and will be updated on the CMU Counseling Program website when available. The chart below lists graduates by campus and concentration.

<b>Graduates 2018 - 2019 Academic Year</b>					
<b>Campus</b>	<b>Totals</b>	<b>Professional -48</b>	<b>School - 48</b>	<b>School - 60</b>	<b>Clinical Mental Health</b>
<i>Detroit</i>	6	4	2	0	0
<i>Mt. Pleasant</i>	20	15	1	1	2
<b>Concentration</b>					
<i>Professional</i>	21				
<i>School - 48 credits</i>	2				
<i>Clinical Mental Health</i>	2				

### Student Learning Objective Outcomes

The Central Michigan University Counseling Program has recently redeveloped a comprehensive program evaluation program for all 60 credit concentrations. Some assignments listed on the program evaluation are new and will not have data. All assignments listed as new are indicated in a blue shade. Southfield and Grand Rapids cohort students (60 credit school, clinical mental health and addiction concentrations) completed six courses between Fall 2018 and Summer 2019 and took most courses as one cohort; data from other courses throughout the program evaluation will be missing and are indicated with by a blue shade. Once cohorts complete an entire program cycle, complete assignment data will be reported. Due to changes in the program development, not all data is available to report so outcomes cannot be adequately assessed. Only data for students enrolled in the 60-credit program is listed as the 48 credit hour programs are being phased out. The charts are listed in Appendix A with links below.

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School Counseling – 60 credits -Mt. Pleasant	School Counseling – 60 Credits – Grand Rapids/Southfield
Clinical Mental Health Counseling – Mt. Pleasant	Clinical Mental Health Counseling – Grand Rapids/Southfield
Addiction Counseling – Mt. Pleasant	Addiction Counseling – Grand Rapids/Southfield

### **Professional Disposition Summary**

Benchmark: Seventy-Five (75%) of students will achieve a rating of 2.0 (Progressing satisfactorily) or better on the Professional Dispositions Form.

The faculty reviewed all current matriculating students on student dispositions throughout the academic year. The faculty review student dispositions yearly. Most students were either progressing satisfactorily or exceeding expectations in the program; only 2% of students demonstrated difficulty with one or more of the professional dispositions and/or need academic remediation. In order to protect student privacy, this data is not presented by cohort. The CMU Counseling Program met the benchmark for this academic year.

### **Faculty Evaluation of Student Dispositions**

**Total Author Evaluation(s):** 124 Author Evaluation(s)

**Response Legend:** 1 = Need for intervention 2 = Progressing Satisfactorily 3 = Exceeds Expectations

Rated Item(s)	Average	Standard Deviation
The student behavior is in accordance with ACA ethical guidelines including maintaining confidentiality and privacy	2.05	0.22
The student demonstrates the ability to utilize feedback related to professional and ethical conduct.	2.04	0.25
The student is on time for class and hands assignments in on time.	2.03	0.27
The student demonstrates academic integrity through turning in only original work.	2.05	0.22



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The student demonstrates the ability to perform at basic graduate standards as evidenced by effective writing skills, presentations skills, and test taking skills.	2.04	0.25
Total	2.04	0.24

### Interpersonal Skills

Response Legend: 1 = Need for Intervention 2 = Progressing Satisfactorily 3 = Exceeds Expectations

Rated Item(s)	Average	Standard Deviation
The student demonstrates maturity and respect for others as evidenced by interactions in class and during outside class activities.	2.05	0.22
The student demonstrates the ability to successfully engage in group assignments as evidenced by instructor evaluation and observation.	2.05	0.22
The student demonstrates the ability to handle conflict, challenges and feedback from peers and faculty in a respectful manner.	2.03	0.27
Total	2.04	0.24

### Personal Awareness

Response Legend: 1 = Need for Intervention 2 = Progressing Satisfactorily 3 = Exceeds Expectations

Rated Item(s)	Average	Standard Deviation
The student demonstrates the ability to use basic counseling skills.	2.06	0.24

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The student respects cultural, individual, and role differences; including those due to age, gender, race ethnicity, religion, sexual orientation, physical ability, language, and socioeconomic status as evidenced by faculty observation in and out of class.	2.07	0.26
The student appears to be an effective fit for the counseling profession as demonstrated by a clear understanding of the profession and the role of the counselor, cognitive and effective abilities, and values consistent with those of the profession.	2.07	0.26
Total	2.07	0.25

## Stakeholder Outcomes

This section will provide data on the results of the Counselor Preparation Comprehensive Exam, the Michigan Test of Teaching Certification for School Counselors, National Counselor Examination Rates, and survey results from the Internship Exit Interview, Site Supervisor Feedback Survey, Employer Survey and Alumni Survey.

### **Counselor Preparation Comprehensive Examination**

**Benchmark:** Seventy-Five percent (75%) of students will pass the CPCE exam.

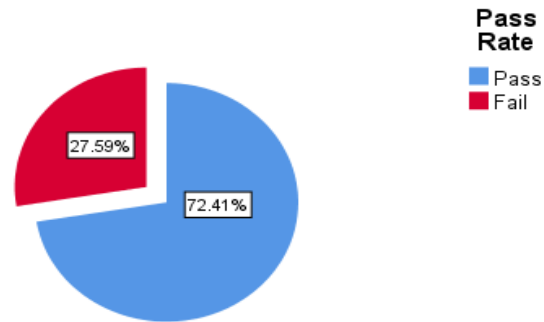
All students in the CMU Counseling Program are required to take the CPCE as a comprehensive examination prior to graduation. Students are allowed two attempts before requiring a specific remediation plan. Twenty-Nine students completed the Counselor Preparation Comprehensive Examination between Fall 2018 and Spring (May) 2019; 14 from the Detroit 48 credit hour cohort and 15 from the Mt. Pleasant campus. Most of these students were completing the previous 48 credit hour school and professional counseling programs, so data by concentration is not available. The pass rate for Academic Year 2018-2019 is 72.41%. In order to protect student privacy due to the low N on both campuses, only aggregate data is presented. The Central Michigan University Counseling Program did not meet the benchmark this academic year.

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<b>Counselor Preparation Comprehensive Exam Scores - 2018-2019</b>					
	<b>N</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Mean</b>	<b>Std. Deviation</b>
Human Growth & Development	29	7	14	11.34	1.95
Social & Cultural Diversity	29	7	14	9.76	1.96
Helping Relationships	29	4	15	10.00	2.55
Group Work	29	5	15	10.52	2.54
Career Development	29	4	15	9.83	2.28
Assessment	29	4	15	10.21	2.61
Research & Program Evaluation	29	5	17	10.62	2.87
Professional Orientation and Ethical Practice	29	6	17	11.41	2.92
<b>Total</b>	<b>29</b>	<b>52</b>	<b>117</b>	<b>83.69</b>	<b>15.34</b>

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**Counselor Preparation Comprehensive Exam Pass Rates**



### **Michigan Test of Teaching Certification for School Counselors (MTTC)**

Benchmark: Seventy-Five percent (75%) of graduates will pass the NCE, MTTC, IC/RC or other credentialing exam within 2 years of graduation.

Six (6) students took the MTTC during the 2018-2019 Academic Year; 5 students passed the exam, one student did not, which is a 83.3% pass rate; the CMU Counseling Program met this benchmark. Due to the low N, this data is not disaggregated by campus to protect student privacy.

### **National Counselor Examination**

The NCE is required for full Michigan Licensure, however Central Michigan University is not a host site for the NCE and therefore can only track passing rates based on alumni report. Eight alumni who completed the Alumni Survey indicated that they had taken and passed the NCE. Those alumni graduated between 2008 and 2017.

### **Internship Exit Interview Survey**

Sixteen (16) interns completed the exit interview; 7 identified as being in the 60 credit Clinical Mental Health, 6 identified as being in the School counseling concentration and 3 identified as being in the Professional Counseling Concentration.

A review of the survey indicates that students indicated feeling unprepared in crisis intervention, research, statistics, assessment and working with special need individuals. Students indicated feeling prepared in the areas of group, sociocultural diversity, development, diagnosis, and career counseling. Overall feedback demonstrated students responding to the changes in curriculum as the program moved toward implementing CACREP standards. Feedback charts are posted below on the next few pages.

