



Signature Assignment	Grades	Scores posted in Blackboard	Exported from Blackboard	Semesterly	Fall term, annually	B or higher	More than 10% below threshold	Identify curriculum enhancements
CSDAs	CSDA Tool	Scored entered in Tevera	Exported from Tevera	Semesterly	Fall term, annually	Higher than 1; Positive trends in AQG and APG	Sig. negative trends	Identify curriculum enhancements
Site Supervisor Evaluations	SSE Tool	Scores entered in Tevera	Exported from Tevera	Semesterly	Fall term, annually	Positive trends in AQG and APG	Sig. negative trends	Identify curriculum enhancements
National Testing	NCE	Scores recorded by testing organization	Report received by testing organization	Fall and Spring terms	Fall term, annually	Above national averages	More than 1SD below national average	Identify curriculum enhancements
National Testing	CPCE	Scores recorded by testing organization	Report received by testing organization	Semesterly	Fall term, annually	Above national averages	More than 1.5SD below program average	Identify curriculum enhancements
National Testing	Praxis II	Scores recorded by testing organization	Report received by testing organization	Prior to SC Internship	Fall term, annually	Above national averages	More than 1SD below national average	Identify curriculum enhancements
Student eval of								

Faculty	Marshall University Teaching Evaluations	University System	Exported from BERT	End of each semester	Fall term, annually	4+	<3	
Sites	Student Evaluation of Site Survey	Tevera	Exported from Tevera	End of each semester	Fall term, annually	2+	<2	
Department	Department Climate Survey	Qualtrics	Sent via email	Annually	Fall term, annually	NPS = 50	<50	
Graduate Outcomes								
Graduates	Graduate Exit Survey	Qualtrics	Sent via email	Ongoing	Fall term, annually	NPS = 50	<50	Identify curriculum enhancements
AY Grads	Banner	Banner	Exported from BERT	Ongoing	Fall term, annually	n/a	n/a	n/a
AY Credentialing Pass Rates	NCE	Scores recorded by testing organization	Report received by testing organization	Scores recorded by testing organization	Fall term, annually	Above national averages	More than 1SD below national average	Identify curriculum enhancements
AY Credentialing Pass Rates	NCHMCE	Scores recorded by testing organization	Report received by testing organization	Scores recorded by testing organization	Fall term, annually	Above national averages	More than 1SD below national average	Identify curriculum enhancements
AY Credentialing Pass Rates	CPCE	Scores recorded by testing	Report received by testing	Scores recorded by testing	Fall term, annually	Above national averages	More than 1.5SD below	Identify curriculum enhancements

		organization	organization	organization			program average	
AY Credentialing Pass Rates	Praxis II	Scores recorded by testing organization	Report received by testing organization	Scores recorded by testing organization	Fall term, annually	Above national averages	More than 1SD below national average	Identify curriculum enhancements
AY 7 year Completion Rates	Banner	Banner	Exported from BERT	Ongoing	Fall term, annually	70%	Less than 70%	Identify student support needs
AY Job Placement Rates	Graduate Exit Survey	Qualtrics	Sent via email and embedded in coursework	Semesterly	Fall term, annually	70%	Less than 70%	Identify co-curricular activities and supports
Follow-Up Studies								
Alumni	Alumni Survey	Qualtrics	Sent via email	Every 3 years	Fall term, annually	NPS = 50	<50	Identify curriculum enhancements
Employers	Employer Survey	Qualtrics	Sent via email	Every 3 years	Fall term, annually	NPS = 50	<50	Identify curriculum enhancements
Site Supervisors	Site Supervisor Evaluation of Department	Qualtrics	Sent via email	Every 3 years	Fall term, annually	NPS = 50	<50	Identify curriculum enhancements

**Table 2***Comprehensive Assessment Plan Individual Level*

<b>Individual Evaluation</b>	<b>Instrument/Data</b>	<b>Source</b>	<b>How Collected</b>	<b>When Collected</b>	<b>When Analyzed</b>	<b>Target</b>	<b>Triggers Intervention</b>
Individual Assessment of Knowledge, Skills, and Dispositions							
Academic Course Grades	Grades	Scores posted in Blackboard	Exported from BERT	Semesterly	Semesterly	B or higher	Below B
Clinical Training Grades	Grades	Scores posted in Blackboard	Exported from BERT	Semesterly	Semesterly	Credit	No Credit
GPA	Banner	Banner	Exported from BERT	Semesterly	Semesterly	3.0 or higher	Below 3.0
Standards of Conduct and Ethical Practice	AdHoc Review	Any community member	Email notification	Ongoing	Ongoing	No concerns	Any concern
Academic Integrity	AdHoc Review	Any community member	Email notification	Ongoing	Ongoing	No concerns	Any concern
KPIs							
Signature Assignment	Grades	Scores posted in Blackboard	Exported from Blackboard	Semesterly	Semesterly	B or higher	Below B
CSDAs	CSDA Tool	Scored entered in Tevera	Exported from Tevera	Semesterly	Semesterly	2 or higher	Below 2

Site Supervisor Evaluations	SSE Tool	Scores entered in Tevera	Exported from Tevera	Semesterly	Semesterly	2 or higher	Below 2
National Testing	CPCE	Scores recorded by testing organization	Report received by testing organization	Semesterly	Semesterly	Above national averages	1.5 SDs below program average
National Testing	Praxis II	Scores recorded by testing organization	Report received by testing organization	Prior to SC Internship	Semesterly	Passing score	Below passing score

**Table 3**

*KPIs with Assessment Methods and Points*

KPIs	Method 1	Method 2	Method 3	Method 4	Method 5	Method 6
KPI 1.1 Students will demonstrate the ability to identify key components of a strong professional identity (2.F.1., PO1, PO3, PO6)	CSDA Items 1-3 in 600, 607, 608, 691/698 Mid-Term and Final	600 Professional Interview (KPI 1.1, KPI 1.2) data collected during week 9	CPCE	NCE Content	NCE WB 1	
KPI 1.2 Students will demonstrate ethical reasoning	CSDA Items 1-3 in 600, 607, 608, 691/698 Mid-Term and Final	600 Ethics Paper (KPI 1.1, KPI 1.2)/Critical Response?	CPCE	NCE Content	NCE WB 1	

skills. (2.F.1., PO1, PO3, PO6)		Data collected Week 3				
KPI 2.1 Students will demonstrate understanding of the impact diversity has on the counseling process. (2.F.2., PO2)	CSDA Items 9-11 in 600, 607, 608, 691/698 Mid-Term and Final	574 Term paper part two (KPI 2.1, KPI 2.2) Data collected during week 13	Tevera Site Supervisor Evaluation Items 2.7-2.8 in 608 & 691/698 Mid-Term and Final	CPCE	NCE Content	
KPI 2.2 Demonstrate the ability to incorporate multicultural competencies in counseling skills.(2.F.2., PO2)	CSDA Items 9-11 in 600, 607, 608, 691/698 Mid-Term and Final	574 Case study (KPI 2.1, KPI 2.2) Data collected week 13	Tevera Site Supervisor Evaluation Items 2.7-2.8 in 608 & 691/698 Mid-Term and Final	CPCE	NCE Content	
KPI 3.1 Students will demonstrate understanding of developmental theories regarding personality development, learning, and	602 Powerpoint Slides (KPI 3.1, KPI 3.2) Collected in week 11	CPCE	NCE Content			

social functioning. (2.F.3., PO4, PO6)						
KPI 3.2 Students will demonstrate skills in identifying developmental barriers that affect client behavior and experience.(2.F.3., PO4, PO6)	602 Developmental Paper (KPI 3.1, KPI 3.2) Collected in week 14	CPCE	NCE Content			
KPI 4.1 Students will demonstrate knowledge and skill in applying career development theories, strategies and techniques to specific career decision-making situations (2.F.4., PO4, PO5)	606 Theory Paper (KPI 4.1, KPI 4.2) Collected Week 6	Tevera Site Supervisor Evaluation Items 2.5 in 608 & 691/698	CPCE	NCE Content		



