

Student Assessment Process

The University of Bridgeport (UB) counseling faculty systematically assesses each student's progress by examining learning related to the combination of knowledge and skills reflective of the eight CACREP foundation areas, as well as the program's identified specialty area (i.e., Clinical Mental Health Counseling). Assessment is focused on *Key Performance Indicators (KPIs)*.

This process also includes a systematic assessment of each student's professional dispositions throughout the program. Program faculty monitor student learning and professional dispositions using a comprehensive assessment plan over multiple points in time throughout the counseling program. Assessment begins for each student during their first semester and continues until students successfully pass the Counselor Preparation Comprehensive Examination (CPCE) and graduate. Assessment procedures are conducted and stored in *Tevera*.

Key Performance Indicators

The UB student assessment process includes identification of key performance indicators (KPIs) of student learning in each of the eight core areas and in the Clinical Mental Health Counseling specialty area. Identified KPIs of student learning are as follows:

1. **Professional Counseling Orientation and Practice:** *Students will demonstrate knowledge of professional counseling standards, apply ethical and legal standards to clinical practice, and develop an identity within the counseling profession.*
2. **Social and Cultural Diversity:** *Students will demonstrate knowledge of multicultural theories and counseling practices and will apply this knowledge to clinical practice including case formulation.*
3. **Human Growth and Development:** *Students will demonstrate knowledge of human growth and development across the lifespan and apply this knowledge to clinical practice including case formulation.*
4. **Career Development:** *Students will apply career assessment and planning principles to facilitate client career development.*
5. **Counseling and Helping Relationships:** *Students will demonstrate skills necessary to be an effective counselor while applying a theoretical framework.*
6. **Group Counseling and Group Work:** *Students will demonstrate knowledge of group counseling models and theories, experience the group process, and apply skills needed to conduct group counseling.*
7. **Assessment and Testing:** *Students will demonstrate knowledge of assessment and testing including the appropriate use of assessment tools.*
8. **Research and Program Evaluation:** *Students will demonstrate knowledge of program evaluation and the use of research to inform clinical practice.*
9. **Clinical Mental Health Counseling:** *Students will demonstrate knowledge of the clinical mental health counseling discipline including appropriate prevention and treatment techniques for clinical practice.*

Assessment of Key Performance Indicators

The UB student assessment process not only includes student performance in course components associated with UB Program Objectives but includes measurement of student learning related to the combination of knowledge and skills in each of the eight CACREP core areas, as well as the program's specialty area (i.e., Clinical Mental Health Counseling). Counseling faculty utilize a *Key Performance Indicator (KPI) Competency Scale* to assess students at multiple points in time throughout the program. At the end of each semester, faculty members (i.e., full-time and part-time) utilize the *KPI Competency Scale*, housed in *Tevera*, to assess each individual student as they meet the identified measurement points throughout the counseling curriculum.

Benchmarks for student competency have been set at each measurement point, as discussed and agreed upon between core counseling faculty members. Following the assessment process, data as collected through *Tevera* that allows faculty to consider possible programmatic changes moving forward, should students not meet the identified benchmarks (see below for more specific information on assessment tools). Additionally, the *Counselor Preparation Comprehensive Examination* is used as an external key performance indicator assessment. Passing the *CPCE* is required for graduation.

Key Performance Indicator (KPI) Competency Scale

Exemplary (6) – student demonstrates **comprehensive** knowledge (i.e., meeting or exceeding expectations of an entry-level professional counselor) of skills necessary to facilitate therapeutic conditions, dispositions related to specific counseling skills, and behaviors representative of professional counselors.

Accomplished (5) – student demonstrates **extensive** knowledge of skills necessary to facilitate therapeutic conditions, dispositions related to specific counseling skills, and behaviors representative of professional counselors. *Students should be at this level following their practicum and/or internship experience.*

Intermediate (4) – student demonstrates **proficient** knowledge of skills necessary to facilitate therapeutic conditions, dispositions related to specific counseling skills, and behaviors representative of professional counselors.

Acceptable (3) – student demonstrates **satisfactory** knowledge of skills necessary to facilitate therapeutic conditions, dispositions related to specific counseling skills, and behaviors representative of professional counselors

Emerging (2) – student demonstrates **beginning** knowledge of skills necessary to facilitate therapeutic conditions, dispositions related to specific counseling skills, and behaviors representative of professional counselors

Unacceptable (1) – student demonstrates **inconsistent or harmful** use of knowledge related to counseling skills, dispositions, and behaviors representative of professional counselors

1. Professional Counseling Orientation and Practice

Students will demonstrate knowledge of professional counseling standards, apply ethical and legal standards to clinical practice, and develop an identity within the counseling profession.

- Measurement Point 1 – Counselor as a Professional (COUN 568): 80% of students will reach the ***emerging (2)*** level - **MET**
- Measurement Point 2 – Strategies and Techniques in Counseling (COUN 570): 80% of students will reach the ***acceptable (3)*** level **MET**
- Measurement Point 3 – Practicum (COUN 575): 80% of students will reach the ***intermediate (4)*** level - **MET**
- Measurement Point 4 – Internship 2 (COUN 605): 80% of students will reach the ***accomplished (5)*** level - **MET**
- Measurement Point 5 – 90% of students will score at or above 9 for the ***Professional Counseling Orientation and Ethical Practice*** section of the CPCE **MET**

Core Area 1 Measurement Points COUN 568, 570, 575, & 602	Unacceptable (1)	Emerging (2)	Acceptable (3)	Intermediate (4)	Accomplished (5)	Exemplary (6)	CPCE average
<i>Professional Counseling Orientation and Practice: Students will demonstrate knowledge of professional counseling standards, apply ethical and legal standards to clinical practice, and develop an identity within the counseling profession.</i>		568 (2) Fa23			575 (5) Su 2023 605 (5) Sp2024	570 (6) Sp 2023	10.8

2. Social and Cultural Diversity

Students will demonstrate knowledge of multicultural theories and counseling practices and will apply this knowledge to clinical practice including case formulation.

