

**Program Learning Objectives, Key Performance Indicators, and Benchmarks**

PLO #		CACREP Standard	KPI	Benchmark
1.	Professional Counseling Students are able to proficiently practice the required professional dispositions to become effective counselors.	2.C	<p><b>COUN 605 Pre-Practicum: Recording 5: Session 5 + paperwork- CCS-R (I)</b></p> <p><b>CMHC 620 Internship II: End of Semester Paperwork – CCS-R (Site Supervisor) (R)</b></p> <p><b>Alumni/Employer/Business Partner Survey (A)</b></p>	<p>80% of students score 44/55 on Part 2. Counseling Dispositions &amp; Behaviors of the CCS-R</p> <p>80% of students score 44/55 on Part 2. Counseling Dispositions &amp; Behaviors of the CCS-R</p> <p>75% of respondents rate program at 4/5 on competencies of preparation for skills, knowledge, and counseling dispositions.</p>
2.	Professional Counseling Students acquire the ability to understand the role of religion and spirituality and how a Christian/Biblical world view can be integrated in client's' and counselors' psychological functioning.	3.B.11	<p><b>COUN 550 Classic Theories of Counseling: Personal Model of Counseling Paper and Video (I)</b></p> <p><b>COUN 580 Career Development &amp; Counseling: Career Counseling &amp; Spiritual Integration Paper (R)</b></p> <p><b>COUN 530 Group Counseling and Group Work: Group Process &amp; Spiritual Integration Paper (A)</b></p>	<p>80% of students will score 85 or better on the project rubric</p> <p>80% of students will score 85 or better on the project rubric</p> <p>80% of students will score 85 or better on the project rubric</p>
3.	The CMHC Program engages with	2.F.1., 2., 3., 4.	<b>CMHC 610 Practicum: Consultation between Faculty</b>	Satisfactory progression

	<p>community partners to solicit and utilize feedback to continually improve the program.</p>		<p><b>Supervisor and Site Supervisor (I)</b></p> <p><b>CMHC 615 Internship I: Consultation between Faculty Supervisor and Site Supervisor (R)</b></p> <p><b>Survey of Alumni/Employers/Community Partners (A)</b></p>	<p>on Consultation Form</p> <p>Satisfactory progression on Consultation Form</p> <p>75% of respondents rate program at 4/5 on competencies of preparation for skills, knowledge, and counseling dispositions.</p>
--	---	--	---	---

**Table 3. Student Learning Outcomes, Key Performance Indicators, and Benchmarks**

SLO #			CACREP Standard	KPI	Benchmark
1.		Professional Counseling Students acquire proficient knowledge, skills, and dispositions in Clinical Mental Health Counseling demonstrating preparedness to enter the field.	3.A-H 5.C.4		
a.		<i>Professional Counseling Orientation and Ethical Practice:</i> Professional Counseling Students understand ethical standards of professional counseling organizations and credentialing bodies, and applications of ethical and legal considerations in professional counseling across service delivery modalities and specialized practice areas.	3.A.10	<p><b>COUN 515 Ethics: Values &amp; Ethics When Dealing with Difficult Situations Research Paper (I)</b></p> <p><b>CMHC 570 Addictions: Addiction Podcast Series Episode #3 Group Project (R)</b></p> <p><b>CMHC 620 Internship II: End of semester paperwork – CCS-R (Site Supervisor) (A)</b></p>	<p>80% of students will score 85 or better on the project rubric</p> <p>80% of students will score 85 or better on the project rubric</p> <p>80% of students score 44/55 on Part 2. Counseling Dispositions &amp; Behaviors of the CCS-R</p>
b.		<i>Social and Cultural Identities and Experiences:</i> Professional Counseling Students Understand the influence of heritage, cultural identities, attitudes, values, beliefs, understandings, within-group differences, and acculturative experiences on help-seeking and coping behaviors.	3.B.3	<p><b>COUN 520 Social &amp; Cultural Experiences – Culture Immersion Experience Paper (I)</b></p> <p><b>CMHC 520 Diagnostic Processes: Diversity in Mental Illness Group Presentation (R)</b></p> <p><b>CPCE Social &amp; Cultural Diversity subscale (A)</b></p>	<p>80% of students score 85 or better on the project rubric</p> <p>80% of students will score 85 or better on the project rubric</p> <p>80% of students score within one standard deviation of national mean</p>