<p>KPI 4.2 Students will demonstrate an ability to utilize career assessment instruments and techniques relevant to career planning and decision making (2.F.4., PO4, PO5)</p>	<p>606 Career Intervention Paper (KPI 4.1, KPI 4.2) Collected Week 9/10</p>	<p>Tevera Site Supervisor Evaluation Items 2.5 in 608 &amp; 691/698</p>	<p>CPCE</p>	<p>NCE Content</p>		
<p>KPI 5.1 Students will demonstrate an understanding of the structure of the counseling process and how this structure helps determine counseling practices from various theoretical perspectives (2.F.5., PO1, PO2, PO3, PO5)</p>	<p>CSDA Items 4-6 in 600, 607, 608, 691/698 Mid-Term and Final</p>	<p>603 Theory Preference Paper (KPI 5.1, KPI 5.2) Week 13</p>	<p>Tevera Site Supervisor Evaluation Items 2.2 in 608 &amp; 691/698 Mid-Term and Final</p>	<p>CPCE</p>	<p>NCE Content</p>	<p>NCE WB 5 &amp; 6</p>

<p>KPI 5.2 Students will demonstrate a developing approach to counseling, assessment, diagnosis, supervision, and client advocacy with a clear understanding of counselor functions(2.F.5. , PO1, PO2, PO3, PO5)</p>	<p>CSDA Items 4-6 in 600, 607, 608, 691/698 Mid-Term and Final</p>	<p>607 Video2 (KPI 5.1, KPI 5.2) Week 13</p>	<p>Tevera Site Supervisor Evaluation Items 2.2 in 608 &amp; 691/698 Mid-Term and Final</p>	<p>CPCE</p>	<p>NCE Content</p>	<p>NCE WB 5 &amp; 6</p>
<p>KPI 6.1 Students will evaluate the principles of group dynamics, including group process components, developmental stage theories, group members' roles and behaviors, and therapeutic factors of</p>	<p>604 Plan 1 (KPI 6.1, KPI 6.2) Week 8</p>	<p>Tevera Site Supervisor Evaluation Items 2.3 in 608 &amp; 691/698 Mid-Term and Final</p>	<p>CPCE</p>	<p>NCE Content</p>		

group work. (2.F.6., PO3)						
KPI 6.2 Students will demonstrate skills in planning and implementing an appropriate group intervention/program. (2.F.6., PO3)	604 Demo Video (KPI 6.1, KPI 6.2) Week 13	Tevera Site Supervisor Evaluation Items 2.3 in 608 & 691/698 Mid-Term and Final	CPCE	NCE Content		
KPI 7.1 Students will demonstrate an understanding of the purpose and process of assessment in counseling.(2.F.7., PO4, PO5)	605 Assessment Powerpoint Project (KPI 7.1, KPI 7.2) Week 12	CPCE	NCE Content	NCE WB 2 & 4		
KPI 7.2 Students will demonstrate skills in conducting, interpreting, and reporting results for select	605 Assessment Report 2 (KPI 7.1, KPI 7.2) Week 14	CPCE	NCE Content	NCE WB 2 & 4		

assessment instruments.(2.F.7., PO4, PO5)						
KPI 8.1 Students will demonstrate the skills necessary to obtain, analyze, and review current literature on a chosen topic.(2.F.8., PO4)	609 Article Review#2 (KPI 8.1, KPI 8.2) Week 14	CPCE	NCE Content			
KPI 8.2 Students will demonstrate skills in basic statistical analysis of data.(2.F.8., PO4)	609 Needs Assessment/Discussion Conclusion (KPI 8.1, KPI 8.2) Week 13	CPCE	NCE Content			
KPI 9.1 Students will demonstrate knowledge of the numerous roles and responsibilities of the PK-12 school	672 Assignment 6 Final Project (KPI 9.1, KPI 9.2) Week 11	608 Practicum Portfolio	698 Tevera Site Supervisor Evaluation Total Avg. Mid-Term and Final	Praxis II		

<p>counselor with regard to assessment, intervention, planning, and implementation of comprehensive school counseling and guidance programs as it relates to the ASCA National Model to address all student's academic, career and personal/social needs while following the ASCA Ethical Standards, applicable WVDE Policies, and appropriate legal statutes. (5.G.)</p>						
<p>KPI 9.2 Students will demonstrate</p>	<p>672 Assignment 6 Final Project</p>	<p>608 Practicum Portfolio</p>	<p>698 Tevera Site Supervisor Evaluation</p>	<p>Praxis II</p>		

<p>skills in planning, delivering and evaluating comprehensive school counseling and guidance programs for PK-12 students following the ASCA National Model, ASCA Ethical Standards, applicable WVDE Policies, and appropriate legal statutes(5.G.)</p>	<p>(KPI 9.1, KPI 9.2) Week 11</p>		<p>Total Avg. Mid-Term and Final</p>			
<p>KPI 9.3 Students will illustrate the impact of technology in the numerous roles and responsibilities of the PK-12 school counselor with regard to</p>	<p>672 Assignment 6 Final Project (KPI 9.1, KPI 9.2) Week 11</p>	<p>608 Practicum Portfolio</p>	<p>698 Tevera Site Supervisor Evaluation Total Avg. Mid-Term and Final</p>	<p>Praxis II</p>		

assessment, intervention, planning, and implementation of comprehensive school counseling and guidance programs.						
KPI 10.1 Students will demonstrate skills in intake, assessment, diagnosis, treatment planning, and implementation of evidence based practice in counseling.(5. C.)	630 Powerpoint Presentation Final Draft (KPI 10.1, KPI 10.2) Week14	691 Tevera Site Evaluation Total Avg. Mid-Term and Final	CPCE	NCE WB 2 & 4		
KPI 10.2 Students will demonstrate understanding of the duties, roles, and expectations in clinical, agency,	630 Powerpoint Presentation Final Draft (KPI 10.1, KPI 10.2) Week 14	691 Tevera Site Evaluation Total Avg. Mid-Term and Final	CPCE	NCE WB 2 & 4		

hospital, and private practice environments(5 .C.)						
KPI 11 Students will demonstrate self-awareness, integrity, and professionalism in relation to peers, faculty, staff, and supervisors. (4.G.)	CSDA Total Score in 600, 607, 608, 691/698 Mid-Term and Final	Tevera Site Evaluation Total Avg. in 608, 691/698 Mid-Term and Final	Tevera Site Evaluation Total Avg. in 608, 691/698 Mid-Term and Final			



<b>Table 4.</b>					
<i>AY 22-23 Total Faculty</i>					
	<b>Fa22</b>	<b>Sp23</b>	<b>Su23</b>	<b>AY22-23</b>	<b>Historical Avg.</b>
<b>Adjunct</b>	18	17	12	15.67	14.33
<b>Core</b>	11	11	10	10.67	9.43
<b>Total</b>	29	28	22	26.34	23.76
<i>Note. Core faculty are not required to teach in the summer term</i>					

<b>Table 5.</b>				
<i>Trends of Avg. # of Faculty Per AY</i>				
	<b>AY19-20</b>	<b>AY20-21</b>	<b>AY21-22</b>	<b>AY22-23</b>
<b>Adjunct</b>	9.00	15.33	16.67	15.67
<b>Core</b>	8.67	8.67	9.33	10.67
<b>Total</b>	17.67	24	26	26.34

<b>Table 6.</b>								
<i>Faculty by Gender and Role</i>								
	<b>Fa22</b>	<b>Sp23</b>	<b>Su23</b>	<b>Fa22</b>	<b>Sp23</b>	<b>Su23</b>	<b>Total</b>	<b>Total %</b>
<b>Female</b>	16	17	11	55%	57%	50%	44	54%
<b>Core</b>	5	5	5	31%	29%	45%	15	34%
<b>Adjunct</b>	11	12	6	69%	71%	55%	29	66%
<b>Male</b>	13	13	11	45%	43%	50%	37	46%
<b>Core</b>	6	6	5	46%	46%	45%	17	46%
<b>Adjunct</b>	7	7	6	54%	54%	55%	20	54%
<b>Grand Total</b>	29	30	22	100%	100%	100%	81	100%

<b>Table 7.</b> <i>Faculty Age</i>				
	<b>Fa22</b>	<b>Sp23</b>	<b>Su23</b>	<b>Historical Avg.</b>
<b>Core</b>	53.82	53.82	53.40	52.96
<b>Adjunct</b>	44.78	43.95	48.33	46.65
<b>Total</b>	48.21	47.57	50.64	49.80

