



**COUNSELING PROGRAM
ANNUAL IMPROVEMENT PLAN
2020-2021**

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 of the Program, graduates of the CNS Program within six months of graduating, employers of recent graduates, and practicum and internship site supervisors. Through an anonymous survey format, each of these groups provide feedback on the strengths and challenges of our Program curriculum and student educational experiences. The surveys are the Program Evaluation, the Graduate Survey, the Graduate Employer Survey, and the Site Supervisor Evaluation of Counseling Program. The CNS faculty compile, analyze, discuss and utilize the feedback to determine future foci and/or changes to the Program. In addition, at the end of each semester, CNS faculty review the progress of each student on all CACREP standards and utilize this information to enhance program curriculum and develop student remediation, if necessary. Lastly, we share the reports with our Advisory Board and discuss possible changes to the program.

Program Evaluation: The counseling faculty aim to conduct an assessment of the effectiveness of the counseling program. An important component of this review is to ascertain the quality and relevancy of the program and course content from the point of view of current students and graduates. Results are analyzed and used to help the program identify areas of strength and areas that are in need of enhancement. The following are the results of the evaluation administered to six students who each completed a program evaluation at the completion of their exiting exam.

CNS 710, Counseling Children and Adolescents
CNS 720, Elementary School Counseling
CNS 722, Substance Use & Addictions Counseling
CNS 725, Middle/Secondary School Counseling
CNS 790, CNS 794, CNS 795

students in the satisfactory range for personal and professional growth, professional counseling identity, collegiality, accountability, professional leadership, contact with professional organizations, high ethical standards, ongoing professional development and openness to supervision and feedback. Though most of these only had two responses. All content skills and knowledge were rated agree to strongly agree.

Recommendations. In order to address the areas for improvement, the counseling program faculty met and discussed how to proceed. Most areas for improvement were only noted by one to two respondents. However the areas of professional leadership and contact with professional organizations had four and three respondents respectively. The faculty expect students to join ACA or ASCA when they begin clinicals. We will discuss opportunities for students to share their experiences with professional organizations with their sites. Professional leadership needs to continue to be addressed. Faculty will work with students to identify ways they can excel, volunteer, and advocate as a leader not only in their site but in the profession as a whole.

Student Learning Outcomes (SLO's):

				health counseling students]). One student was denied admission into the program. Of the students who were admitted, all met standards on the admissions rubric.
Conclusion of each semester	Student Disposition Evaluation	CNS Faculty instructor	The student will <i>meet</i> on disposition evaluation for each course he/she completed.	During the 2019-2020 academic year 37 students were assessed in courses during the fall, spring, and summer semesters. Four students failed to meet expectations in their respective classes. Two of the four students withdrew from the program. Student concern forms were completed for the other two students.
At the conclusion of CNS 790	Formal disposition review	All CNS faculty	The student will <i>meet</i> on disposition evaluation for CNS 790	During the 2019-2020 academic year 10 students were enrolled in practicum. All students met expectations at the conclusion of their clinical experiences. These results indicate that students are demonstrating professional counseling dispositions during their initial clinical experiences.
At the conclusion of CNS 794/795/796/797	Formal disposition review	All CNS faculty	The student will meet on disposition evaluation for CNS 790	

			CNS 794/795/796797	students met expectations at the conclusion of their clinical experiences. These results indicate that students are demonstrating professional counseling dispositions during their clinical experiences.
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KPI 1.2 - Ethics: Students who complete the program will demonstrate an understanding of ethical and legal practice relating to professional counseling

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2019-2020 Analysis
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CNS 625 Legal

specific to ethical
and legal
considerations. The
student whonsiderati

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2019-2020 Analysis
CNS 624 Theories Paper	Theories Paper Rubric	CNS Faculty Instructor		

				Professional School Counselor.
CNS 794, 795, 797 Oral Defense	Oral Defense rubric	CNS Faculty instructor	The student will <i>meet</i> on the criteria specific to the <i>oral presentation of his/her counseling theory</i> for the Oral Defense presentation.	During the 2019-2020 academic year, nine students were enrolled in a clinical experience where they were required to take part in the Oral Defense. All nine students met expectations on the criteria related to counseling theory. This result indicates that as these students approached graduation they had the ability to demonstrate and defend their clinical work within the scope of their theoretical framework.

CNS 790 Case Presentation	Case Presentation Rubric	CNS Faculty Instructor	The student will <i>meet</i> on the criteria specific to <i>counseling skills</i>	During the 2019-2020 academic year, 11 students were enrolled in the CNS 790, Practicum. All 11 students met expectations on the criteria of the Case Presentation rubric that focused on counseling skills. This result indicates that these students continued to develop and demonstrate sound foundational and working stage counseling skills.
CNS 794/795/797 Oral Defense	Oral Defense rubric	CNS Faculty instructor	The student will <i>meet</i> on the criteria specific to the <i>video demonstration that highlights relationship building and working stage counseling skills</i> for the Oral Defense presentation.	During the 2019-2020 academic year, nine students were enrolled in a clinical experience where they were required to take part in the Oral Defense. All nine students met expectations on the criteria rem00(nse)-7

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2019-2020 Analysis
CNS 692 Group Proposal	Group Proposal Rubric			

			the Cultural Exposure project.	671, Multicultural Counseling, during the spring 2020 semester. All 11 students met expectations on the Cultural Exposure assignment, indicating that students were able to reflect on and articulate self-awareness within the scope of diversity and systemic oppression.
Semester prior to final semester or final semester	CPCE	All CNS faculty	The student will demonstrate competence by scoring within one standard deviation of the national average on the Social and Cultural Diversity Domain	The Counseling Program had 10 students take the CPCE during the 2019-2020 academic year. All 10 students passed the <i>Social and Cultural Diversity</i> domain of the CPCE on their first attempt. This result suggests that students have a comprehensive understanding of multicultural counseling

