

2018-19 CACREP Program Report CMHC and PSC

1. Key Performance Indicator: Professional Counseling Orientation and Ethical Practice

- HPC 5120 (SP2018: no sections; SU2018: no sections; FA2018: no data in Tk20)
- HPC 5310 (SP2018: no sections; SU2018: no sections)

Fall 2018 HPC 5310: Rubric for Resource Portfolio Part II (Revised FA 2018) (n=7; CMHC=0, PSC=7)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Evidences a consideration of the school counselor’s role as leader, advocate, and systems change agents in delivering a comprehensive ASCA Model aligned program in K-12 schools. Demonstrates the ability to develop needs-based objectives/outcomes appropriate for the establishment and evaluation of a school counseling program.	4.86	0.35
Evidences a consideration of the components of an effective school counseling delivery system (i.e. inclusion of NC guidance curriculum, lesson plans, appraisal and advisement tools, group counseling curriculum, school crisis intervention plan, community resources, RTI pyramid, and Tier 1 program description).	4.57	0.49
Demonstrates knowledge of professional counseling organizations, including membership benefits, activities, services to members, and current issues.	4.43	0.49
Possesses and understands current labor market information relevant to opportunities for practice within the counseling profession as evidenced by a copy of the OOH job outlook, ASCA National Model, NCDPI school counselor job description, salary schedule, and appraisal instrument.	5.00	0
Understands the importance of ethical and professional practice with the school counseling profession.	4.71	0.45
Total Score (25 points possible)	23.57	1.50

Key Performance Indicator 1: Professional Counseling Orientation and Ethical Practice

Knowledge Assessment 2: CPCE results

Year	N	HPC average	National Average
2018	37	13.29	11.26

Both programs above the national mean.

2. Key Performance Indicator: Social and Cultural Diversity

- HPC 5110 (FA2018: no CACREP sections)
- Spring and Summer 2018 used the same assignment, but everyone received a perfect score. There is no way to show growth this way and the assessment is probably not valid if everyone scored 100%.

Spring 2018 HPC 5110: Cultural Experience Project (n=17; CMHC =16, PSC=1)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Student will demonstrate knowledge of theories and models of multicultural counseling	5.00	0
Total (5 points possible)	5.00	0

Spring 2018 CMHC Spring 2018 HPC 5110: Cultural Experience Project (n=16)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Student will demonstrate knowledge of theories and models of multicultural counseling	5.00	0
Total (5 points possible)	5.00	0

Spring 2018 PSC Spring 2018 HPC 5110: Cultural Experience Project (n=1)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Student will demonstrate knowledge of theories and models of multicultural counseling	5.00	0
Total (5 points possible)	5.00	0

Summer 2018 HPC 5110: Cultural Experience Paper (n=10)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Student will demonstrate knowledge of theories and models of multicultural counseling	5.00	0
Total (5 points possible)	5.00	0

Key Performance Indicator 2: Social and Cultural Diversity

Knowledge Assessment 2: CPCE results

Year	N	HPC average	National Average
2018	37	11.53	10.32

CMHC above the national mean. PSC below the national mean.

3. Key Performance Indicator: Human Growth and Development

- HPC 5272 (SP2018: no sections)
- Summer and Fall 2018 did not use the same assignment, so they cannot be compared.

Summer 2018 HPC 5272: Key Performance Indicator Assignment (n=15)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Total (5 points possible)	4.40	0.49

Fall 2018 HPC 5272: Developmental Portfolio (n=17; CMHC=15, PSC=2)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Students will demonstrate knowledge of the theories of individual and family development across the lifespan.	4.29	1.02
Total (5 points possible)	4.29	1.02

Fall 2018 CHMC Fall 2018 HPC 5272: Developmental Portfolio (n=15)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Students will demonstrate knowledge of the theories of individual and family development across the lifespan.	4.53	0.62
Total (5 points possible)	4.53	0.62

Fall 2018 PSC Fall 2018 HPC 5272: Developmental Portfolio (n=2)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Students will demonstrate knowledge of the theories of individual and family development across the lifespan.	2.50	1.50
Total (5 points possible)	2.50	1.50

Key Performance Indicator 3: Human Growth and Development

Knowledge Assessment 2: CPCE results

Year	N	HPC average	National Average
2018	37	12.95	11.6

Both programs above the national mean.

