

University of Texas Rio Grande Valley (UTRGV)
Department of Counseling

**Council for Accreditation of Counseling and Related Educational
Programs (CACREP) Annual Academic Indicators Report
Academic Year 2024 to 2025**

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Section A: Summary of Program Evaluation Results and Achievement of Academic Quality Indicators

ACADEMIC QUALITY INDICATORS

1) Student Learning Outcomes

A) Professional Counseling Orientation and Ethical Practice

Program Objective: Counseling graduate students will develop a strong orientation and identity in professional counseling by the time they complete the program.

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

Key Performance Indicators:

- (a) Key Performance Indicator (KPI) 1: Advocacy Project in COUN 6311
- (b) Key Performance Indicator (KPI) 2: Counseling Identity/Personal Beliefs Statement in COUN 6310
- (c) Key Performance Indicator (KPI) 3: Counselor Preparation Comprehensive Examination (CPCE)

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

Advocacy Project in COUN 6311:

Rubric Component (out of 5)	Summer 2023 (n = 40)	Summer 2024 (n = 45)	Summer 2025 (n = 89)
Depth of Reflection	4.00	4.87	4.83
Grammar/APA Style	4.00	4.60	4.93
Required Components of Activity	4.00	4.78	4.96
Structure/Organization	5.00	4.71	4.99

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 53% of students earned a score of 85 on the total grade. Benchmark of 85% was not **met** for the 2022 to 2023 academic year.
- **Result:** 93% of students earned a score of 85 on the total grade. Benchmark of 85% was **met** for 2023 to 2024 academic year.
- **Result:** 99% of students earned a score of 85 on the total grade. Benchmark of 85% was **met** for 2024 to 2025 academic year.

Personal Beliefs Statement in COUN 6310:

Rubric Component (Out of 5)	Fall 2022 (n = 18)	Spring 2023 (n = 41)	Fall 2023 (n = 26)	Spring 2024 (n = 39)	Fall 2024 (n = 50)	Spring 2025 (n = 55)
Depth of Reflection	4.67	4.46	4.96	4.85	4.94	4.89
Structure/Organization	4.94	4.46	5.00	4.92	4.96	4.93
Grammar/APA style	4.72	4.34	4.69	4.64	4.66	4.69

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 64% of students earned a score of 85 on the total grade. Benchmark of 85% was **met** for 2022 to 2023 academic year.
- **Result:** 98% of students earned a score of 85 on the total grade. Benchmark of 85% was **met** for 2023 to 2024 academic year.
- **Result:** 99% of students earned a score of 85 on the total grade. Benchmark of 85% was **met** for 2024 to 2025 academic year.

Personal Beliefs Statement in COUN 6369:

Rubric Component (Out of 5)	Spring 2025 (n = 32)
Depth of Reflection	4.75
Structure/Organization	4.75
Grammar/APA style	4.75

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 78% of students earned a score of 85 on the total grade. Benchmark of 85% was not **met** for 2024 to 2025 academic year.

Counselor Preparation Comprehensive Examination (CPCE):

- **Benchmark:** 100% of students will pass the CPCE with a score of the national mean on the administration of the national exam after three attempts.
- **Result:** 32% (25 out of 78) of students scored at the national mean or higher. Benchmark of 100% was **not met** for 2024 to 2025 academic year.

B) 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) Key Performance Indicator (KPI) 1: Biopsychosocial assessment and instrument/test (Assessment Administration)
- (b) Key Performance Indicator (KPI) 2: Case analyses and treatment plan
- (c) Key Performance Indicator (KPI) 3: Counselor Preparation Comprehensive Examination (CPCE)

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

Assessment Administration in COUN 6314:

Rubric Component (out of 4)	Fall 2022 (n = 32)	Spring 2023 (n = 34)	Fall 2023 (n = 31)	Spring 2024 (n = 27)	Fall 2024 (n = 15)	Spring 2025 (n = 10)
Identified Information and Demographics	3.66	3.79	3.48	3.70	3.47	3.40
Reason for referral	3.63	3.79	3.58	3.63	3.60	3.60
Instrument appropriateness	3.53	3.38	3.58	3.15	3.07	3.40
Risk assessment	3.63	3.65	3.52	3.37	3.13	3.70
Validity of the testing administration	3.53	3.41	3.26	3.30	3.27	3.20
Assessment Administration	3.63	3.50	3.68	3.41	3.40	3.30
Ethical and culturally relevant strategies	3.53	3.41	3.65	3.44	3.40	3.30
Summary	3.59	3.47	3.68	3.67	3.00	3.20
Recommendations	3.28	3.74	3.10	3.07	1.20	2.40
APA formatting	3.38	3.62	3.39	3.70	0.62	3.50

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 75% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2022 to 2023 academic year
- **Result:** 69% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2023 to 2024 academic year.
- **Result:** 48% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2024 to 2025 academic year.