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	Question						
Scale: Preparation sufficient and relevant to my current employment (4), Preparation sufficient by not relevant to my current employment (3), relevant, but insufficient for my current employment (2), insufficient and not relevant to my current employment (1)	Check One for Each Course: - Career Counseling	Check One for Each Course: - Lifespan Development	Check One for Each Course: - Multicultural Issues	Check One for Each Course: - Standardized Tests	Check One for Each Course: - Group Counseling	Check One for Each Course: - Counseling Techniques	Check One for Each Course: - Theories of Counseling
<b>Average</b>	3.62	3.47	3.73	3.31	3.87	3.93	3.80
	Check One for Each Course: - Counseling Practicum	Check One for Each Course: - Research	Check One for Each Course: - Diagnosis & Treatment Planning	Check One for Each Course: - Introduction to Clinical Mental Health Counseling	Check One for Each Course: - Introduction to School Counseling	Check One for Each Course: - School Counseling Seminar	Check One for Each Course: - Internship
<b>Average</b>	3.73	3.21	3.87	4.00	3.89	3.43	3.80

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Scale	Questions						
Excellent = 5, Good = 4, Adequate = 3, Lacking = 2, Strongly Lacking = 1)	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Orientation to the requirements of your preparation program	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Flexibility of curriculum/offering to get through program in a timely manner	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Availability of faculty members for advisement	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Quality of curriculum advisement from faculty	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Quality of instructional facilities (i.e., classroom, clinical rooms)	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Quality of library and technology resources	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Opportunities available to evaluate instruction and supervision
<b>Averages</b>	3.47	3.47	4.20	4.07	4.07	4.47	3.93
	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - General quality of classroom instruction	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Opportunities to be exposed to research and learn how to apply it in your practice	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - General quality of supervision you received in Practicum	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Consistency of internship(s) activity within your course preparation experiences	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Preparation for CPCE and/or National Counselor Exam	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - General assistance in locating a place of employment	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - General quality of the on-site supervision you received in your internship
	4.07	3.36	4.33	4.20	3.50	3.40	4.27
	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Opportunities available to obtain feedback from faculty about your progress	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Opportunities to attend workshops, conferences, or similar activities that went beyond minimum program requirements	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Scholarly productivity of faculty (publications, presentations, grants)	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Faculty members as professional counselors (service to profession, professional activities)	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Cost effectiveness of program	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - During your program of study, encouragement to become involved in professional groups and associations	Based on your perspective as a graduate/alumni, how would you rate these aspects of the program? - Counseling services/referrals available to you
<b>Averages</b>	4.27	4.07	3.73	3.92	3.27	4.13	3.73

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Questions						
	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Career and lifestyle issues in counseling	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Small group dynamics and counseling	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Multicultural Counseling	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Developmental aspects of counseling	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Standardized assessments and counseling	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Crisis Intervention
<b>Averages</b>	4.33	4.60	4.00	4.20	3.80	3.67
	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Diagnosis	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Licensing & Credentialing	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Diagnosis & Treatment Planning	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Special Needs cases	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Professional Organizations	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Research and Statistics
<b>Averages</b>	4.13	3.60	4.07	3.33	4.07	3.27

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<b>Please list aspects of strength in the Counselor Education program:</b>	<b>Please list aspects of the Counselor Education program needing improvement:</b>
The professors are always willing to lend a helping hand even through times of transition in the program.	As CACREP requirements have been implemented in the program, changes have been incorporated in the courses that I believe will improve competency in future CITs.
Excellent faculty members who supported and guided my education. Great facilities with state-of-the-art equipment.	Consistency, but hopeful that will come once program is fully CACREP accredited.
Class size, availability of professors, organizations (CSI)	The program just needs to get its standards of procedure and accreditation finished.
The amount of techniques and actual counseling opportunities	More opportunities and classes for school counselors would be helpful. Learning more about standardized testing and scheduling procedures.
The professors have all been wonderful and extremely helpful during the transition time of CACREP. They all did everything they good to accommodate us and help us be successful.	Online classes limit the exposure to information and also the hands-on experience of working with peers and professors. I prefer to be in a traditional class rather than online for most courses.
I felt very supported by the faculty and the curriculum was applicable. The in-class courses were much more relevant and meaningful.	Course offerings and consistency
Instructors experiences and professional scholarship	Opportunities for professional development and relevant practical training within courses
Advising, friendships, CSI, school work/life balance	More experienced professors/ more up to current scenarios/ a set program
Professors are passionate about topics and supportive of students	The program needs to include more electives that are already offered in different states
Dr Parmer, Dr Fox,. and Dr. Frarr	Family Counseling and Therapy should be offered as a required course and not as an elective as it represents the client as a whole.
The Practicum/ Internship experience	Teaching note taking before practicum
Good, passionate educators. Great experience in practicum and internship . The practicum experience each student has prepares them for Internship in various different settings	
Good practicum	



## CMU Counseling Program Annual Report

### **Job Placement Rates**

Several of the interns had not graduated yet, however three interns who did graduate reported full-time employment. Four alumni who graduated in Academic Year 2018-2019 completed the Alumni Survey; three (3) indicated they were working in the counseling field and all reported obtaining the LLPC. Sixty (60) Alumni who completed the alumni survey indicated that they work in the counseling field. Those alumni graduated between 2008 and 2019.

### **Alumni Survey**

Sixty one (61) Alumni completed the Alumni Survey; Those alumni graduated between 2008 and 2019. Twenty-four (24) alumni reported having a LLPC (Limited Licensed Professional Counselor) and 18 alumni reported having obtained the LPC. Twelve (12) Alumni reported having a school counselor license. Alumni reported concerns regarding research, assessment, and diagnosis and treatment planning. Alumni feedback regarding orientation, access to research and access to employment assistant all indicated a need to improve those aspects of those program. Data is posted below.

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Scale	Questions						
Excellent = 5, Good = 4, Adequate = 3, Lacking = 2, Strongly Lacking = 1)	Based on your post-graduation perspective, how would you rate these aspects of the program? - Orientation to the requirements of your preparation program	Based on your post-graduation perspective, how would you rate these aspects of the program? - Flexibility of curriculum/offerings to get through program in a timely manner	Based on your post-graduation perspective, how would you rate these aspects of the program? - Availability of faculty members for advisement	Based on your post-graduation perspective, how would you rate these aspects of the program? - Quality of curriculum advisement from faculty	Based on your post-graduation perspective, how would you rate these aspects of the program? - Quality of instructional facilities (i.e., classroom, clinical rooms)	Based on your post-graduation perspective, how would you rate these aspects of the program? - Quality of library and technology resources	Based on your post-graduation perspective, how would you rate these aspects of the program? - Opportunities available to evaluate instruction and supervision
<b>Averages</b>	3.45	3.89	3.85	3.48	3.98	4.00	3.61
	Based on your post-graduation perspective, how would you rate these aspects of the program? - General quality of classroom instruction	Based on your post-graduation perspective, how would you rate these aspects of the program? - Opportunities to be exposed to research and learn how to apply it in your practice	Based on your post-graduation perspective, how would you rate these aspects of the program? - General quality of supervision you received in Practicum	Based on your post-graduation perspective, how would you rate these aspects of the program? - Consistency of internship(s) activity within your course preparation experiences	Based on your post-graduation perspective, how would you rate these aspects of the program? - Preparation for CPCE and/or National Counselor Exam	Based on your post-graduation perspective, how would you rate these aspects of the program? - General assistance in locating a place of employment	Based on your post-graduation perspective, how would you rate these aspects of the program? - General quality of the on-site supervision you received in your internship
<b>Averages</b>	3.87	3.26	3.65	3.74	3.34	2.07	3.72
	Based on your post-graduation perspective, how would you rate these aspects of the program? - Opportunities available to obtain feedback from faculty about your progress	Based on your post-graduation perspective, how would you rate these aspects of the program? - Opportunities to attend workshops, conferences, or similar activities that went beyond minimum program requirements	Based on your post-graduation perspective, how would you rate these aspects of the program? - Scholarly productivity of faculty (publications, presentations, grants)	Based on your post-graduation perspective, how would you rate these aspects of the program? - Faculty members as professional counselors (service to profession, professional activities)	Based on your post-graduation perspective, how would you rate these aspects of the program? - Cost effectiveness of program	Based on your post-graduation perspective, how would you rate these aspects of the program? - During your program of study, encouragement to become involved in professional groups and associations	Based on your post-graduation perspective, how would you rate these aspects of the program? - Counseling services/referrals available to you
<b>Averages</b>	3.54	2.96	3.23	3.62	3.25	3.41	2.98