<b>Table 8.</b> <i>Applicant Demographics</i>									
	<b>Fa22</b>	<b>Sp23</b>	<b>Su23</b>	<b>Fa22</b>	<b>Sp23</b>	<b>Su23</b>	<b>AY22-23</b>	<b>AY22-23</b>	<b>Pre-Fa12</b>
	<i>n</i>	<i>n</i>	<i>n</i>	%	%	%	<i>n</i>	%	%
<b>Applicants</b>	48	61	48	100%	100%	100%	157	100%	x
<b>Area of Emphasis</b>									
CMHC	33	42	30	66%	69%	63%	105	66%	58%
SC	16	16	8	32%	26%	17%	40	25%	40%
Blank	1	3	10	2%	5%	21%	14	9%	2%
<b>1<sup>st</sup> Gen.</b>	48	34	12	100%	56%	25%	94	60%	62%
<b>Gender</b>									
F	43	53	36	90%	87%	75%	132	84%	84%
M	5	8	12	10%	13%	25%	25	16%	16%
<b>Race/Ethnicity</b>									
American Indian or AK Native	0	0	0	0%	0%	0%	0	0%	0%
Asian	1	2	0	2%	3%	0%	3	2%	1%

Black or African American	5	2	3	10%	3%	6%	10	6%	8%
Hispanic	1	2	1	2%	3%	2%	4	3%	3%
Two or more	0	1	0	0%	2%	0%	1	1%	3%
Unknown	4	3	6	8%	5%	13%	13	8%	4%
White	37	51	38	77%	84%	79%	126	80%	81%
Native HI or Other Pacific Islander	x	x	x	x	x	x	x	x	0%*
* = 4 people applied									

<b>Table 9.</b>									
<i>Newly Enrolled Student Demographics</i>									
	<b>Fa22</b>	<b>Sp23</b>	<b>Su23</b>	<b>Fa22</b>	<b>Sp23</b>	<b>Su23</b>	<b>AY22-23</b>	<b>AY22-23</b>	<b>Pre-Fa12</b>
	<i>n</i>	<i>n</i>	<i>n</i>	%	%	%	<i>n</i>	%	%
<b>Enrollments</b>	72	54	34	45%	34%	21%	160	100%	X
<b>Area of Emphasis</b>									
CMHC	47	37	19	65%	69%	56%	103	64%	55%
SC	21	15	7	29%	28%	21%	43	27%	43%
Blank	4	2	8	6%	4%	24%	14	9%	
<b>1<sup>st</sup> Gen.</b>	70	31	8	97%	57%	24%	109	68%	66%
<b>Gender</b>									
F	64	46	25	89%	85%	74%	135	84%	85%
M	8	8	9	11%	15%	26%	25	16%	15%

<b>Race/Ethnicity</b>									
American Indian or AK Native	0	0	0	0%	0%	0%	0	0%	0%
Asian	2	1	0	3%	2%	0%	3	2%	1%
Black or African American	5	2	2	7%	4%	6%	9	6%	6%
Hispanic	3	3	1	4%	6%	3%	7	4%	3%
Two or more	1	1	0	1%	2%	0%	2	1%	3%
Unknown	2	3	4	3%	6%	12%	9	6%	3%
White	59	44	27	82%	81%	79%	130	81%	84%
Native HI or Other Pacific Islander	0	0	0	0	0	0	0	0	0%*
* = 1 person enrolled									

<b>Table 10</b>	
<i>Enrolled by gender and race</i>	
Row Labels	<i>N</i>
F	135.00
Asian	3.00
Black	5.00
Hispanic	6.00
TwoOrMore	2.00
Unknown	6.00
White	113.00
M	25.00
Black	4.00
Hispanic	1.00

Unknown	3.00
White	17.00
Grand Total	160.00

**Table 11**  
*AY 22-23 Enrolled Student State of Residence*

State	CMHC	SC	Blank	Total	% Total
AL	1			1	0.63%
AZ	2			2	1.25%
DC	1			1	0.63%
FL	1		1	2	1.25%
GA	5			5	3.13%
ID	1			1	0.63%
IL		1		1	0.63%
KY	5			5	3.13%
MD		2		2	1.25%
NV	1			1	0.63%
OH	6	2	2	10	6.25%
PA	3			3	1.88%
SC	4	1		5	3.13%
VA	3			3	1.88%
WA		2		2	1.25%
WV	70	35	11	116	72.50%
Total	103	43	14	160	0.63%

**Table 12.***Graduate Demographics*

	<b>Fa22</b>	<b>Sp23</b>	<b>Su23</b>	<b>Fa22</b>	<b>Sp23</b>	<b>Su23</b>	<b>AY22-23</b>	<b>AY22-23</b>
	<i>n</i>	<i>n</i>	<i>n</i>	%	%	%	<i>n</i>	%
<b>Graduates</b>	39	40	8	100%	100%	100%	87	100%
<b>Area of Emphasis</b>								
CMHC	21	23	8	54%	58%	100%	52	60%
SC	18	17		46%	43%	0%	35	40%
<b>Gender</b>								
F	30	38	6	77%	95%	75%	74	85%
M	9	2	2	23%	5%	25%	13	15%
<b>Race/Ethnicity</b>								
American Indian or AK Native	0	1	0	0%	3%	0%	1	1%
Asian	0	0	0	0%	0%	0%	0	0%
Black or African American	2	2	0	5%	5%	0%	4	5%
Hispanic	2	0	0	5%	0%	0%	2	2%
Two or more	0	0	0	0%	0%	0%	0	0%
Unknown	0	2	0	0%	5%	0%	2	2%
White	35	35	8	90%	88%	100%	78	90%
Native HI or Other Pacific Islander	0	0	0	0%	0%	0%	0	0%

**Table 13***KPI Signature Assignments*

KPIs	Assignment/Assessment Course Assignment Grades
KPI 1.1 Students will demonstrate the ability to identify key components of a strong professional identity (2.F.1., PO1, PO3, PO6)	600 Professional Interview (KPI 1.1, KPI 1.2)
KPI 1.2 Students will demonstrate ethical reasoning skills. (2.F.1., PO1, PO3, PO6)	600 Ethics Paper (KPI 1.1, KPI 1.2)/Critical Response
KPI 2.1 Students will demonstrate understanding of the impact diversity has on the counseling process. (2.F.2., PO2)	574 Term paper part two (KPI 2.1, KPI 2.2)
KPI 2.2 Demonstrate the ability to incorporate multicultural competencies in counseling skills.(2.F.2., PO2)	574 Case study (KPI 2.1, KPI 2.2)
KPI 3.1 Students will demonstrate understanding of developmental theories regarding personality development, learning, and social functioning. (2.F.3., PO4, PO6)	602 Powerpoint Slides (KPI 3.1, KPI 3.2)
KPI 3.2 Students will demonstrate skills in identifying developmental barriers that affect client behavior and experience.(2.F.3., PO4, PO6)	602 Developmental Paper (KPI 3.1, KPI 3.2)
KPI 4.1 Students will demonstrate knowledge and skill in applying career development theories, strategies and techniques to specific career decision-making situations (2.F.4., PO4, PO5)	606 Theory Paper (KPI 4.1, KPI 4.2)
KPI 4.2 Students will demonstrate an ability to utilize career assessment instruments and techniques relevant to career planning and decision making (2.F.4., PO4, PO5)	606 Career Intervention Paper (KPI 4.1, KPI 4.2)
KPI 5.1 Students will demonstrate an understanding of the structure of the counseling process and how this structure helps determine counseling practices from various theoretical perspectives (2.F.5., PO1, PO2, PO3, PO5)	603 Theory Preference Paper (KPI 5.1, KPI 5.2)
KPI 5.2 Students will demonstrate a developing approach to counseling, assessment, diagnosis, supervision, and client advocacy with a clear understanding	607 Video2 (KPI 5.1, KPI 5.2)

of counselor functions(2.F.5., PO1, PO2, PO3, PO5)	
KPI 6.1 Students will evaluate the principles of group dynamics, including group process components, developmental stage theories, group members' roles and behaviors, and therapeutic factors of group work. (2.F.6., PO3)	604 Plan 1 (KPI 6.1, KPI 6.2)
KPI 6.2 Students will demonstrate skills in planning and implementing an appropriate group intervention/program. (2.F.6., PO3)	604 Demo Video (KPI 6.1, KPI 6.2)
KPI 7.1 Students will demonstrate an understanding of the purpose and process of assessment in counseling.(2.F.7., PO4, PO5)	605 Assessment Powerpoint Project (KPI 7.1, KPI 7.2)
KPI 7.2 Students will demonstrate skills in conducting, interpreting, and reporting results for select assessment instruments.(2.F.7., PO4, PO5)	605 Assessment Report 2 (KPI 7.1, KPI 7.2)
KPI 8.1 Students will demonstrate the skills necessary to obtain, analyze, and review current literature on a chosen topic.(2.F.8., PO4)	609 Article Review#2 (KPI 8.1, KPI 8.2)
KPI 8.2 Students will demonstrate skills in basic statistical analysis of data.(2.F.8., PO4)	609 Needs Assessment/DiscussionConclusion (KPI 8.1, KPI 8.2)
KPI 9.1 Students will demonstrate knowledge of the numerous roles and responsibilities of the PK-12 school counselor with regard to assessment, intervention, planning, and implementation of comprehensive school counseling and guidance programs as it relates to the ASCA National Model to address all student's academic, career and personal/social needs while following the ASCA Ethical Standards, applicable WVDE Policies, and appropriate legal statutes. (5.G.)	672 Assignment 6 Final Project (KPI 9.1, KPI 9.2)
KPI 9.2 Students will demonstrate skills in planning, delivering and evaluating comprehensive school counseling and guidance programs for PK-12 students following the ASCA National Model, ASCA Ethical Standards, applicable WVDE	672 Assignment 6 Final Project