KPI 3.2 - Lifespan: Students who complete the program will demonstrate an understanding of behaviors and issues across the lifespan

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2019-2020 Analysis
CNS 635	Case Study	Faculty Instructor	The student will <i>meet</i> on the Case Study project.	During the 2019-2020 academic year, 9 students were enrolled in CNS 635, Human Development. All 9 student met expectations on the

<p>Semester prior to final semester or final semester</p>	<p>CPCE</p>	<p>All CNS faculty</p>	<p>The student will demonstrate competence by scoring within one standard deviation of the national average on the Human Growth and Development Domain</p>	<p>Case Study Project, indicating that these students could theorize the potential effects of biopsychosocial issues on the developmental of a human across the lifespan.</p> <p>The Counseling Program had 10 students take the CPCE in during the 2019-2020 academic year. All but one student passed the <i>Human Growth and Development</i> domain of the CPCE on their first attempt (the one student who did not pass retook the exam twice and passed on the third attempt). This result suggests that the majority of this</p>
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SLO 4 –

CNS 722 Movie Paper	Movie Paper Rubric	Faculty Instructor	The student will <i>meet</i> on the Movie Paper Assignment.	13 counseling students were enrolled in CNS 722, Substance Use and Addictions Counseling. All 13 students met expectations on the Movie Paper, indicating that these students were able to demonstrate knowledge regarding appropriate addictions assessments for these characters.
Semester prior to final semester or final semester	CPCE	All CNS Faculty	The student will demonstrate competence by scoring within one standard deviation of the national average on the Assessment and Testing Domain	The Counseling Program had 10 students take the CPCE in during the 2019-2020 academic year. All students passed the <i>Assessment and Testing</i> domain of the CPCE on their first attempt. This result suggests that these students possessed a comprehensive knowledge regarding assessment and testing as they relate to the helping process.

KPI 4.2 - Career: Students who complete the program will demonstrate knowledge in career and vocational development of clients

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2019-2020 Analysis
CNS 686	Savickas Interview	Faculty Instructor	The student will <i>meet</i> on the Savickas	Nine students were enrolled in CNS 686, Career Counseling, during

	Interview Assignment.	the 2019-2020 academic year. All nine students met expectations on the Savickas Interview Project, indicating that these students possessed sound career counseling knowledge.
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Semester prior to final semester or final semester	CPCE	All CNS faculty	The student will demonstrate competence by scoring within one standard deviation of the national average on the Research and Program Evaluation Domain	<p>assess scholarly writings.</p> <p>The Counseling Program had 10 students take the CPCE in during the 2019-2020 academic year. All 10 students passed the <i>Research and Program Evaluation</i> domain of the CPCE on their first attempt. This result suggests that these students have comprehensive</p>
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<p>CNS 625 Reflection Assignment 3</p>	<p>Reflection rubric</p>	<p>CNS Faculty Instructor</p>	<p>The student will <i>meet</i> on the reflection rubric</p>	<p>11 counseling students were enrolled in the CNS 625, Legal and Ethical Issues in Counseling. All 11 students met expectations on Reflection Assignment 4, indicating that these students were able to articulate the rationale for the licensure process in Kentucky.</p>
<p>CNS 795/797 Oral Defense</p>	<p>Oral Defense rubric</p>	<p>CNS Faculty instructor</p>		

			Orientation and Ethics Domain	the CPCE on their first attempt. This result suggests that these students have comprehensive knowledge regarding research and program evaluation procedures.
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CMHC KPI 1.2 - Counseling Skills: Students who complete the program will demonstrate the ability to conduct formal interviews, properly diagnose, create treatment plans, document services appropriately, and provide varying techniques to promote wellness

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	Implication of Analysis
CNS 676 Role Plays and Documentation	Role plays and Case Documentation Rubric	Faculty Instructor	The student will <i>meet</i> on the role plays and documentation.	During the 2019-2020 academic year, nine counseling students were enrolled in CNS 676, Clinical Diagnosis and Treatment Planning. All nine students met expectations on the Role Play Project, indicating that these students were able to demonstrate sound ability to conduct various counseling, intake interventions.
CNS 694 Practice Sessions	Session Review Form Rubric	CNS Faculty Instructor	The student will <i>meet</i> on the session review form rubric	No results can be reported at this time, as CNS 694, Advanced Counseling and Supervision was not offered during the 2019-2020 academic year.
CNS 795/797 Site Supervisor Evaluation	Site Supervisor Evaluation Final Evaluation	Site Supervisor		

The Program is giving students the option to take the CPCE at Murray State at a specified date/time, or at a testing site of their choosing at a date/time of their choosing.

Students who enter program via initial certification (option 9) will need to demonstrate ethical knowledge and theoretical orientation.

A lifespan development question will be added to the CESA as a second of three programmatic assessment points in human development.

Faculty will encourage students to join ACA/ASCA prior to clinicals.

Students will be encouraged to share professional organization experiences with their site/site supervisor so as to advocate for the profession.

Faculty will provide study guides for course exams at the start of certain classes.

The faculty will propose a new Social Justice and Advocacy Course to better align the program with their mission and objectives.

The program will create a new student data tracking system.

Graduation & Postgraduate Placement

During the 2019-