Graduate Counseling Program

Assessment Plan

Fall 2017-

**School of Graduate Studies Mission Statement:**

Advancing the mission of Messiah College, the School of Graduate Studies educates students for a lifetime of intellectual exploration, ethical leadership and exceptional professional practice within a complex world.

**Graduate Program in Counseling Mission Statement:**

Our mission, as a Christ-centered program, is to educate invested and caring individuals who will serve in a variety of settings as counselors characterized by integrity, humility, skillfulness, and understanding. We desire that these professionals will be leaders who facilitate healing, growth, reconciliation and spiritual well-being for diverse peoples.

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| Graduate Learning Outcome | Counseling Program Objective | Sub-Objectives | Courses | Instruments | Target | | Timing |
| 1. Exhibit mastery of specialized knowledge | To provide students with the specific knowledge and skills required of clinical mental health counselors, school counselors, or marriage, couple and family counselors as delineated by the Council for Accreditation of Counseling and Related Educational Programs (CACREP).  Also Assessed in GLOs 2, 5 & 6 | Human Growth and Development   1. Students will know theories of individual development across the lifespan and how it impacts counseling (2.F.3.a) | 510  Field Experience |  |  | | Assess 18-19 |
| 1. Students will know theories of family development across the lifespan and how it impacts counseling (2.F.3.a) |  |  |  | |
| 1. Students will know theories of personality development and how they impact counseling (2.F.3.c) |  |  |  | |
| 1. Students will demonstrate understanding of how crises, disaster, and trauma impact diverse individuals particularly by stage of life. (2.F.3.g) |  |  |  | |
| Career Development:   1. Students will know theories and models of career development. (2.F.4.a) 2. Students will know theories and models of career counseling. (2.F.4.a) 3. Students will know theories and models of career decision making. (2.F.4.a) 4. Student will know tools and techniques useful for career planning & decision making. (2.F.4.i)   Skills:   1. Students will be able to assess client/student factors that contribute to career development. (2.F.4.e) |  |  |  | | Assess 19-20 |
| Counseling and Helping Relationships   1. The student will demonstrate understanding of the historically prominent theories of counseling (2.F.5.a) 2. The student will know crisis intervention strategies that can be implemented at the community level (2.F.5.m)   Skills:   1. The student will demonstrate appropriate strategies for building a counseling relationship (2.F.5.d) 2. The student will demonstrate basic listening and interviewing skills. (2.F.5.g) 3. The student will be able to conceptualize core issues of clients’/students’ problems or symptoms (2.F.5.g) 4. Student will be able to apply a theoretical orientation when counseling. (2.F.5.g) 5. Student will be able to create appropriate counseling goals unique to the client/student. (2.F.5.g) 6. Student will be able to plan and implement appropriate counseling techniques. (2.F.5.g) |  | Employer/Post-Master’s Supervisor Survey |  | | Annual |
| Group Counseling and Group Work  Student will demonstrate knowledge of theories related to group counseling. (2.F.6.a) | COUN 532 | Evolution of a Group Video Analysis | 100% of Students get a 83% or above | | Assess 17-18 |
| Student will know how to design and form counseling groups. (2.F.6. e&g) | COUN 532 | Group Development Plan | 100% of Students get a 83% or above | |
| Skills:  Student will demonstrate effective group facilitation skills (2.F.6.g) | COUN 532 | Group Leadership Skills Rubric | 100% of Students get a 83% or above | |
| Assessment and Testing   1. Student will know signs and symptoms of trauma, including abuse. (2.F.7.d) 2. Student will know procedures for reporting abuse. (2.F.7.d) 3. Student will demonstrate knowledge of how assessment instruments are differentiated (e.g. standardized vs. non-standardized). (2.F. 7.f) 4. Student will understand basic statistical concepts common in research or assessments used by counselors (2.F.7.g). 5. Student will be able to identify assessments commonly used by counselors for a variety of purposes((2.F.7.i)   Skills:   1. Student will be able to assess for risk of harm to self or others. (2.F.7.c) 2. Students will be able to select, administer, and interpret assessments relevant to their professional setting. (2.F.7.m) |  |  |  | | Assess 20-21 |
