

University of Texas Rio Grande Valley
Department of Counseling
CACREP Annual Report Academic Year 2023-2024

A) Summary of Program Evaluation Results and Achievement of Academic Quality Indicators

1) Professional Counseling Orientation and Ethical Practice

Program Objective: Students will demonstrate a plan to develop a strong professional counseling orientation and identity.

Key Course(s): COUN 6310, COUN 6311, and COUN 6369

Key Performance Indicators:

- (a) KPI 1: Advocacy Project in COUN 6310, but in COUN 6311 (starting from Summer 2022)
- (b) KPI 2: Counseling Identity/Personal Beliefs Statement in COUN 6310 and COUN 6369
- (c) KPI 3: Professional Orientation and Ethical Practice section on the Counseling Profession Comprehensive Exam (CPCE)

Results: Below are the results from Key Performance Indicators 1, 2, and 3.

- *Advocacy Project -- Assessed by Instructors Using Old Rubric:*

Rubric Component (out of 5)	Fall 2017 (n = 13)	Spring 2018 (n = 25)
Content/Ideas	3.54	3.72
Voice	4.00	4.00
Organization	3.92	4.04
Grammar/APA Style	4.00	3.92
Overall Quality of Work	4.00	3.92

- *Advocacy Project -- Assessed by Instructors Using New Rubric:*

Rubric Component (out of 5)	Fall 2018 (n = 23)	Fall 2019 (n = 10)	Spring 2019 (n = 18)	Fall 2020 (n = 43)	Spring 2021 (n = 20)	Summer 2022 (n = 39)	Summer 2023 (n = 40)	Summer 2024 (n = 45)
Depth of Reflection	3.83	4.90	4.94	4.86	4.70	4.97	4.00	4.87
Grammar/APA Style	3.83	4.90	4.94	4.70	4.85	4.64	4.00	4.60
Required Components of Activity	3.8	4.50	4.61	4.74	4.50	5.00	4.00	4.78
Structure/Organization	3.83	4.80	4.89	4.80	4.55	5.00	5.00	4.71

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.

- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was **met** for 2021-2022 academic year.
- **Result:** 53% of students earned a score of 85 on the total grade. Benchmark of 85% was **not met** for 2022-2023 academic year.
- **Result:** 93% of students earned a score of 85 on the total grade. Benchmark of 85% was **met** for 2023-2024 academic year.

• *Personal Beliefs Statement -- Assessed with Old Rubric in COUN 6310:*

Rubric Component (out of 4)	Fall 2017 (n = 15)	Spring 2018 (n = 26)	Spring 2019 (n = 18)
Content/Ideas	4.00	3.85	3.94
Voice	4.00	4.00	3.83
Organization	4.00	3.92	3.78
Grammar/APA style	4.00	3.65	3.83
Overall quality of work	4.00	4.00	3.94

• *Personal Beliefs Statement—Assessed with New Rubric in COUN 6310:*

Rubric Component (Out of 5)	Fall 2018 (n = 23)	Fall 2019 (n = 10)	Spring 2020 (n = 10)	Fall 2020 (n = 44)	Spring 2021 (n = 20)	Fall 2021 (n = 48)	Spring 2022 (n = 37)	Fall 2022 (n = 18)	Spring 2023 (n = 41)	Fall 2023 (n = 26)	Spring 2024 (n = 39)
Depth of Reflection	4.39	4.80	4.30	4.91	4.90	4.81	4.70	4.67	4.46	4.96	4.85
Structure/ Organization	4.13	4.90	4.60	4.91	4.95	4.85	5.00	4.94	4.46	5.00	4.92
Grammar/APA style	4.17	4.60	4.70	4.91	4.85	4.60	4.81	4.72	4.34	4.69	4.64

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 96% of students earned a score of 85 on the total grade. Benchmark of 85% was **met** for 2021-2022 academic year.
- **Result:** 64% of students earned a score of 85 on the total grade. Benchmark of 85% was **met** for 2022-2023 academic year.
- **Result:** 98% of students earned a score of 85 on the total grade. Benchmark of 85% was **met** for 2023-2024 academic year.

• *Personal Beliefs Statement—Assessed with New Rubric in COUN 6369:*

Rubric Component (out of 5)	Spring 2020 (n = 14)	Summer 2020 (n = 14)	Spring 2021 (n = 18)	Summer 2021 (n = 6)	Spring 2022 (n = 22)	Summer 2022*(n = n/a)	Spring 2023 (n = 28)	Summer 2023 (n = 33)	Spring 2024 (n = 38)	Summer 2024 (n = 17)
Depth of Reflection	4.86	4.96	5.00	5.00	5.00	n/a	4.39	4.48	4.66	4.71
Structure/ Organization	4.86	4.88	4.89	4.83	4.83	n/a	4.46	4.39	4.68	4.65
Grammar/APA style	4.64	4.58	4.78	4.83	4.78	n/a	4.39	4.39	4.55	4.41

*No data was available for analysis.

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was **met** for 2021-2022 academic year.
- **Result:** 69% of students earned a score of 85 on the total grade. Benchmark of 85% was **not met** for 2022-2023 academic year.
- **Result:** 80% of students earned a score of 85 on the total grade. Benchmark of 85% was **not met** for 2023-2024 academic year.

