

**Division of Graduate Counseling
2015-2016 Program Evaluation Results Grid**

Student Learning Outcomes	Criteria and Procedures	Assessment Results	Use of Results
1. Students will demonstrate mastery of comprehensive counseling curriculum	a. 100% of students will score in range of 80-100% on core curriculum comprehensive exam. b. 95% pass rate for those students who sit for the NCE rubric.	a. b. 100%	a. b.
2. Students will demonstrate competence in reading, interpreting, evaluating and applying scholarly research	a.90% of students will produce a scholarly research proposal which is scored 80 or above. b. 90% of research papers in will reflect mastery of reading, interpreting, evaluating and applying scholarly research	a. 2.51 b. Summarization-3.39 Interpretation-3.19 Evaluation-3.22 Application-3.19	a. 3pt scale b. rubric
3. Students will demonstrate clinical proficiency.	a. evaluation of case presentations in final internship – acceptable = 2.0 – 3.0 on rubric; unacceptable = below 2.0; 100% will score 2.0 or above. b. 100% of students will have 75% of clients report positive change 3.5 – 5.0 on client survey. c. faculty supervisors ratings on last semester’s final internship evaluation form = 100% will receive 3.5 or above on 5 scale (conversion of raw score)	a. b. 4.3 c. 4.57	a. b. Client satisfaction surveys c. 5pt scale

4. Students will demonstrate multicultural awareness in clinical practice.	<p>a. Students' post tests on Multicultural Competency Scale show 33% improvement (Multicultural Counseling Course);</p> <p>b. mean scores on multicultural skill competency section of students' last semester final internship evaluation will be 3.0-5.0.</p>	<p>a. This is not set up to have the students go back and take the post test.</p> <p>b. 4.65</p>	<p>a.</p> <p>b. 5pt scale</p>
5. Students will demonstrate professional integrity	<p>a. mean of student scores on clinical Integrity section of Final Internship Evaluation will be 3.1 or greater on a 5.0 scale;</p> <p>b. mean score on #46 of employer survey will be 3.5 or above</p> <p>c. no substantiated breaches in ethics or law in academic year</p>	<p>a. 4.78</p> <p>b.72.12</p> <p>c. 4</p>	<p>a. 5pt scale</p> <p>b. Same as last year</p> <p>c.</p>
6. Students will demonstrate an ability to integrate faith with the counseling profession.	<p>a. mean score of students on Faith Integration Paper Rubric will be 2.0 or above (on 3.0 scale)</p> <p>b. mean score of student means on Spiritual Integration items of students' final semester Internship Evaluation will be 3.1 or greater (on 5.0 scale)</p>	<p>a. 2.64</p> <p>b. 4.57</p>	<p>a. rubric</p> <p>b. 5pt scale</p>
7. Students will demonstrate	a. mean scores on writing rubric of submitted student	a.	a. We didn't have

proficiency in communication skills.	papers will be 80 or above; b. students' mean scores on writing style displayed in clinical files as reported on Final Internship Evaluation will be 3.1 or above.	b.	anything b. We don't have a section on the final evaluations dealing with this.
8. Students will demonstrate proficiency in their selected area of specialization.	See specific program assessment plan results (to be implemented Fall 2014)		

8/8/16 jlm

2015-2016 Program Evaluation Grid: Addictions Counseling

**Division of Graduate Counseling
Indiana Wesleyan University**

Student Learning Outcomes	Criteria and Procedures	Assessment Results	Use of Results
1. Students will articulate a clear, accurate understanding of Addiction counselor professional identity	a. CNS 511 Support Group Paper #2 (aggregate mean of 2.8/3.0 on rubric) b. Membership in a professional addictions organization (s)	a. 2.94 b.	a. 3pt scale b.
2. Students will demonstrate knowledge of the fundamental domains in addiction counseling (i.e., foundations; counseling prevention, and intervention, diversity & advocacy; assessment; research & evaluation; and diagnosis)	a. CNS 535 Case Study (aggregate mean of 3.25/4.0 scale) b. CNS 552 Final Evaluation (aggregate mean of 4.25/5.0 scale)	a. 2.99 b. Didn't have	a. 3pt scale b.
3. Students will demonstrate skills and practices of addiction counseling in the delivery of mental health services (e.g., assessment, diagnosis, treatment, termination, documentation, & ethical practice)	a. CNS 535 Biopsychosocial Assessment Assignment (aggregate mean of 3.25/4.0 scale) b. CNS 550 Final Evaluation (aggregate mean of 4.25/5.0 scale) c. CNS 552 Final Evaluation (aggregate mean of 4.25/5.0)	a. 2.99 b. 4 c. 4.57	a. 3pt scale b. 5pt scale c. 5pt scale

