

# Program Assessment

PhD Counselor Education

Created on: 07/30/2018 01:32:00 PM UMST  
Last Modified: 04/16/2019 03:15:46 PM UMST

# Table of Contents

<b>General Information</b>	<b>1</b>
<b>Standing Requirements</b>	<b>2</b>
Mission and Overview Statement .....	2
Program Learning Outcomes .....	2
Curriculum Map .....	3
Process of Assessment .....	3
Archived Assessment documents .....	3
<b>2018-2019 Assessment Cycle</b>	<b>4</b>
Assessment Plan .....	4
Assessment Findings .....	10
Changes in Response to Findings .....	22
Status Report (optional) .....	25
<b>2017-2018 Assessment Cycle</b>	<b>28</b>
Assessment Plan .....	28
Assessment Findings .....	28
Changes in Response to Findings .....	28
Status Report (optional) .....	28
<b>2016-2017 Assessment Cycle</b>	<b>29</b>
Assessment Plan .....	29
Assessment Findings .....	29
Changes in Response to Findings .....	29
Status Report (optional) .....	29
<b>Appendix</b>	<b>30</b>

## General Information (Program Assessment)

---

## Standing Requirements

### ◆ Mission and Overview Statement

The mission of the Counselor Education and Supervision (CES) Doctoral Program is to prepare counselor educators, supervisors, and researchers who identify as professional counselors and who are knowledgeable in all areas of the applicable Council of Accreditation of Counseling and Related Educational Programs (CACREP) Standards ([www.cacrep.org](http://www.cacrep.org)). Graduates consider their role to be that of leaders and advocates for social justice in addition to being scholars and educators who contribute to the advancement of the counseling profession in a diverse world. The CES Doctoral Program makes a significant contribution to Arizona through the research and applied activity of its faculties and students. Additionally, we are the only program in Arizona approved, through our obligation as a Land Grant State University, to prepare personnel to serve the counseling needs of citizens with disabilities in the State of Arizona.

### ◆ Program Learning Outcomes

#### PhD Counselor Education & Supervision Outcome Set

##### Outcome

Outcome	Mapping
Counseling: Students will demonstrate the ability to integrate theory in clinical practice.	No Mapping
Supervision: Students will demonstrate skills associated with effective supervision.	No Mapping

Teaching:  
Students will demonstrate development of effective teaching skills that reflect knowledge of pedagogy and use of teaching methods that facilitate student learning.

No Mapping

Research:  
Students will demonstrate the ability to design research that is appropriate to quantitative and qualitative research questions.

No Mapping

Leadership and Advocacy:  
Students will demonstrate ability to effectively advocate on an individual, group of systems level.

No Mapping

## Curriculum Map

### Active Curriculum Maps

#### PhD in Counselor Education and Supervision (See appendix)

**Alignment Set** PhD Counselor Education & Supervision Outcome Set

**Created** 04/15/2019 4:04:20 pm UMST

**Last Modified** 04/16/2019 1:50:28 pm UMST

## Process of Assessment

The Doctoral Faculty develop the students skills and knowledge in each of the areas indicated within the learning outcomes through a combination of didactic teaching, discussion, practicing skills, both within the classroom and in the community, through practica, internships, and through projects that require the application of learned concepts. Additionally, faculty mentor the student in acquiring the indicated outcomes throughout their program of study. Outcomes are assessed in a variety of ways, including papers, projects, practicum and internship assessment forms, and performance in benchmark exams (e.g. comprehensive exams, written and oral dissertation defense).

