



Opportunity afforded

**COUNSELING PROGRAM
ANNUAL IMPROVEMENT PLAN
2021-2022**

Annual Improvement Plan

Purpose: The Counseling (CNS) Program is dedicated to improve the Program curriculum, organization, and communication by frequent and routine evaluations. Various groups help in the evaluation process: CNS students during their last semester of the Program, graduates of the CNS Program within six months of graduating, employers of recent graduates, and practicum and internship site supervisors. Through an anonymous survey format, each of these groups provide feedback on the strengths and challenges of our Program curriculum and student educational experiences. The surveys are the Program Evaluation, the Graduate Survey, the Graduate Employer Survey, and the Site Supervisor Evaluation of Counseling Program. The first survey is completed every semester and the remaining are completed every three years. The CNS faculty compile, analyze, discuss and utilize the feedback to determine future foci and/or changes to the Program. In addition, at the end of each semester, CNS faculty review the progress of each student on all CACREP standards and utilize this information to enhance program curriculum and develop student remediation, if necessary. Lastly, we share the reports with our Advisory Board and discuss possible changes to the program.

Program Evaluation: The counseling faculty aim to conduct an assessment of the effectiveness of the counseling program. An important component of this review is to ascertain the quality and relevancy of the program and course content from the point of view of current students and graduates. Results are analyzed and used to help the program identify areas of strength and areas that are in need of enhancement. The following are the results of the evaluation administered to six students who each completed a program evaluation at the completion of their exiting exam.

Program strengths:

- 7 of 10 respondents reported that the program completely met their expectations.
- 8 of 10 respondents reported that program content completely met their expectations
- 9 of 10 respondents reported that overall quality of faculty as very good or excellent
- 9 of 10 respondents reported that program content was very good or excellent
- Themes regarding general strengths of program included:
 - Faculty knowledge/expertise, disposition, and support
 - Clinical opportunities
- With regards to skills acquired, the following themes were noted:
 - Development of foundational counseling skills
 - Development of multicultural knowledge
 - Development of counseling identity
- Courses that were identified as being most helpful included:
 - CNS 619, Foundational Counseling Skills
 - CNS 624, Theories of Counseling
 - CNS 625, Legal & Ethical Issues
 - CNS 671, Multicultural Counseling
 - CNS 676, Clinical Diagnosis & Treatment Planning
 - CNS 692, Group Counseling

- CNS 710, Counseling Children and Adolescents
- CNS 720, Elementary School Counseling
- CNS 722, Substance Use & Addictions Counseling
- CNS 725, Middle/Secondary School Counseling
- CNS 748, Expressive Activities Counseling
- CNS 752, Trauma and Crisis Counseling
- CNS 790, CNS 794, CNS 795

Potential Areas for Improvement

- 3 of 10 respondents indicated that the program only somewhat met their expectations, of which one cited that there was not enough emphasis on school counseling and that school counselors needed to have their own practicum/internship experiences.
- Another student indicated that the program should spend time preparing students for the CPCE and other post-graduation requirements.
- One student indicated that the program should discuss psychopharmacology
- Two students indicated that CNS 686 and CNS 722 were less helpful, but comments were not left as to reasons why.
- One student indicated that CNS 683 and ADM 630 could be combined into one course.

Site Supervisors: Site supervisor evaluations of the counseling program are completed every three years. As such, they will be completed in the fall of 2021 and will appear on the 2022-2023 Annual Improvement Plan.

Graduate Surveys: Graduate evaluations of the counseling program are completed every three years. As such, they will be completed in the fall of 2021 and will appear on the 2022-2023 Annual Improvement Plan.

Graduate Employer Surveys: Graduate employer evaluations of the counseling program are completed every three years. As such, they will be completed in the fall of 2021 and will appear on the 2022-2023 Annual Improvement Plan.

Student Learning Outcomes (SLO's): In addition to the above surveys, the CNS faculty also reviewed student outcomes on Key Performance Indicators (KPI). Furthermore, each CACREP standard (in the eight core areas and in clinical mental health counseling) is assessed via an assignment, evaluation, or task in the program. Faculty review each standard for each student. Below is an overview of the results.

SLO 1 – Students will demonstrate the knowledge and dispositions of an ethical and professional counselor

KPI 1.1 – Counseling Dispositions: Students who complete the program will demonstrate inclusiveness, responsibility, enthusiasm, professionalism, and ethical standards.

