

CMHC Program

ANNUAL EVALUATION REPORT 2022/23

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CMHC PROGRAM
ASSESSMENT PLAN

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Mission Statement



The Model: Counselor as the Hands and Feet of Jesus

The Counseling Program at Northwestern College is a Christ-centered community dedicated to the development of outstanding counselors who are called to serve both Christ and society in diverse settings. Students integrate a biblical perspective with culturally sensitive and ethical clinical skills so they can courageously and faithfully provide compassionate care in pursuing God's work of restoration and healing in the world.

Clinical Mental Health Counseling Program

Student Learning Outcomes

SLO 1. Students will demonstrate preparedness to enter the counseling field as clinical mental health counselors through verification of participation in a state level or national professional organization, through achieving at least 4/5 on the Ethics Final Paper/Case Study assessment rubric, and by at least 80% of students passing all subscales of the Counselor Preparation Comprehensive Exam.

SLO 2. Students will demonstrate proficient knowledge, skills, and dispositions in Clinical Mental Health Counseling.

a. CACREP 2.F.1.i: Students will demonstrate the ability to apply ethical and legal considerations, behavior, and judgments in counseling situations as evidenced by at least 85% of students achieving at least a 4/5 on the associated assessment rubrics (Ethics Values & Ethics Paper, Skills II Final CCS-R Rubric 2A, Internship II Final CCS-R Rubric 2A).

b. CACREP 2.F.2.d: Students will recognize the impact of heritage, attitudes, beliefs, understandings, and acculturative experiences on an individual's view of others, as evidenced by at least 85% of students achieving at least 4/5 on the specified assessment rubrics (Social & Cultural Foundations Cultural Humility Self-Assessment Paper, Diagnosis & Psychopathology Case Study # 2, and by at least 80% of students scoring within at least one standard deviation of the national mean or better on the CPCE Social & Cultural Diversity subscale).

c. CACREP 2.F.3.e: Students will demonstrate an understanding of biological, neurological, and physiological factors that affect human development,

functioning, and behavior, as evidenced by at least 80% of students achieving at least a 4/5 on the associated assessment rubrics (Human Growth & Development Dyad/Triad Presentations, Diagnosis & Psychopathology Triad Presentations, Psychopharmacology & Neuroscience Case Study # 3).

d. CACREP 2.F.4.b: Students will demonstrate the ability to conceptualize the interrelationships among and between work, mental well-being, relationships, and other life roles and factors, as evidenced by at least 85% of students achieving at least 4/5 on the associated assessment rubrics (Professional Orientation Wellness Plan, Career Development Program Assignment, Capstone Wellness Plan).
e. CACREP 2.F.5.g: Students will demonstrate the essential interviewing, counseling, and case conceptualization skills necessary to be competent and ethical clinical mental health counselors, as evidenced by at least 90% of students achieving at least 3/5 on the specified assessment rubrics (Skills II CCS-R Rubric 1A – 1L), and 4/5 on the specified assessment rubrics (Internship I Case Conceptualization Paper and Presentation, Internship II CCS-R Rubrics 1A – 1L).
f. CACREP 2.F.6.d: Students will demonstrate knowledge of the characteristics and functions of effective group leaders, as evidenced by at least 85% of students achieving at least 4/5 on the specified assessment rubrics (Group Counseling Group Process & Spiritual Integration Paper), completion of 10 hours of group work during students' professional practice experience, and by at least 80% of students scoring within at least 1 standard deviation of the national mean or better on the CPCE Group Work Subscale.
g. CACREP 2.F.7.i: Students will demonstrate knowledge of, and an ability to use assessments relevant to academic/educational, career, personal, and social development, as evidenced by at least 85% of students achieving at least 4/5 on the specified assessment rubrics (Assessment & Appraisal Personality Assessments Reflection Paper, Career Development Strong/MBTI Results Reflection Paper) and at least 80% of students scoring within at least 1 standard deviation of the national mean or better on the CPCE Career Development Subscale.
h. CACREP 2.F.8.e: Students will demonstrate knowledge of evaluation procedures for counseling interventions and programs, as evidenced by at least 85% of students achieving at least 4/5 on the specified assessment rubrics (Assessment & Appraisal Dyad/Triad Presentation, Research & Program Evaluation Program Evaluation Paper) and at least 80% of students scoring within at least 1 standard deviation of the national mean or better on the CPCE Research & Program Evaluation Subscale.
i. CACREP 5.C.3.a: Students will demonstrate competence in utilizing an intake interview, mental status evaluation, biopsychosocial history, mental health history, and psychological assessment for treatment planning and caseload management as appropriate, as evidenced by at least 85% of students scoring at least a 3/5 on the specific assessment rubrics (Skills II Video 1 Intake Assessment), and at least 85% of students scoring at least a 4/5 on the

specified assessment rubrics (Practicum Case Conceptualization Paper and Presentation, Internship II Final CCS-R Rubric 2.E).