c		<p><i>Lifespan Development:</i> Professional Counseling Students integrate an understanding of biological, neurological, and physiological factors that affect lifespan development, functioning, behavior, resilience, and overall wellness.</p>	3.C.10	<p><b>COUN 525 Counseling Across the Lifespan: Theory Meets Therapy Project (I)</b></p> <p><b>CMHC 575 Psychopharmacology &amp; Neuroscience - Case Study # 3 Theresa &amp; Paper (R)</b></p> <p><b>CPCE Human Growth &amp; Development Subscale (A)</b></p>	<p>80% of students will score 85 or better on the project rubric</p> <p>80% of students will score 85 or better on the project rubric</p> <p>80% of students score within 1 standard deviation of national mean</p>
d		<p><i>Career Development:</i> Professional Counseling Students determine approaches for conceptualizing the interrelationships among and between work, socioeconomic standing, wellness, disability, trauma, relationships, and other life roles and factors.</p>	3.D.2	<p><b>COUN 551 Theories of Counseling - Group Project: Determine Approaches Presentation (I)</b></p> <p><b>COUN 580 Career Development &amp; Counseling: Career Development Program Presentation (R)</b></p> <p><b>CPCE Career Development Subscale (A)</b></p>	<p>80% of students will score 85 or better on the project rubric</p> <p>80% of students will score 85 or better on the project rubric</p> <p>80% of students score within 1 standard deviation of national mean</p>
e		<p><i>Counseling Practice and Relationships:</i> Professional Counseling Students employ interviewing, attending, and listening skills in the counseling process.</p>	3.E.9	<p><b>COUN 605 Pre-Practicum: Recording 6: Session 6 + paperwork (I)</b></p> <p><b>CMHC 615 Internship I:</b></p>	<p>80% of students score 45/60 on Part 1: Counseling Skills and Therapeutic Conditions of the CCS-R</p> <p>80% of students score</p>

				<p><b>Midterm Paperwork – CCS-R (Site Supervisor) (R)</b></p> <p><b>CMHC 620 Internship II: End of Semester Paperwork – CCS-R (Site Supervisor) (A)</b></p>	<p>45/60 on Part 1: Counseling Skills and Therapeutic Conditions of the CCS-R</p> <p>80% of students score 45/60 on Part 1: Counseling Skills and Therapeutic Conditions of the CCS-R</p>
f		<p>b) <i>Group Counseling and Group Work:</i> Professional Counseling Students demonstrate characteristics and functions of effective group leaders.</p>	3.F.4	<p><b>COUN 530 Group Counseling and Group Work: Buechner Process Group Reflection Paper #1 (I)</b></p> <p><b>CMHC 615 Internship I: Case Conceptualization (R)</b></p> <p><b>CPCE Group Work subscale (A)</b></p>	<p>80% of students will score 85 or better on the project rubric</p> <p>80% of students will score 85 or better on the project rubric</p> <p>80% of students score within 1 standard deviation of national mean</p>
g		<p><i>Assessment and Diagnostic Processes:</i> Professional Counseling Students utilize assessments relevant to academic/educational, career, personal, and social development.</p>	3.G.8	<p><b>COUN 510 Assessment and Diagnostic Processes: Case Study Report (I)</b></p> <p><b>COUN 580 Career Development &amp; Counseling: Career Assessment Paper (R)</b></p> <p><b>CPCE Assessment and Diagnostic</b></p>	<p>80% of students will score 85 or better on the project rubric</p> <p>80% of students will score 85 or better on the project rubric</p> <p>80% of students score within 1</p>

				<b>Processes Subscale (A)</b>	standard deviation of national mean
h		<i>Research and Program Evaluation:</i> Professional Counseling Students assess research methods and procedures to evaluate counseling interventions.	3.H.7	<b>COUN 510 Assessment &amp; Appraisal: Dyad/Triad Presentation (I)</b>  <b>COUN 585 Research &amp; Program Evaluation: Program Evaluation Paper (R)</b>  <b>CPCE Research &amp; Program Evaluation Subscale (A)</b>	80% of students will score 85 or better on the project rubric  80% of students will score 85 or better on the project rubric  80% of students score within 1 standard deviation of national mean
i		<i>Clinical Mental Health Counseling:</i> Professional Counseling Students evaluate etiology, nomenclature, diagnosis, treatment, referral, and prevention of mental, behavioral, and neurodevelopmental disorders.	5.C.4	<b>CMHC 610 Practicum: Case Conceptualization Presentation</b>  <b>CMHC 615 Internship I: Case Conceptualization Presentation (R)</b>  <b>CMHC 620 Internship II: Case Conceptualization Presentation (A)</b>	80% of students will score 85 or better on project rubric  80% of students will score 85 or better on project rubric  80% of students will score 85 or better on project rubric