	scale)		
4. Students will deliver addiction counseling services with multicultural competence and sensitivity	<ul style="list-style-type: none"> a. CNS 524 Multicultural Assignment (aggregate mean of 3.25/4.0 scale) b. CNS 550 Final Evaluation (aggregate mean of 4.25/5.0 scale) c. CNS 552 Final Evaluation (aggregate mean of 4.25/5.0 scale) 	<ul style="list-style-type: none"> a. No assignment b. 3.98 c. 4.61 	<ul style="list-style-type: none"> a. n/a b. 5pt scale c. 5pt scale
5. Students will demonstrate ability to apply relevant research and evaluation models in practice of addiction counseling	<ul style="list-style-type: none"> a. CNS 535 Treatment Plan/Management Assignment (aggregate mean of 3.25/4.0 scale) b. CNS 552 Final Evaluation (aggregate mean of 4.25/5.0 scale) 	<ul style="list-style-type: none"> a. 2.94 b. Didn't have on evaluation 	<ul style="list-style-type: none"> a. 3pt scale b. n/a
6. Students will demonstrate ability to integrate faith with addiction counseling practice in clinically appropriate, culturally sensitive, and ethical manner	<ul style="list-style-type: none"> a. CNS 522 Professional Identity Paper (aggregate mean of 3.25/4.0 scale) b. CNS 552 Final Evaluation (aggregate mean of 4.25/5.0 scale) 	<ul style="list-style-type: none"> a. No assignment b. 4.55 	<ul style="list-style-type: none"> a. n/a b. 5pt scale

2015-2016 Program Evaluation Grid: Clinical Mental Health Counseling

**Division of Graduate Counseling
Indiana Wesleyan University**

Student Learning Outcomes	Criteria and Procedures	Assessment Results	Use of Results
1. Students will articulate a clear, accurate understanding of CMHC professional identity	a. CNS 522 Professional Foundations Paper (aggregate mean of 2.8/3.0 on rubric) b. CMHC Comprehensive Final Exam (brief essay)(aggregate mean of 3.25/4.0 scale)	a. 2.81 b. none	a. 3pt scale b. Needs to be rewritten so that students can take
c. Students will demonstrate knowledge of the fundamental domains in clinical mental health counseling (i.e., foundations; counseling prevention, and intervention, diversity & advocacy; assessment; research & evaluation; and diagnosis)	a. CMHC Comprehensive Exam (developed by IWU faculty)(aggregate mean of 3.25/4.0 scale) b. Passage of CMHCE licensure exam by alumni (or top-tier state exam)(100% passage rate)	a. None b.	a. Needs to be rewritten so that students can take b.
c. Students will demonstrate skills and practices of clinical mental health counseling in the delivery of mental health services (e.g., assessment, diagnosis, treatment, termination, documentation, & ethical practice)	a. CNS 523 Biopsychosocial Assessment Assignment (aggregate mean of 3.25/4.0 scale) b. CNS 523 Risk Assessment Assignment (aggregate mean of 3.25/4.0 scale) c. CNS 550 Final	a.2.75 b.2.81 c.3.72 d.4.55	a. 3pt scale b. 3pt scale c. 5pt scale d. 5pt scale

	<p>Evaluation (aggregate mean of 4.25/5.0 scale)</p> <p>d. CNS 554 Final Evaluation (aggregate mean of 4.25/5.0 scale)</p>		
<p>e. Students will deliver mental health services with multicultural competence and sensitivity</p>	<p>a. CNS 524 Multicultural Assignment (aggregate mean of 3.25/4.0 scale)</p> <p>b. CNS 550 Final Evaluation (aggregate mean of 4.25/5.0 scale)</p> <p>c. CNS 554 Final Evaluation (aggregate mean of 4.25/5.0 scale)</p>	<p>a. There is no assignment</p> <p>b. 3.67</p> <p>c. 4.56</p>	<p>a. n/a</p> <p>b. 5pt scale</p> <p>c. 5pt scale</p>
<p>a. Students will demonstrate ability to apply relevant research and evaluation models in practice of clinical mental health counseling</p>	<p>a. CNS 523 Treatment Plan/Management Assignment (aggregate mean of 3.25/4.0 scale)</p> <p>b. CNS 554 Final Evaluation (aggregate mean of 4.25/5.0 scale)</p>	<p>a. 2.81</p> <p>b. n/a</p>	<p>a. 3pt scale</p> <p>b. There is nothing on the final evaluation to evaluate this.</p>
<p>c. Students will demonstrate ability to integrate faith with clinical mental health counseling practice in clinically appropriate, culturally sensitive, and ethical manner</p>	<p>a. CNS 522 Professional Identity Paper (aggregate mean of 3.25/4.0 scale)</p> <p>b. CNS 554 Final Evaluation (aggregate mean of 4.25/5.0 scale)</p>	<p>a. none</p> <p>b. 4.46</p>	<p>a. There is no Identity paper in 522</p> <p>b. 5pt scale</p>