SLO 3. Students will demonstrate the knowledge, skills, and dispositions needed to serve and influence their communities, workplaces, and families through 85% of students achieving at least a 4/5 on specified assessment rubrics (Skills II Soul of Shame Paper, Career Development Sacred Pathways/Spiritual Integration Paper, and Internship II CCS-R Rubric 2.B - Professional Behavior and from post-graduation survey/advisory board data).

SLO 4. Students will demonstrate multicultural self-awareness and clinical competence by at least 85% of students achieving at least a 4/5 on specified assessment rubrics (Social & Cultural Foundations Multicultural Interview & Research Project, Diagnosis & Psychopathology Reflection Paper: Multicultural Impacts on Diagnosis & Psychopathology, Internship II CCS-R Rubric 2.F).

SLO 5. Students will demonstrate an ability to articulate a biblical world view, and identify how their self-identified most important spiritual and religious values and beliefs impact their counseling practice by at least 85% of students achieving at least a 4/5 on specified assessment rubrics (Social & Cultural Foundations Reflection Paper/Who Am I, Internship II CCS-R Rubric 2.C – Professional & Personal Boundaries, Capstone Group Presentation).

SLO 6. The program will demonstrate it effectively meets the needs of its key stakeholders, through 70% of respondents taking the Alumni & Employer Surveys rating the program at least a 4/5 (Satisfied) on the competencies of preparation for ethical practice and multicultural sensitivity, through 70% of students rating faculty at least 3/5 on “The instructor was active in the course shell” and “The instructor provided meaningful feedback on discussions and assignments” on course evaluations, through 70% of students rating their Internship site and their Internship site supervisor at least 3/5 on overall satisfaction on the Internship II final evaluations, and through 70% of students achieving at least a total of 44 points on Part 2: Counseling Dispositions & Behaviors on the Internship II Final CCS-R from their site supervisor.

Curricular Map – Clinical Mental Health Counseling Program

Course	SLO 1	SLO 2								SLO 3	SLO 4	SLO 5	SLO 6
		2a	2b	2c	2d	2e	2f	2g	2h	2i				
COUN 505 – Prof. Orientation	I				I								I
COUN 515 – Ethics	R	I											I
COUN 520 – Social & Cultural			I								I	I	I
COUN 525 – Human Growth & Dev				I									R
COUN 550 – Theories & Skills I													R
COUN 510 – Assessment & Appraisal								I	I				R
COUN 551 – Theories & Skills II													R
CMHC 515 – Marriage & Family													R
CMHC 520 – Diagnosis & Psychopathology			R	R							R		R
COUN 555 – Crisis, Trauma, & Suicide													R
COUN 605 – Skills II		R				I				I	I			R
COUN 610 – Practicum										R				R
COUN 530 – Group Counseling							I							R
CMHC 575 – Psychopharm & Neuroscience				A										R
COUN 615 – Internship I						R								R
COUN 580 – Career Dev.					R			R			R			R
COUN 585 – Research & Program Eval									R					R
COUN 620 – Internship II		A				A	R			A	A	A	R	A
Elective														R
COUN 635 - Capstone					A							A		R
Post-Grad (CPCE, Surveys)	A		A				A	A	A					A

Legend: Introduced (I), Reinforced (R), Assessed (A)

COMPREHENSIVE ASSESSMENT PLAN EVALUATION RESULTS

	Goals Overview 8/22/22 – 8/17/23				
Goal	**Description**	**Scored**	**Average**	**Target**	**PercentMet**
SCHC.INTRO.PLO.02.00	**Students will demonstrate proficient knowledge, skills, and dispositions in school counseling.**	**56**	**0.91**	**0.85**	**0.95**

SCHC.INTRO.PLO.02.01	(2.F.1.i CACREP 2016) PROFESSIONAL COUNSELING ORIENTATION AND ETHICAL PRACTICE - Students will demonstrate the ability to apply ethical and legal considerations, behavior, and judgments in counseling situations.	26	0.89	0.85	0.92
SCHC.INTRO.PLO.02.02	(2.F.2.d CACREP 2016) SOCIAL AND CULTURAL DIVERSITY - Students will understand the impact of heritage, attitudes, beliefs, understandings, and acculturative experiences on an individual's view of others.	30	0.93	0.85	1
SCHC.INTRO.PLO.02.03	(2.F.3.e CACREP 2016) HUMAN GROWTH AND DEVELOPMENT - Students will demonstrate an understanding of biological, neurological, and physiological factors that affect human development, functioning, and behavior.	10	0.98	0.85	1
SCHC.INTRO.PLO.02.04	(2.F.4.b CACREP 2016) CAREER DEVELOPMENT - Students will demonstrate the ability to conceptualize the interrelationships among and between work, mental well-being, relationships, and other life roles and factors.	12	0.93	0.85	0.83
SCHC.INTRO.PLO.02.05	(2.F.5.g CACREP 2016) HELPING RELATIONSHIPS - Students will demonstrate the essential interviewing, counseling, and case conceptualization skills necessary to be competent and ethical clinical mental health counselors.	0	--	0.85	--
SCHC.INTRO.PLO.02.06	(2.F.6.d CACREP 2016) GROUP WORK - Students will demonstrate knowledge of the characteristics and functions of effective group leaders.	0	--	0.85	--
SCHC.INTRO.PLO.02.07	(2.F.7.i CACREP 2016) ASSESSMENT - Students will demonstrate knowledge of, and an ability to use assessments relevant to academic/educational, career, personal, and social development.	20	0.96	0.85	1
SCHC.INTRO.PLO.02.08	(2.F.8.e CACREP 2016) RESEARCH AND PROGRAM EVALUATION - Students will demonstrate knowledge of evaluation procedures for counseling interventions and programs.	18	0.97	0.85	1
SCHC.INTRO.PLO.02.09	(5.g.2.a CACREP 2016) SCHOOL COUNSELING - Students will demonstrate competence in assuming school counselor roles as leaders, advocates, and systems change agents in P-12 schools.	0	--	0.85	--
SCHC.INTRO.PLO.03.00	Students will demonstrate the knowledge, skills, and dispositions needed to serve and influence their communities, workplaces, and families.	0	--	0.85	--