- *CPCE*

	2017-2018 (n= 42)	2018-2019 (n = 53)	2019-2020 (n = 70)	2020-2021 (n = 109)	2021-2022 (n = 69)	2022-2023 (n = 113)	2023-2024 (n = 85)
Professional Orientation and Ethics Section (out of 17)	10.86	11.47	11.48	11.79	11.61	11.44	10.85

- **Benchmark:** 100% of students will score 65% or higher on the professional orientation section of the CPCE.
- **Result:** 70% of students (48 out of 69) scored 65% or higher on the professional orientation and ethical practices section of the CPCE. Benchmark of 100% was **not met** for 2021-2022 academic year.
- **Result:** 55% of students (47 out of 85) scored 65% or higher on the professional orientation and ethical practices section of the CPCE. Benchmark of 100% was **not met** for 2023-2024 academic year.

2) Assessment and Diagnostic Processes

Program Objective: Students will demonstrate and apply effective assessment strategies to facilitate treatment planning.

Key Course(s): COUN 6314 and COUN 6351

Key Performance Indicators:

- (a) KPI 1: Biopsychosocial assessment and instrument/test (Assessment Administration)
- (b) KPI 2: Case analyses and treatment plan
- (c) KPI 3: Assessment and Testing section on the Counseling Profession Comprehensive Exam (CPCE)

Results: Below are the results from Key Performance Indicators 1 and 2.

- *Assessment Administration — Assessed by Instructors Using Old Rubric:*

Rubric Component (out of 4)	Fall 2017 (n = 11)	Spring 2018 (n = 10)	Spring 2019 (n = 24)	Spring 2020 (n = 33)
Identifying Information	3.91	4.00	3.96	3.85
Reason for referral	3.91	4.00	4.00	3.91
Background information and presenting problem	4.00	4.00	3.67	3.66
Behavioral observations	4.00	4.00	3.92	3.48
Assessment results and interpretations	4.00	3.90	2.75	3.15
Recommendations	3.91	4.00	3.83	3.27
Summary	4.00	4.00	3.33	3.39
Signature	4.00	3.20	3.00	3.91
Copy of biopsychosocial included	4.00	4.00	3.96	4.00
Copy of instrument included	4.00	4.00	3.92	4.00

- *Assessment Administration – Assessed by Instructors Using New Rubric:*

Rubric Component (out of 4)	Spring 2021 (n = 19)	Fall 2021 (n = 40)	Spring 2022 (n = 40)	Fall 2022 (n = 32)	Spring 2023 (n = 34)	Fall 2023 (n = 31)	Spring 2024 (n = 27)
Identified Information and Demographics	3.47	3.75	3.68	3.66	3.79	3.48	3.70
Reason for referral	3.53	3.78	3.90	3.63	3.79	3.58	3.63
Instrument appropriateness	3.11	3.45	3.78	3.53	3.38	3.58	3.15
Risk assessment	3.32	3.8	3.34	3.63	3.65	3.52	3.37
Validity of the testing administration	3.11	3.00	3.44	3.53	3.41	3.26	3.30
Assessment Administration	3.16	3.18	3.34	3.63	3.50	3.68	3.41
Ethical and Culturally relevant strategies	3.68	3.8	3.29	3.53	3.41	3.65	3.44
Summary	3.05	3.13	3.46	3.59	3.47	3.68	3.67
Recommendations	3.16	3.05	3.51	3.28	3.74	3.10	3.07
APA formatting	3.05	3.53	3.22	3.38	3.62	3.39	3.70

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 79% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2021-2022 academic year.
- **Result:** 75% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2022-2023 academic year.
- **Result:** 69% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2023-2024 academic year.

- *Case analyses and treatment plan*

Rubric Component (out of 3)	Summer 2022* (n = 0)	Summer 2023 (n = 21)	Summer 2024 (n = 18)
Develops a treatment plan for each case study.	0	3.00	3.00
Synthesizes the DSM diagnosis with a theoretical foundation to create each treatment plan.	0	3.00	3.00
Applies a comprehensive understanding of legal and ethical requirements in	0	3.00	2.94

counseling strategies as they relate to each case study.			
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*No data was available for analysis.

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022-2023 academic year
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023-2024 academic year. [Note: Not all instructors completed the assessment.]

- **CPCE**

	2017-2018 (n= 42)	2018- 2019 (n = 53)	2019- 2020 (n = 70)	2020- 2021 (n = 109)	2021- 2022 (n = 69)	2022- 2023 (n = 113)	2023- 2024 (n = 85)
Assessment and Testing Section (out of 17)	10.29	11.42	9.07	8.50	8.25	8.98	8.71

- **Benchmark:** 100% of students will score 65% or higher on the professional orientation section of the CPCE.
- **Result:** 12% of students (8 out of 69) scored 65% or higher on the assessment section of the CPCE. Benchmark of 100% was **not met** for 2021-2022 academic year.
- **Result:** 25% of students (21 out of 85) scored 65% or higher on the assessment section of the CPCE. Benchmark of 100% was **not met** for 2023-2024 academic year.

3) Social and Cultural Identities and Experiences

Program Objective: Students will demonstrate and apply multicultural knowledge necessary for competency in working with diverse populations.

