

**Annual Academic Assessment Report**

**2023-2024**

**MS/CNSL**

**May 2024**

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The University of Arkansas (U of A) master’s degree program in counseling (CNSL) prepares students in clinical mental health counseling, rehabilitation counseling, and school counseling to work as scholar-practitioners in a variety of clinical, rehabilitation, and educational settings. Three student learning outcomes (SLO) have been developed and are evaluated utilizing a variety of assessment strategies at three assessment points: (1) initial learning in the classroom, measured by Key Performance Indicators (KPI) that align with the Council of Accreditation of Counseling and Related Educational Professions (CACREP ) accreditation standards and outcomes, (2) the transfer and generalization of learning to real world employment settings during practicums and internships, and (3) the maintenance of learning over time demonstrated in final comprehensive exams. Performance & achievement of the SLO’s and KPI’s are determined using an achievement scaling rubric for outcome levels as follows: 1= emerging, 2= developing, 3= proficient, and 4 = mastery. CNED changed the assessment data process in 2021-21 academic year by utilizing an online program evaluation and assessment platform (VIA) to analyze the data. This is the second-year report using this online data.

**Results of Analysis of Assessment of Student Learning Outcomes (SLO)**

The assessment results of the level of achievement of the three student learning outcomes at the three points of assessment are presented in the three tables discussed below. Table 1 presents the assessment results for SLO 1, measured by the KPI’s assigned to each class area. Each KPI is measured at two different times, assessment 1 and 2 designated by the numbers in the parenthesis. Tables 2-4 present the assessment results for SLO 2 and SLO 3 at the three assessment points across the three concentrations: Clinical Mental Health, School, and Rehabilitation Counseling.

**SLO 1 - Required Knowledge, Understanding, and Abilities of all Professional Counselors regardless of Counseling Concentration**

**Table 1: Core Learning Domains**

<b>I – Initial Learning - Core Learning Domains</b>	<b>Summer 2023</b>		<b>Fall 2023</b>		<b>Spring 2024</b>		<b>Average</b>	
							<b>1</b>	<b>2</b>
Professional Orientation and Ethical Practice	N/A		2.8 (1)	4.0 (2)	2.5 (1)		<b>2.7</b>	<b>4.0</b>
Social and Cultural Diversity	3.1 (2)		2.8 (1)	<b>2.7</b> (2)	3.1 (2)		<b>2.8</b>	<b>3.0</b>
Human Growth and Development	2.6 (1)	3.2 (2)	2.5 (2)		3.2 (1)	2.9 (2)	<b>2.9</b>	<b>2.9</b>
Career Development	3.0 (1)	N/A (2)	N/A (2)		3.0 (1)	N/A (2)	<b>3.0</b>	<b>N/A</b>
Counseling and Helping Relationships	N/A (2)		2.3 (1)	3.5 (2)	2.3 (1)	3.2 (2)	<b>2.3</b>	
Group Counseling & Group Work	4.0 (2)		2.6 (1)	4.0 (2)	3.1 (1)	3.0 (2)	<b>2.9</b>	<b>3.5</b>
Assessment and Testing	2.2 (1)		N/A		3.0 (2)		<b>2.2</b>	<b>3.0</b>
Research and Program Evaluation	<b>2.9</b> (2)		3.3 (1)	3.0 (2)	N/A		<b>3.3</b>	<b>3.0</b>
<b>KPI Overall Average</b>	<b>2.6 (1) 3.3 (2)</b>		<b>2.8 (1) (2)</b>		<b>2.8 (1) (2)</b>		<b>2.7</b>	

\*Highlighted scores show when the average was below the emerging level (2.0) for initial assessment and below proficient level (3.0) at the second assessment.

A review of the data in table 1 suggests, the core knowledge, understanding, and abilities required of all professional counselors regardless of counseling concentration, the focus of student learning outcome 1, was achieved above the expected levels of 2.0 at assessment time 1 overall and 3.0 at assessment time 2 overall. Average means of 3.6/2.9 were achieved for the summer semester which indicates that assessment 2 was slightly below the expected 3.0 level for summer. When looking at the summer assessment data, it highlights that students did not do well on the second assessments for human growth and development, career development, and counseling and helping relationships. A closer look at the assignments and data from that summer will take place in our annual assessment meeting at the end of the summer. Average means were 2.7/3.2 for fall and while the overall KPI average was on target, there was a lower than expected mean for counseling and helping relationships. Averages for spring were 3.1 on both assessment points. We will continue to look more closely at the scores that fell below the expected target area to determine what the lower scores may have meant and how to address this concern. One thought is that these assessments were completed by an adjunct faculty instead of core faculty which could impact the way that the scoring was complete. This will be an area that we will address in our back-to-school assessment planning meeting in August of 2023.

**SLO 2 & SLO 3 – Specific Clinical Mental Health Counseling Professional Knowledge, Skills, and Practices Necessary to Address a Wide Variety of Circumstances within the CMHC Context**

**Table 2: CMHC Learning Domains**

<b>I – Initial Learning - CMHC Learning Domains</b>	<b>Summer 2023</b>	<b>Fall 2023</b>	<b>Spring 2024</b>	<b>Average 1 2</b>
Foundations	N/A	3.0 (1) 3.0 (2)	2.8 (1)	
Contextual Dimensions	N/A	3.9 (1) 3.0 (2)	2.6 (1)	
Practice	3.9 (2)	2.7 (1) 3.3(2)	N/A (1) 3.0(2)	
<b>II - Transfer of Learning to Real World Employment Settings</b>				
Clinical Mental Health Practicums	N/A	4.0	4.0	<b>4.0</b>
Clinical Mental Health Internships	4.0	3.9	3.9	<b>3.9</b>
<b>III – Retention/Maintenance of Learning – End of Program</b>				
Comprehensive Exam	4.0	3.8	3.5	<b>3.8</b>
Licensure/Certification Pass Rate	100%	100%	100%	<b>100%</b>
<b>Overall Average CMHC</b>	<b>(2)</b>	<b>(1) (2)</b>	<b>(1) (2)</b>	<b>(1) (2)</b>