Case analysis and treatment plan:

Rubric Component (out of 3)	Summer 2022* (n = 0)	Summer 2023 (n = 21)	Summer 2024 (n = 18)	Spring 2025	Summer 2025 (n = 11)
Develops a treatment plan for each case study.	0.00	3.00	3.00	3.00	3.00
Synthesizes the DSM diagnosis with a theoretical foundation to create each treatment plan.	0.00	3.00	3.00	3.00	2.91
Applies a comprehensive understanding of legal and ethical requirements in counseling strategies as they relate to each case study.	0.00	3.00	2.94	3.00	3.00

*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 to 2023 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023 to 2024 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2024 to 2025 academic year.

Counselor Preparation Comprehensive Examination (CPCE)

- **Benchmark:** 100% of students will pass the CPCE with a score of the national mean on the administration of the national exam after three attempts.
- **Result:** 32% (25 out of 78) of students scored at the national mean or higher. Benchmark of 100% was **not met** for 2024 to 2025 academic year.

C) Social and Cultural Identities and Experiences

Program Objective: Counseling graduate students will demonstrate and use knowledge necessary for competency in working with diverse populations across various types of cultures by the time students complete the program.

Key Course(s): COUN 6364

Key Performance Indicators:

- (a) Key Performance Indicator (KPI) 1: Comprehensive Genogram in COUN 6364
- (b) Key Performance Indicator (KPI) 2: Comprehensive Project on Specific Population in COUN 6364
- (c) Key Performance Indicator (KPI) 3: Counselor Preparation Comprehensive Examination (CPCE)

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

Comprehensive Genogram:

Rubric Component (out of 4)	Fall 2022 (n = 28)	Summer 2023 (n = 29)	Fall 2023 (n = 39)	Summer 2024 (n = 15)	Fall 2024 (n = 27)	Summer 2025 (n = 40)
Content / Ideas	3.75	4.00	3.77	3.73	3.81	4.00
Voice	3.93	4.00	3.79	3.93	3.93	3.92
Organization	3.82	4.00	3.74	3.60	3.74	3.95
Identified Patterns and Influences	3.50	4.00	3.72	3.53	4.00	4.00
Overall Quality of Work	3.75	4.00	3.82	3.67	4.00	3.83

*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 to 2023 academic year.
- **Result:** 93% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023 to 2024 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2024 to 2025 academic year.

Comprehensive Project on Specific Population:

Rubric Component (out of 4)	Fall 2022 (n = 27)	Summer 2023 (n = 29)	Fall 2023 (n = 39)	Summer 2024 (n = 15)	Fall 2024 (n = 26)	Summer 2025 (n = 41)
Content /Ideas	3.85	4.00	3.62	4.00	4.00	4.00
Voice	3.93	4.00	3.82	3.73	4.00	3.95
Organization	3.93	4.00	3.92	3.93	3.31	4.00
Grammar/APA Style	3.63	4.00	3.77	4.00	4.00	4.00
Overall Quality of Work	3.89	4.00	3.72	3.93	4.00	4.00

- **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 to 2023 academic year.
- **Result:** 98% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023 to 2024 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2024 to 2025 academic year.

Counselor Preparation Comprehensive Examination (CPCE):

- **Benchmark:** 100% of students will pass the CPCE with a score of the national mean on the administration of the national exam after three attempts
- **Result:** 32% (25 out of 78) of students scored at the national mean or higher. Benchmark of 100% was **not met** for 2024 to 2025 academic year.

D) 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) Key Performance Indicator (KPI) 1: Career Autobiography in COUN 6345.
- (b) Key Performance Indicator (KPI) 2: Career Development Intervention Portfolio in COUN 6345.
- (c) Key Performance Indicator (KPI) 3: Counselor Preparation Comprehensive Examination (CPCE).

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

Career Development Intervention Portfolio:

Rubric Component (out of 4)	Summer 2020 (n = 13)	Summer 2021 (n = 50)	Summer 2022 (n = 33)	Summer 2023 (n = 60)	Summer 2024 (n = 61)	Summer 2025 (n = 27)
Content/Ideas	3.69	3.98	4.00	4.00	3.54	4.00
Voice	4.00	3.86	4.00	4.00	3.56	4.00
Organization	3.92	3.66	4.00	4.00	3.56	3.30
Grammar/APA Style	4.00	3.86	3.88	4.00	3.52	3.15
Overall Quality of Work	3.85	3.68	4.00	4.00	3.56	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 to 2023 academic year.
- **Result:** 61% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2023 to 2024 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023 to 2024 academic year.