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2020-2021 Analysis
Admission	Admission Interview Rubric	All CNS faculty	The student will “ <i>meet expectations</i> ” on the admissions rubric	During the 2020-2021 academic year, the CNS program admitted sixteen students into the program (six students in the fall [one school counseling student; five clinical mental health counseling students]; ten students in the spring [three school counseling students; seven clinical mental health counseling students]). Two students withdrew applications and 10 were denied due to incomplete applications. Of the students who were admitted, all met standards on the admissions rubric.
Conclusion of each semester	Student Disposition Evaluation	CNS Faculty instructor	The student will “ <i>meet expectations</i> ” on disposition evaluation for each course he/she completed.	During the 2020-2021 academic year 43 students were assessed in courses during the fall, spring, and summer semesters. Two students failed to meet standards in their respective classes; one student withdrew from the program the other has not taken any other classes. Thus, 95% of the students meet standards on the disposition evaluation at the conclusion of each course.
At the conclusion of CNS 790	Formal disposition review	All CNS faculty	The student will “ <i>meet expectations</i> ” on disposition evaluation for CNS 790	During the 2020-2021 academic year 11 students were enrolled in practicum, 15 internship I, eight

				internship II and two advanced internship I. All students met expectations at the conclusion of their clinical experiences. These results indicate that students are demonstrating professional counseling dispositions during their initial clinical experiences.
At the conclusion of CNS 794/795/796/797	Formal disposition review	All CNS faculty	The student will “ <i>meet expectations</i> ” on disposition evaluation for CNS 794/795/796/797	During the 2019-2020 academic year 12 students were enrolled in an internship experience(s). All students met expectations at the conclusion of their clinical experiences. These results indicate that students are demonstrating professional counseling dispositions during their clinical experiences.

KPI 1.2 - Ethics: Students who complete the program will demonstrate an understanding of ethical and legal practice relating to professional counseling

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2020-2021 Analysis
CNS 625 – Legal and Ethical Dilemmas Assignment	Legal and Ethical Dilemmas Rubric	CNS Faculty Instructor	The student will “ <i>meet expectations</i> ” on the Legal and Ethical Dilemmas project.	19 students completed the assignment in summer 2021. All students met expectations based on criteria outlined in the legal and ethical dilemmas rubric. These results indicate that students are able to demonstrate a knowledge regarding ACA Code of Ethics and KY Laws

				pertaining to professional counselors.
CNS 790 - CESA	CESA Rubric	All CNS faculty	The student will “ <i>meet expectations</i> ” on the criteria specific to <i>ethical and legal considerations</i> on the CESA.	12 students completed the CESA during the 2020-2021 academic year. All met standards on the criteria of the CESA that are specific to ethical and legal considerations.
Semester prior to final semester or final semester	CPCE	All CNS faculty	The student will demonstrate competence by scoring within one standard deviation of the national average on the Professional Orientation and Ethics portion of the exam.	During the 2020-2021 academic year, the counseling program had 13 students register for the CPCE. All students except one (92.3%) scored within at least one standard deviation of the Professional Orientation and Ethics domain of the CPCE. This result indicates that by the time students are nearing graduation, these students can demonstrate sound knowledge regarding professional ethics. The student that did not pass will need to retake the exam prior to graduation.

SLO 2 – Students will practice reflective, theoretically-grounded counseling

KPI 2.1 - Theory: Students who complete the program will demonstrate knowledge and understanding of counseling theory

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	20202021 Analysis
------------------------	-----------------	-----------------------------	----------------------	-------------------

<p>CNS 624 – Theories Paper</p>	<p>Theories Paper Rubric</p>	<p>CNS Faculty Instructor</p>	<p>The student will “<i>meet expectations</i>” on the Theories Paper</p>	<p>15 counseling students were enrolled in CNS 624, Theories of Counseling in fall 2020. All students except one met expectations on the Theory Paper assignment. This result indicates that students are developing a foundational understanding of their theoretical orientation soon after starting the counseling program. The student who did not pass this standard was dismissed from the program.</p>
<p>CNS 790 - CESA</p>	<p>CESA Rubric</p>	<p>All CNS faculty</p>	<p>The student will “<i>meet expectations</i>” on the criteria specific to <i>counseling theories</i> on the CESA</p>	<p>12 students completed the CESA during the 2020-2021 academic year. All students met standards on the criteria of the CESA that is specific to counseling theory domain. Initially one student did not pass, but remediation occurred via a presentation with the practicum instructor.</p>
<p>CNS 794, 795, 797 – Oral Defense</p>	<p>Oral Defense rubric</p>	<p>CNS Faculty instructor</p>	<p>The student will “<i>meet expectations</i>” on the criteria specific to the <i>oral presentation of his/her counseling theory</i> for the Oral Defense presentation.</p>	<p>During the 2020-2021 academic year, nine students were enrolled in a clinical experience where they were required to take part in the Oral Defense. All nine students met expectations on the criteria related to counseling theory. This result indicates that as these students approached graduation they had the ability to demonstrate and</p>