## Archived Assessment documents

## 2018-2019 Assessment Cycle

### Assessment Plan

#### Description

The mission of the Counselor Education and Supervision (CES) Doctoral Program is to prepare counselor educators, supervisors, and researchers who identify as professional counselors and who are knowledgeable in all areas of the applicable Council of Accreditation of Counseling and Related Educational Programs (CACREP) Standards ([www.cacrep.org](http://www.cacrep.org)). Graduates consider their role to be that of leaders and advocates for social justice in addition to being scholars and educators who contribute to the advancement of the counseling profession in a diverse world. The CES Doctoral Program makes a significant contribution to Arizona through the research and applied activity of its faculties and students. Additionally, we are the only program in Arizona approved, through our obligation as a Land Grant State University, to prepare personnel to serve the counseling needs of citizens with disabilities in the State of Arizona.

#### Measures

##### PhD Counselor Education & Supervision Outcome Set

##### Outcome

##### Outcome: Counseling:

Students will demonstrate the ability to integrate theory in clinical practice.

- ▼ **Measure:** SERP 635 Theory Integration Presentation  
*Course level Direct - Student Artifact*

Details/Description: Students will demonstrate the ability to integrate theory in clinical practice.

Acceptable Target:	Students will achieve an average of at least 44 out of 55 points on the Rubric.
Ideal Target:	2017-2018 results: 49/55
Implementation Plan (timeline):	The course is typically completed during the first year of year two of the student's program.
Key/Responsible Personnel:	Program Faculty

▼ **Measure:** SERP 694 Form D  
*Course level Indirect - Other*

Details/Description:	Students will demonstrate the ability to integrate theory in clinical practice.
Acceptable Target:	Students will achieve an average of at least 3 out of 4 points on Question #14 of the Rubric.
Ideal Target:	2017-2018 results: 3.5/4 points
Implementation Plan (timeline):	SERP 694 may be completed at any time in the students program of study depending on their prior clinical experience. However, typically it is completed after the student has taken and successfully passed SERP 635.
Key/Responsible Personnel:	Practicum site supervisor.

**Outcome: Supervision:**

Students will demonstrate skills associated with effective supervision.

▼ **Measure:** SERP 640: Instructor Evaluation

### Course level Direct - Student Artifact

Details/Description:	Students will demonstrate skills associated with effective supervision.
Acceptable Target:	Students will achieve an average of at least 16 out of 20 points on the Rubric.
Ideal Target:	2017-2018 results: 18/20
Implementation Plan (timeline):	SERP 640 typically taught the second semester of Year 1 of the students program. The paper consists of a comparison of the initial theoretical orientation at the beginning of the course and the perception at the end of the course with an analysis of how learning throughout the semester has affected that perception.
Key/Responsible Personnel:	Program faculty

▼ **Measure:** SERP 793 Form J

### Course level Indirect - Other

Details/Description:	Students will demonstrate skills associated with effective supervision.
Acceptable Target:	Students will achieve an average of at least 93 out of 124 possible points on Form J.
Ideal Target:	2017-2018 results: 107/124 points
Implementation Plan (timeline):	SERP 793 is typically taken near the end of the students program prior to OR during the semester when the student completes their comprehensive exam.
Key/Responsible Personnel:	Program faculty



**Outcome: Teaching:**

Students will demonstrate development of effective teaching skills that reflect knowledge of pedagogy and use of teaching methods that facilitate student learning.

▼ **Measure:** SERP 640 Microteaching/Videotaping  
*Course level Direct - Student Artifact*

Details/Description:	Students will demonstrate development of effective teaching skills that reflect knowledge of pedagogy and use of teaching methods that facilitate student learning.
Acceptable Target:	Students will achieve at least an average of 14 out of 20 possible points on the Microteaching/Videotaping Review Rubric.
Ideal Target:	2017-2018 results: 18/20
Implementation Plan (timeline):	SERP 640 is completed during second semester of Year 1.
Key/Responsible Personnel:	Program faculty

▼ **Measure:** SERP 793 – Form K  
*Course level Direct - Other*

Details/Description:	Students will demonstrate development of effective teaching skills that reflect knowledge of pedagogy and use of teaching methods that facilitate student learning.
Acceptable Target:	Students will achieve an average of at least 159 out of 212 possible points on Form K.
Ideal Target:	2017-2018 results: 194 out of 212 points

Implementation Plan  
(timeline):

SERP 793 is typically taken near the end of the students program prior to OR during the semester when the student completes their comprehensive exam.