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	Questions						
	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Ethical and legal issues in counseling	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Career and lifestyle issues in counseling	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Small group dynamics and counseling	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Multicultural Counseling	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Developmental aspects of counseling	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Standardized assessments and counseling	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Crisis Intervention
<b>Averages</b>	4.33	3.90	3.92	4.00	3.94	3.40	3.19
	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Diagnosis	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Licensing & Credentialing	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Diagnosis & Treatment Planning	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Special Needs cases	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Professional Organizations	Please indicate how you feel about your preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Research and Statistics	
<b>Averages</b>	3.46	3.06	3.25	2.73	3.31	3.44	

Scale	Questions						
Preparation sufficient and relevant to my current employment (4), Preparation sufficient by not relevant to my current employment (3), relevant, but insufficient for my current employment (2), insufficient and not relevant to my current employment (1)	Check One for Each Course: - Career Counseling	Check One for Each Course: - Lifespan Development	Check One for Each Course: - Multicultural Issues	Check One for Each Course: - Standardized Tests	Check One for Each Course: - Group Counseling	Check One for Each Course: - Counseling Techniques	Check One for Each Course: - Theories of Counseling
<b>Averages</b>	3.00	3.63	3.52	2.66	3.23	3.77	3.64
	Check One for Each Course: - Counseling Practicum	Check One for Each Course: - Research	Check One for Each Course: - Diagnosis & Treatment Planning	Check One for Each Course: - Introduction to Clinical Mental Health Counseling	Check One for Each Course: - Introduction to School Counseling	Check One for Each Course: - School Counseling Seminar	Check One for Each Course: - Internship
<b>Averages</b>	3.68	2.81	2.83	3.36	3.06	3.15	3.64

## CMU Counseling Program Annual Report

**Site Supervisor Survey**

Two site supervisors completed an updated survey to evaluation both the intern and the CMU Counseling Program. Results are posted below.

Scale	Question				
Exemplary (5), Professional (4), Adequate (3), Lacking (2), Significantly Lacking (1)	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Individual Counseling	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Group Counseling	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Family/Couple Counseling	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Application of Theory & Technique	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Consultation Skills
<b>Averages</b>	4.5	4	4	4	4
	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Treatment Planning	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Case Management	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Client Advocacy	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Career Development	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Human Growth & Development
<b>Averages</b>	5	4	4.5	3.5	4.5
	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Assessment & Appraisal	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Ethical & Legal Issues	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Research/Program Evaluation	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Crisis Intervention	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Use of Technology
<b>Averages</b>	3.5	5	4	5	4.5
	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Multicultural Sensitivity	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Professional Dress/Presentation	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Response to Supervision	To help us improve our educational preparation, please select the number that best represents the skills of our student at your work-site. - Overall Rating of Employee Skills	
<b>Averages</b>	5	4.5	5	4.5	

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Questions							
	Please indicate your rating of the supervisee's educational preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Ethical and legal issues in counseling	Please indicate your rating of the supervisee's educational preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Career and lifestyle issues in counseling	Please indicate your rating of the supervisee's educational preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Small group dynamics and counseling	Please indicate your rating of the supervisee's educational preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Multicultural Counseling	Please indicate your rating of the supervisee's educational preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Developmental aspects of counseling	Please indicate your rating of the supervisee's educational preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Standardized assessments and counseling	Please indicate your rating of the supervisee's educational preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Crisis Intervention
<b>Averages</b>	4.5	4	4	3.5	3.5	4	4.5
	Please indicate your rating of the supervisee's educational preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Diagnosis	Please indicate your rating of the supervisee's educational preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Licensing & Credentialing	Please indicate your rating of the supervisee's educational preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Diagnosis & Treatment Planning	Please indicate your rating of the supervisee's educational preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Special Needs cases	Please indicate your rating of the supervisee's educational preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Professional Organizations	Please indicate your rating of the supervisee's educational preparation in the following areas using the scale: 1 (low/poor), 5 (very good): - Research and Statistics	
<b>Averages</b>	4	4	4	4	4	3.5	

## CMU Counseling Program Annual Report

Scale	Questions					
Strongly Agree (5), Agree (4), Not Sure (3), Disagree (2), Strongly Disagree (1)	Select the number that best expressed your agreement with the following statements: - The intern seems well prepared for real world counseling work settings.	Select the number that best expressed your agreement with the following statements: - The intern is comfortable working with a range of clients and disorders.	Select the number that best expressed your agreement with the following statements: - The intern has a good working knowledge of the DSM-5 and makes diagnoses consistent with presenting symptoms.	Select the number that best expressed your agreement with the following statements: - The intern demonstrates a solid understanding of ethical considerations in professional practice.	Select the number that best expressed your agreement with the following statements: - The intern is confident and comfortable working with clients from diverse cultures and backgrounds.	Select the number that best expressed your agreement with the following statements: - The intern can clearly articulate their guiding theory.
<b>Averages</b>	4.5	4	5	5	4.5	4
	Select the number that best expressed your agreement with the following statements: - The intern was quick to learn policies and practices in the workplace/school setting.	Select the number that best expressed your agreement with the following statements: - The intern collaborates well with other community agencies and referral sources.	Select the number that best expressed your agreement with the following statements: - The intern completes required paperwork in an accurate and timely fashion.	Select the number that best expressed your agreement with the following statements: - The intern takes initiative to learn and grow as a new professional.	Select the number that best expressed your agreement with the following statements: - The intern seeks supervision and additional support when necessary.	Select the number that best expressed your agreement with the following statements: - The intern acts and presents in a professional manner.
<b>Averages</b>	4.5	N/A	5	4.5	4.5	5

### Employee Survey

Only two employers responded to the updated survey and neither completed the survey. The CMU Counseling Program will institute a plan to obtain employer data more frequently and seek out feedback on a bi-annual basis. The plan will include capturing employer information from alumni at multiple times throughout the year and contacting employers when data is collected.

### Faculty Data Review & Program Changes

The faculty met for an annual retreat to review this data on September 11, 2019. The faculty review of the data found a need to improve diversity recruitment, improve recruitment for school counseling and addiction counseling concentrations, and improve recruitment to potential male students. The faculty discussed the need to revise courses that indicate lower CPCE means, specifically CED 695: Research in Counseling, CED 610: Career Counseling and CED 620: Introduction to Multicultural Issues in Counseling. The faculty also discussed the need to improve data collection regarding site supervisor and employer feedback.

## CMU Counseling Program Annual Report

The CMU Counseling Program Advisory Board met on September 19, 2019 to review the annual report as well. Primary feedback from the Advisory Council focused on improving diversity in the student population, improving recruitment efforts on the Mt. Pleasant campus to psychology undergraduate majors and focusing on building student engagement for online courses.

The Counseling Program has undergone several substantial changes in the last year and will make further changes based on Faculty review and Advisory Council feedback. These changes include:

- 1) A revision of the program objectives to better align with the program's mission.
- 2) A revision of the key performance indicators to better align with the program's mission.
- 3) Curriculum review to ensure all CACREP standards are being met in all syllabi.
- 4) Revisions to CED 610, CED 695 and CED 620 to improve CPCE test score means and passing rates.
- 5) Implemented a plan to begin providing ongoing professional development for CMU Program alumni and site supervisors on a bi-annual basis.

