

Clinical Mental Health Counseling Assessment Plan
AY 2023-24 to 2025-26
Submitted by Kate Worley, Program Director

Table 1 provides an overview of the assessment plan. It outlines the key performance indicators related to program standards, core learning outcomes, and related CACREP areas. Table 2 provides the specific assessment formative and summative measures listed by course.

Table 1: Assessment Overview

Program Standards	Program Outcomes (Key Performance Indicator)	Core Learning Outcome	Courses and Related CACREP Core Area
Professional Identity and Growth	1. Demonstrate a comprehensive overview of the evolution, structure and expansion of the field of professional counseling, both mental health based and pastoral, and the responsibilities for practice and accountability.	Comprehension	Professional Counseling Orientation and Ethical Practice COUN 500 COUN730
	2. Extend skills and service in areas of human engagement that entail advocacy, outreach, and consultation.	Conscience	
	3. Evidence a professional competency in recognizing key ethical principles, their application to core therapeutic issues and an ability to apply a hermeneutical decision-making process in their judgement.		
	4. Apply a theological reflection process to the development of an all processes within personal integration and therapeutic relationships.	Compassion	COUN 505 COUN 555
	5. Recognize critical points of development and maturation and the processes involved in these, both within themselves toward personal transformation and in their clients to support and foster such growth.	Contemplation	Human Growth and Development; Contextual Dimensions COUN 710 COUN 720
	6. Develop an openness to feedback in the course of learning and practice that allows for self-examination, theologically based reflection and articulation of pastoral/spiritual character.	Contemplation	COUN 505 COUN 555
Theoretical and Skill Areas	1. Differentiate characteristics and skills in working with diverse populations in this post-modern age and support ongoing efforts to promote cultural awareness and reduce factors that denigrate human worth and freedom	Comprehension	Social and Cultural Dimensions; Contextual Dimensions COUN 785 COUN 786 COUN 789

	<p>2. Evidence knowledge of both state and stage theories of progress through the lifespan with particular attention to supporting theories, with attention paid to recent neurobiological research.</p> <p>3. Recognize the etiology, symptomology, progression of pathologies, consider effective treatment modalities and report on persons dealing with these competently and comprehensively.</p>	Comprehension Communication	<p>Human Growth and Development; Contextual Dimensions</p> <p>COUN 720 COUN 700 COUN 785</p>
	4. Identify an orientation to a major counseling theory that can allow student to create a framework for therapeutic assessments, interaction and outcomes that combine clinical skill and compassionate presence.	Communication	<p>Counseling and Helping Relationships</p> <p>COUN 510 COUN 799</p>
	5. Apply knowledge of career assessment protocols and theories of career development for both selves and others seeking life directions.	Contemplation	<p>Career Development; Assessment and Testing</p> <p>COUN 780 COUN 781</p>
	6. Apply and interpret necessary methods and analyses in terms of research writing, needs assessment, statistical results and program evaluations.	Comprehension	<p>Assessment and Testing; Research and Program Evaluation</p> <p>COUN 780 COUN 782</p>
	7. Employ strategies and interventions for both small and large group dynamics that will allow clear communication within and among members and engage persons in healing practices.	Communication	<p>Group Counseling and Group Work</p> <p>COUN 760 COUN 750 (Clinical Matrix Part 1)</p>
Clinical Counseling Skills	<p>1. Formulate working diagnosis and treatment goals</p> <p>2. Integrate the higher skills of therapeutic intervention within a clear multicultural and ethical guideline for practice</p> <p>3. Demonstrate knowledge and use of theoretical approaches consistent with client issues.</p> <p>4. Integrate spirituality and psychology in the assessment of various cases and therapeutic interactions.</p> <p>5. Attend to clients in empathic and non-judgmental way.</p> <p>6. Reflect theologically in counseling relationships that facilitate understanding role as Pastoral Counselor.</p>	<p>Comprehension</p> <p>Conscience</p> <p>Compassion</p>	<p>Practice</p> <p>COUN 740 COUN 750 COUN 770 COUN 771 COUN 799</p>

