



**COUNSELING PROGRAM
ANNUAL IMPROVEMENT PLAN
2017-2018**

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 provide feedback on the strengths and challenges 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 utilize the feedback to determine future foci and/or changes to the Program. In addition, at the end of each semester, CNS faculty review the progress of each student on all CACREP standards and utilize this information to enhance program curriculum and develop student remediation, if necessary. Lastly, we share the reports with our Advisory Board and discuss possible changes to the program.

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

Program strengths. Survey participants strongly identified the:

- Approachability of faculty
- Rigor of Program
- Experiential nature of the program (e.g., hands-on-activities, case studies, etc.)
- Faculty support
- Diversity of Faculty
- Faculty commitment to student success
- Faculty commitment to helping students develop and enhance foundational counseling skills
- Thoroughness of program to prepare counselors with high counseling-efficacy

Site Supervisors: Overall, the site supervisors ranked the counseling program between adequately prepared and well prepared on all standards. The highest rankings were in professional/personal growth, professional identity, ethics, and openness to feedback. Supervisors also ranked the students skills highest in career/lifestyle development (though there were three not applicable) and human growth and development. The overall ratings in actual skills were fairly consistent and at the high end of adequately prepared.

Need for Program improvement. Responses to program improvement included: preparation for CPCE, preparation for testing classes, requiring legal and ethical issues in counseling for both tracks, and increased attention to grief and loss.

Student Learning Outcomes (SLO's): In addition to the above surveys, the CNS faculty also reviewed each CACREP standard for every student in courses the previous academic year. Below is an overview of the results.

- ADM 630: Methods of Research: Infuse writing component in course to aid in development of research proposals.
- CNS 624- Theories of Counseling: Require students to present case conceptualizations based on the theories covered each week.
- CNS 694- Advanced Counseling and Supervision: Greater focus on supervision.
- CNS 619- Foundational Counseling Techniques: added current handouts and reading quizzes.
- CNS 790- Practicum: Changed course textbook to require students purchase a seminal work in the theory they choose.

Faculty will continue keep a list of students who have not successfully met each standard and identify a future class; however, faculty will determine how students are to meet those standards in that particular class.

Faculty will continue to enhance the advising process by using and regularly updating a database that outlines student progress through program and continue to utilize Facebook, twitter and Instagram to better reach students and community.

Changes will be made to the curriculum if they align with MSU, CNS Program and CACREP standards. Program faculty are/have:

CNS 617- Introduction to Counseling is being eliminated and CNS 710- Counseling Children and Adolescents is being added. Standards currently covered in CNS 617 have been moved to CNS 790- Practicum, CNS 618- Issues in Mental Health, CNS 635- Human Growth and Development, and CNS 619- Foundational Skills.

continuing to enhance the curriculum of courses by updating course material according to up-to-date research, the needs of students and the feedback from graduates and employers. CNS faculty have made changes to course structure and material according to CACREP standards.

continuing to fine-tune the program organization, including course scheduling, student assessments and evaluations.

increasing the communication between faculty and students, administration, site supervisors, etc. about program modifications by updating the CNS website regularly and contacting students in-class and through e-mail about changes. Also, CNS faculty will maintain communication with site supervisors by an on-site visit around midterm, and through phone, email, or in person contact.

Mu Sigma Chi is starting its third year as a chapter of Chi Sigma Iota. Student projects for the year will include efforts in advocacy, personal and professional development and community service.

reviewing the Midpoint Clinical Application Examination to ensure we are accurately assessing the case studies. Revised adult question and rubric.

Faculty will continue to encourage students to participate in advocacy activities. This past year, students in CNS 618 participated in the CACREP advocacy week completing projects in transformational advocacy, social network advocacy, political advocacy and program advocacy.

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.