Policies, and appropriate legal statutes(5.G.)	
KPI 9.3 Students will illustrate the impact of technology in the numerous roles and responsibilities of the PK-12 school counselor with regard to assessment, intervention, planning, and implementation of comprehensive school counseling and guidance programs.	672 Assignment 6 Final Project
KPI 10.1 Students will demonstrate skills in intake, assessment, diagnosis, treatment planning, and implementation of evidence based practice in counseling.(5.C.)	630 Powerpoint Presentation Final Draft (KPI 10.1, KPI 10.2)
KPI 10.2 Students will demonstrate understanding of the duties, roles, and expectations in clinical, agency, hospital, and private practice environments(5.C.)	630 Powerpoint Presentation Final Draft (KPI 10.1, KPI 10.2)
KPI 11 Students will demonstrate self-awareness, integrity, and professionalism in relation to peers, faculty, staff, and supervisors. (4.G.)	

**Table 14**  
CAP Results

KPIs	Method 1	Method 2	Method 3	Method 4	Method 5	Method 6
KPI 1.1 Students will demonstrate the ability to identify key components of a strong professional identity (2.F.1., PO1, PO3, PO6)	CSDA Items 1-3 in 600, 607, 608, 691/698	600 Professional Interview (KPI 1.1, KPI 1.2)	CPCE	NCE Content	NCE WB 1	
<b>% at Threshold or Other Target Evaluations</b>	99.56%	100	92.14%	8.64 (2.64)	15.33 (4.40)	
KPI 1.2 Students will demonstrate ethical reasoning skills. (2.F.1., PO1, PO3, PO6)	CSDA Items 1-3 in 600, 607, 608, 691/698	600 Ethics Paper (KPI 1.1, KPI 1.2)	CPCE	NCE Content	NCE WB 1	
<b>% at Threshold or Other Target Evaluations</b>	99.56%	95%	92.14%	8.64 (2.64)	15.33 (4.40)	
KPI 2.1 Students will demonstrate understanding of the impact diversity has on the counseling process. (2.F.2., PO2)	CSDA Items 9-11 in 600, 607, 608, 691/698	574 Term paper part two (KPI 2.1, KPI 2.2)	Tevera Site Supervisor Evaluation Items 2.7-2.8 in 608 & 691/698	CPCE	NCE Content	
<b>% at Threshold or Other Target Evaluations</b>	100%	81%	100%	91.01%	3.77(1.14)	
KPI 2.2 Demonstrate the ability to incorporate multicultural competencies in counseling skills.(2.F.2., PO2)	CSDA Items 9-11 in 600, 607, 608, 691/698	574 Case study (KPI 2.1, KPI 2.2)	Tevera Site Supervisor Evaluation Items 2.7-	CPCE	NCE Content	

				2.8 in 608 & 691/698	
<b>% at Threshold or Other Target Evaluations</b>	100%	83%	100%	91.01%	3.77(1.14)
KPI 3.1 Students will demonstrate understanding of developmental theories regarding personality development, learning, and social functioning. (2.F.3., PO4, PO6)	602 Powerpoint Slides (KPI 3.1, KPI 3.2)	CPCE		NCE Content	
<b>% at Threshold or Other Target Evaluations</b>	92%	91.01%		10.02(2.27)	
KPI 3.2 Students will demonstrate skills in identifying developmental barriers that affect client behavior and experience.(2.F.3., PO4, PO6)	602 Developmental Paper (KPI 3.1, KPI 3.2)	CPCE		NCE Content	
<b>% at Threshold or Other Target Evaluations</b>	92%	91.01%		10.02(2.27)	
KPI 4.1 Students will demonstrate knowledge and skill in applying career development theories, strategies and techniques to specific career decision-making situations (2.F.4., PO4, PO5)	606 Theory Paper (KPI 4.1, KPI 4.2)	Tevera Site Supervisor Evaluation Items 2.5 in 608 & 691/698	CPCE	NCE Content	
<b>% at Threshold or Other Target Evaluations</b>	100%	99%	95.51%		12.38(2.76)
KPI 4.2 Students will demonstrate an ability to utilize career assessment instruments and	606 Career Intervention	Tevera Site Supervisor Evaluation	CPCE	NCE Content	

techniques relevant to career planning and decision making (2.F.4., PO4, PO5)	Paper (KPI 4.1, KPI 4.2)	Items 2.5 in 608 & 691/698					
<b>% at Threshold or Other Target Evaluations</b>	98%	99%	95.51%	12.38(2.76)			
KPI 5.1 Students will demonstrate an understanding of the structure of the counseling process and how this structure helps determine counseling practices from various theoretical perspectives (2.F.5., PO1, PO2, PO3, PO5)	CSDA Items 4-6 in 600, 607, 608, 691/698	603 Theory Preference Paper (KPI 5.1, KPI 5.2)	Tevera Site Supervisor Evaluation Items 2.2 in 608 & 691/698	CPCE	NCE Content	NCE WB 5 & 6	
<b>% at Threshold or Other Target Evaluations</b>	100%	94%	100%	93.26%	35.50(6.78)	10.03(2.27)	
KPI 5.2 Students will demonstrate a developing approach to counseling, assessment, diagnosis, supervision, and client advocacy with a clear understanding of counselor functions(2.F.5., PO1, PO2, PO3, PO5)	CSDA Items 4-6 in 600, 607, 608, 691/698	607 Video2 (KPI 5.1, KPI 5.2)	Tevera Site Supervisor Evaluation Items 2.2 in 608 & 691/698	CPCE	NCE Content	NCE WB 5 & 6	
<b>% at Threshold or Other Target Evaluations</b>	100%	98%	100%	93.26%	35.50(6.78)	10.03(2.27)	
KPI 6.1 Students will evaluate the principles of group dynamics, including group process components, developmental stage theories, group members' roles and behaviors, and therapeutic factors of group work. (2.F.6., PO3)	604 Plan 1 (KPI 6.1, KPI 6.2)	Tevera Site Supervisor Evaluation Items 2.3 in 608 & 691/698	CPCE	NCE Content			

<b>% at Threshold or Other Target Evaluations</b>	99%	99%	95.51%	19.57(3.51)
KPI 6.2 Students will demonstrate skills in planning and implementing an appropriate group intervention/program. (2.F.6., PO3)	604 Demo Video (KPI 6.1, KPI 6.2)	Tevera Site Supervisor Evaluation Items 2.3 in 608 & 691/698	CPCE	NCE Content
<b>% at Threshold or Other Target Evaluations</b>	100%	99%	95.51%	19.57(3.51)
KPI 7.1 Students will demonstrate an understanding of the purpose and process of assessment in counseling.(2.F.7., PO4, PO5)	605 Assessment Powerpoint Project (KPI 7.1, KPI 7.2)	CPCE	NCE Content	NCE WB 2 & 4
<b>% at Threshold or Other Target Evaluations</b>	76%	95.51%	14.63(3.63)	2.97
KPI 7.2 Students will demonstrate skills in conducting, interpreting, and reporting results for select assessment instruments.(2.F.7., PO4, PO5)	605 Assessment Report 2 (KPI 7.1, KPI 7.2)	CPCE	NCE Content	NCE WB 2 & 4
<b>% at Threshold or Other Target Evaluations</b>	100%	95.51%	14.63(3.63)	2.97
KPI 8.1 Students will demonstrate the skills necessary to obtain, analyze, and review current literature on a chosen topic.(2.F.8., PO4)	609 Article Review#2 (KPI 8.1, KPI 8.2)	CPCE	NCE Content	