				defend their clinical work within the scope of their theoretical framework.
--	--	--	--	---

KPI 2.2 - Skills: Students who complete the program will demonstrate essential interviewing and counseling skills

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2020-2021 Analysis
CNS 619 – Foundational Working Stage Counseling Skills	Foundational Working Stage Counseling Skills Rubric	CNS Faculty Instructor	The student will “ <i>meet expectations</i> ” on the Foundational Working Stage Counseling Skills	In 2020, 12 students were enrolled in CNS 619. All but one student (92%) met expectations for the Foundational Working Stage Skills. This result suggests that students are learning to apply foundational counseling skills appropriately by the end of the semester.
CNS 790 – Case Presentation	Case Presentation Rubric	CNS Faculty Instructor	The student will “ <i>meet expectations</i> ” on the criteria specific to <i>counseling skills</i>	During the 2020-2021 academic year, 11 students were enrolled in the CNS 790, Practicum. All 11 students met expectations on the criteria of the Case Presentation rubric that focused on counseling skills. This result indicates that these students continued to develop and demonstrate sound foundational and working stage counseling skills.
CNS 794/795/797 – Oral Defense	Oral Defense rubric	CNS Faculty instructor	The student will “ <i>meet expectations</i> ” on the criteria specific to the <i>video demonstration that highlights relationship building and working stage counseling skills</i> for	During the 2020-2021 academic year, nine students were enrolled in a clinical experience where they were required to take part in the Oral Defense. All five students met expectations on the criteria related to the

			the Oral Defense presentation.	counseling demonstration. This result indicates that as these students approached graduation they continued to demonstrate both foundational and working stage counseling skills.
--	--	--	--------------------------------	---

KPI 2.3 – Group: Students who complete the program will design and facilitate group interventions

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2020-2021 Analysis
CNS 692 – Group Proposal	Group Proposal Rubric	CNS Faculty Instructor	The student will “ <i>meet expectations</i> ” on the Group Proposal	13 counseling students were enrolled in CNS 692, Group Counseling. All 13 students met expectations. This result indicates that the students in this course understood the various components required to effectively develop, market, and assess group work.
Clinicals (CNS 790, 794, or 795)	Group Verification Form	Site Supervisor	The student will complete group sessions as verified by site supervisor	During the 2020-2021, fifteen students facilitated group work during their clinical experiences. These students were able to demonstrate foundational group work skills.
Semester prior to final semester or final semester	CPCE	All CNS faculty	The student will demonstrate competence by scoring within one standard deviation of the national average on the Group Counseling and Group Work Domain	The Counseling Program had 13 students take the CPCE in during the 2020-2021 academic year. All but one student (92%) passed the <i>Group Counseling and Group Work</i> domain of the CPCE on their first attempt. This

				result suggests that students have a solid understanding of group work knowledge. The student who did not pass must retake the exam prior to graduation.
--	--	--	--	--

SLO 3 – Students will demonstrate multicultural competency and be prepared to work with diverse clientele across the lifespan

KPI 3.1 - Diversity: Students who complete the program will demonstrate an ability to understand diverse cultural attitudes, beliefs, understandings, and acculturative experiences, including specific experiential learning activities