Key/Responsible  
Personnel:

Program faculty

**Outcome: Research:**

Students will demonstrate the ability to design research that is appropriate to quantitative and qualitative research questions.

▼ **Measure:** Assessment Rubric for the Dissertation & Defense  
*Program level Indirect - Other*

Details/Description:

Students will demonstrate the ability to design research that is appropriate to quantitative and qualitative research questions.

Acceptable Target:

Students will achieve at least 4/5 points on Question 3 of the Dissertation & Defense Assessment Rubric.

Ideal Target:

5 out of 5 points.

Implementation Plan  
(timeline):

The defense is completed at the end of the program and is part of the capstone project for the degree.

Key/Responsible  
Personnel:

Program faculty and minor member.

▼ **Measure:** Assessment Rubric for the Written & Oral Comprehensive Exam  
*Program level Indirect - Other*

Details/Description:	Students will demonstrate the ability to design research that is appropriate to quantitative and qualitative research questions.
Acceptable Target:	Students will achieve an average of at least 4/5 points on Question #4 .
Ideal Target:	2017-2018 results: 4 out of 5 points
Implementation Plan (timeline):	The comprehensive exam is typically given when students have completed all course work except for internship and/or dissertation.
Key/Responsible Personnel:	Program faculty and minor member.

**Outcome: Leadership and Advocacy:**

Students will demonstrate ability to effectively advocate on an individual, group of systems level.

▼ **Measure:** SERP 645 Professional Advocacy Project  
*Course level Direct - Student Artifact*

Details/Description:	Students will demonstrate ability to effectively advocate on an individual, group of systems level.
Acceptable Target:	Students will achieve an average of at least 12 out of 15 possible points on the Professional Advocacy Project Reaction Paper Rubric.
Ideal Target:	2017-2018 results: 4.7 out of 5 points
Implementation Plan (timeline):	SERP 645 is typically completed during the second semester of Year 1 of the student's program.

Key/Responsible  
Personnel: Program faculty

▼ **Measure:** SERP 694 Form D  
*Course level Indirect - Other*

Details/Description: Students will demonstrate ability to effectively advocate on an individual, group of systems level.

Acceptable Target: Students will achieve an average of at least 4 out of a possible 5 points on Question 11 of Form D.

Ideal Target: 2017-2018 results: 4.0 out of 5 points

Implementation Plan (timeline): SERP 694 may be completed at any time in the students program of study depending on their prior clinical experience. However, typically it is completed after the student has taken and successfully passed SERP 635.

Key/Responsible  
Personnel: Practicum supervisor.

## Assessment Findings

### Finding per Measure

#### PhD Counselor Education & Supervision Outcome Set

##### Outcome

**Outcome: Counseling:**

Students will demonstrate the ability to integrate theory in clinical practice.

▼ **Measure:** SERP 635 Theory Integration Presentation  
*Course level Direct - Student Artifact*

Details/Description:	Students will demonstrate the ability to integrate theory in clinical practice.
Acceptable Target:	Students will achieve an average of at least 44 out of 55 points on the Rubric.
Ideal Target:	2017-2018 results: 49/55
Implementation Plan (timeline):	The course is typically completed during the first year of year two of the student's program.
Key/Responsible Personnel:	Program Faculty

Findings for SERP 635 Theory Integration Presentation

Summary of Findings:	Students exceeded the target points assessed on the rubric, achieving an average of 49 out of 50 possible points. It would appear that students are successfully demonstrating the ability to integrate theory in clinical practice.
Results :	Acceptable Target Achievement: Exceeded; Ideal Target Achievement: Exceeded
Recommendations:	Continue to teach course, making updates as appropriate,
Reflections/Notes:	