Table 2: Assessment Measures

Course	Formative Assessment	Summative Assessment	IDEA Evaluative Criteria: In courses where the IDEA objective is noted as Essential or Important, student ratings on relevant objectives will be at or above the IDEA norm.
COUN 500: Introduction to CMHC	Interview Reflection 80% of students will score at Accomplished or better on the Interview with a Licensed Professional Counselor Reflection rubric (CONTENT portion).	Mini Literature-Review 80% of students will score as Accomplished or better on the mini literature-review rubric (CONTENT portion).	1 & 4 (E); 3 (I)
COUN 505: Theology of Pastoral Identity	Theological Reflection Assignments 80% of students will score at B/84% or better on the cumulative total of 3 Homecoming Reflection papers.	Final Essay 80% of students will score at B/84% or better on the “My Pastoral/Spiritual Identity” integration essay.	3, 8, 10 (I); 11 (E)
COUN 510: Counseling Theories	Case Studies 80% of students will average B/84% or better across their three Case Studies.	Final Integrative Theory Paper 80% of students will score at B/84% or better on the final score.	1 & 4 (E); 3,8 &11 (I)
COUN 555: Perspectives on the Human Person	Reflection Assignments 80% of students will score at 20 points or above on each of the rubrics for the three parts of the Case Study.	Final Essay 80% of students will score at 20 points or above on the final project rubric.	12 (E); 9 & 11 (I)
COUN 700: Psychopathology	Blackboard Assignments 80% of students will score 30/40 points on the final total of the six Blackboard assignments.	Final Clinical Report 80% of students will score at or Above Standards on the <i>Final Clinical Report Rubric</i> .	4 & 11 (E); 1 & 8 (I)
COUN 710: Marital and Family Counseling	Movie Analysis 80% of students will score at Above Standards or better on the weekly Case Analysis.	Genogram and Family Analysis Paper 80% will score a grade of a B (84%) or better.	1 & 11 (E); 10 (I)
COUN 720: Human Development	Special Topic Assignment 80% of students or better will score as Accomplished or better on the special topic assignment presentation.	Final Exam 80% of students will score a B (84%) or higher on the final exam.	3 & 4 (E); 1 (I)

COUN 730: Ethics and Professional Issues	Application of Ethical Decision-Making Model 80% of students will score B/84% or better on application of ethical decision-making model to case study.	Ethical Case Group Presentation 80% of students will score at B/84% or better on the group presentation on ethical decision making, case application.	2 & 10 (E); 4 & 12 (I)
COUN 740: Pre-Clinical	Clinical Course Evaluation 80% of students will score at 2 (out of 3) or higher on the mid-term clinical course evaluation.	Clinical Assessment Matrix 80% of students will score at 2 or better on all indices on the Part 2, 3, & 5 on the Clinical Assessment Skills matrix in 740 column.	1 & 4 (E); 3 & 5 (I)
COUN 750: Practicum	Mid-Term Evaluation 80% of students will score at 2 or better on all indices of the mid-term evaluation.	750 Clinical Assessment Matrix 80% of students will score at 2 or better on all indices on Part 1, 2, 3, & 5 of the clinical matrix in the 750 columns.	3, 4, 5 & 11 (E)
COUN 760: Groups: Theory and Practice	Group Reflection Paper 80% of students will score a cumulative grade of B (84%) or higher on the group process assignments.	Final Exam 80% of students will score a B (84%) or higher on the final exam.	1 & 12 (E); 3 & 4 (I)
COUN 770: Internship I	Mid-term Formative Assessment 80% of students will score at 2 or better on all indices.	770 Clinical Assessment Matrix 80% of students will score at 2 or better on all indices on all parts of the clinical matrix in the 770 column.	3 & 4 (E); 8 & 11 (I)
COUN 771: Internship II	Mid-Term Formative Assessment 80% of students will score at 2 or better on all indices.	771 Clinical Assessment Matrix 80% of students will score at 2 or better on all indices on all parts of the clinical matrix in the 771 column.	3 & 4 (E); 8 & 11 (I)
COUN 780: Clinical Assessments	Quizzes 80% of students will receive a cumulative grade of B (84%) or higher on chapter quizzes.	Final Exam 80% of students will score an 84% or higher on the final exam.	4 & 9 (E); 1 & 3 (I)

COUN 781: Career Counseling	Quizzes 80% of students will receive a cumulative grade of B (84%) or higher on chapter quizzes.	Career Assessment Case Presentation 80% of students will score of B (84%) or higher on the career assessment case presentation.	1 & 3 (E); 4 & 9 (I)
COUN 782: Research Methods	Article Reviews 80% of students will score at or above 84% on the article reviews.	Final Exam 80% of students will score 84% or better on the comprehensive final exam.	1 & 9 (E); 4 & 13(I)
COUN 785: Addiction Counseling	Experiential Support Group Paper 80% of students will score as Accomplished or better on the experiential support group paper.	Literature Review Presentation 80% of students will score as Accomplished or better on the literature review presentation.	1 & 4 (E); 11 (I)
COUN 786: Multicultural Counseling	Group Case Study Presentation 80% of students will score at B/84% or better on the overall grade of the Group Case Study.	Final Integrative Reflection Paper 80% of students will score at B/84% or better on the overall grade of the Final integrative reflection paper.	2 & 4 (E); 11 & 12 (I)
COUN 789: Trauma and Crisis	Reflection Paper 80% of students will score as Accomplished on the reflection paper.	Trauma and Crisis Presentation 80% of students will score as Accomplished or better on the final trauma and crisis presentation.	1 & 12 (E); 4 (I)
COUN 799: Interdisciplinary Seminar	Chapter Reports 100% of students will at 5 or higher on each of the rubrics on the three major chapters of the Interdisciplinary Seminar paper (Theological, Psychological, and Integration chapters).	Oral Consultation Form 100% of students will score at 2 or higher on all the items on the Oral Consultation form.	9 & 11 (E); 3 & 5 (I)