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2020-2021 Analysis		
CNS 671 – at start and conclusion of course	MAKSS	Faculty Instructor	The student will demonstrate growth (improved post-test score) in the subtest areas of the MAKSS.	<p>13 counseling students were enrolled in the CNS 671, Multicultural Counseling, during the spring 2021 semester. In the table below, mean scores can be seen for each subscale of MAKSS and total score. The results indicate an increase in scores in each area, indicating that students are increasing their multicultural knowledge, awareness, and skills through the course of the semester.</p> <table border="1" data-bbox="1182 1507 1425 1753"> <tr> <td>Awareness Pre/Post</td> </tr> <tr> <td>25.4/28.9</td> </tr> </table>	Awareness Pre/Post	25.4/28.9
Awareness Pre/Post						
25.4/28.9						
CNS 671 – Cultural Exposure Assignment	Cultural Exposure Rubric	Faculty Instructor	The student will “ <i>meet expectations</i> ” on	21 counseling students were enrolled in the CNS 671, Multicultural		

			the Cultural Exposure project.	Counseling, during the spring 2021 semester. All 21 students met expectations on the Cultural Exposure assignment, indicating that students were able to reflect on and articulate self-awareness within the scope of diversity and systemic oppression.
End of CNS 790, 794, 795, 796, 797	Final Site Supervisor Evaluation – Diversity and Advocacy	Site Supervisor	790; student will demonstrate foundational multicultural counseling competency skills.	Nine counseling students completed practicum in the 2020-2021 academic year. All nine students met standards on the Final Site Supervisor Evaluation indicating they had demonstrated foundational multicultural counseling competencies half way through the program.
Semester prior to final semester or final semester	CPCE	All CNS faculty	The student will demonstrate competence by scoring within one standard deviation of the national average on the Social and Cultural Diversity Domain	The Counseling Program had 13 students take the CPCE during the 2020-2021 academic year. All 13 students passed the <i>Social and Cultural Diversity</i> domain of the CPCE on their first attempt. This result suggests that students have a comprehensive understanding of multicultural counseling.

KPI 3.2 - Lifespan: Students who complete the program will demonstrate an understanding of behaviors and issues across the lifespan

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2020-2021 Analysis
------------------------	-----------------	-----------------------------	----------------------	--------------------

CNS 635	Case Study	Faculty Instructor	The student will “ <i>meet expectations</i> ” on the Case Study project.	During the 2020-2021 academic year, 13 students were enrolled in CNS 635, Human Development. All 13 students met expectations on the Case Study Project, indicating that these students could theorize the potential effects of biopsychosocial issues on the developmental of a human across the lifespan.
During CNS- 790 Practicum	The Case Conceptualization, Ethics, and Skills Assessment (CESA)	ALL CNS Faculty	At least 85% of students will “ <i>meet standards</i> ” on the criteria specific to <i>human development</i> on the CESA rubric.	Twelve students completed the CESA in the 2020-2021 academic year. All seven students met standards on this assessment indicating basic knowledge and understanding of theories of human growth and development.
Semester prior to final semester or final semester	CPCE	All CNS faculty	The student will demonstrate competence by scoring within one standard deviation of the national average on the Human Growth and Development Domain	The Counseling Program had 13 students take the CPCE in during the 2020-2021 academic year. All 13 students passed the <i>Human Growth and Development</i> domain of the CPCE on their first attempt. This result suggests that the students possessed a comprehensive knowledge regarding biopsychosocial issues across the lifespan.

SLO 4 – Students will demonstrate a readiness to work within the spectrum of mental health settings

KPI 4.1 - Assessment: Students who complete the program will demonstrate knowledge of the helping process, inclusive of assessment tools, psychometric constructs, and diagnosing and treatment planning

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2020-2021 Analysis
CNS 676 – Case Study Assignment	Case Study Assignments Rubric	Faculty Instructor	The student will “ <i>meet expectations</i> ” on the Case Study project.	Ten counseling students were enrolled in CNS 676, Diagnosis and Treatment Planning. All students met expectations on the Case Study Project. These results indicate that at the conclusion of this course, these students were able to demonstrate appropriate diagnoses based on the DSM 5.
CNS 676 – Diagnostic and Assessment Role Plays	Diagnostic and Assessment Role Plays Rubric	Faculty Instructor	The student will “ <i>meet expectations</i> ” on the Diagnostic and Assessment Role Plays assignment.	Ten students were enrolled in CSN 676, Diagnosis and Treatment Planning. All students met expectations on the Diagnostic Assessment Role Plays. These results indicate that at the conclusion of this course, these students were able to demonstrate appropriate use of and interpretation of diagnostic assessments.
CNS 683 – Midterm Exam	Midterm Exam	Faculty Instructor	The student will pass the midterm exam with a C grade or better	During the 2020-2021 academic seven, nine counseling students were enrolled in CNS 683, Test and Measurements. All seven students passed the midterm exam with a grade of C or better. These results indicated that these students were able to

