The counseling program faculty engaged in a number of activities relevant to this report. During the 2020-2021 Academic Year (AY20-21):

- Completed a full cycle of the revised Plan of Study for full and part time students.
- Completed a full cycle of the departmental diversity statement following through with the developed strategic plan.
- Continued a comprehensive COVID-19 strategic plan to assist students in maintaining a pathway to graduation. Additionally, provided students in field placement resources and training to successfully complete clinical hours.

**Sources of Data**

The following sources of data were utilized in developing this report:

- Graduate performance on the National Counselor Examination (NCE)
- Graduate performance on the Professional School Counselor Praxis Examination (SC-Praxis)
- Student performance on the Counselor Preparation Comprehensive Examination (CPCE)
- Student performance on final CSDAT ratings from instructors and site supervisors
- Alumni follow-up surveys
- Site-supervisor and employer follow-up surveys
- Admissions, enrollment, and graduation data for the AY20-21 cycle
- Student performance data from TK20 and the CSDAT discussed in the annual counseling programs data retreat.
Program Evaluation Findings

Objective 1: Enroll diverse students who demonstrate potential for becoming effective counselors.

- The counseling programs admitted 29.4% of the applicants who identified as non-white in the Fall 2020 cycle.
- All applicants admitted met or exceeded standards set by the counseling programs faculty. This included academic measures and virtual interviews that measure dispositional potential for being a successful counselor.
- In the current total enrollment of the counseling programs diversity includes:

<table>
<thead>
<tr>
<th>Total Enrollment</th>
<th>CMHC</th>
<th>PSC</th>
</tr>
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<tr>
<td>Race</td>
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</tr>
<tr>
<td>Black/African American</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Latinx</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Native American / Alaskan Native</td>
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<td>1</td>
</tr>
<tr>
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<td>1</td>
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<td>23</td>
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<tr>
<td>Gender</td>
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<td>23</td>
</tr>
<tr>
<td>Female</td>
<td>46</td>
<td>23</td>
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<tr>
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<td>5</td>
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<tr>
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<td>28</td>
</tr>
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<td>Applied</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-----------</td>
<td>-------------</td>
</tr>
<tr>
<td>1 Asian</td>
<td></td>
<td>0 Asian</td>
</tr>
<tr>
<td>6 Black/African American</td>
<td></td>
<td>2 Black/African American</td>
</tr>
<tr>
<td>6 Latinx</td>
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<td>1 Latinx</td>
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<tr>
<td>1 Native American/Alaska Native</td>
<td></td>
<td>0 Native American/Alaska Native</td>
</tr>
<tr>
<td>1 Non-resident Alien</td>
<td></td>
<td>0 Non-resident Alien</td>
</tr>
<tr>
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<tr>
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<tr>
<td>Gender</td>
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</table>
Objective 2: Prepare students to demonstrate professional and ethical behavior.

- Assessment of Key Performance Indicators (KPI) related to professional and ethical behavior were assessed using the Counseling Skills and Dispositions Assessment Tool (CSDAT) and Program Rubrics housed in TK20. The mean for these indicators was 36.72 out of 40.
- Data collected for Fall 2020, Spring and Summer 2021 indicated that an average of 96.5% of students assessed met the indicated benchmark for the skill of “Students will demonstrate ethical practice in counseling relationships.”

Objective 3: Prepare students who demonstrate knowledge and skills to become competent counselors in their respective specialty areas.

- Assessment of Key Performance Indicators (KPI) related to knowledge and skills necessary to become competent counselors were assessed using the Counseling Skills and Dispositions Assessment Tool (CSDAT) and Program Rubrics housed in TK20. The mean for these indicators was 32.41 out of a possible 35.
- Data collected for Fall 2020, Spring and Summer 2021 indicated that 100% of students
assessed met the indicated benchmark for the knowledge indicator of “Students will understand the role and function of professional counselors and their specialty areas.”

**Objective 4:** Foster in students a strong identification with and engagement in the counseling profession.

- While enrolled in the Programs, students were enrolled in the following organizations (# of students):
  - ACA (4)
  - APT (1)
  - ASCA (8)
  - CSI (9)
  - NCCA (4)
  - NCSCA (8)
  - European Branch of the American Counseling Association (1)

- While enrolled in the Programs, students presented the following:
  - Van Horne, J.W., Katibah, K., & Staley, J. (September, 2020) *Online Play Therapy: Is it Possible?* European Branch of the American Counseling Association, Edinburgh, Scotland (Virtual)
  - Murphy, A. *Ecotherapy in the School Setting* (NCSCA October, 2020)
  - *The Integration of SUD EBP Counseling Applied to the Transgender Population* (with Dr. Geri Miller, American Counseling Association, Spring 2021)
  - ACA Presentation
  - NCCA Presentations
  - NCCA Research Poster presentations

- Prior to graduation, students are pursuing the following licenses:
  - LCAS (1)
  - LCMHCA (27)
  - NCC (27)
  - NCPSC (8)
  - REAT (1)

- Alumni indicate that they are still involved, showing further evidence of a strong identification with and engagement in the counseling profession that was fostered during their time in the Programs. Alumni are members of the following organizations:
  - AAMFT
  - AASECT
  - ACA
- APT
- ASCA
- CSI
- Hakomi Institute
- International Association of Eating Disorder Professionals
- International Expressive Arts Therapy Association
- National Association of Colleges and Employers
- NBCC
- NCAMFT
- NCC
- NCCA
- NCSCA
- United States Association for Body Psychotherapy
Program Changes, Improvements, and Response

Following the feedback and examination of data from the exit interviews and alumni/supervisor surveys the following adjustments were implemented:

- The holistic admissions process was initiated in the CMHC program and successfully piloted in the PSC program.
- Completion of the university AP & P process with the aim to align CMHC and PSC courses with updated CACREP language. Additionally, courses which were no longer offered were removed to provide clarity for the student registration process.
- Special Topic offerings gained permanent course status.
- Student workspace and classrooms were modified in order to meet COVID safety standards of the University.
- Both the CMHC and PSC programs implemented the revised Professional Orientation to detail professional identity, the history of counseling, and licensure requirements.
- Technological enhancements include the addition of OWL cameras (360 video recording devices), HIPAA-compliant Zoom access for all faculty for class activities and updates to the University lab space which included recording devices and playback software.
- CMHC field experiences were modified accordingly to meet the compliance of ACA and virtual HIPAA regulations.
- PSC and CMHC field experiences followed Appalachian State University guidelines, CACREP and site accommodations related to Covid-19.
- The CMHC and PSC faculty engaged in various trainings/webinars to enhance teaching via synchronous, asynchronous, and hybrid pedagogies.