4. Key Performance Indicator: Career Development

- HPC 5210 (SP2018: no data in Tk20; SU2018: no sections)

Fall 2018 HPC 5210: Career Services (n=17; CMHC=12, PSC=5)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Students will understand stages of career development throughout the human lifespan through theoretical foundation and in application of programs and counseling.	4.00	0
Total (5 points possible)	4.00	0

Fall 2018 CMHC Fall 2018 HPC 5210: Career Services (n=12)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Students will understand stages of career development throughout the human lifespan through theoretical foundation and in application of programs and counseling.	4.00	0
Total (5 points possible)	4.00	0

Fall 2018 PSC Fall 2018 HPC 5210: Career Services (n=5)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Students will understand stages of career development throughout the human lifespan through theoretical foundation and in application of programs and counseling.	4.00	0
Total (5 points possible)	4.00	0

Key Performance Indicator 4: Career Development

Knowledge Assessment 2: CPCE results

Year	N	HPC average	National Average
2018	37	11.4	9.4

Both programs above the national mean.

5. Key Performance Indicator: Counseling and Helping Relationships

- HPC 5220 (SP2018: no sections; SU2018: no sections)

Fall 2018 HPC 5220: Personal Counseling Theory Paper (n=32; CMHC=25, PSC=7)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Student will demonstrate knowledge of theories and models of counseling	4.91	0.38
Total (5 points possible)	4.91	0.38

CMHC Fall 2018 HPC 5220: Personal Counseling Theory Paper (n=25)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Student will demonstrate knowledge of theories and models of counseling	4.88	0.43
Total (5 points possible)	4.88	0.43

PSC Fall 2018 HPC 5220: Personal Counseling Theory Paper (n=7)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Student will demonstrate knowledge of theories and models of counseling	5.00	0
Total (5 points possible)	5.00	0

Key Performance Indicator 5: Counseling and Helping Relationships

Knowledge Assessment 2: CPCE results

Year	N	HPC average	National Average
2018	37	13.4	12.15

CMHC above the national mean. PSC below national mean.

6. Key Performance Indicator: Group Counseling and Group Work

- HPC 5790
- Spring and Summer 2018 used the same assignment, but during Summer everyone received a perfect score. This may show growth, or a lack of valid assessment considering everyone received 100%.
- Spring and Summer cannot be compared to Fall, as the assignment changed in Fall 2018.

Spring 2018 HPC 5790: Group Proposal (n=5; CMHC=2, PSC=3)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Content/Relevance	4.40	0.20
Incorporation of References	4.75	0.50
Clarity and Formatting	4.45	0.10
Completeness	5.00	0
Total (20 points possible)	18.60	0.80

CMHC Spring 2018 HPC 5790: Group Proposal (n=2)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Content/Relevance	4.25	0.25
Incorporation of References	4.38	0.63
Clarity and Formatting	4.38	0.13
Completeness	5.00	0
Total (20 points possible)	18.00	1.00

PSC Spring 2018 HPC 5790: Group Proposal (n=3)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Content/Relevance	4.50	0
Incorporation of References	5.00	0
Clarity and Formatting	4.50	0
Completeness	5.00	0

Total (20 points possible)	19.00	0
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Summer 2018 HPC 5790: Group Proposal (n=11; CMHC=8, PSC=3)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Content/Relevance	5.00	0
Incorporation of References	5.00	0
Clarity and Formatting	5.00	0
Completeness	5.00	0
Total (20 points possible)	20.00	0

CMHC Summer 2018 HPC 5790: Group Proposal (n=8)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Content/Relevance	5.00	0
Incorporation of References	5.00	0
Clarity and Formatting	5.00	0
Completeness	5.00	0
Total (20 points possible)	20.00	0

PSC Summer 2018 HPC 5790: Group Proposal (n=3)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Content/Relevance	5.00	0
Incorporation of References	5.00	0
Clarity and Formatting	5.00	0
Completeness	5.00	0
Total (20 points possible)	20.00	0

Fall 2018 HPC 5790: Theories Paper (Rev FA2018) (n=13; CMHC=10, PSC=3)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Students will demonstrate knowledge of the theoretical foundations of group counseling and group work	4.85	0.36
Total (5 points possible)	4.85	0.36

CMHC Fall 2018 HPC 5790: Theories Paper (Rev FA2018) (n=10)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Students will demonstrate knowledge of the theoretical foundations of group counseling and group work	4.80	0.40
Total (5 points possible)	4.80	0.40

PSC Fall 2018 HPC 5790: Theories Paper (Rev FA2018) (n=3)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Students will demonstrate knowledge of the theoretical foundations of group counseling and group work	5.00	0
Total (5 points possible)	5.00	0

Key Performance Indicator 6: Group Counseling and Group Work

Knowledge Assessment 2: CPCE results

Year	N	HPC average	National Average
2018	37	13.7	11.03

Both programs above the national mean.