| CMHC  Knowledge :  1.  2.  3.  Skills:  1.  2.  3. |  |  |  | Assess in 19-20 | |
| School Counseling  Knowledge :   1. Students will be able to define consultation, explain the role of the school counselor as a consultant, and apply a model of consultation. (CACREP 5.1.d) | COUN 508 | Consultation Case Study |  | | Assess in 18-19 |
| 1. Students will be able to list the skills needed to collaborate as well as the benefits and barriers of collaborating for student success. (CACREP 5.1.d) | COUN 508 | Wk #3 Quiz |  | |
| 1. Students will be able to list the skills needed to collaborate as well as the benefits and barriers of collaborating for student success. (CACREP 5.2.a) | COUN 508 | Wk #2 Quiz |  | |
| 1. Students will be able to identify the behaviors of a school counselor as a leader and advocate (CACREP 5.2.a) | COUN 508 | Wk #2 Quiz |  | |
| Skills:   1. Students will display skills that contribute to the design of school counseling programs. (CACREP 5.3.b) | COUN 526:  ASCA NM & Wk #1 & 2 PP Lecture  COUN 585 | Wk #2 DB OR Class Activity  Reflection Paper |  | |
| 1. Students will display skills that contribute to the evaluation of school counseling programs (CACREP 5.3.b) | COUN 583 | ASCA Review |  | |
| 1. Students will be able to identify and implement interventions to support academic development. (CACREP 5.3.d) | COUN 583, 584 & COUN 585 | Case Conceptualization or Eval Q |  | |
| 1. Students will be able to identify and implement interventions to support career development. (CACREP 5.3.e) | COUN 583, 584 & COUN 585 | Case Conceptualization  Or Eval Q |  | |
| 1. Students will demonstrate effective techniques of personal/social counseling in a school setting. (CACREP 5.3.f) | COUN 583, 584 & COUN 585 | Case Conceptualization or recording? |  | |
| MCFC  Knowledge :  1.  2.  3.  Skills:  1.  2.  3. |  |  |  | | Assess in 20-21 |
| 1. Perform scholarly activities informed by professional standards | To prepare students to understand, evaluate and engage in scholarship related to the field of counseling. | Understand  Students will be able to describe a variety of qualitative and mixed research methods relevant to the field of counseling. | COUN 545 | Quiz |  | |  |
| Critique of Research (Qualitative) |  | |  |
| Students will be able to describe a variety of quantitative research methods relevant to the field of counseling. | COUN 545 | Quiz |  | |  |
| Critique of Research (Quantitative) |  | |  |
| Students will demonstrate knowledge of program evaluation methods and purposes. | COUN 545 | Program Evaluation Project | 100% of students get an 83% or above on assignment | | Annual |
| Students will identify ethical and cultural issues that should be considered in the execution of counseling related research or program evaluation. | COUN 545 | Ethics in Counseling Research |  | |  |
| Multicultural Issues in Research |  | |  |
| Students will be able to critically evaluate counseling related research. | COUN 545 | Article Critique | 100% of students get an 83% or above on assignment | | Annual |
| Engage  Students will be able to identify ways that the practice of counseling intersects with the practice of research. | n/a | Conference Attendance Reflection |  | |  |
| COUN 545 | Discussions Week 1 & 2 (Average grades) |  | |  |
| 1. Demonstrate mastery of competencies required in their field of study | To prepare students to meet the educational requirements for state licensure as a licensed professional counselor (LPC) or as a licensed marriage and family therapist (LMFT), or for certification as an elementary and secondary school counselor. | Students will demonstrate knowledge of the process and requirements for the credentials (licensure and/or certification) they wish to pursue. (2.F.1.g) | COUN 501 | Licensure/Certification Worksheet | 100% of students get an 83% or above on assignment | | Annually |
| Students will pass credentialing exams. | n/a | NCE, NCMHCE, Praxis pass rates | 100% pass rates on all 3 exams | | Annually |
| Students will acquire professional licenses in their fields. | n/a | Alumni Survey | 100% of students who wish to acquire a license/certification have or are making reasonable progress | | Every 3 years |
| Students will be employed as counselors or in counseling related occupations. | n/a | Alumni Survey |  | | Every 3 years |
| Students will complete practicum and internships at a satisfactory level of performance. | Internship II/Secondary | Final Site & Faculty Supervisor Evaluation Overall Rating | 100% of students rated satisfactory or above. | | Annually |
| Students will be able to design and implement self-care plans (2.F.1.l) |  |  |  | |  |
