



## **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.



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:

In lieu of CNS 689- Individual Testing, school counseling students will now take CNS 752- Trauma and Crisis Counseling

Revitalization of Mu Sigma Chi to the promote advocacy & leadership aspects of the counseling profession

Integration of web-enhanced, synchronous course offerings

- This format will require courses to meet for two hours each with one hour of supplemental online instruction

Midpoint exam is being replaced with the Case Conceptualization, Ethics, and Skills Assessment (CESA) to better capture clinical readiness

- The CESA will be part of the practicum experience
- The CESA will assess foundational knowledge from CNS 619- Foundational Counseling Skills, CNS 624- Theories of Counseling, CNS 625- Legal & Ethical Issues, CNS 671- Multicultural Counseling

CPCE Remediations

- Faculty will no longer provide CPCE remediations; rather, students will continue to take the CPCE until passed (i.e., obtaining an overall score that is at least within one standard deviation of the national mean).

Interviews for admission into the counseling program

- Individual interviews will be scheduled as complete applications are submitted
- Application deadlines are removed

The counseling faculty is taking the proper steps to make positive changes to the structure, organization and flow of the counseling program. This will be an ongoing process, but it is necessary to meet our purpose of preparing our students for careers as professional counselors.