<b>% at Threshold or Other Target Evaluations</b>	98%	97.75%	4.08(1.36)	
KPI 8.2 Students will demonstrate skills in basic statistical analysis of data.(2.F.8., PO4)	609 Needs Assessment /Discussion Conclusion (KPI 8.1, KPI 8.2)	CPCE	NCE Content	
<b>% at Threshold or Other Target Evaluations</b>	100%	97.75%	4.08(1.36)	
KPI 9.1 Students will demonstrate knowledge of the numerous roles and responsibilities of the PK-12 school counselor with regard to assessment, intervention, planning, and implementation of comprehensive school counseling and guidance programs as it relates to the ASCA National Model to address all student's academic, career and personal/social needs while following the ASCA Ethical Standards, applicable WVDE Policies, and appropriate legal statutes. (5.G.)	672 Assignment 6 Final Project (KPI 9.1, KPI 9.2)	608 Practicum Portfolio	698 Tevera Site Supervisor Evaluation Total Avg.	Praxis II
<b>% at Threshold or Other Target Evaluations</b>	97%	100%	100%	97%
KPI 9.2 Students will demonstrate skills in planning, delivering and evaluating comprehensive school counseling and guidance programs	672 Assignment 6 Final Project	608 Practicum Portfolio	698 Tevera Site Supervisor	Praxis II

for PK-12 students following the ASCA National Model, ASCA Ethical Standards, applicable WVDE Policies, and appropriate legal statutes(5.G.)			Evaluation Total Avg.	
<b>% at Threshold or Other Target Evaluations</b>	97%	100%	100%	97%
KPI 9.3 Students will illustrate the impact of technology in the numerous roles and responsibilities of the PK-12 school counselor with regard to assessment, intervention, planning, and implementation of comprehensive school counseling and guidance programs.	672 Assignment 6 Final Project	608 Practicum Portfolio	698 Tevera Site Supervisor Evaluation Total Avg.	Praxis II
<b>% at Threshold or Other Target Evaluations</b>	97%	100%	100%	97%
KPI 10.1 Students will demonstrate skills in intake, assessment, diagnosis, treatment planning, and implementation of evidence based practice in counseling.(5.C.)	630 Powerpoint Presentation Final Draft (KPI 10.1, KPI 10.2)	691 Tevera Site Evaluation Total Avg.	CPCE	NCE WB 2 & 4
<b>% at Threshold or Other Target Evaluations</b>	100%	100%	95.51%	9.93(2.10)
KPI 10.2 Students will demonstrate understanding of the duties, roles, and expectations in clinical, agency, hospital, and private practice environments(5.C.)	630 Powerpoint Presentation Final Draft (KPI 10.1, KPI 10.2)	691 Tevera Site Evaluation Total Avg.	CPCE	NCE WB 2 & 4

<b>% at Threshold or Other Target Evaluations</b>	100%	100%	95.51%	9.93(2.10)
KPI 11 Students will demonstrate self-awareness, integrity, and professionalism in relation to peers, faculty, staff, and supervisors. (4.G.)	CSDA Total Score in 600, 607, 608, 691/698	Tevera Site Evaluation Total Avg. in 608, 691/698		
<b>% at Threshold or Other Target Evaluations</b>	100%	100%		



**Table 15***CSDA Total Scores by Course, Term, and Evaluation Period*

	<b>600</b>	<b>607</b>	<b>608</b>	<b>691/698</b>	<b>Avg. Program Growth</b>
FallMid	33.44	27.70	32.17	38.67	
FallFinal	40.15	41.07	34.61	40.94	7.50
SpringMid	29.52	22.03	33.26	37.26	
SpringFinal	39.34	42.25	37.61	40.21	10.69
SummerMid	38.33	22.00	32.76	36.42	
SummerFinal	29.29	43.64	37.00	38.60	0.27
Avg Mid Ratings	33.77	23.91	32.73	37.45	
Avg Final Ratings	36.26	42.32	36.41	39.92	
Avg Quarter Growth	2.50	18.41	3.67	2.47	

**Table 16***CSDA Individual Items and Total Scores Raw Scores, AQG, and APG*

		Fall			Spring			Summer				AY22-23	
CSDA	Course	Mid	Final	Grow	Mid	Final	Grow	Mid	Final	Grow	AQG	AQG	APG
1	600	3.00	3.92	0.92	2.52	3.52	1.00	3.00	3.43	0.43	0.78	0.53	0.96
1	607	2.39	3.34	0.95	2.00	3.42	1.42	2.00	3.82	1.82	1.40		
1	608	3.00	3.03	0.03	3.21	3.25	0.04	3.00	3.53	0.53	0.20		
1	691	3.07	3.09	0.02	3.09	3.02	-0.07	3.00	3.00	0.00	-0.02		
1	698	3.50	3.55	0.05	3.58	3.85	0.26	3.50	4.00	0.50	0.27		
2	600	3.00	4.00	1.00	2.66	3.62	0.97	4.00	3.43	-0.57	0.46	0.68	0.78
2	607	2.43	3.83	1.39	2.00	3.92	1.92	2.00	4.00	2.00	1.77		
2	608	3.00	3.61	0.61	3.24	3.94	0.71	2.94	3.82	0.88	0.73		
2	691	3.40	3.77	0.37	3.18	3.52	0.34	3.00	3.56	0.56	0.42		
2	698	4.00	4.00	0.00	4.00	4.00	0.00	4.00	4.00	0.00	0.00		
3	600	3.00	4.00	1.00	2.93	3.83	0.90	3.67	3.43	-0.24	0.55	0.65	0.80
3	607	2.70	3.86	1.17	2.00	3.92	1.92	2.00	4.00	2.00	1.69		
3	608	3.00	3.58	0.58	3.21	3.53	0.32	2.94	3.76	0.82	0.57		
3	691	3.40	3.77	0.37	3.09	3.48	0.39	3.00	3.48	0.48	0.41		
3	698	4.00	4.00	0.00	4.00	4.00	0.00	4.00	4.00	0.00	0.00		
4	600	3.00	3.50	0.50	2.55	3.48	0.93	3.67	2.29	-1.38	0.02	0.55	0.84
4	607	2.43	3.76	1.32	2.00	3.88	1.88	2.00	4.00	2.00	1.73		
4	608	3.00	3.09	0.09	3.00	3.28	0.28	2.94	2.94	0.00	0.12		
4	691	3.33	3.69	0.35	3.09	3.42	0.33	3.00	3.44	0.44	0.37		
4	698	3.42	3.73	0.31	3.17	4.00	0.83	3.67	4.00	0.33	0.49		
5	600	3.00	3.50	0.50	2.66	3.69	1.03	3.33	0.57	-2.76	-0.41	0.41	0.73
5	607	2.70	3.86	1.17	2.00	3.92	1.92	2.00	4.00	2.00	1.69		
5	608	3.00	3.12	0.12	2.71	3.44	0.73	3.00	3.24	0.24	0.36		
5	691	3.40	3.74	0.34	3.09	3.49	0.40	3.00	3.56	0.56	0.43		
5	698	3.92	4.00	0.08	3.67	4.00	0.33	3.67	3.17	-0.50	-0.03		