▼ **Measure:** SERP 694 Form D  
*Course level Indirect - Other*

Details/Description:	Students will demonstrate the ability to integrate theory in clinical practice.
Acceptable Target:	Students will achieve an average of at least 3 out of 4 points on Question #14 of the Rubric.
Ideal Target:	2017-2018 results: 3.5/4 points
Implementation Plan (timeline):	SERP 694 may be completed at any time in the students program of study depending on their prior clinical experience. However, typically it is completed after the student has taken and successfully passed SERP 635.
Key/Responsible Personnel:	Practicum site supervisor.

#### Findings for SERP 694 Form D

Summary of Findings:	Students averaged 3.5 out of 5, indicating that on average students were rated as having performed in the very good to superior range in demonstrating the ability to integrate theory in clinical practice.
Results :	Acceptable Target Achievement: Exceeded; Ideal Target Achievement: Exceeded
Recommendations:	Students outstanding performance suggests that this higher level clinical skill is being successfully developed during the students' clinical practicum.
Reflections/Notes:	

**Outcome: Supervision:**

Students will demonstrate skills associated with effective supervision.

▼ **Measure:** SERP 640: Instructor Evaluation

*Course level Direct - Student Artifact*

Details/Description:	Students will demonstrate skills associated with effective supervision.
Acceptable Target:	Students will achieve an average of at least 16 out of 20 points on the Rubric.
Ideal Target:	2017-2018 results: 18/20
Implementation Plan (timeline):	SERP 640 typically taught the second semester of Year 1 of the students program. The paper consists of a comparison of the initial theoretical orientation at the beginning of the course and the perception at the end of the course with an analysis of how learning throughout the semester has affected that perception.
Key/Responsible Personnel:	Program faculty

Findings for SERP 640: Instructor Evaluation

Summary of Findings:	Students scored an average of 18 out of 20 on the rubric evaluating their in class performance in the supervision class. Their mean score averaged 18 out of 20 possible points.
Results :	Acceptable Target Achievement: Exceeded; Ideal Target Achievement: Exceeded
Recommendations:	As this class is revised the in class practice supervision should be maintained as students felt this was helpful and

Reflections/Notes:

contributed to their strong performance in supervision.

Although students scores were high on the practice supervision, it was felt that this class was disorganized and that students needed a broader exposure to theories and techniques in supervision. Consequently, the program plans to revise this course and it will be taught by a Counseling faculty member in the future.

**These Findings are associated with the following Actions:**

Redesign Course to be taught by Counseling Faculty Member (Changes in Response to Findings; 2018-2019 Assessment Cycle)

▼ **Measure:** SERP 793 Form J  
*Course level Indirect - Other*

Details/Description:	Students will demonstrate skills associated with effective supervision.
Acceptable Target:	Students will achieve an average of at least 93 out of 124 possible points on Form J.
Ideal Target:	2017-2018 results: 107/124 points
Implementation Plan (timeline):	SERP 793 is typically taken near the end of the students program prior to OR during the



semester when the student completes their comprehensive exam.

Key/Responsible  
Personnel:

Program faculty

Findings for SERP 793 Form J

Summary of Findings:

Students scored a total of 107 out of 124 points on the assessment for the supervision portion of Internship. The students scores exceeded the target suggesting that they were perceived to have demonstrated the skills associated with effective supervision.

Results :

Acceptable Target Achievement: Exceeded;  
Ideal Target Achievement: Exceeded

Recommendations:

Continue the supervision course as it is currently designed.

Reflections/Notes:

**Outcome: Teaching:**

Students will demonstrate development of effective teaching skills that reflect knowledge of pedagogy and use of teaching methods that facilitate student learning.