7. Key Performance Indicator: Assessment and Testing

- HPC 5140 (SP2018: no data in Tk20; SU2018: no sections)

Fall 2018 HPC 5140: Test Evaluation Items Practice (n=14; CMHC=11, PSC=3)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Did the student list 5 important items that should be involved in an evaluation (or critique) of an assessment instrument? How many items did the student provide?	5.00	0
Total (5 points possible)	5.00	0

CMHC Fall 2018 HPC 5140: Test Evaluation Items Practice (n=11)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Did the student list 5 important items that should be involved in an evaluation (or critique) of an assessment instrument? How many items did the student provide?	5.00	0
Total (5 points possible)	5.00	0

PSC Fall 2018 HPC 5140: Test Evaluation Items Practice (n=3)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Did the student list 5 important items that should be involved in an evaluation (or critique) of an assessment instrument? How many items did the student provide?	5.00	0
Total (5 points possible)	5.00	0

Key Performance Indicator 7: Assessment and Testing

Knowledge Assessment 2: CPCE results

Year	N	HPC average	National Average
2018	37	11.75	10.62

Both programs above the national mean.

8. Key Performance Indicator: Research and Program Evaluation

- RES 5000 (SU2018: no data in Tk20)
- Spring cannot be compared to Fall, as the assignment changed in Fall 2018.

Spring 2018 RES 5000: Design an Experiment (n=7)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Total (5 points possible)	5.00	0

Fall 2018 RES 5000: KPI (n=7; CMHC=5, PSC=2)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Design three experimental studies (Pre-, quasi-, & true-experimental) to determine if a new self-esteem improvement method is effective.	5.00	0
Total (5 points possible)	5.00	0

CMHC Fall 2018 RES 5000: KPI (n=5)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Design three experimental studies (Pre-, quasi-, & true-experimental) to determine if a new self-esteem improvement method is effective.	5.00	0
Total (5 points possible)	5.00	0

PSC Fall 2018 RES 5000: KPI (n=2)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Design three experimental studies (Pre-, quasi-, & true-experimental) to determine if a new self-esteem improvement method is effective.	5.00	0
Total (5 points possible)	5.00	0

Key Performance Indicator 8: Research and Program Evaluation

Year	N	HPC average	National Average
2018	37	13.10	11.15

Both programs above the national mean.

9a. Clinical Mental Health Counseling

- HPC 6120 (SU2018: no sections; FA2018: no data in Tk20)

Spring 2018 HPC 6120: Key Performance Indicator Assignment (n=13)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Total (5 points possible)	5.00	0

9b. Professional School Counseling

- HPC 5310 (SP2018: no sections; SU2018: no sections)

Fall 2018 HPC 5310: Rubric for Resource Portfolio Part II (Revised FA 2018) (n=7; CMHC=0, PSC=7)		
Indicator (up to 5 points possible)	Mean	Standard Deviation
Evidences a consideration of the school counselor’s role as leader, advocate, and systems change agents in delivering a comprehensive ASCA Model aligned program in K-12 schools. Demonstrates the ability to develop needs-based objectives/outcomes appropriate for the establishment and evaluation of a school counseling program.	4.86	0.35
Evidences a consideration of the components of an effective school counseling delivery system (i.e. inclusion of NC guidance curriculum, lesson plans, appraisal and advisement tools, group counseling curriculum, school crisis intervention plan, community resources, RTI pyramid, and Tier 1 program description).	4.57	0.49
Demonstrates knowledge of professional counseling organizations, including membership benefits, activities, services to members, and current issues.	4.43	0.49
Possesses and understands current labor market information relevant to opportunities for practice within the counseling profession as evidenced by a copy of the OOH job outlook, ASCA National Model, NCDPI school counselor job description, salary schedule, and appraisal instrument.	5.00	0
Understands the importance of ethical and professional practice with the school counseling profession.	4.71	0.45
Total Score (25 points possible)	23.57	1.50