6	600	3.00	3.42	0.42	2.52	3.52	1.00	3.33	3.43	0.10	0.51	0.60	0.66
6	607	2.39	3.76	1.37	2.00	3.83	1.83	2.00	4.00	2.00	1.73		
6	608	3.00	3.00	0.00	2.61	3.28	0.67	3.00	3.00	0.00	0.22		
6	691	3.47	3.77	0.30	3.09	3.49	0.40	3.00	3.52	0.52	0.41		
6	698	3.50	3.82	0.32	3.25	3.85	0.60	3.67	3.17	-0.50	0.14		
7	600	3.41	4.00	0.59	2.90	3.72	0.83	3.67	3.43	-0.24	0.39	0.59	0.68
7	607	2.74	3.86	1.12	2.00	4.00	2.00	2.00	4.00	2.00	1.71		
7	608	3.00	3.52	0.52	3.24	3.36	0.12	3.00	3.71	0.71	0.45		
7	691	3.40	3.77	0.37	3.09	3.47	0.37	3.00	3.44	0.44	0.40		
7	698	4.00	4.00	0.00	4.00	4.00	0.00	4.00	4.00	0.00	0.00		
8	600	3.04	4.00	0.96	2.79	3.66	0.86	3.67	3.43	-0.24	0.53	0.65	0.80
8	607	2.43	3.76	1.32	2.03	3.83	1.80	2.00	4.00	2.00	1.71		
8	608	3.00	3.24	0.24	3.24	3.50	0.26	2.94	3.82	0.88	0.46		
8	691	3.33	3.77	0.44	3.09	3.47	0.37	3.00	3.48	0.48	0.43		
8	698	4.00	3.91	-0.09	3.58	4.00	0.42	4.00	4.00	0.00	0.11		
9	600	3.00	3.04	0.04	2.52	3.31	0.79	3.33	1.71	-1.62	-0.26	0.36	0.75
9	607	2.39	3.62	1.23	2.00	3.83	1.83	2.00	4.00	2.00	1.69		
9	608	3.00	3.00	0.00	2.95	3.25	0.30	3.00	3.00	0.00	0.10		
9	691	3.13	3.11	-0.02	3.09	3.05	-0.04	3.00	3.00	0.00	-0.02		
9	698	3.67	4.00	0.33	3.50	3.92	0.42	3.00	3.17	0.17	0.31		
10	600	3.00	3.27	0.27	2.52	3.28	0.76	3.00	0.57	-2.43	-0.47	0.32	0.60
10	607	2.39	3.52	1.13	2.00	3.71	1.71	2.00	3.82	1.82	1.55		
10	608	2.17	2.18	0.02	2.63	3.25	0.62	3.00	3.00	0.00	0.21		
10	691	3.07	3.17	0.10	3.27	3.19	-0.09	3.00	3.08	0.08	0.03		
10	698	3.00	3.45	0.45	3.50	3.69	0.19	3.00	3.17	0.17	0.27		
11	600	3.00	3.50	0.50	2.97	3.72	0.76	3.67	3.57	-0.10	0.39	0.57	0.62
11	607	2.70	3.90	1.20	2.00	4.00	2.00	2.00	4.00	2.00	1.73		
11	608	3.00	3.24	0.24	3.24	3.53	0.29	3.00	3.18	0.18	0.24		
11	691	3.33	3.77	0.44	3.09	3.53	0.44	3.00	3.48	0.48	0.45		
11	698	4.00	4.00	0.00	4.00	4.00	0.00	3.33	3.50	0.17	0.06		
Total	600	33.44	40.15	6.71	29.52	39.34	9.83	38.33	29.29	-9.05	2.50	5.90	8.21

Total	607	27.70	41.07	13.37	22.03	42.25	20.22	22.00	43.64	21.64	18.41		
Total	608	32.17	34.61	2.44	33.26	37.61	4.35	32.76	37.00	4.24	3.67		
Total	691	36.33	39.43	3.10	34.27	37.12	2.84	33.00	37.04	4.04	3.33		
Total	698	41.00	42.45	1.45	40.25	43.31	3.06	39.83	40.17	0.33	1.62		

**Table 17**

*Q by Q Diff in Total CSDA Scores*

	<b>600 to 607</b>	<b>607 to 608</b>	<b>608 to Intern</b>
FallMid	-5.75	4.47	6.50
FallFinal	0.92	-6.46	6.34
SpringMid	-7.49	11.23	4.00
SpringFinal	2.91	-4.64	2.60
SummerMid	-16.33	10.76	3.65
SummerFinal	14.35	-6.64	1.60
Avg Mid Ratings	-9.86	8.82	4.72
Avg Final Ratings	6.06	-5.91	3.51

**Table 18***Individual Student Assessment of CSDAs above Threshold*

	<b>600</b>	<b>607</b>	<b>608</b>	<b>691</b>	<b>698</b>
<b>1</b>	100%	100%	100%	100%	100%
<b>2</b>	100%	100%	98.56%	100%	100%
<b>3</b>	100%	100%	98.56%	100%	100%
<b>4</b>	100%	100%	100%	100%	100%
<b>5</b>	100%	100%	100%	100%	100%
<b>6</b>	100%	100%	100%	100%	100%
<b>7</b>	100%	100%	100%	100%	100%
<b>8</b>	100%	100%	98.56%	100%	100%
<b>9</b>	100%	100%	100%	100%	100%
<b>10</b>	100%	100%	100%	100%	100%
<b>11</b>	100%	100%	100%	100%	100%
<b>Total</b>	100%	100%	100%	100%	100%
<b>Total</b>	100%	100%	100%	100%	100%
<b>Total</b>	100%	100%	100%	100%	100%
<b>Total</b>	100%	100%	100%	100%	100%

*N = 229, % above 1*

**Table 19***Site Supervisor Evaluations of Practicum and Internship Students*

	<b>608</b>			<b>691</b>				<b>698</b>				<b>691/698</b>
<b>Items</b>	<b>Mid</b>	<b>Final</b>	<b>AQG</b>	<b>Mid</b>	<b>Final</b>	<b>AQG</b>	<b>APG</b>	<b>Mid</b>	<b>Final</b>	<b>AQG</b>	<b>APG</b>	<b>APG</b>
10. COORDINATION: Coordination program evaluations related to the school or agency; conducting follow-up; evaluation of existing counseling program; making recommendations for productive changes.	2.34	2.46	0.13	2.51	2.68	0.17	0.34	2.71	2.73	0.02	0.39	0.37
3. GROUP COUNSELING: Providing timely, appropriate, and productive group counseling; and developing a calendar for small group counseling and/or large group guidance.	2.33	2.56	0.23	2.56	2.69	0.13	0.36	2.60	2.67	0.06	0.34	0.35
4. RECORDS AND IDENTIFICATION: Assistance with records; assistance with testing; interpretation of client/student information; identification of mental health disorders; reviewing and	2.41	2.50	0.09	2.55	2.74	0.19	0.33	2.62	2.73	0.12	0.32	0.33

responding to client progress as needed, identification of special needs students; reviewing and responding to student progress at the end of grading periods.												
9. CONSULTING: Consulting with students, parents, teachers, administrators, and/or other mental health professionals; working with family situations which affect performance; and working with others to apply strategies for improving learning or functioning.	2.46	2.64	0.18	2.59	2.81	0.22	0.35	2.75	2.74	-0.01	0.28	0.32
2. Identifies his/her own professional and personal strengths and weaknesses.	2.51	2.63	0.13	2.67	2.77	0.10	0.26	2.85	2.87	0.02	0.37	0.31
2. INDIVIDUAL COUNSELING: Providing individual counseling; sensitivity to individual differences; flexibility in counseling relationships; and assisting in planning;	2.50	2.65	0.15	2.61	2.79	0.17	0.29	2.77	2.82	0.04	0.32	0.30

achieving appropriate goals for the client/student and/or assisting newly enrolled students to adjust to school.												
5. CAREER COUNSELING: Assisting with career development; providing career information; assisting with self-awareness; & exploring long-range plans.	2.35	2.47	0.12	2.57	2.48	-0.08	0.13	2.65	2.79	0.14	0.44	0.29
7. REFERRALS: Assisting with referrals; acting upon referrals from other organizations; utilizing community resources/agencies to provide services; promoting use of resources.	2.44	2.57	0.12	2.52	2.70	0.18	0.25	2.70	2.75	0.05	0.31	0.28
1. Develops appropriate interventions and achieves successful resolutions of students'/clients' problems.	2.46	2.58	0.12	2.64	2.72	0.07	0.26	2.79	2.74	-0.05	0.28	0.27
1. ORGANIZATION: Evidence of personal organization; proficiency in organization and	2.62	2.68	0.06	2.75	2.88	0.13	0.27	2.89	2.87	-0.02	0.26	0.26



administration at the school or agency to promote a positive environment.												
6. EDUCATIONAL PLANNING: Providing educational planning; working with groups and individuals; communicating with parents about progress; and/or assisting in educational planning for special needs students & at-risk students.	2.50	2.68	0.18	2.32	2.70	0.38	0.20	2.73	2.82	0.09	0.32	0.26
11. Advocacy for people, communities, and organizations.	2.59	2.71	0.12	2.69	2.82	0.13	0.23	2.82	2.84	0.01	0.25	0.24
8. ACADEMIC ADVISING: Assisting in academic & job placement; counseling about appropriate course/activity placement; assisting with grouping for instruction; and coordinating activities to provide assistance for job placement.	2.47	2.67	0.20	2.54	2.67	0.13	0.20	2.73	2.71	-0.01	0.25	0.22