Career Autobiography:

Rubric Component (out of 4)	Summer 2020 (n = 24)	Summer 2021 (n = 50)	Summer 2022 (n = 52)	Summer 2023 (n = 66)	Summer 2024 (n = 61)	Summer 2025 (n = 27)
Reflection on career development	3.96	3.98	4.00	4.00	3.57	3.96
Career Theory	3.96	3.86	4.00	4.00	3.59	3.96
Application of Career Theory	3.96	3.66	4.00	4.00	3.59	3.81
Reflection on career theory	3.96	3.86	4.00	4.00	3.59	3.78
Overall Quality of Work and APA	3.96	3.68	3.96	4.00	3.59	3.22

- **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 to 2023 academic year.
- **Result:** 61% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2023 to 2024 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2024 to 2025 academic year.

Counselor Preparation Comprehensive Examination (CPCE):

- **Benchmark:** 100% of students will pass the CPCE with a score of the national mean on the administration of the national exam after three attempts.
- **Result:** 32% (25 out of 78) of students scored at the national mean or higher. Benchmark of 100% was **not met** for 2024 to 2025 academic year.

E) 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) Key Performance Indicator (KPI) 1: Research Proposal in COUN 6301.
- (b) Key Performance Indicator (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 Revised Rubric:

Rubric Component	Spring 2023 (n = 34)	Summer 2023 (n = 29)	Spring 2024 (n = 24)	Summer 2024 (n = 21)	Spring 2025 (n = 46)	Summer 2025 (n = 44)
Introduction	2.88	2.90	2.92	2.76	2.78	2.86
Overview of Related Research	2.85	2.89	2.63	2.62	2.74	2.73
Method	6.68	6.57	6.38	6.48	7.15	7.41
Implications for Practice and Research	2.65	2.54	2.63	2.70	2.96	2.73
APA Format	2.44	2.79	1.46	2.76	2.39	2.36

- **Benchmark:** 60% of students will score an 85 or higher of the total grade.
- **Result:** 57% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2022 to 2023 academic year.
- **Result:** 49% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2023 to 2024 academic year.
- **Result:** 75% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2024 to 2025 academic year.

Counselor Preparation Comprehensive Examination (CPCE):

- **Benchmark:** 100% of students will pass the CPCE with a score of the national mean on the administration of the national exam after three attempts
- **Result:** 32% (25 out of 78) of students scored at the national mean or higher. Benchmark of 100% was **not met** for 2024 to 2025 academic year.

F) 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) Key Performance Indicator (KPI) 1: Group Development Theory Project and Presentation
- (b) Key Performance Indicator (KPI) 2: Developmental Autobiography
- (c) Key Performance Indicator (KPI) 3: Counselor Preparation Comprehensive Examination (CPCE)

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

Developmental Autobiography in COUN 6304:

Rubric Component	Spring 2023 (n = 24)	Summer 2023 (n = 22)	Spring 2024 (n = 24)	Summer 2024 (n = 21)	Spring 2025 (n = 47)	Summer 2025 (n = 49)
Physical, cognitive, and psychosocial features	2.96	3.00	2.83	3.00	2.98	3.00
Factors affecting physical, cognitive, and psychosocial developments	3.00	3.00	2.83	2.71	2.98	2.96
Theoretical Perspectives on human development	2.79	2.59	2.63	2.57	2.70	2.98
Developmental Theory best fits with personal situation	2.96	2.82	2.71	2.62	2.87	2.98
Intelligence of personality theory	2.38	2.50	2.83	2.48	2.79	2.82
Quality of Work	2.54	2.45	2.83	2.38	2.77	2.73

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Results:** 92% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022 to 2023 academic year.
- **Results:** 67% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2023 to 2024 academic year.
- **Results:** 87% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2024 to 2025 academic year.

Group Development Theory Project and Presentation:

Rubric Component (out of 4)	Spring 2023 (n = 24)	Summer 2023 (n = 20)	Spring 2024 (n = 24)	Summer 2024 (n = 22)	Spring 2025 (n = 44)	Summer 2025 (n = 48)
Content/ Ideas	3.75	3.65	4.00	3.41	4.00	3.98
Voice	4.00	3.95	3.96	3.55	4.00	3.73
Organization	4.00	3.75	3.96	3.77	4.00	3.71
Grammar/APA Style	3.75	3.95	3.96	3.41	3.84	3.33
Overall Quality of Work	3.92	4.00	4.00	3.36	4.00	3.69

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Results:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022 to 2023 academic year.
- **Results:** 74% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2023 to 2024 academic year.
- **Results:** 79% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2024 to 2025 academic year.

Counselor Preparation Comprehensive Examination (CPCE):

- **Benchmark:** 100% of students will pass the CPCE with a score of the national mean on the administration of the national exam after three attempts.
- **Result:** 32% (25 out of 78) of students scored at the national mean or higher. Benchmark of 100% was **not met** for 2024 to 2025 academic year.