Key Course(s): COUN 6364

Key Performance Indicators:

- (a) KPI 1: Comprehensive Genogram in COUN 6364
- (b) KPI 2: Comprehensive Project on Specific Population in COUN 6364
- (c) KPI 3: Social and Cultural Diversity section on the Counseling Profession Comprehensive Exam (CPCE)

Results: Below are the results from Measures 1, 2 and 3.

- *Comprehensive Genogram*

Rubric Component (out of 4)	Fall 2017 (n = 12)	Summer 2018 (n = 6)	Fall 2018 (n = 38)	Fall 2019 (n = 21)	Summer 2020 (n = 22)	Fall 2020 (n = 23)	Summer 2021 (n = 39)	Fall 2021 (n = 46)	Summer 2022* (n = n/a)	Fall 2022 (n = 28)	Summer 2023 (n = 29)	Fall 2023 (n = 39)	Summer 2024 (n = 15)
Content/ Ideas	3.75	3.5	3.61	3.57	4.00	3.26	3.62	3.59	n/a	3.75	4.00	3.77	3.73
Voice	4.00	4.00	3.79	3.95	4.00	3.91	3.97	3.91	n/a	3.93	4.00	3.79	3.93
Organization	4.00	3.50	3.84	3.86	4.00	3.91	3.87	3.85	n/a	3.82	4.00	3.74	3.60
Identified Patterns and Influences	4.00	3.50	3.95	3.95	4.00	3.74	3.13	3.39	n/a	3.50	4.00	3.72	3.53
Overall Quality of Work	4.00	3.67	3.79	3.86	4.00	3.83	3.85	3.93	n/a	3.75	4.00	3.82	3.67

*No data was available for analysis.

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
 - **Result:** 89% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2021-2022 academic year.
 - **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022-2023 academic year.
 - **Result:** 93% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023-2024 academic year.
- *Comprehensive Project on Specific Population*

Rubric Component (out of 4)	Fall 2017 (n = 17)	Summer 2018 (n = 6)	Fall 2018 (n = 37)	Fall 2019 (n = 20)	Summer 2020 (n = 23)	Fall 2020 (n = 23)	Summer 2021 (n = 39)	Fall 2021 (n = 44)	Summer 2022* (n=0)	Fall 2022 (n = 27)	Summer 2023 (n = 29)	Fall 2023 (n = 39)	Summer 2024 (n = 15)
Content /Ideas	3.18	3	3.92	3.65	3.35	3.26	3.62	3.84	N/A	3.85	4.00	3.62	4.00
Voice	2.59	3	3.59	3.85	3.91	3.91	3.97	3.84	N/A	3.93	4.00	3.82	3.73
Organization	3.32	3	3.78	3.90	3.91	3.91	3.87	3.93	N/A	3.93	4.00	3.92	3.93
Grammar/APA Style	2.62	3	3.62	3.25	3.43	3.74	3.13	3.70	N/A	3.63	4.00	3.77	4.00
Overall Quality of Work	2.94	3	3.86	3.95	3.91	3.83	3.85	3.90	N/A	3.89	4.00	3.72	3.93

*No data was available for analysis.

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 95% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022-2023 academic year.
- **Result:** 98% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023-2024 academic year.

• CPCE

	2017-2018 (n = 42)	2018-2019 (n = 53)	2019-2020 (n = 70)	2020-2021 (n = 109)	2021-2022 (n = 69)	2022-2023 (n = 113)	2023-2024 (n = 85)
Social and Cultural Diversity Section (out of 17)	10.12	9.92	9.84	8.02	8.62	8.70	9.29

- **Benchmark:** 100% of students will score 65% or higher on the social and cultural identities and experiences section of the CPCE.
- **Result:** 25% of students (28 out of 113) scored 65% or higher on the of the CPCE. Benchmark of 100% was **not met** for 2022-2023 academic year.
- **Result:** 31% of students (26 out of 85) scored 65% or higher on the social and cultural identities and experiences of the CPCE. Benchmark of 100% was **not met** for 2023-2024 academic year.

4) Career Development

Program Objective: Students will demonstrate understanding and application of career development theory to help individuals with career planning and decisions.

Key Course(s): COUN 6345

Key Performance Indicators:

- (a) KPI 1: Career Autobiography in COUN 6345
- (b) KPI 2: Career Development Intervention Portfolio in COUN 6345
- (c) KPI 3: Career Development section on the Counseling Profession Comprehensive Exam (CPCE)

Results: Below are the results from Key Performance Indicators 1, 2, and 3.

- *Career Development Intervention Portfolio*

Rubric Component	Summer 2020 (n = 13)	Summer 2021 (n = 50)	Summer 2022 (n = 33)	Summer 2023 (n = 60)	Summer 2024 (n = 61)
Content/Ideas	3.69 (out of 4)	3.98	4.00	4	3.54
Voice	4.00	3.86	4.00	4	3.56
Organization	3.92	3.66	4.00	4	3.56
Grammar/APA Style	4.00	3.86	3.88	4	3.52
Overall Quality of Work	3.85	3.68	4.00	4	3.56

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022-2023 academic year.
- **Result:** 61% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2023-2024 academic year.