- ▼ **Measure:** SERP 640 Microteaching/Videotaping  
*Course level Direct - Student Artifact*

Details/Description:

Students will demonstrate development of

	effective teaching skills that reflect knowledge of pedagogy and use of teaching methods that facilitate student learning.
Acceptable Target:	Students will achieve at least an average of 14 out of 20 possible points on the Microteaching/Videotaping Review Rubric.
Ideal Target:	2017-2018 results: 18/20
Implementation Plan (timeline):	SERP 640 is completed during second semester of Year 1.
Key/Responsible Personnel:	Program faculty

Findings for SERP 640 Microteaching/Videotaping

Summary of Findings:	Students scored 18 out of 20 possible points on the Microteaching/Videotaping assignment suggesting excellent performance in reflecting and knowledge of pedagogy and skilled application of teaching methods.
Results :	Acceptable Target Achievement: Exceeded; Ideal Target Achievement: Exceeded
Recommendations:	None, continue with course.
Reflections/Notes:	

▼ **Measure:** SERP 793 – Form K  
*Course level Direct - Other*

Details/Description:	Students will demonstrate development of effective teaching skills that reflect knowledge of pedagogy and use of teaching methods that
----------------------	--

	facilitate student learning.
Acceptable Target:	Students will achieve an average of at least 159 out of 212 possible points on Form K.
Ideal Target:	2017-2018 results: 194 out of 212 points
Implementation Plan (timeline):	SERP 793 is typically taken near the end of the students program prior to OR during the semester when the student completes their comprehensive exam.
Key/Responsible Personnel:	Program faculty

#### Findings for SERP 793 – Form K

Summary of Findings:	Students achieved 194 out of 212 possible points on the Doctoral Internship Assessment suggesting a very strong performance. High scores were exhibited in all areas assessed: Intrapersonal and Interpersonal skills, behavior, teaching skills, professionalism, and preparation of teaching materials and plans.
Results :	Acceptable Target Achievement: Exceeded; Ideal Target Achievement: Exceeded
Recommendations:	None, continue course.
Reflections/Notes:	

#### Outcome: Research:

Students will demonstrate the ability to design research that is appropriate to quantitative and qualitative research questions.

▼ **Measure:** Assessment Rubric for the Dissertation & Defense  
*Program level Indirect - Other*

Details/Description:	Students will demonstrate the ability to design research that is appropriate to quantitative and qualitative research questions.
Acceptable Target:	Students will achieve at least 4/5 points on Question 3 of the Dissertation & Defense Assessment Rubric.
Ideal Target:	5 out of 5 points.
Implementation Plan (timeline):	The defense is completed at the end of the program and is part of the capstone project for the degree.
Key/Responsible Personnel:	Program faculty and minor member.

Findings for Assessment Rubric for the Dissertation & Defense

Summary of Findings: There are two students working on dissertation, but neither have completed the oral or written portion therefore no assessments are available. Students do report that they are receiving helpful mentoring throughout the process and one student may finish within by years-end (2019).

Recommendations:

Reflections/Notes:

▼ **Measure:** Assessment Rubric for the Written & Oral Comprehensive Exam  
*Program level Indirect - Other*

Details/Description:	Students will demonstrate the ability to design research that is appropriate to quantitative and qualitative research questions.
Acceptable Target:	Students will achieve an average of at least 4/5 points on Question #4 .
Ideal Target:	2017-2018 results: 4 out of 5 points
Implementation Plan (timeline):	The comprehensive exam is typically given when students have completed all course work except for internship and/or dissertation.
Key/Responsible Personnel:	Program faculty and minor member.

Findings for Assessment Rubric for the Written & Oral Comprehensive Exam

Summary of Findings:	One student completed her comprehensive exam this year. She scored 4 out of 5 points on her research design suggesting above average performance.
Results :	Acceptable Target Achievement: Exceeded; Ideal Target Achievement: Exceeded
Recommendations:	None, it would appear that the students research courses prepared her well.
Reflections/Notes:	

**Outcome: Leadership and Advocacy:**

Students will demonstrate ability to effectively advocate on an individual, group of systems level.