G) 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:

- (a) Key Performance Indicator (KPI) 1: Counseling Theoretical Orientation Paper in COUN 6328
- (b) Key Performance Indicator (KPI) 2: Case Conceptualization in COUN 6328
- (c) Key Performance Indicator (KPI) 3: Counselor Preparation Comprehensive Examination (CPCE)

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

Counseling Theoretical Orientation Paper:

Rubric Component	Fall 2022 (n = 33)	Spring 2023 (n = 31)	Fall 2023 (n = 32)	Spring 2024 (n = 19)	Fall 2024 (n = 20)	Spring 2025 (n = 15)
Format/ layout	2.30	2.61	2.91	3.00	2.75	2.33
Content	2.30	2.61	2.94	3.00	2.60	2.67
Quality of writing	2.27	2.52	2.88	3.00	2.75	2.93
References	2.27	2.58	2.78	3.00	2.95	2.80

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 45% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2022 to 2023 academic year.
- **Result:** 96% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023 to 2024 academic year.
[Note: Not all instructors completed the assessment.]
- **Result:** 63% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2024 to 2025 academic year.

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	Fall 2022 (n = 32)	Spring 2023 (n = 33)	Fall 2023 (n = 32)	Spring 2024 (n = 19)	Spring 2024 (n = 19)
1) Body Language and Appearance	1.72	1.97	2.00	2.00	2.00
2) Minimal Encouragers	1.72	1.85	2.00	2.00	2.00
3) Vocal Tone	1.72	1.91	2.00	2.00	2.00
4) Evoking and Punctuating Client Strengths	1.72	1.76	2.00	2.00	2.00
5) Questioning	1.72	1.64	2.00	2.00	2.00
6) Requesting Concrete and Specific Examples	1.72	1.61	2.00	2.00	2.00
7) Paraphrasing (reflection of content)	1.66	1.58	2.00	2.00	2.00
8) Summarizing	1.72	1.55	2.00	2.00	2.00
9) Reflecting Feeling	1.69	1.55	2.00	2.00	2.00
10) Using immediacy	1.66	1.48	2.00	2.00	2.00
11) Observing themes and patterns	1.72	1.48	2.00	2.00	2.00
12) Challenging/pointing out discrepancies	1.72	1.48	2.00	2.00	2.00
13) Reflecting meaning and values	1.72	1.48	2.00	2.00	2.00
14) Determining goals and desired outcomes*	1.72	No Data	No Data	No Data	No Data
15) Using strategies for creating change*	1.72	No Data	No Data	No Data	No Data
16) Considering alternatives and their consequences*	1.72	No Data	No Data	No Data	No Data
17) Planning action and anticipating possible obstacles*	1.72	No Data	No Data	No Data	No Data
18) Develops therapeutic relationship*	1.72	No Data	No Data	No Data	No Data
19) Manages the session*	1.72	No Data	No Data	No Data	No Data

*No longer assessed starting Spring 2023.

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 60% of students earned a score of 85 on the total grade. Benchmark of 85% was not met for 2022 to 2023 academic year
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023 to 2024 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2024 to 2025 academic year.

Counselor Preparation Comprehensive Examination (CPCE):

- **Benchmark:** 100% of students will pass the CPCE with a score of the national mean on the administration of the national exam after three attempts
- **Result:** 32% (25 out of 78) of students scored at the national mean or higher. Benchmark of 100% was **not met** for 2024 to 2025 academic year.

H) 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) Key Performance Indicator (KPI) 1: Group Proposal in COUN 6368
- (b) Key Performance Indicator (KPI) 2: Facilitation of a Group Session in COUN 6369, but in COUN 6368 (starting Summer 2022)
- (c) Key Performance Indicator (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 2022 (n = 41)	Summer 2022 (n = 13)	Spring 2023 (n = 26)	Summer 2023 (n = 29)	Spring 2024 (n = 24)	Summer 2024 (n = 24)	Summer 2025 (n = 22)
Title Page, Abstract, Type of Group, and Population	3.80	4.00	3.81	4.00	4.00	4.00	4.000
Pre-Group Activities, Rationale and Goals, and Theoretical Orientation	3.63	4.00	3.81	4.00	3.58	4.00	4.00
Basic Ground Rules, Topics, and Evaluation	3.61	4.00	3.65	4.00	4.00	4.00	4.00
Grammar and APA Style	3.93	3.00	3.58	4.00	3.46	4.00	4.00
Overall Quality of Work and APA Style	3.98	3.00	3.62	4.00	3.96	4.00	4.00

- **Benchmark:** 85% of students will score an 85 or higher on the total grade.
- **Result:** 91% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022 to 2023 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023 to 2024 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2024 to 2025 academic year.

