

### Core Areas and related KPI: MASTERS

The Department of Counselor Education faculty developed a set of key performance indicators (KPI) to assess student knowledge and skills in each core area. KPI's are assessed via course assignments or program requirements and each KPI is assessed twice during a student's program.

CACREP Core Area and related KPI for MASTERS programs in Clinical Mental Health Counseling (CMHC) and School Counseling (SC)	Capture Point #1	Capture Point #2	Analysis of 2024 Data: What changes/additions/subtractions will be made because of this analysis in 2025-2026?  Who is responsible for changes?
<b>KPI #1 Knowledge:</b> Define and recognize standards and rules of professional counseling organizations and credentialing bodies, licensure, and applications of ethical and legal considerations in professional counseling.	Year 1 <a href="#">COUN 5011 Exam 1 Fall 2024</a>  <a href="#">Scoring Guide</a>	Year 2 COUN 6376: Ethics Quiz fall 2024  <a href="#">COUN 6376: Ethics Quiz spring 2024</a>  Scoring Guide	(CP1) Feedback included that more information was needed by category and an exam was not optimal. Faculty voted to change the textbook in COUN 5011 and develop a series of quizzes in multiple chapters aligning with KPI #1, #3, #11 as first capture point, beginning fall 2025.  <b>Faculty assigned to teach COUN 5011 in fall 2025 are responsible for implementation.</b>  (CP2) Feedback included that more questions needed to be added to 6376 Ethics quiz so that a more thorough item analysis is available.  <b>Faculty assigned to teach COUN 6376 in fall 2025 are responsible for revising ethics quiz for implementation.</b>
<b>KPI #2 Skill:</b> Develop and apply theories and models of counseling, effectively use case conceptualizations to assess, diagnose, and identify and apply appropriate treatment modalities to a wide range of situations, cultural backgrounds, ethical decisions, and developmental levels	Year 2 <a href="#">COUN 6376: Final Evaluation fall 2024</a>  <a href="#">COUN 6376: Final Evaluation Spring 2024</a>  Scoring Guide	Year 3 <a href="#">COUN 6386 case presentation fall 2024</a>  <a href="#">COUN 6386 case presentation spring 2024</a>  Scoring Guide	(CP1) Keep COUN 6376 assessment as is but investigate how to infuse theories into COUN 5385 during 2025-2026. This will help determine if a new course is needed (remove elective).  <b>A subset of faculty will investigate how to infuse theories into COUN 5385 and perhaps revise CP1.</b>  (CP2) No change for 2025-2026
<b>KPI #3 Knowledge:</b> Identify multicultural counseling competencies.	Year 1 <a href="#">COUN 5385 Pretest on multicultural competencies spring25</a>  <a href="#">Scoring Guide</a>	Year 2 <a href="#">COUN 5392 Multicultural Learning Experience fall 2024</a>  <a href="#">Scoring Guide</a>	(CP1) Change from COUN 5385 to COUN 5011 quiz as a baseline on multicultural counseling competencies.  <b>Faculty assigned to teach COUN 5011 in fall 2025 are responsible for development and implementation.</b>  (CP2) no change for 2025-2026
<b>KPI #4 Skill:</b> Apply learned cultural competencies to counseling related work and investigate personal bias and other influential factors in counseling.	Year 3 <a href="#">COUN 5392 Multicultural Learning Experience fall 2024</a>  <a href="#">Scoring Guide</a>	Year 3 <a href="#">COUN 6386 case presentation fall 2024</a>  <a href="#">COUN 6386 case presentation spring 2024</a>	(CP1) No change to assessment; however, add case studies to the course assignments for role play and practical applications.  <b>Faculty assigned to teach COUN 5392 in fall 2025 are responsible for adding case studies to course activities.</b>

		<a href="#">Scoring Guide</a>	(CP2) no change for 2025-2026
<b>KPI #5 Knowledge:</b> Demonstrate knowledge of the theories of individual and family development across the lifespan.	Year 1 <a href="#">COUN 5397 Developmental Issues presentation fall 2024</a>  <a href="#">COUN 5397 Developmental Issues presentation spring 2024</a>  <a href="#">Scoring Guide</a>	Year 2 <a href="#">CPCE</a>	(CP1) Keep assessment as is for 2025-2026; however, enhance APA formatting training in COUN 5397 and other courses. <b>Faculty assigned to COUN 5397 in fall 2025 are responsible for adding APA formatting training to course activities.</b> (CP2) no change for 2025-2026
<b>KPI #6 Skill:</b> Synthesize and conceptualize developmental factors as they arise and apply a wellness focus to treatment plans and interventions.	Year 3 <a href="#">COUN 6376: Final Evaluation fall 2024</a>  <a href="#">COUN 6376 Final Evaluation spring 2024</a>  <a href="#">Scoring Guide</a>	Year 3 <a href="#">COUN 6386 case presentation fall 2024</a>  <a href="#">COUN 6386 case presentation spring 2024</a>  <a href="#">Scoring Guide</a>	(CP1) A new case student assignment will be added to COUN 6386, semester 1. This will replace COUN 6376 key assessment for CP1, beginning fall 2025.  <b>Drs. Sullivan, Henderson, Branch, and Stover will develop case studies for implementation in COUN 6386, semester 1 (CP1) and semester 2 (CP2), fall 2025.</b>  (CP2) A new assignment will be added to COUN 6386, semester 2. This will replace the COUN 6386 case presentation currently used for KPI #6.
<b>KPI #7 Knowledge:</b> Demonstrate knowledge regarding strategies for career development and understanding related program planning, organization, implementation, administration, and evaluation.	Year 1 <a href="#">COUN 5011 Career Quiz Fall 2024</a>  <a href="#">Scoring Guide</a>	Year 2 <a href="#">COUN 5370 Program Design Fall 2024</a>  <a href="#">Scoring Guide</a>	(CP1) no change for 2025-2026; continued monitoring of data  (CP2) no change for 2025-2026; continued monitoring of data
<b>KPI #8 Skill:</b> Apply learned career related concepts through case conceptualization and treatment/interventions.	Year 2 <a href="#">COUN 5334 Case conceptualization paper spring 2025</a>  <a href="#">Scoring Guide</a>	Year 2 <a href="#">COUN 5370 Career assessment implementation fall 2024</a>  <a href="#">Scoring Guide</a>	(CP1) no change for 2025-2026; continued monitoring of data  (CP2) no change for 2025-2026; continued monitoring of data
<b>KPI #9 Knowledge:</b> Define and identify theories/models of counseling and relationship dynamics.	Year 1 <a href="#">COUN 5364 Assignment: Theory Presentation fall 2024</a>  <a href="#">COUN 5364 Assignment: Theory Presentation spring 2024</a>  <a href="#">Scoring Guide</a>	Year 2 <a href="#">CPCE</a>	(CP1) no change for 2025-2026; continued monitoring of data  (CP2) no change for 2025-2026; continued monitoring of data