**2015-2016 Program Evaluation Grid: Marriage and Family
Counseling/Therapy
Division of Graduate Counseling
Indiana Wesleyan University**

Student Learning	Criteria and	Assessment Results	Use of
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Outcomes	Procedures/Benchmarks		Results
<p>SL01 Students will Demonstrate knowledge of theories and treatment of individuals, couples, and families from a systemic perspective.</p>	<p>a. 80% will score four or better out of five on the final CNS 554 Faculty Supervisor Evaluation of Student Performance questions 49-54.</p> <p>b. 80% will score four or better out of five on the Final Student Progression Evaluation #6a and 6b.</p> <p>c. 80% will score four or better out of five in the Practicum and Final student Progression Evaluation.</p>	<p>a. 4.54 all 17 scored 4 or better</p> <p>b. 4.83 9/10 scored 4 or better</p> <p>c. 4.6 14/16 scores 4 or better</p>	<p>a. 5pt scale</p> <p>b. 5pt scale</p> <p>c. 5pt scale</p>
<p>SL02 Students will demonstrate skills and practices of individual, couple, and family therapy.</p>	<p>a. 80% will score 90% or better on CNS 546 Skills demonstration.</p> <p>b. 80% will score 90% or better on CNS 546 Philosophy of MFT Paper.</p> <p>c. 80% will score four or better out of five on Final Student Progression Evaluation #3a-h.</p>	<p>a. 98.27 mean; 93.3% 14/15 scored 90 or better</p> <p>b. 2.76 60% scored 90% or better</p> <p>b. 88.6 mean; 66.7% 10/15 scored 90+</p> <p>c. 4.88 9/10 scored 4 or better</p>	<p>a. 3pt rubric</p> <p>b. 3pt rubric</p> <p>c. 5pt scale</p>
<p>SL03 Students will demonstrate skills and practices of individual, couple, and family therapy through a multicultural lens.</p>	<p>a. 80% will score four or better out of five on the final CNS 554 Faculty Supervisor Evaluation of Student Performance questions 49-54.</p> <p>b. 80% will score four or better out of five on the Final Student Progression Evaluation #6a and 6b.</p> <p>c. 80% will score four or better out of five in the Practicum and Final student Progression Evaluation.</p>	<p>a. 4.78 all 17 scored 4 or better</p> <p>b. 4.83 9/10 scored 4 or better</p> <p>c. 4.6 14/16 scored 4 or better</p>	<p>a. 5pt scale</p> <p>b. 5pt scale</p> <p>c. 5pt scale</p>
<p>SL04 Students will demonstrate ability</p>	<p>a. 80% will score 90% or better on CNS 507 Research</p>	<p>a. 2.47 15% scored 90% or</p>	<p>a. 3pt rubric</p>

to apply relevant research and evaluation models in the practice of individual, couple, and family therapy.	<p>Proposal paper.</p> <p>b. 80% will score 90% or better on CNS 546 Philosophy of MFT Paper.</p> <p>c. 80% will score four or better out of five on Final Student Progression Evaluation #3a-h.</p>	<p>better</p> <p>b. 88.6 mean; 66.7% 10/15 scored 90+</p> <p>c. 4.88 9/10 scored 4 or better</p>	<p>b. 3pt scale</p> <p>c. 5pt scale</p>
SL05 Students will demonstrate ability to integrate faith with individual, couple, and family therapy in a clinically appropriate manner.	<p>a. 80% will score 90% or better on CNS 546 Philosophy of MFT Paper.</p> <p>b. 80% will score four or better out of five on the final CNS 554 Faculty Supervisor Evaluation of Student questions 35-43.</p> <p>c. 80% will score 90% on the CNS 509 Integration paper.</p>	<p>a. 2.76 60% scored 90% or better</p> <p>b. 4.69 15/17 scored 4 or better</p> <p>c. 2.64 46% scored 90% or better</p>	<p>a. 3pt scale</p> <p>b. 5pt scale</p> <p>c. 3pt scale</p>
SL06 Students will practice individual, couple and family therapy in an ethical manner with integrity.	<p>a. 80% will score four or better out of five on the final CNS 554 Faculty Supervisor Evaluation of students #35-43.</p> <p>b. 80% will score 75% or better on the MFT Comprehensive exam</p>	<p>a. 4.68 15/17 scored 4 or better</p> <p>b. 74.1 mean; 60% 9/15 scored 75% or better</p>	<p>a. 5pt scale</p> <p>b. 100pt exam</p>