Facilitation of Group Session:

Rubric Component	Spring 2023 (n = 20)	Summer 2023 (n = 28)	Spring 2024 (n = 24)	Summer 2024 (n = 26)	Summer 2025 (n = 22)
Structured Meetings Opens meetings in a timely manner	4.00	4.00	4.00	4.00	4.00
Provides structure statements to assist the group in properly framing group movement Models appropriate behaviors for group members	4.00	4.00	4.00	4.00	4.00
Models appropriate behaviors for group members	4.00	4.00	3.92	4.00	4.00
Establishes clear norms and rules ice-breakers, scaling exercises, etc.	4.00	4.00	4.00	4.00	4.00
Provides structure through ice-breakers, scaling exercises, etc.	4.00	4.00	3.96	4.00	4.00
Facilitation Skills Intentionally facilitates curative factors such as universality, altruism, cohesion, catharsis, etc.	4.00	4.00	3.38	4.00	4.00
Tolerates and uses silence	4.00	4.00	3.96	4.00	4.00
Facilitates exploration of non-verbal behaviors with effective open-ended inquiry	4.00	4.00	3.63	4.00	4.00
Facilitates at all levels of focus: individual, dyadic, group	4.00	4.00	3.25	4.00	4.00
Facilitates member-to-member connection through focus on common experiences and themes	4.00	4.00	3.71	4.00	4.00
Dealing with Resistance Deals effectively with challenges to leadership	4.00	4.00	3.96	4.00	4.00
Deals effectively with tension between group members	4.00	4.00	3.92	4.00	4.00
Explores the feelings underlying repetitive/resistive behaviors	4.00	4.00	3.29	4.00	4.00
Promotes diversity of perspective to minimize isolating members	4.00	4.00	3.42	4.00	4.00
Normalizes and reframes anxiety and other “negative” emotions	4.00	4.00	3.67	4.00	4.00

Rubric Component	Spring 2023 (n = 20)	Spring 2024 (n = 24)	Summer 2024 (n = 26)	Summer 2024 (n = 26)	Summer 2025 (n = 22)
Redirection Skills Redirects general statements to “I” messages	4.00	4.00	3.96	4.00	4.00
Redirects talking about other members to talking to other members	4.00	4.00	3.79	4.00	4.00
Redirects excessive questioning to making statements	4.00	4.00	3.50	4.00	4.00
Redirects advice giving to talking about one’s own experience	4.00	4.00	3.33	4.00	4.00
Redirects there-and-then storytelling to here-and-now exchanges	4.00	4.00	3.29	4.00	4.00
Advance Skills for Working Stage Uses “what if” and role-playing to emulate there-and-then relational dynamics within the group	4.00	4.00	3.96	4.00	4.00
Challenges shallowness of a working group, using group level methods of deepening	4.00	4.00	3.46	4.00	4.00
Self-discloses in a balanced way to model and facilitate interaction between members	4.00	4.00	3.42	4.00	4.00
Shifts the group away from content fixation to process	4.00	4.00	3.46	4.00	4.00
Refuses overuse of leader input in favor of group interaction and self-reliance	4.00	4.00	3.58	4.00	4.00
Structured Meetings	20.00	20.00	19.88	20.00	4.00
Facilitation Skills	20.00	20.00	17.92	20.00	4.00
Dealing with Resistance	20.00	20.00	18.25	20.00	4.00
Redirection Skills	20.00	20.00	17.88	20.00	4.00
Advance Skills for Working Stage	20.00	20.00	17.88	20.00	20.00

Facilitation of a Group Session in COUN 6368:

- **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 to 2023 academic year.
- **Result:** 98% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023 to 2024 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2024 to 2025 academic year.

Counselor Preparation Comprehensive Examination (CPCE):

- **Benchmark:** 100% of students will pass the CPCE with a score of the national mean on the administration of the national exam after three attempts
- **Result:** 32% (25 out of 78) of students scored at the national mean or higher. Benchmark of 100% was **not met** for 2024 to 2025 academic year.

I) 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 and COUN 6349

Key Performance Indicators:

- (a) Key Performance Indicator (KPI) 1: School Counseling Development Plan and Presentation
- (b) Key Performance Indicator (KPI) 2: Comprehensive Developmental School Counseling and Guidance Program (Plan)
- (c) Key Performance Indicator (KPI) 3: Counseling Technique/Activity

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

School Counseling Development Plan and Presentation Using New Rubric:

Rubric Component	Fall 2022 (n = 9)	Spring 2023 (n = 10)	Spring 2024 (n = 18)	Fall 2024 (n = 11)	Spring 2025 (n = 1)
Organization (out of 4)	4.00	4.00	4.00	4.00	4.00
Presentation of project and effort (out of 4)	4.00	4.00	3.83	4.00	4.00
Speaking skills (out of 4)	4.00	3.70	3.83	4.00	4.00
Evidence of integration of TEA model (out of 4)	4.00	4.00	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 to 2023 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023 to 2024 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2024 to 2025 academic year.