				demonstrate foundational knowledge regarding psychometrics.
CNS 722 – Movie Paper	Movie Paper Rubric	Faculty Instructor	The student will “ <i>meet expectations</i> ” on the Movie Paper Assignment.	10 counseling students were enrolled in CNS 722, Substance Use and Addictions Counseling. All 10 students met expectations on the Movie Paper, indicating that these students were able to demonstrate knowledge regarding appropriate addictions assessments for these characters.
Semester prior to final semester or final semester	CPCE	All CNS Faculty	The student will demonstrate competence by scoring within one standard deviation of the national average on the Assessment and Testing Domain	The Counseling Program had 13 students take the CPCE during the 2020-2021 academic year. All but two students (85%) passed the <i>Assessment and Testing</i> domain of the CPCE on their first attempt. This result suggests that these students possessed a comprehensive knowledge regarding assessment and testing as they relate to the helping process. One of the two students who did not pass retook the exam and passed. The other must retake prior to graduating.

KPI 4.2 - Career: Students who complete the program will demonstrate knowledge in career and vocational development of clients

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2020-2021 Analysis
------------------------	-----------------	-----------------------------	----------------------	--------------------

CNS 686	Savickas Interview	Faculty Instructor	The student will “ <i>meet expectations</i> ” on the Savickas Interview Assignment.	13 students were enrolled in CNS 686, Career Counseling, during the 2020-2021 academic year. All 13 students met expectations on the Savickas Interview Project, indicating that these students possessed sound career counseling knowledge.
CNS 683 – Self-Directed Search Assignment	Self-Directed Search Rubric	Faculty Instructor	The student will “ <i>meet expectations</i> ” on the Self Directed Search Assignment	Self-Directed Search; CNS 683; students will demonstrate efficacy in helping individuals plan for their future career endeavors.
Semester prior to final semester or final semester	CPCE	All CNS faculty	The student will demonstrate competence by scoring within one standard deviation of the national average on the Career Development Domain	The Counseling Program had 13 students take the CPCE during the 2020-2021 academic year. All 13 passed the <i>Career Development</i> domain of the CPCE on their first attempt. This result suggests that the majority of this sample possessed a comprehensive knowledge regarding career counseling.

KPI 4.3 - Research: Students who complete the program will demonstrate the ability to comprehend professional research and literature, especially as it relates to program evaluation and evidence-based practices

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	Implication of Analysis
ADM 630	Literature Review Paper	Faculty Instructor	Earn a grade of C or better	Six counseling students were enrolled in ADM 630, Research Methods, during the 2020-2021 academic year. All eight met expectations on the

				Literature Review Project, indicating that these students could critically assess scholarly writings.
CNS 790	Evaluation of Counseling Student	Site Supervisor	At least 85% of students will “ <i>meet standards</i> ” on the item that measures the use of research to inform evidence-based practices.	This assessment was added for the 2020-2021 academic year. The measure accurately assesses this standard. No adjustments are needed at this time.
Semester prior to final semester or final semester	CPCE	All CNS faculty	The student will demonstrate competence by scoring within one standard deviation of the national average on the Research and Program Evaluation Domain	The Counseling Program had 13 students take the CPCE in during the 2020-2021 academic year. All but three of the 13 (77%) students passed the <i>Research and Program Evaluation</i> domain of the CPCE on their first attempt. This result suggests that these students have comprehensive knowledge regarding research and program evaluation procedures. One student remediated this section of the examination, one retook the entire CPCE and passed and one must retake prior to graduation.

CMHC SLO 1 – Students will demonstrate the foundational dispositions and skills of a professional clinical mental health counselor

CMHC KPI 1.1 - Counseling Identity: Students who complete the program will possess a professional counseling identity

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	Implication of Analysis
CNS 619 – Reflection Assignment 2	Reflection rubric	CNS Faculty Instructor	The student will “ <i>meet expectations</i> ” on the reflection rubric	Twelve students were enrolled in CNS 619, Foundational Counseling Techniques in fall