<p><b>KPI #10 Skill:</b> Apply concepts of counseling, essential interviewing, and counseling skills.</p>	<p>Year 2  <a href="#">COUN 5385 Assignment: Final Recording Spring and Summer 2024</a>  <a href="#">Scoring Guide</a></p>	<p>Year 2  <a href="#">COUN 6376: Final Evaluation fall 2024</a>  <a href="#">COUN 6376 Final Evaluation spring 2024</a>  <a href="#">Scoring Guide</a></p>	<p>(CP1) no change for 2025-2026; continued monitoring of data            (CP2) Divide COUN 6376 final evaluation into two parts to provide additional information  <b>Dr. Sullivan is responsible for dividing COUN 6376 final evaluation into two sections, beginning fall 2025.</b></p>
<p><b>KPI #11 Knowledge:</b> Demonstrate knowledge of the theoretical foundations of group counseling and group work and dynamics associated with group process and development.</p>	<p>Year 2  <a href="#">COUN 5364 Theory presentation fall 2024</a>  <a href="#">Scoring Guide</a></p>	<p>Year 2  <a href="#">COUN 6374: Final Group Project/Proposal fall 2024</a>  <a href="#">Scoring Guide</a></p>	<p>(CP1) Change from COUN 5364 to COUN 5011 quiz as a baseline on group counseling and group work.  <b>Drs. Stover and Rice are responsible for development and implementation in fall 2025.</b>            (CP2) no change for 2025-2026</p>
<p><b>KPI #12 Skill:</b> Apply concepts of group work, group dynamic skills, and group process.</p>	<p>Year 2            COUN 5385: Group Role Play Spring 2025  <a href="#">Scoring Guide</a></p>	<p>Year 3  <a href="#">COUN 6374: Final Group project fall 2024</a>  <a href="#">Scoring Guide</a></p>	<p>(CP1) Change CP2 to CP1.            (CP2) Change CP2 to a group counseling evaluation by Site Supervisor.  <b>Dr. Sullivan is responsible for development CP2 and implementing in fall 2025.</b></p>
<p><b>KPI #13 Knowledge:</b> Define and identify basic concepts of standardized and non-standardized testing, norm-referenced, criterion-referenced assessments, and group and individual assessments.</p>	<p>Year 1  <a href="#">COUN 6363: Test Critique fall 2024</a>  <a href="#">Scoring Guide</a></p>	<p>Year 2  <a href="#">CPCE</a></p>	<p>(CP1) no change for 2025-2026; continued monitoring of data            (CP2) no change for 2025-2026; continued monitoring of data</p>
<p><b>KPI #14 Skill:</b> Apply assessments, analyze results, and infuse results as part of treatment/intervention plans.</p>	<p>Year 1            COUN 5334 Movie case conceptualization Spring 2025  <a href="#">Scoring Guide</a></p>	<p>Year 3  <a href="#">COUN 6376: Final Evaluation fall 2024</a>  <a href="#">Scoring Guide</a></p>	<p>(CP1) Change from COUN 5334 to COUN 6363 Treatment Plan.  <b>Dr. Akay Sullivan is responsible for developing assessment and rubric for fall 2025 implementation in COUN 6363.</b>            (CP2) no change for 2025-2026; continued monitoring of data</p>
<p><b>KPI #15 Knowledge:</b> Demonstrate knowledge regarding strategies for using different research methodologies, including qualitative, quantitative, and mixed methods designs, to develop outcome measures for counseling programs in the program evaluation of counseling programs and interventions.</p>	<p>Year 1            COUN 5379: Program Evaluation fall 2024  <a href="#">Scoring Guide</a></p>	<p>Year 2  <a href="#">CPCE</a></p>	<p>CP1) no change for 2025-2026; continued monitoring of data            (CP2) no change for 2025-2026; continued monitoring of data</p>
<p><b>KPI #16 Skill:</b> Formulate plan for applying research into case conceptualization and implementing programs.</p>	<p>Year 1            COUN 5379: Program Evaluation Presentation fall 2024  <a href="#">Scoring Guide</a></p>	<p>Year 3  <a href="#">COUN 6386 case presentation fall 2024</a>  <a href="#">COUN 6386 case presentation spring 2024</a>  <a href="#">Scoring Guide</a></p>	<p>CP1) no change for 2025-2026; continued monitoring of data            (CP2) no change for 2025-2026; continued monitoring of data</p>

2024 Annual report compiled February-March 2025