Other changes to the program that will be implanted this year include:

- 1) Revising a recruitment plan to improve the program's outreach to individuals with diverse backgrounds. Specifically, the program will seek to meet census population demographics in each region we serve, improve outreach to potential male students, underserved communities in the Mt. Pleasant, Dearborn, Southfield, Grand Rapids and Saginaw area; and reach out to potential Native American students as well.
- 2) Revising our outreach plan to alumni in order to obtain more data from employers and recent graduates. This plan will include securing contact information upon graduation and instituting regular follow up surveys to collect data throughout the academic year.
- 3) Revising current surveys to ensure we are capturing needed data.
- 4) Adding an ongoing marriage and family course to the schedule based on graduating student feedback

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## **Appendix A – Student Learning Outcomes**

Please see the subsequent pages and links for results of the Student Learning Outcomes



**Program Evaluation: Addiction Counseling - Mt. Pleasant Campus (N=6)**

Domain/ Specialty Area	Program Objective	Key Performance Indicators: Student Learning Objectives (SLO)	CACREP Standards	Expected Outcomes	Student Learning Objective Assignments					
					Introduced		Reinforced		Mastered	
					Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)
Professional Counseling Orientation and Ethical Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding and ability to apply the ethical and legal considerations in professional counseling	Students will demonstrate knowledge of and the ability to apply ethical and legal standards of informed consent, duty to warn and working with altered clients.	2.F.1.i; 5.A.2.1	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 630: Ethics Paper (K)		CED 641: Comprehensive Paper (K)	90%	CED 690: Conducting intake (S)	
Professional Counseling Orientation and Ethical Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding and ability to implement the roles and function of counselors across all specialties and specifically the Addiction Counseling Profession; and identify strategies for self care, personal and professional self evaluation.	Students will demonstrate knowledge of and the ability to apply the different roles of an addiction counselor, including the various treatment setting options.	5.A.2.a; 2.F.1.b	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 630: Interview Paper (K)		CED 630: Final Exam (K)		CED 641: Comprehensive Paper (K)	90%
Social and Cultural Diversity	Students will acquire the knowledge and skills to explore the impact of multiculturalism and cultural pluralism on client and counselor and utilize social justice practices in models, competencies, and identity development in order to identify and understand power and oppression as obstacles in a diverse society.	Students will demonstrate knowledge of and the ability to apply multicultural competencies and theory to client mental health needs.	2.F.2.b;2.F.2.c; 2.F.2.e; 2.F.2.h	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 620: Community Impact Group Assignment		CED 650: Diversity Group Role Play (S)	100%	CED 691: Internship Supervisor Final Evaluation (S)	
Human Growth and Development	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of human development theories across the lifespan and demonstrate the ability to use these skills to promote resilience and wellness.	Students will demonstrate knowledge of psychosocial development stages and how these stages impact other mental health issues; and the ability to apply this knowledge in a counseling setting.	2.F.3.a; 2.F.3.c; 2.F.3.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 665: case study quiz 1 (K)		CED 665: Comparing Stages Project (K)		CED 691: Case conceptualization (S)	
Career Development	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of culturally competent career development and assessment; and the ability to apply these skills to assessment and counseling	Students will demonstrate knowledge of career development theories and the ability to analyze career assessments and develop career programs.	2.F.4.a; 2.F.4.c; 2.F.4.e; 2.F.4.f	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 610: Discussion Board #1 (K)	99%	CED 610: Career Program development assignment (K)	99%	CED 610: Personal Career Counseling Portfolio (K & S)	91%
Counseling and Helping Relationships	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of the counseling and consulting process.	Students will demonstrate knowledge of counseling theory and demonstrate the ability to conceptualize and apply theory to practice.	2.F.5.a; 2.F.5.g; 5.A.1.b	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 677: Theory Paper (K)	93%	CED 644: Theory Group presentation and Discussion (K)		CED 691: Case Conceptualization (S) CED 691: Internship Final Evaluation (S)	
Counseling and Helping Relationships	Students will acquire skills that demonstrate the ability to conduct culturally competent counseling.	Students will demonstrate the ability to accurately perform basic counseling skills; including empathy, reflection and open questions.	2.F.5.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 660: Dyadic Role Play (S)	83%	CED 644: Motivational Interview Role Play (S)		CED 691: Internship supervisor Final evaluation (S)	
Group Counseling and Group Work	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of the theories and experiential skills of conducting culturally competent group counseling.	Students will demonstrate knowledge of group theory; the required steps to developing a group, and the ability to conduct group counseling.	2.F.6.a; 2.F.6.c; 2.F.6.d; 2.F.6.e; 2.F.6.f; 2.F.6.g; 2.F.6.h	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 650: Group Counseling Proposal (K)	93%	CED 650: Group Role Play (S) Students complete 10 hours of small group experience	100%	CED 690/1: Facilitating Group at Practicum/ Internship Site-supervisor evaluation (S)	

**Program Evaluation: Addiction Counseling - Mt. Pleasant Campus (N=6)**

Domain/ Specialty Area	Program Objective	Key Performance Indicators: Student Learning Objectives (SLO)	CACREP Standards	Expected Outcomes	Student Learning Objective Assignments					
					Introduced		Reinforced		Mastered	
					Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)
Assessment and Testing	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of culturally competent individual and group approaches to assessment and evaluation.	Students will demonstrate knowledge of and the ability to utilize formal and informal assessment methods to inform treatment.	2.F.7.b; 2.F.7.c; 2.F.7.d; 2.F.7.e; 5.A.1.f	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 640: Psychological Report (K, S)		CED 644: Case Conceptualization (S)		CED 691: Supervisor Final Evaluation (S)	
Research and Program Evaluation	Students will acquire the knowledge that demonstrates a comprehensive understanding of research methods, statistical analysis, needs assessment and program evaluation.	Students will demonstrate knowledge of ethical research practice and research design; and the ability to apply evidence based research to counseling practice.	2.F.8.a;2.F.8.b; 2.F.8.c; 2.F.8.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 695: Citi Training (K)	100%	CED 695: Counseling Article Critique (K)		CED 695: Mini Research Proposal (K)	100%
Addiction Counseling - Contextual Dimensions	Students will acquire knowledge and skills that demonstrate a comprehensive understanding of a culturally competent continuum of Addiction treatment; including prevention, diagnosis, treatment, relapse prevention and referral; and the role of wellness, spirituality, support networks in Addiction treatment.	Students will demonstrate the ability to identify prevention and risk factors in the individual, family and community; and identify support networks and educational programs to facilitate successful treatment.	5.A.2.e; 5.A.2.G, 5.A.2.c	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 643: Client Analysis Paper (K)		CED 644: Case Conceptualization (S)		Internship supervisor final evaluation (S)	
Addiction Counseling - Practice	Students will acquire skills that demonstrate a comprehensive ability to engage in the Addiction counseling process	Students will demonstrate the ability to conduct accurate assessment and diagnosis; and effectively use counseling strategies to treat substance abuse; including adapting to the client's stage of change.	5.A.2.i; 5.A.3.a; 5.A.3.b; 5.A.3.d; 5.A.3.g;	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 699: Integrative Case Summary (S) CED 644: Relapse Prevention Role Play (S)	CED 699: 73%	CED 644: Case Conceptualization (S)		CED 691: Internship supervisor Final evaluation (S)	