				2020. All twelve students met standards. This result suggests that students have knowledge of professional counseling divisions by the end of the course.
CNS 625 – Reflection Assignment 3	Reflection rubric	CNS Faculty Instructor	The student will “ <i>meet expectations</i> ” on the reflection rubric	12 counseling students were enrolled in CNS 619, Foundational Counseling, in fall 2020. All students met expectations for the Reflection Assignment 2, demonstrating an understanding of the various counseling divisions under the American Counseling Association.
CNS 795/797 – Oral Defense	Oral Defense rubric	CNS Faculty instructor	The student will “ <i>meet expectations</i> ” on the criteria specific to the <i>written portion of his/her counseling identity</i> for the Oral Defense presentation.	During the 2019-2020 academic year, nine students were enrolled in a clinical experience where they were required to take part in the Oral Defense. All nine students met expectations on the criteria related to the written aspect of their counseling identity. This result indicates that as these students approached graduation they were able to articulate their understanding of self as a professional counselor.
Semester prior to final semester or final semester	CPCE	All CNS faculty	The student will demonstrate competence by scoring within one standard deviation of the national average on the Professional Counseling	Nine counseling students were enrolled in the CNS 795, Internship II or CNS 797, Advanced Internship II. All 9 students met expectations on the oral defense rubric

			Orientation and Ethics Domain	covering professional identity. This indicates students are prepared, knowledgeable and able to articulate their professional identity by the culmination of the program.
--	--	--	-------------------------------	---

CMHC KPI 1.2 - Counseling Skills: Students who complete the program will demonstrate the ability to conduct formal interviews, properly diagnose, create treatment plans, document services appropriately, and provide varying techniques to promote wellness

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	Implication of Analysis
CNS 676 – Role Plays and Documentation	Role plays and Case Documentation Rubric	Faculty Instructor	The student will “ <i>meet expectations</i> ” on the role plays and documentation.	During the 2020-2021 academic year, ten counseling students were enrolled in CNS 676, Clinical Diagnosis and Treatment Planning. All ten students met expectations on the Role Play Project, indicating that these students were able to demonstrate sound ability to conduct various counseling, intake interventions.
CNS 694 – Practice Sessions	Session Review Form Rubric	CNS Faculty Instructor	The student will “ <i>meet expectations</i> ” on the session review form rubric	Eleven students completed CNS 694: Advanced Counseling and Supervision during the fall 2020 semester. All students met standard as measured by the faculty member on the session review form rubric. This result indicates the program is preparing students to appropriately deliver techniques that

				promote wellness and prevention.
CNS 795/797 – Site Supervisor Evaluation	Site Supervisor Evaluation – Final Evaluation	Site Supervisor	The student will “ <i>meet expectations</i> ” on site supervisor evaluation	During the 2020-2021 academic year, eight students were enrolled in their final clinical experience. The site supervisors for all seven students reported that their supervisees met site expectations. This result indicates the program is preparing competent and clinically skilled professional counselors.
CNS 795 – Faculty Supervisor Evaluation	Faculty Supervisor Evaluation – Final Evaluation	Faculty Supervisor	The student will “ <i>meet expectations</i> ” on site supervisor evaluation	During the 2020-2021 academic year, eight students were enrolled in their final clinical experience. The site supervisors for all seven students reported that their supervisees met site expectations. This result indicates the program is preparing competent and clinically skilled professional counselors.

Plan for improvement: The CNS Program will continue to work on various areas to enhance the curriculum and the learning experiences for students. Many changes have already been made. For instance, each course syllabus has been reorganized, standardized (according to CACREP national standards, CAEP, and EPSB), and updated to strengthen the focus on counseling theory, multicultural issues, and application of skills. Also, the organization of the Program itself has been restructured to offer consistency in course offering and uniformity of student expectations. In the upcoming year, the Program will use the results of these surveys and SLO’s to further develop the curriculum and Program structure. While the vast majority of the students met or exceeded the Core and program specific CACREP standards, there are some areas to review. Adjustments that will be made to specific courses include:

- ❖ Students are required to discuss their post graduate plans during the oral defense.
- ❖ The program will invite guest speakers to discuss psychopharmacology.
- ❖ To renter the classroom if the pandemic wanes.

Graduation & Postgraduate Placement

During the 2020-201 academic year, ten counseling students graduated from the program (MAEd SC = 4; and EdS CMHC = 6). All students who have sought employment as a counselor have obtained employment.

The counseling faculty is taking the proper steps to make positive changes to the structure, organization and flow of the counseling program. This will be an ongoing process, but it is necessary to meet our purpose of preparing our students for careers as professional counselors.