- *Career Autobiography*

Rubric Component	Summer 2020 (n = 24)	Summer 2021 (n = 50)	Summer 2022 (n = 52)	Summer 2023 (n = 66)	Summer 2024 (n = 61)
Reflection on career development	3.96 (out of 4)	3.98	4	4	3.57
Career Theory	3.96	3.86	4	4	3.59
Application of Career Theory	3.96	3.66	4	4	3.59
Reflection on career theory	3.96	3.86	4	4	3.59

Overall Quality of Work and APA	3.96	3.68	3.96	4	3.59
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- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022-2023 academic year.
- **Result:** 61% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2023-2024 academic year.

• *CPCE*

	2017-2018 (n = 42)	2018-2019 (n = 53)	2019-2020 (n = 70)	2020-2021 (n = 109)	2021-2022 (n = 69)	2022-2023 (n = 113)	2023-2024 (n = 85)
Career Development Section	7.90 (out of 17)	10.60	9.86	10.06	9.52	9.78	9.54

- **Benchmark:** 100% of students will score 65% or higher on the professional orientation section of the CPCE.
- **Result:** 38% of students (43 out of 113) scored 65% or higher on the career development section of the CPCE. Benchmark of 100% was **not met** for 2022-2023 academic year.
- **Result:** 32% of students (27 out of 85) scored 65% or higher on the career development section of the CPCE. Benchmark of 100% was **not met** for 2023-2024 academic year.

5) Research and Program Evaluation

Program Objective: Students will demonstrate understanding and application of quantitative and qualitative research methods as well as program evaluation to inform evidence-based practice.

Key Course(s): COUN 6301

Key Performance Indicators:

- (a) KPI 1: Research Proposal in COUN 6301
- (b) KPI 2: Research and Program Evaluation section on the Counseling Profession Comprehensive Exam (CPCE)

Results: Below are the results from Key Performance Indicators 1 and 2.

• *Research Proposal -- Assessed by Instructors Using Old Rubric:*

Rubric Component	Spring 2018 (n = 25)	Summer I 2018 (n = 21)
Analyzes the social science research process	3.00 (out of 3)	3.00
Applies social science research methods	2.88	2.62
Applies each step of the research process	2.28	2.86
Analyzes ethical issues in research studies	3.00	2.90
Analyses quantitative and qualitative research	2.96	2.86

• *Research Proposal -- Assessed by Instructors Using Revised Rubric:*

Rubric Component	Spring 2019 (n = 29)	Spring 2020 (n = 31)	Summer 2020 (n = 20)	Spring 2021 (n = 39)	Summer 2021 (n = 47)	Spring 2022 (n = 40)	Summer 2022 (n = 26)	Spring 2023 (n = 34)	Summer 2023 (n = 29)	Spring 2024 (n = 24)	Summer 2024 (n = 21)
Introduction	2.76 (out of 3)	2.87	2.85	2.82	2.17	2.94	2.57	2.88	2.90	2.92	2.76
Overview of Related Research	2.69	2.84	2.85	2.64	2.23	2.84	2.54	2.85	2.89	2.63	2.62
Method	7.17	7.2	7.80	6.77	5.60	7.08	6.70	6.68	6.57	6.38	6.48
Implications for Practice and Research	2.79	2.52	2.45	2.46	2.15	2.54	2.31	2.65	2.54	2.63	2.70

APA format	2.52	2.23	2.60	2.15	2.10	2.36	2.15	2.44	2.79	1.46	2.76
Total Score	91.21	89.03	96.25	84.10	71.25	89.59	86.26	87.50	86.38	80.00	85.95

- **Benchmark:** 60% of students will score an 85 or higher on the total grade.
- **Result:** 49% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2023-2024 academic year.
- **Result:** 57% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2022-2023 academic year.
- **Result:** 49% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2023-2024 academic year.

• *CPCE*

	2017-2018 (n = 42)	2018-2019 (n = 53)	2019-2020 (n = 70)	2020-2021 (n = 109)	2021-2022 (n = 69)	2022-2023 (n = 113)	2023-2024 (n = 85)
Research and Program Evaluation Section (out of 17)	10.05	11.36	9.42	9.74	10.13	10.80	9.79

- **Benchmark:** 100% of students will score 65% or higher on the professional orientation section of the CPCE.
- **Result:** 41% of students (35 out of 85) scored 65% or higher on the assessment section of the CPCE. Benchmark of 100% was **not met** for 2023-2024 academic year.

6) Lifespan Development

Program Objective: Students will demonstrate an understanding of development across the lifespan and the impact on normal and abnormal functioning.

Key Course(s): COUN 6304

Key Performance Indicators:

- (a) KPI 1: Group Development Theory Project and Presentation
- (b) KPI 2: Developmental Autobiography
- (c) KPI 3: Human Growth and Development section on the Counseling Profession Comprehensive Exam (CPCE)

Results: Below are the results from Key Performance Indicators 1, 2, and 3.