**2015-2016 Program Evaluation Grid: School Counseling
Division of Graduate Counseling
Indiana Wesleyan University**

Student Learning	Criteria and Procedures	Assessment	Use of
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Outcomes		Results	Results
1. Students will articulate a clear, accurate understanding of School Counseling profession to promote the academic, career, and personal/social development of P-12 students.	CNS529 Compilation project Comprehensive Exam	2.72	3pt scale
2. Students will demonstrate knowledge of the fundamental domains in School counseling; foundations; counseling prevention, and intervention; diversity and advocacy; assessment; research and evaluation; academic development; collaboration; consultation; and leadership.	Comprehensive Exam	2.72	3pt scale
3. Students will know, relative to school counseling: historical, philosophical, and changing trends; ethical and legal aspects; roles, functions, and setting; professional organizations, standards, and credentials; current models; the effects of developmental growth and affecting barriers and resilience; and crisis management.	Comprehensive Exam	2.72	3pt scale
4. Students will demonstrate skills and practices of school counseling, prevention, and intervention in the delivery of School services, including: theories and best practices; designing,	CNS 529 Professional Philosophy of School Counseling Paper Comprehensive Exam	2.72 2.72	3pt scale 3pt scale

implementing, managing, and evaluating programs; assisting students in finding their strengths and coping skills; and group work.			
5. Students will assist with multicultural competence and sensitivity regarding issues of diversity and advocacy, for their students, schools, families, and communities.	CNS 502 Multicultural Assignment	2.8	3pt scale
	CNS 550 Final Evaluation	4.2	5pt scale
	Comprehensive Exam	2.72	3pt scale
6. Students will know factors that affect their students' functioning, including signs of abuse or drug use and how to use needs assessments.	CNS 519 and Comprehensive exam	2.72	3pt scale
7. Students will demonstrate ability to apply relevant research and evaluation models in practice of School counseling.	CNS 529 Compilation Project		
	Comprehensive exam	2.72	3pt scale
8. Students understand their role in their students' academic development: the schools' mission; closing the achievement gap; keeping students learning and remaining in school; and best practices for teaching and school counseling.	CNS 529 Compilation project		
	Comprehensive Exam	2.72	3pt scale
9. Students will show competency in understanding collaboration and consultation with families, colleagues, administrators, and their community.	CNS 529 Service Learning Project		
10. Students will know effective leadership qualities, principles, skills, and styles to: enhance the	Comprehensive Exam	2.72	3pt scale

learning environment; manage their program; work as a change agent; and serve as with student assistance teams.			
11.Students will demonstrate ability to integrate faith with School counseling practice in clinically appropriate, culturally sensitive, and ethical manner.	CNS 529 Professional Philosophy of School Counseling Paper	2.72	3pt scale
	Comprehensive Exam	2.72	3pt scale

**2015-2016 Program Evaluation Grid: Student Development Administration
Division of Graduate Counseling
Indiana Wesleyan University**

Student Learning Outcomes	Criteria and Procedures	Assessment Results	ACPA/NASPA Guidelines
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<p>1. Students will articulate a clear, accurate understanding of student development profession.</p>	<p>a. SDC 551/552: Successful Completion of Professional Internships</p>	<p>a. 100% of students score 85 – 100</p>	<p>Competency; Ethical Professional Practice</p>
<p>2. Students will demonstrate knowledge of the ethical and legal considerations specifically related to the practice of student development.</p>	<p>a. SDC 518: FERPA/HIPPA Quiz b. SDC 518: Legal Issues Quiz c. SDC 518: Title IX Quiz</p>	<p>a. combined class mean of all three quizzes 85%</p>	<p>Competency; Law, Policy, and Governance</p>
<p>3. Understands the knowledge, skills and attitudes that connect the history, philosophy, and values to one's professional practice.</p>	<p>a. SDC 501: Topical Paper</p>	<p>a. class mean of 85%</p>	<p>Competency; History, Philosophy and Values</p>
<p>4. Understands student development theories as they relate to the formative needs of college and university students.</p>	<p>a. SDC 510: Developmental Theory Presentation</p>	<p>a. class mean of 85%</p>	<p>Competency; Student Learning and Development</p>
<p>5. Demonstrate knowledge of the challenges and opportunities of working with</p>	<p>a. SDC 501: Higher Education Research Paper b. SDC 552-put Multicultural exam</p>	<p>a. class mean of 85% b. achieve a score of 33% higher in posttest vs.</p>	<p>Competency; Equity Diversity, and Inclusion</p>

diverse populations.	in here	pretest.	
6. Understands the concepts of organizational culture, budgeting and finance in higher education.	a. SDC 509: College/University Profile	a. class mean of 85%	Competency; Human and Organizational Resources
7. Demonstrate competence in counseling and coaching group formation skills and systems techniques.	a SDC 552 Evaluation	a. 100% of students score 85 – 100	Competency; Advising and Helping
8. Demonstrate the ability to use, design, conduct and critique qualitative and quantitative assessment, evaluation or research project.	a. CNS 507: Research Proposal	a. class mean of 85%	Competency; Assessment, Evaluation, and Research