School Counseling Development Plan:

Rubric Component (out of 3)	Fall 2022 (n = 9)	Spring 2023 (n = 10)	Spring 2024 (n = 18)	Fall 2024 (n = 11)	Spring 2025 (n = 1)
Analyzes school counseling programs	3.00	3.00	3.00	3.00	3.00
Includes structural components	3.00	3.00	3.00	3.00	3.00
Includes TEA components	3.00	3.00	2.83	3.00	3.00
Includes components from ASCA national model	3.00	3.00	3.00	3.00	3.00
Creates a comprehensive developmental school guidance program	3.00	3.00	2.61	3.00	3.00
Describes counselor positions guides	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 to 2023 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023 to 2024 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2024 to 2025 academic year.

Counseling technique and activity:

Rubric Component (out of 4)	Summer 2023 (n = 19)	Summer 2024 (n = 46)	Summer 2025 (n = 39)
Theoretical Approach	3.37	3.89	4.00
Play Activity Goals	4.00	3.91	3.97
Objectives	4.00	3.91	3.97
Materials Needed	3.95	3.89	4.00
Experiential Components/ Verbal Components	4.00	3.89	4.00
Procedures	4.00	3.89	4.00
Processing Leads	3.89	3.91	4.00
Recommendations	3.89	3.91	3.90
References and Handouts	3.89	3.57	3.62
Peer Participation Comments	4.00	3.83	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 to 2023 academic year.
- **Result:** 96% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023 to 2024 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2024 to 2025 academic year.

TEXES 252 Examination:

- **Benchmark:** 100% of students will achieve a passing score on the TEXES 252 Examination after two attempts.
- **Result:** 100% of students achieved a passing score on the TEXES 252 Examination. Benchmark of 85% met for 2024 to 2025 academic year.

J) 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) Key Performance Indicator (KPI) 1: 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)	Fall 2022 (n = 31)	Spring 2023 (n = 21)	Fall 2023 (n = 21)	Spring 2024 (n = 23)
Organization	3.86	4.00	4.00	4.00
Presentation of project and effort	3.86	3.90	4.00	4.00
Speaking skills	3.72	3.95	4.00	4.00
Evidence of integration of overview of services, recommendations for improvement, etc.	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 to 2022 academic year.
- **Result:** 92% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2022 to 2023 academic year.
- **Result:** 100% of students earned a score of 85 on the total grade. Benchmark of 85% was met for 2023 to 2024 academic year.

Counselor Preparation Comprehensive Examination (CPCE):

- **Benchmark:** 100% of students will pass the CPCE with a score of the national mean on the administration of the national exam after three attempts
- **Result:** 32% (25 out of 78) of students scored at the national mean or higher. Benchmark of 100% was **not met** for 2024 to 2025 academic year.

ACADEMIC QUALITY INDICATORS

2) Professional Dispositions

Professional Dispositions

Professional dispositions are aligned with the following program student learning outcomes: Counseling graduate students will develop a strong orientation and identity in professional counseling by the time they complete the program; Counseling graduate students will demonstrate and use knowledge and skills of theories and techniques necessary to engage in an effective and therapeutic helping relationship by the time they complete the program; Counseling graduate students will demonstrate knowledge of clinical mental health counseling issues to enhance their role and function as a clinical mental health counselor when working with specific populations by the time they complete the program; and Counseling graduate students will demonstrate knowledge of school counseling techniques to enhance their role as a school counselor with children, adolescents, and family members by the time they complete the program.

Key Performance Indicators:

- (a) Key Performance Indicator (KPI) 1: Academic Skills
- (b) Key Performance Indicator (KPI) 2: Clinical Skills and Treatment Planning
- (c) Key Performance Indicator (KPI) 3: Ethical Conduct
- (d) Key Performance Indicator (KPI) 4: Professional Conduct

Results: Below are the results from Key Performance Indicators 1, 2, 3, and 4.