• *Developmental Autobiography--Assessed by Instructors Using Old Rubric:*

Rubric Component	Spring 2018 (n = 20)
Component 1: compare your life	4.00 (out of 4)
Component 2: analysis	3.00
Component 3: Discussion	3.05
Component 4: Reflection	1.00

• *Developmental Autobiography--Assessed by Instructors Using New Rubric:*

Rubric Component	Spring 2019	Spring 2020	Summer 2020	Spring 2021	Summer 2021	Spring 2022	Summer 2022	Spring 2023	Summer 2023	Spring 2024	Summer 2024
Physical, cognitive, and psychosocial features	2.96 (out of 3)	2.85	2.96	3.00	3.00	2.96	2.92	2.96	3.00	2.83	3.00
Factors affecting physical, cognitive, and psychosocial developments	2.96	2.93	2.87	3.00	3.00	2.93	2.83	3.00	3.00	2.83	2.71

Theoretical Perspectives on human development	2.67	2.67	2.65	2.75	2.90	2.54	2.67	2.79	2.59	2.63	2.57
Developmental Theory best fits with personal situation	2.89	2.78	2.74	2.68	2.75	2.79	2.83	2.96	2.82	2.71	2.62
Intelligence of personality theory	2.96	2.74	2.91	2.82	2.95	2.5	2.67	2.38	2.50	2.83	2.48
Total Score	95.15	92.85	92.13	93.93	95.40	82	82.50	92.29	90.64	92.54	87.43

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Results:** 73% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2021-2022 academic year.
- **Results:** 92% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022-2023 academic year.
- **Results:** 67% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2023-2024 academic year.

• ***Group Development Theory Project and Presentation***

Rubric Component (out of 4)	Spring 2018 (n = 20)	Spring 2019 (n = 27)	Spring 2020 (n = 27)	Spring 2021 (n = 28)	Summer 2021 (n = 20)	Spring 2022 (n = 27)	Summer 2022 (n = 28)	Spring 2023 (n = 24)	Summer 2023 (n = 20)	Spring 2024 (n = 24)	Summer 2024 (n = 22)
Content/ Ideas	3.50	3.70	3.56	3.71	4.00	3.46	4.00	3.75	3.65	4.00	3.41
Voice	3.35	3.85	4.00	4.00	4.00	4.00	4.00	4.00	3.95	3.96	3.55
Organization	3.45	3.78	2.70	4.00	4.00	3.46	4.00	4.00	3.75	3.96	3.77

Grammar/APA Style	3.90	3.89	3.67	3.89	4.00	3.77	3.58	3.75	3.95	3.96	3.41
Overall Quality of Work	3.65	3.78	3.67	3.82	4.00	3.62	4.00	3.92	4.00	4.00	3.36

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Results:** 87% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2021-2022 academic year.
- **Results:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022-2023 academic year.
- **Results:** 74% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2023-2024 academic year.

• **CPCE**

	2017-2018 (n = 42)	2018-2019 (n = 53)	2019-2020 (n = 70)	2020-2021 (n = 109)	2021-2022 (n = 69)	2022-2023 (n = 113)	2022-2023 (n = 85)
Human Growth and Development Section	11.38 (out of 17)	10.77	10.35	9.76	9.87	10.73	11.04

- **Benchmark:** 100% of students will score 65% or higher on the professional orientation section of the CPCE.
- **Result:** 64% of students (54 out of 85) scored 65% or higher on the assessment section of the CPCE. Benchmark of 100% was **not met** for 2023-2024 academic year.

7) Counseling Practice and Helping Relationships

Program Objective: Students will demonstrate and apply knowledge and skills of theories and techniques necessary to engage in an effective and therapeutic helping relationship.

Key Course(s): COUN 6328

Key Performance Indicators:

- KPI 1: Counseling Theoretical Orientation Paper in COUN 6328
- KPI 2: Case Conceptualization in COUN 6328
- KPI 3: Helping Relationships section on the Counseling Profession Comprehensive Exam (CPCE)

Results: Below are the results from Key Performance Indicators 1, 2, and 3.

- *Counseling Theoretical Orientation Paper*

Rubric Component	Spring 2018 (n = 12)	Spring 2019 (n = 14)	Fall 2019 (n = 1)	Spring 2020 (n = 9)	Fall 2020 (n = 10)	Spring 2021 (n = 11)	Fall 2021 (n = 15)	Spring 2022 (n = 15)	Fall 2022 (n = 33)	Spring 2023 (n = 31)	Fall 2023 (n = 32)	Spring 2024 (n = 19)
Format/ layout	2.58 (out of 3)	3.00	3.00	2.89	2.10	3.00	2.64	2.63	2.30	2.61	2.91	3.00
Content	2.75	3.00	3.00	2.78	2.40	3.00	2.64	2.63	2.30	2.61	2.94	3.00
Quality of writing	2.75	3.00	3.00	2.56	2.00	3.00	2.64	2.63	2.27	2.52	2.88	3.00
References	2.42	3.00	3.00	2.56	2.50	3.00	2.64	2.63	2.27	2.58	2.78	3.00

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 62% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for **2021-2022 academic year.**
- **Result:** 45% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for **2022-2023 academic year.**
- **Result:** 96% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023-2024 academic year. [Note: Not all instructors completed the assessment.]

