



**COUNSELING PROGRAM
ANNUAL IMPROVEMENT PLAN
2021-2022**

Annual Improvement Plan

- CNS 710, Counseling Children and Adolescents
- CNS 720, Elementary School Counseling
- CNS 722, Substance Use & Addictions Counseling
- CNS 725, Middle/Secondary School Counseling
- CNS 748, Expressive Activities Counseling
- CNS 752, Trauma and Crisis Counseling
- CNS 790, CNS 794, CNS 795

Potential Areas for Improvement

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2020-2021 Analysis
Admission	Admission Interview Rubric	All CNS faculty	The student will <i>meet</i> on the admissions rubric	During the 2020-2021 academic year, the CNS program admitted sixteen students into the program (six students in the fall [one school counseling student; five clinical mental health counseling students]; ten students in the spring [three school counseling students; seven clinical mental health counseling students]). Two students withdrew applications and 10 4348.79 684(r) incomplete applications. Of the students who were admitted, all met 4348.79 684(r) the admissions rubric.
Conclusion of each semester	Student Disposition Evaluation	CNS Faculty instructor	The student will <i>meet</i> on disposition evaluation for each course he/she completed.	During the 2020-2021 academic year 4348.79 684(r)-

				internship II and two advanced internship I. All students met expectations at the conclusion of their clinical experiences. These results indicate that students are demonstrating professional counseling dispositions during their initial clinical experiences.
At the conclusion of CNS 794/795/796/797	Formal disposition review	All CNS faculty	The student will <i>meet</i> on disposition evaluation for CNS 794/795/796/797	During the 2019-2020 academic year 12 students were enrolled in an internship experience(s). All students met expectations at the conclusion of their clinical experiences. These results indicate that students are demonstrating professional counseling dispositions during their clinical experiences.

KPI 1.2 - Ethics: Students who complete the program will demonstrate an understanding of ethical and legal practice relating to professional counseling

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2020-2021 Analysis
CNS 625 ó Legal and Ethical Dilemmas Assignment	Legal and Ethical Dilemmas Rubric	CNS Faculty Instructor	The student will <i>meet</i> on the Legal and Ethical Dilemmas project.	19 students completed the assignment in summer 2021. All students met expectations based on criteria outlined in the legal and ethical dilemmas rubric. These results indicate that students are able to demonstrate a knowledge regarding ACA Code of Ethics and KY Laws

				pertaining to professional counselors.
CNS 790 - CESA	CESA Rubric	All CNS faculty	The student will <i>meet</i> on the criteria specific to <i>ethical and legal considerations</i> on the CESA.	12 students completed the CESA during the 2020-2021 academic year. All met standards on the criteria of the CESA that are specific to ethical and legal considerations.
Semester prior to final semester or final semester	CPCE	All CNS faculty	The student will demonstrate competence by scoring within one standard deviation of the national average on the Professional Orientation and Ethics portion of the exam.	During the 2020-2021 academic year, the counseling program had 13 students register for the CPCE. All students except one (92.3%) scored within at least one standard deviation of the Professional Orientation and Ethics domain of the CPCE. This result indicates that by the time students are nearing graduation, these students can demonstrate sound knowledge regarding professional ethics. The student that did not pass will need to retake the exam prior to graduation.

SLO 2 – Students will practice

				defend their clinical work within the scope of their theoretical framework.
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KPI 2.2 - Skills: Students who complete the program will demonstrate essential interviewing and counseling skills

When assessment occurs	Assessment Tool	Party Conducting Assessment	Criteria for Success	2020-2021 Analysis
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the Oral Defense
presentation.

counseling
demonstration. This

				result suggests that students have a solid understanding of group work knowledge. The student who did not pass must retake the exam prior to graduation.
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SLO 3 – Students will demonstrate multicultural competency and be prepared to work with diverse clientele across the lifespan

KPI 3.1 - Diversity: Students who complete the program will demonstrate an ability to understand diverse cultural attitudes, beliefs, understandin

the Cultural
Exposure project.

Counseling, during the spring 2021 semester. All 21 students met expectations on the Cultural Exposure assignment, indicating that students were able to reflect on and articulate self-awareness within the scope of diversity and systemic oppression.

KPI 4.1 - Assessment:

				demonstrate foundational knowledge regarding psychometrics.
CNS 722 6 Movie Paper	Movie Paper Rubric	Faculty Instructor	The student will <i>meet</i> on the Movie Paper Assignment.	10 counseling students were enrolled in CNS 722, Substance Use and Addictions Counseling. All 10 students met expectations on the Movie Paper, indicating that these students were able to demonstrate knowledge regarding appropriate addictions assessments for these characters.

Semester prior to final semester or final semester

CNS 686

Savickas Interview

Faculty
Instructor

The student will
ōmeet

				Literature Review Project, indicating that these students could critically assess scholarly writings.
CNS 790	Evaluation of			

				2020. All twelve students met standards. This result suggests that students have knowledge of professional counseling divisions by the end of the course.
CNS 625 ó Reflection Assignment 3	Reflection rubric	CNS Faculty Instructor	The student will <i>meet</i> on the reflection rubric	12 counseling students were enrolled in CNS 619, Foundational Counseling, in fall 2020. All students met expectations for the Reflection Assignment 2, demonstrating an understanding of the various counseling divisions under the American Counseling Association.
CNS 795/797 ó Oral Defense	Oral Defense rubric	CNS Faculty instructor	The student will <i>meet</i> on the criteria specific to the <i>written portion of his/her counseling identity</i> for the Oral Defense presentation.	During the 2019-2020 academic year, nine students were enrolled in a clinical experience where they were required to take part in the Oral Defense. All nine students met expectations on the criteria related to the written aspect of their counseling identity. This result indicates that as these students approached graduation they were able to articulate their understanding of self as a professional counselor.
Semester prior to final semester or final semester	CPCE	All CNS faculty	The student will demonstrate competence by scoring within one standard deviation of the national average on the Professional Counseling	Nine counseling students were enrolled in the CNS 795, Internship II or CNS 797, Advanced Internship II. All 9 students met expectations on the oral defense rubric

Orientation and

promote wellness and prevention.

During the 2020-201 academic year, ten counseling students graduated from the program (MAEd SC = 4; and EdS CMHC = 6). All students who have sought employment as a counselor have obtained employment.

The counseling faculty is taking the proper steps to make positive changes to the structure, organization and flow of the counseling program. This will be an ongoing process, but it is necessary to meet our purpose of preparing our students for careers as professional counselors.