Professional Dispositions:

Key Performance Indicator	Spring 2024	Fall 2024	Spring 2025
KP1: Academic Skills	93.00%	93.00%	94.00%
KP2: Clinical Skills and Treatment Planning	99.70%	99.00%	99.00%
KP3: Ethical Conduct	100.00%	100.00%	100.00%
KP4: Professional Conduct	100.00%	100.00%	99.00%
KP5: Interpersonal Skills	99.70%	99.70%	99.00%

**Percentage of students who have a rating of 2 in a specific category.*

- **Benchmark:** 90% of students will have a rating of 2 on each professional disposition in each category.
- **KP1 Result:** Approximately 94% of students earned a rating of 2 on each professional disposition in the Academic Skills category. Benchmark of 90% was **met** for the 2024 to 2025 academic year.
- **KP2 Result:** Approximately 99% of students earned a rating of 2 on each professional disposition in the Clinical Skills and Treatment Planning category. Benchmark of 90% was **met** for the 2024 to 2025 academic year.
- **KP3 Result:** 100% of students earned a rating of 2 on each professional disposition in the Ethical Conduct category. Benchmark of 90% was **met** for the 2024 to 2025 academic year.
- **KP4 Result:** 100% of students earned a rating of 2 on each professional disposition in the Professional Conduct category. Benchmark of 90% was **met** for the 2024 to 2025 academic year.
- **KP5 Result:** Approximately 99 % of students earned a rating of 2 on each professional disposition in the Interpersonal Skills category. Benchmark of 90% was **met** for the 2024 to 2025 academic year.

ACADEMIC QUALITY INDICATORS

3) Graduate Outcomes

Graduate Outcomes

Graduate outcomes are aligned with all program student learning outcomes.

Key Performance Indicators:

- (a) Key Performance Indicator (KPI) 1: Pass Rates on Credentialing Examinations
- (b) Key Performance Indicator (KPI) 2: Degree Completion Rates
- (c) Key Performance Indicator (KPI) 3: Employment and Doctoral Admission Rates

Results: Below are the results from Key Performance Indicators 1, 2, and 3 for Clinical Mental Health Counseling and School Counseling.

Clinical Mental Health Counseling:

Graduate Outcomes	2023 to 2024	2024 to 2025
KP1: Pass Rates on Credentialing Examinations (Clinical Mental Health Counseling)	100%	91%
KP2: Degree Completion Rates within time to degree established by UTRGV	32%	62%
KP3: Employment and Doctoral Admission Rates	37%	85%

Key Performance Indicator (KPI) 1

- **Benchmark:** 100% of clinical mental health specialization students will pass the National Counselor Examination
- **Result:** 81 to 90% of clinical mental health specialization students passed the National Counselor Examination in academic year 2024 to 2025. Benchmark of 100% was not **met** for the 2024 to 2025 academic year.

Key Performance Indicator (KPI) 2

- **Benchmark:** 85% of Clinical Mental Health Counseling specialization students will graduate within UTRGV's established time to degree.
- **Result:** 62% of clinical mental health specialization students graduated within UTRGV's time to degree. Benchmark of 85% was not **met** for the 2024 to 2025 academic year.

Key Performance Indicator (KPI) 3

- **Benchmark:** 85% of Clinical Mental Health Counseling specialization students will obtain employment or enroll in a doctoral program.
- **Result:** 81 to 90% of Clinical Mental Health Counseling specialization students obtained employment or enrolled in a doctoral program.
- Benchmark of 85% was **met** for the 2024 to 2025 academic year.

School Counseling:

Graduate Outcomes	2023 to 2024	2024- to 2025
KP1: Pass Rates on Credentialing Examinations	100%	100%
KP2: Degree Completion Rates within time to degree established by UTRGV	78%	32%
KP3: Employment and Doctoral Admission Rates	26%	91 to 100%

Key Performance Indicator (KPI) 1

- **Benchmark:** 100% of School Counseling specialization students will pass the TExES 252 Examination.
- **Result:** 100% of school counseling specialization students passed the TExES Examination in academic year 2024 to 2025. Benchmark of 100% was **met** for the 2024 to 2025 academic year.

Key Performance Indicator (KPI) 2

- **Benchmark:** 85% of School Counseling specialization students will graduate within UTRGV's established time to degree.
- **Result:** 32% of School Counseling specialization students graduated within UTRGV's time to degree. Benchmark of 85% was not **met** for the 2024 to 2025 academic year.

Key Performance Indicator (KPI) 3

- **Benchmark:** 85% of School Counseling specialization students will obtain employment or enroll in a doctoral program.
- **Result:** 91% to 100% of School Counseling specialization students obtained employment or enrolled in a doctoral program. Benchmark of 85% was **met** for the 2024 to 2025 academic year.

ACADEMIC QUALITY INDICATORS

4) Fieldwork Placement Rates

Fieldwork Placement Rates

Fieldwork placement rates are aligned with the following program student learning outcomes: Counseling graduate students will demonstrate and use knowledge and skills of theories and techniques necessary to engage in an effective and therapeutic helping relationship by the time they complete the program; Counseling graduate students will demonstrate knowledge of school counseling techniques to enhance their role as a school counselor with children, adolescents, and family members by the time they complete the program; and Counseling graduate students will demonstrate knowledge of clinical mental health counseling issues to enhance their role and function as a clinical mental health counselor when working with specific populations by the time they complete the program.