- **Case Conceptualization Recording** (5-point scale ranges from -2, -1, 0, +1, to +2.): only 13 items are used (starting from Spring 2023)

Rubric Component	Spring 2019 (n = 12)	Spring 2021 (n = 22)	Fall 2021 (n = 15)	Spring 2022 (n = 16)	Fall 2022 (n = 32)	Spring 2023 (n = 33)	Fall 2023 (n = 32)	Spring 2024 (n = 19)
1) Body Language and Appearance	2.00	2.00	2.00	2.0	1.72	1.97	2.00	2.00
2) Minimal Encouragers	2.00	2.00	2.00	2.00	1.72	1.85	2.00	2.00
3) Vocal Tone	2.00	2.00	2.00	2.00	1.72	1.91	2.00	2.00
4) Evoking and Punctuating Client Strengths	2.00	2.00	1.00	1.94	1.72	1.76	2.00	2.00
5) Questioning	2.00	2.00	1.93	2.0	1.72	1.64	2.00	2.00
6) Requesting Concrete and Specific Examples	2.00	2.00	1.93	1.82	1.72	1.61	2.00	2.00
7) Paraphrasing (reflection of content)	2.00	2.00	1.93	2.0	1.66	1.58	2.00	2.00
8) Summarizing	2.00	2.00	1.93	2.0	1.72	1.55	2.00	2.00
9) Reflecting Feeling	2.00	2.00	1.93	1.94	1.69	1.55	2.00	2.00
10) Using immediacy	2.00	2.00	1.00	1.12	1.66	1.48	2.00	2.00
11) Observing themes and patterns	2.00	1.00	1.00	1.18	1.72	1.48	2.00	2.00
12) Challenging/pointing out discrepancies	2.00	2.0	1.93	1.47	1.72	1.48	2.00	2.00
13) Reflecting meaning and values	2.00	1.05	1.00	1.29	1.72	1.48	2.00	2.00
14) Determining goals and desired outcomes*	2.00	2.00	1.53	2.0	1.72	--	--	--
15) Using strategies for creating change*	2.00	2.00	1.53	1.76	1.72	--	--	--
16) Considering alternatives and their consequences*	2.00	2.00	1.00	1.94	1.72	--	--	--
17) Planning action and anticipating possible obstacles*	2.00	2.00	1.00	2.00	1.72	--	--	--
18) Develops therapeutic relationship*	2.00	2.00	2.00	2.00	1.72	--	--	--

19) Manages the session*	2.00	2.00	1.93	2.00	1.72	--	--	--
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*No longer assessed starting Spring 2023.

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 49% of students scored 85 on the total grade. Benchmark of 85% was **not met** for 2021-2022 academic year.
- **Result:** 60% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2022-2023 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023-2024 academic year.

• **CPCE**

	2017-2018 (n = 42)	2018- 2019 (n = 53)	2019- 2020 (n = 70)	2020- 2021 (n = 109)	2021- 2022 (n = 69)	2022- 2023 (n = 113)	2023- 2024 (n = 85)
Helping Relationships Section	11.5 (out of 17)	11.74	10.25	9.81	9.81	9.64	9.27

- **Benchmark:** 100% of students will score 65% or higher on the professional orientation section of the CPCE.
- **Result:** 29% of students (25 out of 85) scored 65% or higher on the assessment section of the CPCE. Benchmark of 100% was **not met** for 2023-2024 academic year.

8) Group Counseling and Group Work

Program Objective: Students will apply knowledge in group counseling processes and demonstrate competency in preparing and facilitation of group counseling.

Key Course(s): COUN 6368 and COUN 6369

Key Performance Indicators:

- (a) KPI 1: Group Proposal in COUN 6368
- (b) KPI 2: Facilitation of a Group Session in COUN 6369, but in COUN 6368 (starting Summer 2022)
- (c) KPI 3: Group Work section on the Counseling Profession Comprehensive Exam (CPCE)

Results: Below are the results from Key Performance Indicators 1, 2, and 3.

• *Group Proposal*

Rubric Component	Spring 2018	Summer 2018	Spring 2019	Summer 2019	Spring 2020	Spring 2021	Summer 2021	Spring 2022	Summer 2022	Spring 2023	Summer 2023	Spring 2024	Summer 2024
Title Page, Abstract, Type of Group, and Population	4.00 (out of 4)	4.00	3.96	4.00	3.79	4.00	3.95	3.80	4.0	3.81	4.0	4.0	4.0
Pre-Group Activities, Rationale and Goals, and Theoretical Orientation	4.00	3.67	3.56	4.00	3.62	3.86	3.40	3.63	4.0	3.81	4.0	3.58	4.0
Basic Ground Rules, Topics, and Evaluation	3.00	3.75	3.88	4.00	3.79	3.77	3.55	3.61	4.0	3.65	4.0	4.0	4.0
Grammar and APA Style	3.00	3.25	3.52	3.38	3.59	3.95	3.95	3.93	3.0	3.58	4.0	3.46	4.0

Overall Quality of Work and APA Style	4.00	3.83	3.72	3.75	3.86	3.82	4.00	3.98	3.0	3.62	4.0	3.96	4.0
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- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2021-2022 academic year.
- **Result:** 91% of students earned a score of 85 on the total grade. Benchmark of 85% was met for **2022-2023 academic year.**
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023-2024 academic year.

• *Facilitation of a Group Session Old Rubric:*

Rubric Component	Spring 2020 (n = 6)	Summer 2020 (n = 12)	Spring 2021 (n = 5)	Summer* 2022 (n/a)
Deepens the session	4.00 (out of 5)	4.17	4.00	n/a
Develops therapeutic relationship	4.67	4.92	5.00	n/a
Encourages change	4.83	4.67	4.20	n/a
Encourages exploration	5.00	4.75	4.40	n/a
Manages the session	5.00	5.00	4.60	n/a
Shows interest and appreciation	4.50	5.00	5.00	n/a

*No data was available for analysis.