CSDAT Fall 2018 Data

Fall 2018 CSDAT Data					
Indicator	HPC 5900 (n=33)		HPC 6900 (n=25)		Difference from 5900-6900
	Mean	Standard Deviation	Mean	Standard Deviation	
1A. Attending and Nonverbal Skills	3.99	0.53	4.12	0.43	+0.13
1B. Empathy	4.00	0.65	3.92	0.57	-0.08
1C. Active Listening	3.93	0.56	4.09	0.61	+0.16
1D. Questioning	3.74	0.64	3.99	0.63	+0.25
1E. Focusing	3.37	1.26	3.83	0.62	+0.46
1F. Empathic Confrontation	3.60	0.88	3.68	0.82	+0.08
1G. Facilitative Therapeutic Demeanor	4.19	0.65	4.04	0.52	-0.15
Part 1 Total	26.81	4.10	27.67	3.43	+0.86
2A. Ethical Behavior	3.95	0.37	4.28	0.45	+0.33
2B. Engagement	4.19	0.55	4.27	0.58	+0.08
2C. Self-awareness	4.45	1.81	4.09	0.58	-0.36
2D. Acceptance of Self and Others	4.24	0.61	4.18	0.55	-0.06
2E. Multicultural Competence	3.66	0.89	3.72	0.47	+0.06
2F. Professionalism	4.18	0.67	4.25	0.47	+0.07
2G. Initiative	4.15	0.63	4.23	0.49	+0.08
2H. Emotional Stability and Self-control	4.12	0.52	4.21	0.59	+0.09
Part 2 Total	32.94	4.07	33.24	3.45	+0.30

CACREP Programs 2018-19 Comprehensive Data Review

1. Key Performance Indicator 1. Professional Counseling Orientation and Ethical Practice:

Skill Assessment 1: CCSR 2.A Ethical Behavior HPC 5225 – Dr. Caldwell

Assessment 1: Students will receive a 3 (near expectations/developing towards competencies) or a 4 (meets expectations/demonstrates competencies) or higher (5, exceeds expectations/demonstrates competencies) on the Counselor Skills and Dispositions Tool (CSDAT) on item 2.A Ethical Behavior in Part 2: Professional Counselor Dispositions in the HPC 5225 Helping Relationships course.

Data from Spring 2018 and Summer 2018 are available for the previously used instrument: Counselor Competencies Scale – Revised 2A Professional Ethics item

Semester	N	# meeting standard	% meeting standard
Spring 2018	13	13	100%
Summer 2018	16	16	100%

2. Key Performance Indicator 2. Social and Cultural Diversity

Skill Assessment 1: CCSR 2.F in HPC 5225 – Dr. Caldwell

Assessment 1: Students will receive a 3 (near expectations/developing towards competencies) or 4 (meets expectations/demonstrates competencies) or higher (5, exceeds expectations/demonstrates competencies) on the Counselor Skills and Dispositions Assessment Tool (CSDAT) on item 2.F Multicultural Competence in Part 2: Counseling Dispositions and Behaviors in the HPC 5225 Helping Relationships course.

Data from Spring 2018 and Summer 2018 are available for the previously used instrument: Counselor Competencies Scale – Revised 2.F Multicultural Competence in Counseling Relationship

Semester	N	# meeting standard	% meeting standard
Spring 2018	13	13	100%
Summer 2018	16	16	100%

5. Counseling and Helping Relationships

Skill Assessment 1: CCSR Part 1 from HPC 5225 – Dr. Caldwell

Assessment 1: Students will receive a 3 (near expectations/developing towards competencies) or 4 (meets expectations/demonstrates competencies) or higher (5, exceeds expectations/demonstrates competencies) on the Counseling Skills and Dispositions Assessment Tool (CSDAT) on all items of Part 1: Counseling Skills in the HPC 5225 Helping Relationships course.

Data from Spring 2018 and Summer 2018 are available for the previously used instrument Counselor Competencies Scale – Revised Part 1 (Nonverbal skills, Encouragers, Questions, Reflecting-Paraphrasing, Reflecting-Reflection of Feelings, Reflecting-Summarizing, Advanced Reflection, Confrontation, Goal Setting, Focus of Counseling, Facilitate Therapeutic Environment-Empathy & Caring, Facilitate Therapeutic Environment-Respect & Compassion)

Semester	N	# meeting standard	% meeting standard
Spring 2018	13	13	100%
Summer 2018	16	16	100%

9. Clinical Mental Health Counseling

Skill Assessment 1: CSDAT items 1.D, 1E, 1F & 1.G in Part 1: Counseling Skills HPC 5225

Assessment 1: Students will receive a 3 (near expectations/developing towards competencies) or 4 (meets expectations/demonstrates competencies) or higher (5, exceeds expectations/demonstrates competencies) on the Counseling Skills and Dispositions Assessment Tool (CSDAT) on items 1.D, 1.E, 1. F. & 1.G in Part 1: Counseling Skills in the HPC 5225 Helping Relationships course.