- Measurement Point 1 – Social and Cultural Foundations (COUN 545): 80% of students will reach the *emerging (2)* level - **MET**
- Measurement Point 2 – Practicum (COUN 575): 80% of students will reach the *intermediate (4)* level **MET**
- Measurement Point 3 – Internship 1 (COUN 600): 80% of students will reach the *accomplished (5)* level -**MET**
- Measurement Point 4 – 90% of students will score at or above 8 for the *Social and Cultural Diversity* section of the CPCE **MET**

Core Area 2 Measurement Points COUN 545, 575, & 600	Unacceptable (1)	Emerging (2)	Acceptable (3)	Intermediate (4)	Accomplished (5)	Exemplary (6)	CPCE average
<i>Social and Cultural Diversity: Students will demonstrate knowledge of multicultural theories and counseling practices and will apply this knowledge to clinical practice including case formulation.</i>			545 (3.0) Sp24		575 (5.5) Su 2023 600 (5) Fa 2023		9.3

Career Development: <i>Students will apply career assessment and planning principles to facilitate client career development</i>			610 (3.1) Su 2023	600 (4.5) Fa 2023			8.07
--	--	--	----------------------	----------------------	--	--	------

5. Counseling and Helping Relationships

Students will demonstrate skills necessary to be an effective counselor while applying a theoretical framework.

- Measurement Point 1- Helping Relationships (COUN 505): 80% of students will reach the emerging (2) level **MET**
- Measurement Point 1 – Counseling Theories (COUN 512): 80% of students will reach the **emerging (2)** level : **MET**
- Measurement Point 2 – Strategies and Techniques in Counseling (COUN 570): 80% of students will reach the **acceptable (3)** level **MET**
- Measurement Point 3 – Practicum (COUN 575): 80% of students will reach the **intermediate (4)** level **MET**
- Measurement Point 4 – Internship 2 (COUN 605): 80% of students will reach the **accomplished (5)** level **MET**
- Measurement Point 5 – 90% of students will score at or above 8 for the **Counseling and Helping Relationship** section of the CPCE **MET**

Core Area 5 Measurement Points COUN 512, 570, 575 & 605	Unacceptable (1)	Emerging (2)	Acceptable (3)	Intermediate (4)	Accomplished (5)	Exemplary (6)	CPCE average
Counseling and Helping Relationships: <i>Students will demonstrate skills necessary to be an effective counselor while applying a theoretical framework.</i>		505 (2) Fa 2023	512 (3) Sp		575 (5.6) Su 2023 605 (5.1) Sp 2024	570 (6) Sp 2023	9.3

COUN 582							
<i>Assessment and Testing: Students will demonstrate knowledge of assessment and testing including the appropriate use of assessment tools</i>			582 (3) Fa 2023				9.21

8. Research and Program Evaluation

Students will demonstrate knowledge of program evaluation and the use of research to inform clinical practice.

- Measurement Point 1 – Principles of Applied Research (COUN 535): 80% of students will reach the **acceptable (3)** level **MET**
- Measurement Point 2 – Practicum (COUN 575): 80% of students will reach the **intermediate (4)** level **MET**
- Measurement Point 3 – 90% of students will score at or above 7.5 for the **Research and Program Evaluation** section of the CPCE -**80% MET**

Core Area 8 Measurement Points COUN 535 & 575	Unacceptable (1)	Emerging (2)	Acceptable (3)	Intermediate (4)	Accomplished (5)	Exemplary (6)	CPCE Average
<i>Research and Program Evaluation: Students will demonstrate knowledge of program evaluation and the use of research to inform clinical practice.</i>			535 (3) Su 2023	575 (4) Su 2023			9.9

9. Clinical Mental Health Counseling

Students will demonstrate knowledge of the clinical mental health counseling discipline including appropriate prevention, and treatment techniques for clinical practice.

- Measurement Point 1- Counselor as Professional (COUN 568): 80% of students will reach Emerging (3) level **MET**

- Measurement Point 2 – Clinical Skills for Mental Health Counselors (COUN 515): 80% of students will reach the **acceptable (4)** level **MET**
- Measurement Point 3 – Internship 2 (COUN 605): 80% of students will reach the **accomplished (5)** level **MET**

CMHC Measurement Points COUN 568, 515 & 605	Unacceptable (1)	Emerging (2)	Acceptable (3)	Intermediate (4)	Accomplished (5)	Exemplary (6)	CPCE overall Average score
<i>Clinical Mental Health Counseling:</i> <i>Students will demonstrate knowledge of the clinical mental health counseling discipline, including appropriate prevention and treatment techniques for clinical practice.</i>			568 (3) Fa 2023	515 (4.0) Fa 2023	605 (5.0) Sp 2024		75.8 Nat'l average 87.29 σ 16

Program Evaluation Summary

Students were overall successful in meeting their respective benchmarks. One area stands out for not meeting the benchmark (COUN 540, Core area 6, CPCE score). To improve material retention, a mid-term and final exam will be added to the course.

Previous Modifications

In the previous edition of the annual report, changes were planned for *COUN 610: Career Theory* to improve students' knowledge of career theorists. The current outcomes reflect these changes. Students MET the benchmark for Core Area 4: Career Counseling.

Changes were made to COUN 545: Social and Cultural Foundations. A mid-term and final exam were added. Students MET all benchmarks for Core Area 2: Social and Cultural Foundations.