Rubric Component	Spring 2023 (n = 20)	Summer 2023 (n = 28)	Spring 2024 (n = 24)	Summer 2024 (n = 26)
Structured Meetings Opens meetings in a timely manner	4.0	4.0	4	4.0
Provides structure statements to assist the group in properly framing group movement	4.0	4.0	4	4.0
Models appropriate behaviors for group members	4.0	4.0	3.92	4.0
Establishes clear norms and rules	4.0	4.0	4	4.0
Provides structure through ice-breakers, scaling exercises, etc.	4.0	4.0	3.96	4.0
Facilitation Skills	4.0	4.0	3.38	4.0

Intentionally facilitates curative factors such as universality, altruism, cohesion, catharsis, etc.				
Tolerates and uses silence	4.0	4.0	3.96	4.0
Facilitates exploration of non-verbal behaviors with effective open-ended inquiry	4.0	4.0	3.63	4.0
Facilitates at all levels of focus: individual, dyadic, group	4.0	4.0	3.25	4.0
Facilitates member-to-member connection through focus on common experiences and themes	4.0	4.0	3.71	4.0
Dealing with Resistance Deals effectively with challenges to leadership	4.0	4.0	3.96	4.0
Deals effectively with tension between group members	4.0	4.0	3.92	4.0
Explores the feelings underlying repetitive/resistive behaviors	4.0	4.0	3.29	4.0
Promotes diversity of perspective to minimize isolating members	4.0	4.0	3.42	4.0
Normalizes and reframes anxiety and other “negative” emotions	4.0	4.0	3.67	4.0
Redirection Skills Redirects general statements to “I” messages	4.0	4.0	3.96	4.0
Redirects talking about other members to talking to other members	4.0	4.0	3.79	4.0
Redirects excessive questioning to making statements	4.0	4.0	3.5	4.0
Redirects advice giving to talking about one’s own experience	4.0	4.0	3.33	4.0
Redirects there-and-then storytelling to here-and-now exchanges	4.0	4.0	3.29	4.0
Advance Skills for Working Stage Uses “what if” and role-playing to emulate there-and-	4.0	4.0	3.96	4.0

then relational dynamics within the group				
Challenges shallowness of a working group, using group-level methods of deepening	4.0	4.0	3.46	4.0
Self-discloses in a balanced way to model and facilitate interaction between members	4.0	4.0	3.42	4.0
Shifts the group away from content fixation to process	4.0	4.0	3.46	4.0
Refuses overuse of leader input in favor of group interaction and self-reliance	4.0	4.0	3.58	4.0
Structured Meetings	20.00	20.00	19.88	20.00
Facilitation Skills	20.00	20.00	17.92	20.00
Dealing with Resistance	20.00	20.00	18.25	20.00
Redirection Skills	20.00	20.00	17.88	20.00
Advance Skills for Working Stage	20.00	20.00	17.88	20.00

• *Facilitation of a Group Session Using New Rubric:* (out of 4 points)

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022-2023 academic year.
- **Result:** 98% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023-2024 academic year.

• *CPCE*

	2017-2018 (n = 42)	2018-2019 (n = 53)	2019-2020 (n = 70)	2020-2021 (n = 109)	2021-2022 (n = 69)	2022-2023 (n = 113)	2023-2024 (n = 85)
Group Work Section	11.29 (out of 17)	12.70	11.80	11.83	11.01	11.35	9.73

- **Benchmark:** 100% of students will score 65% or higher on the professional orientation section of the CPCE.
- **Result:** 35% of students (30 out of 85) scored 65% or higher on the assessment section of the CPCE. Benchmark of 100% was **not met** for 2023-2024 academic year.

9) School Counseling Specialization

Program Objective: Students will integrate knowledge of school counseling techniques and enhance the role as a school counselor with children, adolescents, and their parents and other family members.

Key Course(s): COUN 6344

Key Performance Indicators:

- (a) KP1: School Counseling Development Plan and Presentation
- (b) KP2: Comprehensive Developmental School Counseling and Guidance Program (Plan)

Results: Below are the results from Measure 1 and Measure 2.

- *School Counseling Development Plan and Presentation Using Old Rubric:*

Rubric Component	Fall 2019 (n = 13)	Fall 2021 (n = 10)	Spring 2022 (n = 3)
Organization	3.62 (out of 4.0)	4.00 (out of 4.0)	3.00 (out of 4.0)
Presentation of project and effort	3.62	4.00	3.00
Speaking skills	3.62	3.00	3.00
Evidence of integration of TEA model	4.00	4.00	4.00
Analyzes existing developmental school counseling programs	3.00 (out of 3.0)	3.0 (out of 3.0)	3.0 (out of 3.0)
Includes structural components	3.00	3.0	3.0
Includes components as described by TEA	3.00	3.0	3.0
Includes components as described in the ASCA national model	3.00	3.0	3.0
Creates an appropriate school counseling program	3.00	3.0	3.0
Describes counselor position guides and job descriptions	3.00	3.0	3.0

- *School Counseling Development Plan and Presentation Using New Rubric:*

Rubric Component	Fall 2022 (n = 9)	Spring 2023 (n = 10)	Spring 2024 (n = 18)
Organization (out of 4)	4.00	4.00	4.00
Presentation of project and effort (out of 4)	4.00	4.00	3.83
Speaking skills (out of 4)	4.00	3.70	3.83
Evidence of integration of TEA model (out of 4)	4.00	4.00	4.00

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022-2023 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023-2024 academic year.