▼ **Measure:** SERP 645 Professional Advocacy Project  
*Course level Direct - Student Artifact*

Details/Description:	Students will demonstrate ability to effectively advocate on an individual, group of systems level.
Acceptable Target:	Students will achieve an average of at least 12 out of 15 possible points on the Professional Advocacy Project Reaction Paper Rubric.
Ideal Target:	2017-2018 results: 4.7 out of 5 points
Implementation Plan (timeline):	SERP 645 is typically completed during the second semester of Year 1 of the student's program.
Key/Responsible Personnel:	Program faculty

Findings for SERP 645 Professional Advocacy Project

Summary of Findings:	Students achieved an average of 4.7 out of 5 possible points suggesting outstanding performance in effective advocacy.
Results :	Acceptable Target Achievement: Exceeded; Ideal Target Achievement: Exceeded
Recommendations:	None.
Reflections/Notes:	The three students who collaborated on this advocacy project were honored by the American Rehabilitation Counseling Association with a Presidential Award of Excellence for their work on this project.

▼ **Measure:** SERP 694 Form D  
*Course level Indirect - Other*

Details/Description:	Students will demonstrate ability to effectively advocate on an individual, group of systems level.
Acceptable Target:	Students will achieve an average of at least 4 out of a possible 5 points on Question 11 of Form D.
Ideal Target:	2017-2018 results: 4.0 out of 5 points
Implementation Plan (timeline):	SERP 694 may be completed at any time in the students program of study depending on their prior clinical experience. However, typically it is completed after the student has taken and successfully passed SERP 635.
Key/Responsible Personnel:	Practicum supervisor.

Findings for SERP 694 Form D

Summary of Findings:	Students achieved a 4 out of 5 possible points on question #11 which assessed engagement in advocacy during the practicum placement. This score suggests that students acted as effective advocates for their clients as necessary.
Results :	Acceptable Target Achievement: Exceeded; Ideal Target Achievement: Exceeded
Recommendations:	None.
Reflections/Notes:	

### Overall Recommendations

The outcome data was reviewed by faculty in a meeting held on June 11, 2018. The outcomes fell within the targets for all of the criteria. The faculty discussed the usefulness of the forms used in the evaluation of the practicum and internship, expressing concerns that they are so detailed that the overall message may get lost. It was decided that the faculty supervisors will review the forms and make recommendations to the faculty for revisions during the 2018-2019 academic year with the aim of making the number of items shorter and more focused on the most important competencies. The supervisors were also asked to review the forms to make sure that there is sufficient focus on dispositions, as well as skills and knowledge development, as dispositions are often the difficulty when students struggle. A review of qualitative information obtained by the students suggested that the supervision and teaching course was somewhat disorganized. This will be addressed next time the course is taught, as it will be taught by a core faculty member in the Counseling program whose research is in the area of supervision and who has taught the course successfully in the past. Overall, the faculty felt that the students had performed well in the courses and that they had met the key performance indicators in all areas.

### Overall Reflection

After a preliminary review of the practicum and internship forms, it was decided that although they could be reduced in length and detail they are functional and adequately assess performance. Consequently, revision of the forms will be postponed until the 2020-2021 academic year.

### Changes in Response to Findings

#### Description

The mission of the Counselor Education and Supervision (CES) Doctoral Program is to prepare counselor educators, supervisors, and researchers who identify as professional counselors and who are knowledgeable in all areas of the applicable Council of Accreditation of Counseling and Related Educational Programs (CACREP) Standards ([www.cacrep.org](http://www.cacrep.org)). Graduates consider their role to be that of leaders and advocates for social justice in addition to being scholars and educators who contribute to the



advancement of the counseling profession in a diverse world. The CES Doctoral Program makes a significant contribution to Arizona through the research and applied activity of its faculties and students. Additionally, we are the only program in Arizona approved, through our obligation as a Land Grant State University, to prepare personnel to serve the counseling needs of citizens with disabilities in the State of Arizona.

