



**COUNSELING PROGRAM
ANNUAL IMPROVEMENT PLAN
2016-2017**

Annual Improvement Plan

Purpose: The Counseling (CNS) Program is dedicated to improve the Program curriculum, organization, and communication by frequent and routine evaluations. Various groups help in the evaluation process: CNS students during their last semester:

more consistent with standards set forth by ASCA, ACA, and CACREP. Another site supervisor had concerns regarding the CIT's knowledge regarding the school system.

Student Learning Outcomes (SLO's): In addition to the above surveys, the CNS faculty also reviewed each CACREP standard for every student in courses the previous academic year. Below is an overview of the results.

Met or Exceeded Core Standards: All students met or exceeded the core standards measured in the following classes: CNS 617- Introduction to Counseling, CNS 618- Issues in Mental Health Counseling, CNS 734- Marriage, Couples and Family Counseling, CNS 752- Trauma and Crisis Counseling, CNS 686-

One student was developing standards in D3, J2, K2 and will be reassessed in practicum. CNS 794- Internship I (spring 2016): Two students were developing D5 (microskills) and will be reassessed in Internship II.

Plan for improvement: The CNS Program will continue to work on various areas to enhance the curriculum and the learning experiences for students. Many changes have already been made. For instance, each course syllabus has been reorganized, standardized (according to CACREP national standards, CAEP, and EPSB), and updated to strengthen the focus on counseling theory, multicultural issues, and application of skills. Also, the organization of the Program itself has been restructured to offer consistency in course offering and uniformity of student expectations.

In the upcoming year, the Program will use the results of these surveys and SLO's to further develop the curriculum and Program structure. While the vast majority of the students met or exceeded the Core and program specific CACREP standards, there are some areas to review.

Adjustments that will be made to specific courses include:

- Treatment planning, case documentation, and risk assessment has also been embedded into CNS 618- Issues in Mental Health Counseling and CNS 694- Advanced Counseling and Supervision.
- Given the mixed results regarding theory, faculty will continue to monitor student and site feedback and determine if a change in curriculum is needed.
- The school counseling courses (CNS 720- Elementary School Counseling and CNS 725- Middle/Secondary School Counseling) will be reviewed. The instructor will review the assignments and rubrics to ensure they are accurately measuring the above listed SLO's.
- CNS 752- Trauma and Crisis Counseling will now have a greater focus in practical application. Students will create a crisis/ trauma scenario and demonstrate how they would use an interdisciplinary treatment team to respond to the situation.
- Upon analyzing the Clinical Midpoint Application Examination, it was determined that question four on the adult question is not sufficiently represented on the rubric. Faculty will review question and rubric and make adjustments.
- In addition, faculty need to identify a process for addressing SLO's measured in CNS 795- Internship II that are not met or developing. Typically students take this course in their last semester, therefore the faculty will develop a plan of action for addressing unmet standards.

Faculty will continue keep a list of students who have not successfully met each standard and identify a future class in which those standards will need to be assessed.

Faculty will continue to enhance the advising process by using and regularly updating a database that outlines student progress through program and continue to utilize Facebook, twitter and Instagram to better reach students and community.

Lastly, and most concerning, is the low number in student skill in establishing a helping relationship with clients. As a faculty, we will devote more time to case study, practical experiences, and feedback to ensure this necessary component is addressed and remedied.

Changes will be made to the curriculum if they align with MSU, CNS Program and CACREP standards. Program faculty are/have:

continuing to enhance the curriculum of courses by updating course material according to up-to-date research, the needs of students and the feedback from graduates and employers. CNS faculty have made changes to course structure and material according to CACREP standards.

continuing to fine-tune the program organization, including course scheduling, student assessments and evaluations.

increasing the communication between faculty and students, administration, site supervisors, etc. about program modifications by updating the CNS website regularly and contacting students in-class and through e-mail about changes. Also, CNS faculty will maintain communication with site supervisors by an on-site visit around midterm, and through phone, email, or in person contact.

Mu Sigma Chi is starting its third year as a chapter of Chi Sigma Iota.