Key Performance Indicators:

- (a) Key Performance Indicator (KPI) 1: Fieldwork Placement Rate in Practicum
- (b) Key Performance Indicator (KPI) 2: Fieldwork Placement Rate in Internship I
- (c) Key Performance Indicator (KPI) 3: Fieldwork Placement Rate in Internship II

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

School Counseling:

Course Name	2024 to 2025
Practicum	100%
Internship I	94%
Internship II	94%

Note: *Approximate percentage of students who had an approved site by the start of the semester.

Clinical Mental Health Counseling:

Course Name	2024 to 2025
Practicum	100%
Internship I	94%
Internship II	94%

Note: *Approximate percentage of students who had an approved site by the start of the semester.

Key Performance Indicator (KPI) 1

- **Benchmark 1a:** 90% of school counseling specialization students will have an approved practicum site by the start of the semester.
- **Result 1a:** 100% of school counseling students had an approved practicum site by the start of the semester.

Key Performance Indicator 2

- **Benchmark 1b:** 90% of clinical mental health specialization students will have an approved practicum site by the start of the semester.
- **Result 1b:** 100% of clinical mental health counseling students had an approved practicum site by the start of the semester.

Key Performance Indicator (KPI) 2

- **Benchmark 2a:** 90% of school counseling specialization students will have an approved Internship I site by the start of the semester.
- **Result 2a:** Approximately 94% of school counseling students had an approved Internship I site by the start of the semester. Benchmark in Academic Year (AY) 2024 to 2025 was met.
- **Benchmark 2b:** 90% of clinical mental health counseling specialization students will have an approved Internship I site by the start of the semester.
- **Result 2b:** Approximately 94% of clinical mental health counseling students had an approved Internship I site by the start of the semester. Benchmark in Academic Year (AY) 2024 to 2025 was met.
- **Benchmark 3a:** 90% of school counseling specialization students will have an approved Internship II site by the start of the semester.
- **Result 3a:** Approximately 94% of school counseling students had an approved Internship II site by the start of the semester. The benchmark in Academic Year (AY) 2024 to 2025 was met.
- **Benchmark 3b:** 90% of clinical mental health counseling specialization students will have an approved Internship II site by the start of the semester.
- **Result 3b:** Approximately 94% of clinical mental health counseling students had an approved Internship II site by the start of the semester. The benchmark in Academic Year (AY) 2024 to 2025 was met.

Section B: Curriculum Modifications and Program Improvement Informed by Program Evaluation

1. Based on the data on the Counseling Identity/Personal Beliefs key performance indicator and feedback from the University of Texas Rio Grande Valley (UTRGV) Office of Curriculum and Assessment, we revised the evaluation rubric for Personal Beliefs Statement in COUN 6310. The rubric better aligns with the program learning outcome and will help faculty members assess students' ability to develop a strong orientation and identity in professional counseling. Additionally, we added reflection questions for students to address in their reflection paper. The reflection questions better align with knowledge and skills related to a professional counseling identity. The modifications to the rubric respond to the data.
2. Based on the data on the Advocacy Project and feedback from the University of Texas Rio Grande Valley (UTRGV) Office of Curriculum and Assessment, we revised the evaluation rubric for Advocacy Project in COUN 6311. The rubric better aligns with the program learning outcomes and will help faculty members assess students' ability to develop a strong orientation and identity in professional counseling. Additionally, we added reflection questions for students to address in their reflection paper. The reflection questions better align with knowledge and skills related to a professional counseling identity. The modifications to the rubric respond to the data.
3. Based on the data regarding the Research Proposal in COUN 6301, several curriculum changes will be made. It will be helpful to break down key areas of the proposal and have students work on sections prior to their final project. Instructors will utilize discussion forums for students to elaborate on their topic of interests and have them practice adapting that topic for different research designs. Also, COUN 6301 will begin to be taught face-to-face in summer 2026 and beyond. The modifications to the course respond to the data.
4. Based on the data regarding professional dispositions, program faculty revised the fitness to practice procedures and policies. The purpose of the revisions was to ensure that the course instructor is involved in the process of trying to remedy the situation in the course.
5. Based on the data regarding the Counselor Preparation Comprehensive Examination (CPCE), the program faculty decided in December 2025 to replace the CPCE as a key performance indicator with an end-of course examination in core areas. While CPCE measures general content knowledge, including an end-of-course examination that is tailored to each core area will be a more meaningful indicator of performance in that area.
6. Based on the data regarding key performance indicators, will add "Key Performance Indicators (KPIs)" under the academic skills category in the fitness to practice policies and procedures.