A review of the data in table 2 suggests that the professional knowledge, skills, and practices necessary to address a wide variety of circumstances within the CMHC context, the focus of student learning outcome 2, was achieved above the expected outcome level of 3. An average mean of 3.9 for assessment point 2 for summer was achieved and a 3.2 for assessment 1 and 3.8 for assessment 2 for fall semester and 2.8 for assessment 1 and 3.6 for assessment 2 for the spring semester. Average student achievement outcome level for the academic year was 3.0 (assessment 1) and 3.7 (assessment 2) indicating that student learning outcomes 2 & 3 were

achieved satisfactorily for the academic year 2022-23. Licensure passing rates for the CMHC students was 100% across the summer and fall with one student not passing the exam in the fall semester.

**SLO 2 & SLO 3 – Specific School Counseling Professional Knowledge, Skills, and Practices Necessary to Promote the Academic, Career, and Personal/Social Development of all K–12 Students**

**Table 3: School Counseling Learning Domains**

<b>I – Initial Learning – School Counseling Learning Domains</b>	<b>Summer 2023</b>	<b>Fall 2023</b>	<b>Spring 2024</b>	<b>Average 1 2</b>
Foundations	N/A	N/A (1) 3 . 7 (2)	3.0 (2)	
Contextual Dimensions	N/A	N/A (1)	N/A (2)	N/A
Practice	N/A	2.7 (2)	N/A (1) 4.0 (2)	
<b>II - Transfer of Learning to Real World Employment Settings</b>				
School Counseling Practicums	N/A	3.5	4.0	
School Counseling Internships	N/A	4.0	4.0	
<b>III – Retention/Maintenance of Learning – End of Program</b>				
Comprehensive Exam	N/A	4.0	3.9	
Licensure/Certification Pass Rate	N/A	100%	100%	
<b>Overall Average- SCHOOL</b>	N/A	<b>(1) (2)</b>	<b>(1) (2)</b>	

\*Highlighted scores show when the average was below the emerging level (2.0) for initial assessment and below proficient level (3.0) at the second assessment. Several courses are marked with an N/A due to the fact that they were not offered those semesters.

A review of the data in table 3 suggests that the professional knowledge, skills, and practices necessary to promote the academic, career, and personal/social development of all K–12 students, the focus of student learning outcome 3, was achieved above the expected outcome level of 3. Average means of 3.3/3.6 were achieved for the fall semester and 4.0/3.8 for the spring semester. Average student achievement outcome level for the academic year was 3.7 indicating that student learning outcome 3 was achieved satisfactorily for the academic year 2022-23. All students in the school concentration successfully passed their licensure exams.

**SLO 2 & SLO 3 – Specific Rehabilitation Counseling Professional Knowledge, Skills, and Practices Necessary to Address a Wide Variety of Circumstances within the Rehabilitation Context**

**Table 4: RHAB Learning Domains**

<b>I – Initial Learning - CMHC Learning Domains</b>	<b>Summer 2023</b>	<b>Fall 2023</b>	<b>Spring 2024</b>	<b>Average</b>
Foundations	N/A	N/A	N/A (2)	<b>N/A (2)</b>
Contextual Dimensions	N/A	N/A	N/A (2)	<b>N/A (2)</b>
Practice	N/A (1)	3.0 (1) 4.0 (2)	3.2 (2)	<b>(2)</b>
<b>II - Transfer of Learning to Real World Employment Settings</b>				
RHAB Practicums	N/A	4.0	3.7	<b>3.9</b>
RHAB Internships	N/A	4.0	4.0	<b>4.0</b>
<b>III – Retention/Maintenance of Learning – End of Program</b>				
Comprehensive Exam	4.0	4.0	4.0	<b>4.0</b>
Licensure/Certification Pass Rate	N/A	100%	67%	<b>84%</b>
<b>Overall Average RHAB</b>	<b>4.0</b>			

\*Highlighted scores show when the average was below the emerging level (2.0) for initial assessment and below proficient level (3.0) at the second assessment. Several courses are marked with an N/A due to the fact that they were not offered those semesters.

A review of the data in table 4 suggests that the professional knowledge, skills, and practices necessary to address a wide variety of circumstances within the RHAB context, the focus of student learning outcomes 2 & 3, were achieved above the expected outcome level of 3 except at the practice KPI in the summer of 2022. An overall average of 3.0 for the year in the practice area demonstrates that students were however at the expected level of 3. Overall means for the year were above the expected 3.0 level. An average mean of 3.3 for the summer and 3.8 was achieved for the fall semester and 3.5 for the spring semester. Average student achievement outcome level for the academic year was 3.5 indicating that student learning outcomes 2 & 3 were achieved for the academic year 2021-23. Students’ licensure passing rate is lower in the RHAB concentration area which is not as surprising as nationally the average passing rate for the CRC is roughly around 50% for first time test takers. While some of the students did not pass the CRC, all of the students in the RHAB concentration did pass their comprehensive exams and several also passed the NCE exam as well.

**Changes Planned or Made on the Basis of Assessment Findings**

While the majority of the assessment data was at or above the expected outcomes, we will plan to look more closely at scores below the expected levels at our fall assessment planning retreat. We also will look more closely at class level Key Performance Indicators at this retreat to determine that students are individually achieving as expected as well.