

**COUNSELING PROGRAM  
ANNUAL IMPROVEMENT PLAN  
2014-**

### **Annual Improvement Plan**

**Purpose:** The Counseling (CNS) Program is dedicated to improve the Program curriculum, organization, and communication by frequent and routine evaluations. Various groups help in the evaluation process: CNS students during their last semester of the Program, graduates of the CNS Program within six months of graduating, employers of recent graduates, and practicum and internship site supervisors. Through an anonymous survey format, each of these groups gives feedback on the strengths and weaknesses of our Program curriculum and student educational experiences. The surveys are the Program Evaluation, the Graduate Survey, the Graduate Employer Survey, and the Site Supervisor Evaluation of Counseling Program. The CNS faculty compile, analyze, discuss and use the feedback to determine future foci and/or changes to the Program.

**Major Findings:** There were a few trends found throughout the four surveys for both strengths and weaknesses of the Program.

**Program strengths.** Survey participants strongly identified that the Program and CNS students are  
Multicultural counseling focus  
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Students now have access to Tentative Course Sequencing that helps to better outline when classes are offered. In addition, the course sequence has been adjusted to better meet student needs. For example, we now have a summer admission that allows students to take more courses prior to starting Practicum, including Multicultural Counseling and Ethics and Legal Issues.

In the upcoming year, the Program will use the results of these surveys to further develop the curriculum and Program structure. The Program will focus on

continuing to enhance the advising process by using and regularly updating a database that outlines student progress through their program area. CNS faculty will more routinely contact students with regard to their progress and learning experiences. Faculty will email advisees prior to the start of each semester, at midterm and at the end of the semester when it is time to register for the next semester. In addition, Faculty will commit to being in constant contact with students who appear to be struggling. balancing student wishes with counseling standards by including supplemental material in course curriculum or highlighting aspects of the course material. For example, students highlighted wanting to have more variety in course offerings. While it is not possible at this time to add addition courses, CNS Faculty have updated current offerings to better meet student needs. Specifically CNS 618 Issues in Mental Health Counseling now has greater focus on advocacy, poli