• *School Counseling Development Plan*

Rubric Component (out of 3)	Fall 2020 (n = 15)	Spring 2021 (n = 7)	Fall 2021 (n = 7)	Spring 2022 (n = 3)	Fall 2022 (n = 9)	Spring 2023 (n = 10)	Spring 2024 (n = 18)
Analyzes school counseling programs	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Includes structural components	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Includes TEA components	3.00	3.00	3.00	3.00	3.00	3.00	2.83
Includes components from ASCA national model	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Creates a comprehensive developmental school guidance program	2.69	3.00	3.00	3.00	3.00	3.00	2.61
Describes counselor positions guides	3.00	3.00	3.00	3.00	3.00	3.00	3.00

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022-2023 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023-2024 academic year.

- *Counseling technique and activity*

Rubric Component (out of 4)	Summer 2023 (n = 19)	Summer 2024 (n = 46)
Theoretical Approach	3.37	3.89
Play Activity Goals	4.00	3.91
Objectives	4.00	3.91
Materials Needed	3.95	3.89
Experiential Components/ Verbal Components	4.00	3.89
Procedures	4.00	3.89
Processing Leads	3.89	3.91
Recommendations	3.89	3.91
References and Handouts	3.89	3.57
Peer Participation Comments	4.00	3.83

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for **2022-2023 academic year**.
- **Result:** 96% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023-2024 academic year.

10) Clinical Mental Health Counseling Specialization

Program Objective: Students will demonstrate knowledge and application of clinical mental health counseling issues including historical foundations, the role and function of the clinical mental health counselor and working with specific populations.

Key Course(s): COUN 6367

Key Performance Indicator:

(a) KP1: Clinical Mental Health Program Improvement and Consultation Project

Results: Below are the results from Measure 1.

- Clinical Mental Health Program Improvement***

Rubric Component (out of 4)	Spring 2018 (n = 4)	Fall 2018 (n = 6)	Fall 2020 (n = 17)	Spring 2021 (n = 21)	Fall 2021 (n = 16)	Spring 2022 (n = 31)	Fall 2022 (n = 31)	Spring 2023 (n = 21)	Fall 2023 (n = 21)	Spring 2024 (n = 23)
Organization	4.00	4.00	4.00	3.90	4.0	4.0	3.86	4.00	4.00	4.00
Presentation of project and effort	4.00	4.00	4.00	3.86	4.0	4.0	3.86	3.90	4.00	4.00
Speaking skills	4.00	4.00	4.00	4.00	4.0	4.0	3.72	3.95	4.00	4.00
Evidence of integration of overview of services, recommendations for improvement, etc.	4.00	3.67	4.00	3.86	4.0	4.0	3.14	3.95	4.00	4.00

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2021-2022 academic year.
- **Result:** 92% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022-2023 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023-2024 academic year.

B) Curriculum Modifications and Program Improvement Informed by Program Evaluation

In Academic Year 2024-2025, one important curriculum and program improvement change involved the Counselor Preparation Comprehensive Examination (CPCE). The counseling program submitted formal curriculum changes through the Graduate College to implement all the changes below.

1. **Consistent Monitoring of Data Collection.** The assessment coordinator and department chair will remind faculty about the importance of collecting data on key performance indicators in select courses.
2. **End-of-Course Exams.** Each core course represented in the CPCE exam will include an end-of-course exam with a passing cutoff score to be determined by the department. Students not meeting the cutoff will repeat the end-of-course exam in each subsequent semester until the requirement is met. The end-of-course exam will not be used as a requirement for passing the course. Students must pass all end-of-course exams to attempt the CPCE Practice Exam.
3. **CPCE Practice Exam.** In the semester immediately prior to Practicum, students will attempt the CPCE practice exam provided by the department and administered via Qualtrics. The practice exam will include questions in all eight core areas. The passing cutoff score will be determined by the department (*we can replace this language when we know what the cutoff will be*).

Students will be cleared to attempt the CPCE exam when they have met the department cutoff score on the practice exam.

4. **CPCE Exam.** Students who have met the practice exam cutoff score will attempt the CPCE exam for the first time in COUN 6365 Practicum. If unsuccessful, students may attempt the CPCE in COUN 6369 Internship I.
 - a. Students will have two (2) attempts to meet the cutoff score. If unsuccessful, students must provide evidence of enrollment in a department-approved CPCE study course before being approved to attempt the CPCE exam for a third time.
5. **Internship II Requirement.** To be enrolled in Internship II, students must have a successful CPCE attempt. Students not meeting the national mean cutoff score will not be allowed to enroll in Internship II.
 - a. If a student has exhausted all other required courses, they will enroll in a one-hour non-credit course, e.g., UNIV, in order to continue to attempt the CPCE exam. See CPCE Testing Protocol below.

CPCE Testing Protocol