Data from Spring 2018 and Summer 2018 are available for the previously used instrument Counselor Competencies Scale – Revised on item 1.G (Advanced Reflection), 1.H (Confrontation), & 1.J (Focus of Counseling) in Part 1: Counseling Skills & Therapeutic Conditions in the HPC 5225 Helping Relationships course. These data are for Clinical Mental Health Counseling Students only.

Semester	N	# meeting standard	% meeting standard
Spring 2018	11	11	100%
Summer 2018	8	8	100%

10. Professional School Counseling

Skill Assessment 1: CSDAT items 1.D, 1E, 1F & 1.G in Part 1: Counseling Skills HPC 5225

Skill Assessment 1: Students will receive a 4 (meets expectations/demonstrates competencies) or higher (5, exceeds expectations/demonstrates competencies) on the Counseling Skills and Dispositions

Assessment Tool (CSDAT) on items 1.D, 1.E, 1. F. & 1.G in Part 1: Counseling Skills in the HPC 5225 Helping Relationships course.

Data from Spring 2018 and Summer 2018 are available for the previously used instrument Counselor Competencies Scale – Revised on item 1.G (Advanced Reflection), 1.H (Confrontation), & 1.J (Focus of Counseling) in Part 1: Counseling Skills & Therapeutic Conditions in the HPC 5225 Helping Relationships course. These data are for Professional School Counseling students only.

Semester	N	# meeting standard	% meeting standard
Spring 2018	2	2	100%
Summer 2018	4	4	100%

14. Employer survey – Dr. Caldwell

On January 10, 2019, 99 CMHC alumni from 2012(?) through August 2018 were emailed with a link to a google form for information related to current employer and supervisor information. We received 36 responses (36% response rate) with 15 usable employer contact emails. As of 1-28-2019, there were 6 responses from employers (40% response rate).

All respondents indicated that they would hire additional graduates of the program if they had the opportunity.

Table 1. Summary of Responses to Questions 2 through 7 on Likert Scale with 1 = Strongly Disagree and 6 = Strongly Agree

Question stem: The graduate. . .	Minimum	Maximum	Average
2. possesses sufficient knowledge and clinical skills to adequately perform the tasks of a counselor.	4	6	5.3
3. is able to work well with clients, co-workers, supervisors, administrators, students, and/or parents.	4	6	5.5
4. demonstrates effective counseling skills and implements individual and group counseling skills effectively in your setting.	5	6	5.5
5. effectively intervenes in crises.	3	6	5.2
6. demonstrates multicultural competence when working with clients.	5	6	5.7
7. demonstrates ethical practice in all areas of professional practice.	5	6	5.5

Table 2. Responses to Questions 8 through 10

Question 8: Something the Counseling Program can do to improve the preparation of new counselors:	Question 9: How does your evaluation of our graduates compare with your evaluation of employees who graduate from other universities?	Question 10: Additional comments or suggestions:
It would be helpful for the program to give more attention to clinical assessments and documentation.	Better	CMHC does well overall with graduates. I feel recent students and new graduates need to understand the demands of the counseling profession, and that private practice is not the goal standard. Also, students and new graduates need to recognize their own mental health struggles and address these struggles so they do not interfere with client care or performance on site.
Working with your students on work-life balance and boundary-setting to ensure they take care of themselves as much as they care for others.	Your graduates are on par with if not exceeding graduates from other programs.	
Prepare them for completing clinical assessment and goal and person centered plan development and other areas of clinical documentation.	APP graduate has received and is prepared to engage in working with clients and is rank above graduates from other similar programs.	
Counselor is extremely professional and well-equipped to handle all aspects of the job	Counselor is one of our most valued employees	
	I have found that CMHC graduates have been consistently stronger clinicians than employees from other programs.	
Teach better time management skills and meeting deadlines.	Higher.	Appreciate the relationship with ASU.

Results were presented in the 2-13-2019 CMHC program meeting. Needed improvements in clinical assessment and clinical documentation also were raised in the Advisory Board meeting in September 2018. Improvements in course work related to assessment and clinical documents have been made in the last three years in the

Introduction to CMHC course and the Diagnosis and Assessment course. The comment related to the need for better time management skills may be related to the general nature of mental health organizations and the intensive nature of clinical work and time limited provision of clinical services.