**Program Evaluation: Addiction Counseling - Grand Rapids/Southfield (N=2)**

Domain/ Specialty Area	Program Objective	Key Performance Indicators: Student Learning Objectives (SLO)	CACREP Standards	Expected Outcomes	Student Learning Objective Assignments					
					Introduced		Reinforced		Mastered	
					Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)
Professional Counseling Orientation and Ethical Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding and ability to apply the ethical and legal considerations in professional counseling	Students will demonstrate knowledge of and the ability to apply ethical and legal standards of informed consent, duty to warn and working with altered clients.	2.F.1.i; 5.A.2.1	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 630: Ethics Paper (K)		CED 641: Comprehensive Paper (K)	90%	CED 690: Conducting intake (S)	
Professional Counseling Orientation and Ethical Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding and ability to implement the roles and function of counselors across all specialties and specifically the Addiction Counseling Profession; and identify strategies for self care, personal and professional self evaluation.	Students will demonstrate knowledge of and the ability to apply the different roles of an addiction counselor, including the various treatment setting options.	5.A.2.a; 2.F.1.b	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 630: Interview Paper (K)		CED 630: Final Exam (K)		CED 641: Comprehensive Paper (K)	90%
Social and Cultural Diversity	Students will acquire the knowledge and skills to explore the impact of multiculturalism and cultural pluralism on client and counselor and utilize social justice practices in models, competencies, and identity development in order to identify and understand power and oppression as obstacles in a diverse society.	Students will demonstrate knowledge of and the ability to apply multicultural competencies and theory to client mental health needs.	2.F.2.b;2.F.2.c; 2.F.2.e; 2.F.2.h	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 620: Community Impact Group Assignment		CED 650: Diversity Group Role Play (S)	100%	CED 691: Internship Supervisor Final Evaluation (S)	
Human Growth and Development	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of human development theories across the lifespan and demonstrate the ability to use these skills to promote resilience and wellness.	Students will demonstrate knowledge of psychosocial development stages and how these stages impact other mental health issues; and the ability to apply this knowledge in a counseling setting.	2.F.3.a; 2.F.3.c; 2.F.3.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 665: case study quiz 1 (K)		CED 665: Comparing Stages Project (K)		CED 691: Case conceptualization (S)	
Career Development	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of culturally competent career development and assessment; and the ability to apply these skills to assessment and counseling	Students will demonstrate knowledge of career development theories and the ability to analyze career assessments and develop career programs.	2.F.4.a; 2.F.4.c; 2.F.4.e; 2.F.4.f	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 610: Discussion Board #1 (K)	99%	CED 610: Career Program development assignment (K)	99%	CED 610: Personal Career Counseling Portfolio (K & S)	91%
Counseling and Helping Relationships	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of the counseling and consulting process.	Students will demonstrate knowledge of counseling theory and demonstrate the ability to conceptualize and apply theory to practice.	2.F.5.a; 2.F.5.g; 5.A.1.b	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 677: Theory Paper (K)		CED 644: Theory Group presentation and Discussion (K)		CED 691: Case Conceptualization (S) CED 691: Internship Supervisor Final Evaluation (S)	
Counseling and Helping Relationships	Students will acquire skills that demonstrate the ability to conduct culturally competent counseling.	Students will demonstrate the ability to accurately perform basic counseling skills; including empathy, reflection and open questions.	2.F.5.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 660: Dyadic Role Play (S)	100%	CED 644: Motivational Interview Role Play (S)		CED 691: Internship supervisor Final evaluation (S)	
Group Counseling and Group Work	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of the theories and experiential skills of conducting culturally competent group counseling.	Students will demonstrate knowledge of group theory; the required steps to developing a group, and the ability to conduct group counseling.	2.F.6.a; 2.F.6.c; 2.F.6.d; 2.F.6.e; 2.F.6.f; 2.F.6.g; 2.F.6.h	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 650: Group Counseling Proposal (K)	95%	CED 650: Group Role Play (S) Students complete 10 hours of small group experience	100%	CED 690/1: Facilitating Group at Practicum/ Internship Site -supervisor evaluation (S)	
Assessment and Testing	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of culturally competent individual and group approaches to assessment and evaluation.	Students will demonstrate knowledge of and the ability to utilize formal and informal assessment methods to inform treatment.	2.F.7.b; 2.F.7.c; 2.F.7.d; 2.F.7.e; 5.A.1.f	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 640: Psychological Report (K, S)		CED 644: Case Conceptualization (S)		CED 691: Supervisor Final Evaluation (S)	

**Program Evaluation: Addiction Counseling - Grand Rapids/Southfield (N=2)**

Domain/ Specialty Area	Program Objective	Key Performance Indicators: Student Learning Objectives (SLO)	CACREP Standards	Expected Outcomes	Student Learning Objective Assignments					
					Introduced		Reinforced		Mastered	
					Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)
Research and Program Evaluation	Students will acquire the knowledge that demonstrates a comprehensive understanding of research methods, statistical analysis, needs assessment and program evaluation.	Students will demonstrate knowledge of ethical research practice and research design; and the ability to apply evidence based research to counseling practice.	2.F.8.a;2F.8.b; 2.F.8.c; 2.F.8.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 695: Citi Training (K)		CED 695: Counseling Article Critique (K)		CED 695: Mini Research Proposal (K)	
Addiction Counseling - Contextual Dimensions	Students will acquire knowledge and skills that demonstrate a comprehensive understanding of a culturally competent continuum of Addiction treatment; including prevention, diagnosis, treatment, relapse prevention and referral; and the role of wellness, spirituality, support networks in Addiction treatment.	Students will demonstrate the ability to identify prevention and risk factors in the individual, family and community; and identify support networks and educational programs to facilitate successful treatment.	5.A.2.e; 5.A.2.G, 5.A.2.c		CED 643: Client Analysis Paper (K)		CED 644: Case Conceptualization (S)		Internship supervisor Final evaluation (S)	
Addiction Counseling - Practice	Students will acquire skills that demonstrate a comprehensive ability to engage in the Addiction counseling process	Students will demonstrate the ability to conduct accurate assessment and diagnosis; and effectively use counseling strategies to treat substance abuse; including adapting to the client's stage of change.	5.A.2.i; 5.A.3.a; 5.A.3.b; 5.A.3.d; 5.A.3.g;		CED 699: Integrative Case Summary (S) CED 644: Relapse Prevention Role Play (S)	CED 699: 73%	CED 644: Case Conceptualization (S)		CED 691: Internship Supervisor Final evaluation (S)	

**Program Evaluation: Clinical Mental Health Counseling - Mt. Pleasant N=46**

Domain/ Specialty Area	Program Objective	Key Performance Indicators: Student Learning Objectives (SLO)	CACREP Standards	Expected Outcomes	Student Learning Objective Assignments					
					Introduced		Reinforced		Mastered	
					Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)
Professional Counseling Orientation and Ethical Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding and ability to apply the ethical and legal considerations in Clinical Mental Health Counseling	Students will demonstrate knowledge of and the ability to apply ethical and legal standards pertaining to informed consent, confidentiality, and duty to warn.	2.F.1.i; 5.C.2.1	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 630: Ethics Research Presentation (K)		CED 603: Research Presentation (K) CED 679: Role Play; Breach of Confidentiality (S)	CED 603: 90% CED 679: 95%	CED 690: Conducting intake (S)	100%
Professional Counseling Orientation and Ethical Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding and ability to implement the roles and function of counselors across all specialties and specifically the Clinical Mental Health Profession; and identify strategies for self care, personal and professional self evaluation.	Students will demonstrate knowledge of and the ability to apply the different roles of a clinical mental health counselor, including the various treatment setting options.	2.F.1.b; 5.C.2.a	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 630: Interview Paper (K)		CED 630: Final Exam (K)		CED 603: Counselor Setting interview paper	99%
Social and Cultural Diversity	Students will acquire the knowledge and skills to explore the impact of multiculturalism and cultural pluralism on client and counselor and utilize social justice practices in models, competencies, and identity development in order to identify and understand power and oppression as obstacles in a diverse society.	Students will demonstrate knowledge of and the ability to apply multicultural competencies and theory to client mental health needs.	2.F.2.b;2.F.2.c; 2.F.2.e; 2.F.2.h	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 620: Community Impact Group Assignment (K,S)		CED 650: Diversity Group Role Play (S)	100%	CED 691: Case conceptualization (S) CED 691: Internship Supervisor Final Evaluation (S)	Case concept - 100% Eval - 95%
Human Growth and Development	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of human development theories across the lifespan and demonstrate the ability to use these skills to promote resilience and wellness.	Students will demonstrate knowledge of psychosocial development stages and how these stages impact other mental health issues; and the ability to apply this knowledge in a counseling setting.	2.F.3.a; 2.F.3.c; 2.F.3.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 665: case study quiz 1 (K)		CED 665: Comparing Stages Project (K)		CED 691: Case conceptualization (S)	100%
Career Development	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of culturally competent career development and assessment; and the ability to apply these skills to assessment and counseling	Students will demonstrate knowledge of career development theories and the ability to analyze career assessments and develop career programs.	2.F.4.a; 2.F.4.c; 2.F.4.e; 2.F.4.f	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 610: Discussion Board #1 (K)	99%	CED 610: Career Program development assignment (K)	99%	CED 610: Personal Career Counseling Portfolio (K & S)	91%
Counseling and Helping Relationships	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of the counseling and consulting process.	Students will demonstrate knowledge of counseling theory and demonstrate the ability to conceptualize and apply theory to practice.	2.F.5.a; 2.F.5.g; 5.C.1.b	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 677: Theory Paper (K)	95%	CED 603: Position Paper (K)	98%	CED 691: Case Conceptualization (S) CED 691: Internship Supervisor Final Evaluation (S)	Case concept - 100% Eval - 95%
Counseling and Helping Relationships	Students will acquire skills that demonstrate the ability to conduct culturally competent counseling.	Students will demonstrate the ability to accurately perform basic counseling skills; including empathy, reflection and open questions.	2.F.5.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 660: Dyadic Role Play (S) CED 679: Crisis Role Play (S)	CED 660 - 83% CED 679 - 96%	CED 690: Practicum supervisor midterm and final evaluation (S)	97%	CED 690: Internship Supervisor Final Evaluation	100%
Group Counseling and Group Work	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of the theories and experiential skills of conducting culturally competent group counseling.	Students will demonstrate knowledge of group theory; the required steps to developing a group, and the ability to conduct group counseling.	2.F.6.a; 2.F.6.c; 2.F.6.d; 2.F.6.e; 2.F.6.f; 2.F.6.g; 2.F.6.h	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 650: Group Counseling Proposal (K)	93%	CED 650: Group Role Play (S) Students complete 10 hours of small group experience	100%	CED 690/1: Facilitating Group at Practicum/ Internship Site - supervisor evaluation (S)	100%