8. Practices social sensitivity and empathy towards others.	2.66	2.72	0.06	2.78	2.87	0.09	0.20	2.87	2.89	0.02	0.23	0.22
11. PROFESSIONALISM: Demonstrating professionalism; using correct oral and written communication; demonstrating general knowledge of agency policies; adhering to professional ethical standards (ACA and ASCA).	2.70	2.78	0.08	2.79	2.90	0.11	0.20	2.87	2.89	0.02	0.19	0.20
7. Sensitivity to diversity and multiculturalism.	2.65	2.72	0.07	2.78	2.83	0.06	0.18	2.85	2.84	-0.01	0.19	0.18
6. Performs additional duties in an acceptable and professional manner.	2.64	2.63	0.00	2.73	2.80	0.07	0.16	2.86	2.83	-0.03	0.19	0.18
5. Maintains appropriate case notes.	2.54	2.61	0.07	2.65	2.73	0.08	0.19	2.74	2.71	-0.03	0.17	0.18
12. Seeks continuing education & self-development.	2.65	2.70	0.05	2.74	2.83	0.10	0.18	2.81	2.81	0.00	0.16	0.17
4. Maintains confidentiality and respects privacy.	2.71	2.76	0.05	2.75	2.85	0.10	0.14	2.94	2.89	-0.05	0.18	0.16
10. Positive in demeanor and temperament.	2.75	2.77	0.03	2.81	2.90	0.09	0.15	2.92	2.89	-0.03	0.14	0.15
3. Accepts supervisor's feedback.	2.76	2.76	0.00	2.78	2.87	0.09	0.11	2.92	2.87	-0.05	0.11	0.11

9. Appearance is appropriate for setting (dress, hygiene, etc.).	2.72	2.69	-0.03	2.72	2.76	0.04	0.04	2.83	2.84	0.01	0.11	0.08
Total	2.55	2.65	0.09	2.65	2.77	0.12	0.22	2.79	2.81	0.01	0.25	0.24

<b>Table 20</b>		
<i>Student Evaluation of Sites and Supervision</i>		
	<b><i>M</i></b>	<b><i>SD</i></b>
32. My faculty supervisor provided me with helpful information when needed.	2.91	0.29
34. My faculty supervisor was skilled in the art of supervision.	2.89	0.33
9. My site supervisor offered helpful suggestions regarding techniques to use with my clients/students.	2.88	0.37
12. I clearly understood the mission and organization of the site upon completion of my experience.	2.88	0.36
8. My site supervisor was skilled in the art of clinical supervision.	2.88	0.37
31. My faculty supervisor was available for consultation when needed.	2.88	0.33
10. My site supervisor was available for consultation when needed.	2.88	0.30
33. My faculty supervisor provided helpful feedback on the development of my clinical skills.	2.86	0.35
14. The site created a therapeutic environment or a safe climate.	2.85	0.36
13. I was made to feel comfortable by administrators, counselors, staff and other employees at the site.	2.84	0.42
11. My orientation to the site was excellent and contributed to my understanding of counseling in an agency/school setting.	2.82	0.43
15. I would recommend this site to other students.	2.81	0.46
35. The counseling program prepared me for this experience.	2.81	0.38
20. Support team, collaboration with other professionals	2.77	0.46
21. Individual Counseling	2.74	0.46
28. Consultation	2.73	0.45
16. Report writing/record keeping/writing progress notes	2.71	0.46
17. Programming/planning individual and group activities	2.68	0.46
23. Small Group Counseling (between 4 and 10 participants)	2.65	0.52
24. Large Group Counseling or Developmental Guidance (10 or more participants)	2.62	0.62
26. Treatment planning/goal setting	2.61	0.51
27. Psycho-educational activities	2.61	0.52
19. Intake Interviewing	2.57	0.55
30. Program Planning and evaluation	2.56	0.57
29. Career Counseling	2.48	0.68
18. Administration and interpretation of tests	2.47	0.59
25. Family/Couple Counseling	2.32	0.70
	<b>Total</b>	<b>2.73 0.46</b>
128 sites		

**Table 21***Completion % by Term, Race/Ethnicity, and Gender*

<b>Start Term</b>	<b>N Enrolled</b>	<b>N Graduated</b>	<b>Completion %</b>
Fall 2012	57	40	70.18
Fall 2013	44	24	54.55
Fall 2014	41	33	80.49
Fall 2015	62	55	88.71
Fall 2016	25	18	72
<b>Fall Avg.</b>	<b>45.8</b>	<b>34</b>	<b>73.19</b>
Spring 2013	30	24	80
Spring 2014	21	11	52.38
Spring 2015	22	17	77.27
Spring 2016	21	13	61.9
<b>Spring Avg.</b>	<b>23.5</b>	<b>16.25</b>	<b>67.89</b>
Summer 2012	10	6	60
Summer 2013	11	7	63.64
Summer 2014	11	10	90.91
Summer 2015	11	11	100
Summer 2016	15	8	53.33
<b>Summer Avg.</b>	<b>11.6</b>	<b>8.4</b>	<b>73.58</b>
<b>Grand Total</b>	<b>381</b>	<b>277</b>	<b>72.70</b>
<b>Race/Ethnicity</b>	<b>N Enrolled</b>	<b>N Graduated</b>	<b>Completion %</b>
American Indian or AK Native	5	1	20.00
Asian	4	1	25.00
Black or African American	24	14	58.33
Native HI or Other Pacific Islander	1	1	100.00
Hispanic	11	6	54.55
Two or more	11	7	63.64
Unknown	4	2	50.00
White	321	245	76.32
Grand Total	381	277	72.70
<b>Gender</b>	<b>N Enrolled</b>	<b>N Graduated</b>	<b>Completion %</b>
F	321	236	73.52
M	60	41	68.33
<b>Total</b>	<b>381</b>	<b>277</b>	<b>72.70</b>

<b>Table 22 NCE Exam Results</b>			
		Diff. Uni - National	
Professional Coun Orientation and Ethical Practice Uni Mean	8.64	-0.15	
Professional Coun Orientation and Ethical Practice Uni SD	2.64		
Professional Coun Orientation and Ethical Practice Nat Mean	8.78		
Professional Coun Orientation and Ethical Practice Nat SD	2.09		
Social & Cultural Diversity Uni Mean	2.89	-0.88	
Social & Cultural Diversity Uni SD	0.89		
Social & Cultural Diversity Nat Mean	3.77		
Social & Cultural Diversity Nat SD	1.14		
Human Growth & Devel Uni Mean	10.23	0.21	
Human Growth & Devel Uni SD	1.98		
Human Growth & Devel Nat Mean	10.02		
Human Growth & Devel Nat SD	2.27		

Career Devel Uni Mean	11.17	-1.21	
Career Devel Uni SD	1.91		
Career Devel Nat Mean	12.38		
Career Devel Nat SD	2.76		
Counseling & Helping Relationships Uni Mean	38.70	3.20	
Counseling & Helping Relationships Uni SD	6.94		
Counseling & Helping Relationships Nat Mean	35.50		
Counseling & Helping Relationships Nat SD	6.87		
Group Coun & Group Work Uni Mean	19.98	0.41	
Group Coun & Group Work Uni SD	3.32		
Group Coun & Group Work Nat Mean	19.57		
Group Coun & Group Work Nat SD	3.51		
Assessment & Testing Uni Mean	16.82	2.20	
Assessment & Testing Uni SD	3.66		

Assessment & Testing Nat Mean	14.63		
Assessment & Testing Nat SD	3.63		
Research & Program Eval Uni Mean	4.91	0.83	
Research & Program Eval Uni SD	1.21		
Research & Program Eval Nat Mean	4.08		
Research & Program Eval Nat SD	1.36		
Uni Mean Score	113.33	1.88	
Uni SD Score	18.51		
Nat Mean Score	111.45		
Nat SD Score	17.97		

**Table 23**

*CPCE Results*

Domain	C1: Professional Counseling Orientation	C2: Social and Cultural	C3: Human Growth and Development	C4: Career Development	C5: Counseling and Helping Relationships	C6: Group Counseling and Group Work	C7: Assessment and Testing	C8: Research and Program Evaluation	Total
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	n and Ethical Practice	Diversity							
UniMean	10.10	8.17	9.24	9.37	8.98	9.98	8.75	9.42	74.00
UniSD	2.21	2.63	2.48	2.42	2.76	2.47	2.50	2.58	14.67
NationalMean	11.03	9.23	10.61	10.18	9.68	11.42	9.75	11.02	82.92
NationalSD	0.18	0.85	0.27	0.18	0.21	0.28	0.23	0.52	2.03
Uni-Nat Diff.	-0.93	-1.06	-1.37	-0.81	-0.70	-1.44	-1.00	-1.60	-8.92

**Table 24**

*CAP Results and Responses*

<b>Department Evaluation</b>	<b>Instrument/Data</b>	<b>AY22-23 Review</b>	<b>Response</b>
Demographics and Other Characteristics of			
Applicants	Banner	20% POC	Identify university statistics and enhance recruitment efforts.
Students	Banner	19% POC	Identify university statistics. Partner with MarshallOnline to enhance supports.
Graduates	Banner	10% POC	Identify university statistics. Partner with MarshallOnline to enhance supports.

