Program Assessment

PhD Counselor Education

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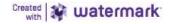


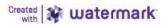


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General Information (Program Assessment)



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Standing Requirements

Mission and Overview Statement

The mission of the Counselor Educationand Supervision (CES) Doctoral Program is to prepare counselor educators, supervisors, and researchers who identify as professional counselors and who are knowledgeable in all are as of the applicable Council of Accreditation of Counseling and Related Educational Programs (CACREP) Standards (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	



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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

Map Curriculum Map

Active Curriculum Map s

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

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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 Educationand Supervision (CES) Doctoral Program is to prepare counselor educators, supervisors, and researchers who identify as professional counselors and who are knowledgeable in all are as of the applicable Council of Accreditation of Counseling and Related Educational Programs (CACREP) Standards (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

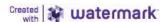
Outcome: Counseling:

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.



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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

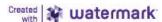
semester when the student completes their

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 T

(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



contributed to their strong performance in

supervision.

Reflections/Notes: 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

Students will demonstrate skills associated with Details/Description:

effective supervision.

Students will achieve an average of at least 93 Acceptable Target:

out of 124 possible points on Form J.

2017-2018 results: 107/124 points **Ideal Target:**

Implementation Plan SERP 793 is typically taken near the end of the

(timeline):

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

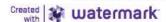
Recommendations: None, continue with course.

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

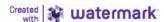
for their clients as necessary.

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 critera. 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 Educationand Supervision (CES) Doctoral Program is to prepare counselor educators, supervisors, and researchers who identify as professional counselors and who are knowledgeable in all are as of the applicable Council of Accreditation of Counseling and Related Educational Programs (CACREP) Standards (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:

Measures:

Program Faculty - Dr. Jared Schultz

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

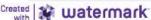
Outcome: Research:

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)