**Program Evaluation: Clinical Mental Health Counseling - Mt. Pleasant N=46**

Domain/ Specialty Area	Program Objective	Key Performance Indicators: Student Learning Objectives (SLO)	CACREP Standards	Expected Outcomes	Student Learning Objective Assignments					
					Introduced		Reinforced		Mastered	
					Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)
Assessment and Testing	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of culturally competent individual and group approaches to assessment and evaluation.	Students will demonstrate knowledge of and the ability to utilize formal and informal assessment methods to inform treatment.	2.I.7.b; 2.F.7.c; 2.F.7.d; 2.F.7.e; 5.C.1.e; 5.C.3.a	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 640: Psychological Report (K, S)	89%	CED 686: Case Conceptualization (S)	80%	CED 691: Internship Supervisor Final Evaluation (S)	95%
Research and Program Evaluation	Students will acquire the knowledge that demonstrates a comprehensive understanding of research methods, statistical analysis, needs assessment and program evaluation.	Students will demonstrate knowledge of ethical research practice and research design; and the ability to apply evidence based research to counseling practice.	2.F.8.a;2.F.8.b; 2.F.8.c; 2.F.8.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 695: Citi Training (K)	100%	CED 695: Counseling Article Critique (K)		CED 695: Mini Research Proposal (K)	100%
Clinical Mental Health - Contextual Dimensions	Students will acquire knowledge and skills that demonstrate a comprehensive understanding of a culturally competent continuum of clinical mental health treatment; including prevention, diagnosis, treatment, and referral; and the biological and neurological mechanisms as well as the impact of crisis and trauma on the continuum of care.	Students will demonstrate the ability to accurately assess, diagnose and develop evidence based treatment plans.	5.C.1.c; 5.C.2.d;5.C.3.a;5.C.1.e	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 699: Diagnosis & Treatment Planning Exercises (S)	98%	CED 686: Case Conceptualization (K,S)	80%	CED 691: Case Conceptualization (S)	100%
Clinical Mental Health - Practice	Students will acquire skills that demonstrate a comprehensive ability to engage in the clinical mental health counseling process	Students will demonstrate the ability to effectively use counseling strategies to treat clinical mental health disorders.	5.C.3.b; 5.C.3.a	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 699: Integrative Case Summary (S)	73%	CED 686: Group Role Play Project (S)	100%	CED 691: Internship supervisor final evaluation (S)	95%

**Program Evaluation: Clinical Mental Health Counseling - Southfield/Grand Rapids - N= 10**

Domain/ Specialty Area	Program Objective	Key Performance Indicators: Student Learning Objectives (SLO)	CACREP Standards	Expected Outcomes	Student Learning Objective Assignments					
					Introduced		Reinforced		Mastered	
					Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)
Professional Counseling Orientation and Ethical Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding and ability to apply the ethical and legal considerations in Clinical Mental Health Counseling	Students will demonstrate knowledge of and the ability to apply ethical and legal standards pertaining to informed consent, confidentiality, and duty to warn.	2.F.1.i; 5.C.2.1	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 630: Ethics Research Presentation (K)		CED 603: Research Presentation (K) CED 679: Role Play; Breach of Confidentiality (S)		CED 690: Conducting intake (S)	
Professional Counseling Orientation and Ethical Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding and ability to implement the roles and function of counselors across all specialties and specifically the Clinical Mental Health Profession; and identify strategies for self care, personal and professional self evaluation.	Students will demonstrate knowledge of and the ability to apply the different roles of a clinical mental health counselor, including the various treatment setting options.	2.F.1.b; 5.C.2.a	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 630: Interview Paper (K)		CED 630: Final Exam (K)		CED 603: Counselor Setting interview paper	
Social and Cultural Diversity	Students will acquire the knowledge and skills to explore the impact of multiculturalism and cultural pluralism on client and counselor and utilize social justice practices in models, competencies, and identity development in order to identify and understand power and oppression as obstacles in a diverse society.	Students will demonstrate knowledge of and the ability to apply multicultural competencies and theory to client mental health needs.	2.F.2.b;2.F.2.c; 2.F.2.e; 2.F.2.h	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 620: Community Impact Group Assignment (K,S)		CED 650: Diversity Group Role Play (S)	100%	CED 691: Case conceptualization (S) CED 691: Internship Supervisor Final Evaluation (S)	
Human Growth and Development	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of human development theories across the lifespan and demonstrate the ability to use these skills to promote resilience and wellness.	Students will demonstrate knowledge of psychosocial development stages and how these stages impact other mental health issues; and the ability to apply this knowledge in a counseling setting.	2.F.3.a; 2.F.3.c; 2.F.3.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 665: case study quiz 1 (K)		CED 665: Comparing Stages Project (K)		CED 691: Case conceptualization (S)	
Career Development	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of culturally competent career development and assessment; and the ability to apply these skills to assessment and counseling	Students will demonstrate knowledge of career development theories and the ability to analyze career assessments and develop career programs.	2.F.4.a; 2.F.4.c; 2.F.4.e; 2.F.4.f	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 610: Discussion Board #1 (K)	99%	CED 610: Career Program development assignment (K)	99%	CED 610: Personal Career Counseling Portfolio (K & S)	91%
Counseling and Helping Relationships	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of the counseling and consulting process.	Students will demonstrate knowledge of counseling theory and demonstrate the ability to conceptualize and apply theory to practice.	2.F.5.a; 2.F.5.g; 5.C.1.b	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 677: Theory Paper (K)		CED 603: Position Paper (K)		CED 691: Case Conceptualization (S) CED 691: Internship Supervisor Final Evaluation (S)	
Counseling and Helping Relationships	Students will acquire skills that demonstrate the ability to conduct culturally competent counseling.	Students will demonstrate the ability to accurately perform basic counseling skills; including empathy, reflection and open questions.	2.F.5.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 660: Dyadic Role Play (S) CED 679: Crisis Role Play (S)	CED 660 - 83% CED 679 - 96%	CED 690: Practicum supervisor final evaluation (S)		CED 690: Internship Supervisor Final Evaluation	
Group Counseling and Group Work	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of the theories and experiential skills of conducting culturally competent group counseling.	Students will demonstrate knowledge of group theory; the required steps to developing a group, and the ability to conduct group counseling.	2.F.6.a; 2.F.6.c; 2.F.6.d; 2.F.6.e; 2.F.6.f; 2.F.6.g; 2.F.6.h	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 650: Group Counseling Proposal (K)	93%	CED 650: Group Role Play (S) Students complete 10 hours of small group experience	100%	CED 690/1: Facilitating Group at Practicum/ Internship Site - supervisor evaluation (S)	