Aggregate Assessment of Knowledge, Skills, and Dispositions			
Course Grades	Grades	three Ds, and four Fs	No trends noted. Continue monitoring.
Dismissals	Internal records	No dismissals	None needed.
Signature Assignment	Grades	3 assignments fell below threshold (574 Term Paper and Case Study; 605 Assessment PPT)	Evaluate clarity in the assignment, alignment with the KPI, and instructional methods. Continue to monitor for trends.
CSDAs	CSDA Tool	All positive, only 1 student below in one class	Evaluate validity of the CSDA tool.
Site Supervisor Evaluations	SSE Tool	All positive, only 5 students below a 2 at any point	Evaluate validity of the Site Supervisor tool.
National Testing	NCE	None, Career, Cultural Diversity, and Professional	Continue to monitor. Balance historical knowledge with skill-based assignments.

		Orientation were below national average, as well as Assessment Work Behaviors 2&4	
National Testing	CPCE	All below national averages	Retire the CPCE effective AY 25-26. Create a a mew method by Spring 25.
National Testing	Praxis II	All above national averages	Continue to monitor alongside of other curriculum changes to see if there are any new fluctuations.
Standards of Conduct and Codes of Ethics	Internal records	None	Create ad-hoc reporting mechanism.
Academic Integrity	Internal records	None	Create training and reporting mechanism.
Student eval of			
Faculty	Marshall University Teaching Evaluations	Unavailable	Enhance data collection efforts.
Sites	Student Evaluation of Site Survey	only 3 sites under 2	Individual sites evaluated. No trends noted. Continue to use sites unless other concerns emerge.

Department	Enrolled Student Survey	Launched in 23-24	Review during 23-24 PER
Graduate Outcomes			
Graduates	Graduate Exit Survey	n/a	Correct data collection errors.
AY Grads	Banner	n/a	Continue to monitor completion rates.
AY Credentialing Pass Rates	NCE	90 to 77	Continue to monitor. Balance historical knowledge with skill-based assignments.
AY Credentialing Pass Rates	NCHMCE	67 to 65	Enhance skill-based assessments with a specific focus on diagnosis and treatment planning.
AY Credentialing Pass Rates	Praxis II	97	Continue to monitor. Balance historical knowledge with skill-based assignments.
AY 7 year Completion Rates	Banner	72.7	Increase outreach to stop-outs.
AY Job Placement Rates	Graduate Exit Survey	0	Fix data collection errors; Build virtual placement and job fairs
Follow-Up Studies			
Alumni	Alumni Survey	n/a	Scheduled for 23-24
Employers	Employer Survey	n/a	Scheduled for 23-24

Site Supervisors	Site Supervisor Evaluation of Department	n/a	Scheduled for 23-24
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<b>Table 25</b> <i>KPI Program Evaluation Responses</i>	
<b>KPIs</b>	<b>AY 22-23 Response</b>
KPI 1.1 Students will demonstrate the ability to identify key components of a strong professional identity (2.F.1., PO1, PO3, PO6)	Revise assignment to better represent the KPI.
KPI 1.2 Students will demonstrate ethical reasoning skills. (2.F.1., PO1, PO3, PO6)	Review the CSDA instrument.
KPI 2.1 Students will demonstrate understanding of the impact diversity has on the counseling process. (2.F.2., PO2)	Clarify instructions to more closely represent the KPI. Review the Site Supervisor Evaluation tool.
KPI 2.2 Demonstrate the ability to incorporate multicultural competencies in counseling skills.(2.F.2., PO2)	Clarify instructions to more closely represent the KPI.
KPI 3.1 Students will demonstrate understanding of developmental theories regarding personality development, learning, and social functioning. (2.F.3., PO4, PO6)	Change assignment title to "Development Theory PPT"
KPI 3.2 Students will demonstrate skills in identifying developmental barriers that affect client behavior and experience.(2.F.3., PO4, PO6)	

<p>KPI 4.1 Students will demonstrate knowledge and skill in applying career development theories, strategies and techniques to specific career decision-making situations (2.F.4., PO4, PO5)</p>	
<p>KPI 4.2 Students will demonstrate an ability to utilize career assessment instruments and techniques relevant to career planning and decision making (2.F.4., PO4, PO5)</p>	<p>Coordinate with appraisal faculty to add another measure that more closely evaluates career assessment knowledge and skills.</p>
<p>KPI 5.1 Students will demonstrate an understanding of the structure of the counseling process and how this structure helps determine counseling practices from various theoretical perspectives (2.F.5., PO1, PO2, PO3, PO5)</p>	
<p>KPI 5.2 Students will demonstrate a developing approach to counseling, assessment, diagnosis, supervision, and client advocacy with a clear understanding of counselor functions(2.F.5., PO1, PO2, PO3, PO5)</p>	<p>Find a new standardized measure to evaluate counseling skill development. Refine language to enhance focus on advocacy or find a new method of evaluation.</p>
<p>KPI 6.1 Students will evaluate the principles of group dynamics, including group process components, developmental stage theories, group members' roles and behaviors, and therapeutic factors of group work. (2.F.6., PO3)</p>	<p>Considering changes to allow for more peer reviews.</p>
<p>KPI 6.2 Students will demonstrate skills in planning and implementing an appropriate group intervention/program. (2.F.6., PO3)</p>	<p>Considering changes to allow for more peer reviews.</p>
<p>KPI 7.1 Students will demonstrate an understanding of the purpose and process of assessment in counseling.(2.F.7., PO4, PO5)</p>	<p>Continue to enhance instructions and asynchronous materials to prepare students for the assignment.</p>

KPI 7.2 Students will demonstrate skills in conducting, interpreting, and reporting results for select assessment instruments.(2.F.7., PO4, PO5)	None
KPI 8.1 Students will demonstrate the skills necessary to obtain, analyze, and review current literature on a chosen topic.(2.F.8., PO4)	None
KPI 8.2 Students will demonstrate skills in basic statistical analysis of data.(2.F.8., PO4)	None
KPI 9.1 Students will demonstrate knowledge of the numerous roles and responsibilities of the PK-12 school counselor with regard to assessment, intervention, planning, and implementation of comprehensive school counseling and guidance programs as it relates to the ASCA National Model to address all student's academic, career and personal/social needs while following the ASCA Ethical Standards, applicable WVDE Policies, and appropriate legal statutes. (5.G.)	Consolidate KPI language. Evaluate Praxis performance with course changes. Consider new evaluation methods.
KPI 9.2 Students will demonstrate skills in planning, delivering and evaluating comprehensive school counseling and guidance programs for PK-12 students following the ASCA National Model, ASCA Ethical Standards, applicable WVDE Policies, and appropriate legal statutes(5.G.)	Consolidate KPI language. Evaluate Praxis performance with course changes. Consider new evaluation methods.
KPI 9.3 Students will illustrate the impact of technology in the numerous roles and responsibilities of the PK-12 school counselor with regard to assessment, intervention,	Consolidate KPI language. Evaluate Praxis performance with course changes. Consider new evaluation methods.

<p>planning, and implementation of comprehensive school counseling and guidance programs.</p>	
<p>KPI 10.1 Students will demonstrate skills in intake, assessment, diagnosis, treatment planning, and implementation of evidence based practice in counseling.(5.C.)</p>	<p>Enhance language in assignment to better reflect the KPI.</p>
<p>KPI 10.2 Students will demonstrate understanding of the duties, roles, and expectations in clinical, agency, hospital, and private practice environments(5.C.)</p>	
<p>KPI 11 Students will demonstrate self-awareness, integrity, and professionalism in relation to peers, faculty, staff, and supervisors. (4.G.)</p>	<p>Evaluate the CSDA and Site Supervisor Evaluation tools.</p>