| 1. Articulate how Christian faith and principles inform their vocation | To provide the knowledge and skills that enables students to incorporate faith, religion, and spirituality into counseling, and understand how Christian faith connects with the counseling profession. | Students will demonstrate awareness of their own spiritual formation and its impact on their worldview. (2.F.2.g) | COUN 537 | Spiritual Journals | 100 % of students will get a 3 or above on rubric | | Annually |
| Students will be able to assess clients’ spiritual formation, religion, and worldview so that it can shape counseling plans (2.F.2.g) | COUN 540 | Intake Assessment |  | |  |
| COUN 541 | Spiritual Assessment Assignment |  | |  |
| Internship II/Secondary | Case Presentation |  | |  |
| Students will be able to articulate a variety of ways Christianity can connect to counseling. | COUN 537 | Average grade of weeks 1-4 Forum Discussions |  | |  |
| Students will be able to competently and appropriately integrate issues of spirituality and religion into counseling. | Internship II/Secondary | Experiences Portfolio Reflection |  | |  |
| 1. Apply ethical principles relevant to their profession | To guide students toward an ethical practice of counseling that is grounded in professional and spiritual values. | Students will have knowledge of the structure and content of the ACA ethics code. (2.F.1.i) | COUN 501 | Ethics Quiz | 100% of students will get an 83% or better | | Annually |
| Students will demonstrate use of an ethical decision making model in a variety of counseling situations. (2.F.1.i) | COUN 501, 510, 520, 532, 537, 541, 545 | Ethical Case Study  537- Integrative Paper Section 3 |  | |  |
| Students will act ethically in all areas of their graduate program. (2.F.1.i) | n/a | CCEs |  | |  |
| Students will comply with relevant ethical codes, legal requirements, and site policies during their practicum and internships. (2.F.1.i) | Internship II/Secondary | Final Site Supervisor Evaluation Section |  | |  |
| Students will articulate how personal values intersect with the ACA ethics code. | COUN 537 | Starting a Practice Week 4 Discussion (Q11) |  | |  |
| Student will identify personal and religious/spiritual values which guide them as counselors. | COUN 537 | Starting a Practice Peer Response Week 5 | 100% of students will get 8/10 on rubric for discussion participation | |  |
| Students will be able to design and implement self-care plans (2.F.1.l) | Field Experiences |  |  | |  |
| 1. Demonstrate intercultural competence | To help a diverse student body become self-reflective leaders who understand and address how issues of discrimination, privilege and oppression impact the practice and policies of counseling in a multicultural society. | The graduate counseling program will recruit and graduate a diverse student body. | n/a | Admissions Data and Graduation Data | Percentage of non-white students at admission and at graduation will be at or above the percent of those students in CACREP accredited programs nationally. | | Annually |
| Students will demonstrate knowledge of and commitment to acquiring the ACA endorsed Multicultural and Social Justice Counseling Competencies. (2.F.2.b &c) | COUN 511 | Quiz |  | |  |
| Internship II/Secondary | Field Experience Reflections |  | |  |
| Students will become aware of areas in their life where they experience power, privilege, and oppression. (2.f.2.e) | COUN 511 | Cultural Autobiography | 100% of students will receive an 83% or above | | Annually |
| Exhibit knowledge of how experiences and dimensions of identity impact peoples’ views of others, including clients and counselors. (2.F.2.d) | COUN 511 | Cultural Immersion Project |  | |  |
| Internship II/Secondary | Case Presentation |  | |  |
| Students will perform counseling and other professional responsibilities in a way that is sensitive to the culture of the client, student or community. | Internship II/Secondary | Final Site Supervisor Evaluation Section score |  | | Annually |
| Students will advocate for oppressed populations in their professional settings. (CACREP 2.F.1.e) | Field Experiences | Advocacy Project | 100% of students will get an 83% or better. | | Annually |

Common Core Areas

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| Core Area | Standards Assessed | Courses/Events | Instruments |
| 1: Professional Counseling Orientation and Ethical Practice | Students will be able to design and implement self-care plans (2.F.1.l) |  |  |
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