**Program Evaluation: Clinical Mental Health Counseling - Southfield/Grand Rapids - N= 10**

Domain/ Specialty Area	Program Objective	Key Performance Indicators: Student Learning Objectives (SLO)	CACREP Standards	Expected Outcomes	Student Learning Objective Assignments					
					Introduced		Reinforced		Mastered	
					Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)
Assessment and Testing	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of culturally competent individual and group approaches to assessment and evaluation.	Students will demonstrate knowledge of and the ability to utilize formal and informal assessment methods to inform treatment.	2.F.7.b; 2.F.7.c; 2.F.7.d; 2.F.7.e; 5.C.1.e; 5.C.3.a	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 640: Psychological Report (K, S)		CED 686: Case Conceptualization (S)		CED 691: Internship Supervisor Final Evaluation (S)	
Research and Program Evaluation	Students will acquire the knowledge that demonstrates a comprehensive understanding of research methods, statistical analysis, needs assessment and program evaluation.	Students will demonstrate knowledge of ethical research practice and research design; and the ability to apply evidence based research to counseling practice.	2.F.8.a;2.F.8.b; 2.F.8.c; 2.F.8.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 695: Citi Training (K)		CED 695: Counseling Article Critique (K)		CED 695: Mini Research Proposal (K)	
Clinical Mental Health - Contextual Dimensions	Students will acquire knowledge and skills that demonstrate a comprehensive understanding of a culturally competent continuum of clinical mental health treatment: including prevention, diagnosis, treatment, and referral; and the biological and neurological mechanisms as well as the impact of crisis and trauma on the continuum of care.	Students will demonstrate the ability to accurately assess, diagnose and develop evidence based treatment plans.	5.C.1.c; 5.C.2.d;5.C.3.a;5.C.1.e	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 699: Diagnosis & Treatment Planning Exercises (S)	100%	CED 686: Case Conceptualization (K,S)		CED 691: Case Conceptualization (S)	
Clinical Mental Health - Practice	Students will acquire skills that demonstrate a comprehensive ability to engage in the clinical mental health counseling process	Students will demonstrate the ability to effectively use counseling strategies to treat clinical mental health disorders.	5.C.3.b; 5.C.3.a	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 699: Integrative Case Summary (S)	100%	CED 686: Group Role Play Project (S)		CED 691: Internship supervisor final evaluation (S)	



**Program Evaluation: School Counseling - Mt. Pleasant - N=14**

Domain/ Specialty Area	Program Objective	Key Performance Indicators: Student Learning Objectives (SLO)	CACREP Standards Tracked	Expected Outcomes	Student Learning Objective Assignments					
					Introduced		Reinforced		Mastered	
					Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)
Professional Counseling Orientation and Ethical Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding and ability to apply the ethical and legal considerations in professional school counseling	Students will demonstrate knowledge of and the ability to apply ethical and legal standards pertaining to informed consent, confidentiality, and duty to warn.	2.F.1.i.; 5.G.2.n	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 630: Ethics Paper (K)		CED 679: Role Play; Breach of Confidentiality (S)	95%	CED 690: Conducting intake (S)	100%
Professional Counseling Orientation and Ethical Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding and ability to implement the roles and functions of counselors across all specialties and specifically the school counseling profession; and identify strategies for self care, personal and professional self evaluation.	Students will demonstrate knowledge of and the ability to apply the different roles of a school counselor.	2.F.1.b; 5.G.2.a; 5.G.2.b	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 630: Interview Paper (k)		CED 604: Discussion Board	100%	CED 604: School Counselor Interview Paper (K)	98%
Social and Cultural Diversity	Students will acquire the knowledge and skills to explore the impact of multiculturalism and cultural pluralism on client and counselor and utilize social justice practices in models, competencies, and identity development in order to identify and understand power and oppression as obstacles in a diverse society.	Students will demonstrate knowledge of and the ability to apply multicultural competencies and theory to client mental health needs.	2.F.2.b;2.F.2.c; 2.F.2.e; 2.F.2.h	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 620: Community Impact Group Assignment		CED 650: Diversity Group Role Play (S)	100%	CED 691: Internship Supervisor Final Evaluation (S)	99%
Human Growth and Development	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of human development theories across the lifespan and demonstrate the ability to use these skills to promote resilience and wellness.	Students will demonstrate knowledge of psychosocial development stages and how these stages impact other mental health issues; and the ability to apply this knowledge in a counseling setting.	2.F.3.a; 2.F.3.e; 2.F.3.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 665: case study quiz 1 (K)		CED 665: Comparing Stages Project (K)		CED 691: ASCA-Case conceptualization (S)	
Career Development	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of culturally competent career development and assessment; and the ability to apply these skills to assessment and counseling	Students will demonstrate knowledge of career development theories and the ability to analyze career assessments and develop career programs.	2.F.4.a; 2.F.4.c; 2.F.4.e; 2.F.4.f	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 610: Discussion Board #1 (K)	99%	CED 610: Career Program development assignment (K)	99%	CED 610: Personal Career Counseling Portfolio (K & S)	91%
Counseling and Helping Relationships	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of the counseling and consulting process.	Students will demonstrate knowledge of counseling theory and demonstrate the ability to conceptualize and apply theory to practice.	2.F.5.a; 2.F.5.g;	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 677: Theory Paper (K)	93%	CED 677: Theory Group presentation and Discussion (K)		90% CED 691: Internship Supervisor Final Evaluation (S)	98%
Counseling and Helping Relationships	Students will acquire skills that demonstrate the ability to conduct culturally competent counseling.	Students will demonstrate the ability to accurately perform basic counseling skills; including empathy, reflection and open questions.	2.F.5.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 660: Dyadic Role Play (S) CED 679: Crisis Role Play (S)	CED 660 - 83% CED 679 - 96%	CED 690: Practicum supervisor midterm and final evaluation (S)		CED 691: Internship Supervisor Final Evaluation	98%

**Program Evaluation: School Counseling - Mt. Pleasant - N=14**

Domain/ Specialty Area	Program Objective	Key Performance Indicators: Student Learning Objectives (SLO)	CACREP Standards Tracked	Expected Outcomes	Student Learning Objective Assignments					
					Introduced		Reinforced		Mastered	
					Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)
Group Counseling and Group Work	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of the theories and experiential skills of conducting culturally competent group counseling.	Students will demonstrate knowledge of group theory; the required steps to developing a group, and the ability to conduct group counseling.	2.F.6.a; 2.F.6.e; 2.F.6.d; 2.F.6.e; 2.F.6.f; 2.F.6.g; 2.F.6.h	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 650: Group Counseling Proposal (K)	93%	CED 650: Group Role Play (S) Students complete 10 hours of small group experience	100%	CED 691: Facilitating Group at Practicum/ Internship Site -supervisor evaluation (S)	98%
Assessment and Testing	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of culturally competent individual and group approaches to assessment and evaluation.	Students will demonstrate knowledge of and the ability to utilize formal and informal assessment methods to inform treatment.	2.f.7.b; 2.F.7.c; 2.F.7.d; 2.F.7.e	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 640: Psychological Report (K, S)	89%	CED 640: Final Exam (K)		CED 690: Conducting intake and assessment - Supervisor Final evaluations (S)	98%
Research and Program Evaluation	Students will acquire the knowledge that demonstrates a comprehensive understanding of research methods, statistical analysis, needs assessment and program evaluation.	Students will demonstrate knowledge of ethical research practice and research design; and the ability to apply evidence based research to counseling practice.	2.F.8.a;2.F.8.b; 2.F.8.e; 2.F.8.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 695: Citi Training (K)	100%	CED 695: Counseling Article Critique (K)		CED 695: Mini Research Proposal (K)	100%
School Counseling - Contextual Dimensions & Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding of all the roles and responsibilities of school counselors; and will acquire skills that demonstrate a comprehensive ability to provide a continuum of culturally competent professional school counseling services across the educational curriculum.	Students will understand and demonstrate the multiple roles of a school counselor ; and will design a data-driven comprehensive school counseling program that addresses the academic, career, and social/emotional development needs of all students through the creation and delivery of core curriculum .	5.G.2.a, 5.G.2.b, 5.G.2.c, 5.G.2.d; 5.G.3.a, 5.G.3.b, 5.G.3.c; 5.G.3.d, 5.G.3.j, 5.G.3.k, 5.G.3.o	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 604: Interview Paper (K)	98%	CED 604: Comprehensive School Program (K, S)	100%	CED 691: ASCA Lesson plan - powerpoint presentation - Social/Emotion domain (S) CED 691: Final Supervisor Evaluation (S)	Internship: 98%
	Students will acquire knowledge and skills that demonstrate a comprehensive understanding of all the roles and responsibilities of school counselors; and will acquire skills that demonstrate a comprehensive ability to provide a continuum of culturally competent professional school counseling services across the educational curriculum.	Students will understand the role of the school counselor in relation to college and career readiness and will design interventions that promote academic development, facilitate school and postsecondary transitions, increase promotion and graduate rates, and promote equity in student achievement and college access.	5.G.2.c; 5.G.3.d; 5.G.3.g; 5.G.3.j; 5.3.G.k	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 615: Postsecondary Informational Interview paper (K)		CED 615: In-Service Presentation		CED 691: ASCA Lesson plan - powerpoint presentation -Academic or Career domain (S) CED 691: Final Supervisor Evaluation (S)	Internship: 98%