## Actions

### PhD Counselor Education & Supervision Outcome Set

#### Outcome

##### **Outcome: Counseling:**

Students will demonstrate the ability to integrate theory in clinical practice.

*No actions specified*

##### **Outcome: Supervision:**

Students will demonstrate skills associated with effective supervision.

#### ▼ **Action:** Redesign Course to be taught by Counseling Faculty Member

### **This Action is associated with the following Findings**

Findings for SERP 640: Instructor Evaluation  
(Assessment Plan and Assessment Findings; 2018-2019 Assessment Cycle)

#### Summary of Findings:

Students scored an average of 18 out of 20 on the rubric evaluating their in class performance in the supervision class. Their mean score averaged 18 out of 20 possible points.

#### Action details:

Prior to the time courses taught we made a decision to bring this course in house to ensure that it includes the depth and breadth

	necessary to ensure that the learning outcomes are fully realized.
Implementation Plan (timeline):	The target date for completion is prior to the next scheduled offering of this course, currently scheduled for Spring of 2020.
Key/Responsible Personnel:	Program Faculty - Dr. Jared Schultz
Measures:	Syllabus and course materials developed and addressing topics in counseling, teaching, and supervision fully.
Priority:	High

**Outcome: Teaching:**

Students will demonstrate development of effective teaching skills that reflect knowledge of pedagogy and use of teaching methods that facilitate student learning.

*No actions specified*

**Outcome: Research:**

Students will demonstrate the ability to design research that is appropriate to quantitative and qualitative research questions.

*No actions specified*

**Outcome: Leadership and Advocacy:**

Students will demonstrate ability to effectively advocate on an individual, group of

systems level.

*No actions specified*

## ▄ Status Report (optional)

### Action Statuses

#### PhD Counselor Education & Supervision Outcome Set

Outcome

**Outcome: Counseling:**

Students will demonstrate the ability to integrate theory in clinical practice.

*No actions specified*

**Outcome: Supervision:**

Students will demonstrate skills associated with effective supervision.

▼ **Action:** Redesign Course to be taught by Counseling Faculty Member

Action details:

Prior to the time courses taught we made a decision to bring this course in house to ensure that it includes the depth and breadth necessary to ensure that the learning outcomes are fully realized.

Implementation Plan  
(timeline):

The target date for completion is prior to the next scheduled offering of this course, currently scheduled for Spring of 2020.

Key/Responsible  
Personnel:

Program Faculty - Dr. Jared Schultz

Measures: Syllabus and course materials developed and addressing topics in counseling, teaching, and supervision fully.

Priority: High

Status for Redesign Course to be taught by Counseling Faculty Member

*No Status Added*

**Outcome: Teaching:**

Students will demonstrate development of effective teaching skills that reflect knowledge of pedagogy and use of teaching methods that facilitate student learning.

*No actions specified*

**Outcome: Research:**

Students will demonstrate the ability to design research that is appropriate to quantitative and qualitative research questions.

*No actions specified*

**Outcome: Leadership and Advocacy:**

Students will demonstrate ability to effectively advocate on an individual, group of systems level.

*No actions specified*

**Status Summary**

No text specified

**Summary of Next Steps**

No text specified

---

## 2017-2018 Assessment Cycle

---

- ▣ **Assessment Plan**
  
- ▣ **Assessment Findings**
  
- ▣ **Changes in Response to Findings**
  
- ▣ **Status Report (optional)**

---

## 2016-2017 Assessment Cycle

---

- ▣ **Assessment Plan**
  
- ▣ **Assessment Findings**
  
- ▣ **Changes in Response to Findings**
  
- ▣ **Status Report (optional)**

# Appendix

---

A. **PhD in Counselor Education and Supervision** (Curriculum Map)

---