**Program Evaluation: School Counseling - Grand Rapids/Southfield N=3 - Cohorts taught together**

Domain/ Specialty Area	Program Objective	Key Performance Indicators: Student Learning Objectives (SLO)	CACREP Standards Tracked	Expected Outcomes	Student Learning Objective Assignments					
					Introduced		Reinforced		Mastered	
					Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)
Professional Counseling Orientation and Ethical Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding and ability to apply the ethical and legal considerations in professional school counseling	Students will demonstrate knowledge of and the ability to apply ethical and legal standards pertaining to informed consent, confidentiality, and duty to warn.	2.F.1.i; 5.G.2.n	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 630: Ethics Paper (K)		CED 679: Role Play; Breach of Confidentiality (S)		CED 690: Conducting intake (S)	
Professional Counseling Orientation and Ethical Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding and ability to implement the roles and functions of counselors across all specialties and specifically the school counseling profession; and identify strategies for self care, personal and professional self evaluation.	Students will demonstrate knowledge of and the ability to apply the different roles of a school counselor.	2.F.1.b; 5.G.2.a; 5.G.2.b	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 630: Interview Paper (k)		CED 604: Discussion Board	100%	CED 604: School Counselor Interview Paper (K)	90%
Social and Cultural Diversity	Students will acquire the knowledge and skills to explore the impact of multiculturalism and cultural pluralism on client and counselor and utilize social justice practices in models, competencies, and identity development in order to identify and understand power and oppression as obstacles in a diverse society.	Students will demonstrate knowledge of and the ability to apply multicultural competencies and theory to client mental health needs.	2.F.2.b;2.F.2.c; 2.F.2.e; 2.F.2.h	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 620: Community Impact Group Assignment		CED 650: Diversity Group Role Play (S)	100%	CED 691: Internship Supervisor Final Evaluation (S)	
Human Growth and Development	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of human development theories across the lifespan and demonstrate the ability to use these skills to promote resilience and wellness.	Students will demonstrate knowledge of psychosocial development stages and how these stages impact other mental health issues; and the ability to apply this knowledge in a counseling setting.	2.F.3.a; 2.F.3.e; 2.F.3.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 665: case study quiz 1 (K)		CED 665: Comparing Stages Project (K)		CED 691: ASCA-Case conceptualization (S)	
Career Development	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of culturally competent career development and assessment; and the ability to apply these skills to assessment and counseling	Students will demonstrate knowledge of career development theories and the ability to analyze career assessments and develop career programs.	2.F.4.a; 2.F.4.c; 2.F.4.e; 2.F.4.f	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 610: Discussion Board #1 (K)	99%	CED 610: Career Program development assignment (K)	99%	CED 610: Personal Career Counseling Portfolio (K & S)	91%
Counseling and Helping Relationships	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of the counseling and consulting process.	Students will demonstrate knowledge of counseling theory and demonstrate the ability to conceptualize and apply theory to practice.	2.F.5.a; 2.F.5.g;	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 677: Theory Paper (K)		CED 677: Theory Group presentation and Discussion (K)		CED 691: Internship Supervisor Final Evaluation (S)	

**Program Evaluation: School Counseling - Grand Rapids/Southfield N=3 - Cohorts taught together**

Domain/ Specialty Area	Program Objective	Key Performance Indicators: Student Learning Objectives (SLO)	CACREP Standards Tracked	Expected Outcomes	Student Learning Objective Assignments					
					Introduced		Reinforced		Mastered	
					Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)
Counseling and Helping Relationships	Students will acquire skills that demonstrate the ability to conduct culturally competent counseling.	Students will demonstrate the ability to accurately perform basic counseling skills; including empathy, reflection and open questions.	2.F.5.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 660: Dyadic Role Play (S) CED 679: N/A	CED 660 - 95% CED 679 - 96%	CED 690: Practicum supervisor midterm and final evaluation (S)		CED 691: Internship Supervisor Final Evaluation	
Group Counseling and Group Work	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of the theories and experiential skills of conducting culturally competent group counseling.	Students will demonstrate knowledge of group theory; the required steps to developing a group, and the ability to conduct group counseling.	2.F.6.a; 2.F.6.c; 2.F.6.d; 2.F.6.e; 2.F.6.f; 2.F.6.g; 2.F.6.h	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 650: Group Counseling Proposal (K)	93%	CED 650: Group Role Play (S) Students complete 10 hours of small group experience	100%	CED 691: Facilitating Group at Practicum/ Internship Site - supervisor evaluation (S)	
Assessment and Testing	Students will acquire the knowledge and skills that demonstrate a comprehensive understanding of culturally competent individual and group approaches to assessment and evaluation.	Students will demonstrate knowledge of and the ability to utilize formal and informal assessment methods to inform treatment.	2.f.7.b; 2.F.7.c; 2.F.7.d; 2.F.7.e	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 640: Psychological Report (K, S)		CED 640: Final Exam (K)		CED 691: Conducting intake and assessment - Supervisor Midterm and Final evaluations (S)	
Research and Program Evaluation	Students will acquire the knowledge that demonstrates a comprehensive understanding of research methods, statistical analysis, needs assessment and program evaluation.	Students will demonstrate knowledge of ethical research practice and research design; and the ability to apply evidence based research to counseling practice.	2.F.8.a;2.F.8.b; 2.F.8.e; 2.F.8.g	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 695: Citi Training (K)		CED 695: Counseling Article Critique (K)		CED 695: Mini Research Proposal (K)	
School Counseling - Contextual Dimensions & Practice	Students will acquire knowledge and skills that demonstrate a comprehensive understanding of all the roles and responsibilities of school counselors; and will acquire skills that demonstrate a comprehensive ability to provide a continuum of culturally competent professional school counseling services across the educational curriculum.	Students will understand and demonstrate the multiple roles of a school counselor ; and will design a data-driven comprehensive school counseling program that addresses the academic, career, and social/emotional development needs of all students through the creation and delivery of core curriculum .	5.G.2.a, 5.G.2.b, 5.G.2.c, 5.G.2.d; 5.G.3.a, 5.G.3.b, 5.G.3.c, 5.G.3.d, 5.G.3.j, 5.G.3.k, 5.G.3.o	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 604: Interview Paper (K)	100%	CED 604: Comprehensive School Program (K, S)	98%	CED 691: ASCA Lesson plan -powerpoint presentation - Social/Emotion domain (S) CED 691: Final Supervisor Evaluation (S)	

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Domain/ Specialty Area	Program Objective	Key Performance Indicators: Student Learning Objectives (SLO)	CACREP Standards Tracked	Expected Outcomes	Student Learning Objective Assignments					
					Introduced		Reinforced		Mastered	
					Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)	Assignment	Outcome (Average Score)
	Students will acquire knowledge and skills that demonstrate a comprehensive understanding of all the roles and responsibilities of school counselors; and will acquire skills that demonstrate a comprehensive ability to provide a continuum of culturally competent professional school counseling services across the educational curriculum.	Students will understand the role of the school counselor in relation to college and career readiness and will design interventions that promote academic development, facilitate school and postsecondary transitions, increase promotion and graduate rates, and promote equity in student achievement and college access	5.G.2.c; 5.G.3.d; 5.G.3.g; 5.G.3.j; 5.3.G.k	Assignment Scores will average 85% or higher; Evaluation on Practicum/Internship evaluations based on standards will average 85%	CED 615: Postsecondary Informational Interview paper (K)		CED 615: In-Service Presentation		CED 691: ASCA Lesson plan -powerpoint presentation - Academic or Career domain (S) CED 691: Final Supervisor Evaluation (S)	