SCHC.INTRO.PLO.04.00	**Students will demonstrate multicultural self-awareness and clinical competence.**	**0**	**--**	**0.85**	**--**
SCHC.INTRO.PLO.05.00	**Students will demonstrate an ability to articulate a biblical world view, and identify how their self-identified most important spiritual and religious values and beliefs impact their counseling practice.**	**20**	**1**	**0.85**	**1**
SCHC.INTRO.PLO.06.00	**The program will demonstrate it effectively meets the needs of its key stakeholders.**	**0**	**--**	**0.85**	**--**
SCHC.REINFORCE.PLO.02.01	**(2.F.1.i CACREP 2016) PROFESSIONAL COUNSELING ORIENTATION AND ETHICAL PRACTICE - Students will demonstrate the ability to apply ethical and legal considerations, behavior, and judgments in counseling situations.**	**0**	**--**	**0.85**	**--**
SCHC.REINFORCE.PLO.02.02	**(2.F.2.d CACREP 2016) SOCIAL AND CULTURAL DIVERSITY - Students will understand the impact of heritage, attitudes, beliefs, understandings, and acculturative experiences on an individual's view of others.**	**15**	**0.96**	**0.85**	**1**
SCHC.REINFORCE.PLO.02.03	**(2.F.3.e CACREP 2016) HUMAN GROWTH AND DEVELOPMENT - Students will demonstrate an understanding of biological, neurological, and physiological factors that affect human development, functioning, and behavior.**	**8**	**0.98**	**0.85**	**1**
SCHC.REINFORCE.PLO.02.04	**(2.F.4.b CACREP 2016) CAREER DEVELOPMENT - Students will demonstrate the ability to conceptualize the interrelationships among and between work, mental well-being, relationships, and other life roles and factors.**	**0**	**--**	**0.85**	**--**
SCHC.REINFORCE.PLO.02.05	**(2.F.5.g CACREP 2016) HELPING RELATIONSHIPS - Students will demonstrate the essential interviewing, counseling, and case conceptualization skills necessary to be competent and ethical clinical mental health counselors.**	**0**	**--**	**0.85**	**--**
SCHC.REINFORCE.PLO.02.06	**(2.F.6.d CACREP 2016) GROUP WORK - Students will demonstrate knowledge of the characteristics and functions of effective group leaders.**	**0**	**--**	**0.85**	**--**
SCHC.REINFORCE.PLO.02.07	**(2.F.7.i CACREP 2016) ASSESSMENT - Students will demonstrate knowledge of, and an ability to use assessments relevant to academic/educational, career, personal, and social development.**	**0**	**--**	**0.85**	**--**

SCHC.REINFORCE.PLO.02.08	(2.F.8.e CACREP 2016) RESEARCH AND PROGRAM EVALUATION - Students will demonstrate knowledge of evaluation procedures for counseling interventions and programs.	0	--	0.85	--
SCHC.REINFORCE.PLO.02.09	(5.g.2.a CACREP 2016) SCHOOL COUNSELING - Students will demonstrate competence in assuming school counselor roles as leaders, advocates, and systems change agents in P-12 schools.	0	--	0.85	--
SCHC.REINFORCE.PLO.03.00	Students will demonstrate the knowledge, skills, and dispositions needed to serve and influence their communities, workplaces, and families.	0	--	0.85	--
SCHC.REINFORCE.PLO.04.00	Students will demonstrate multicultural self-awareness and clinical competence.	12	0.98	0.85	1
SCHC.REINFORCE.PLO.05.00	Students will demonstrate an ability to articulate a biblical world view, and identify how their self-identified most important spiritual and religious values and beliefs impact their counseling practice.	0	--	0.85	--
SCHC.REINFORCE.PLO.06.00	The program will demonstrate it effectively meets the needs of its key stakeholders.	0	--	0.85	--
SCHC.ASSESS.PLO.02.01	(2.F.1.i CACREP 2016) PROFESSIONAL COUNSELING ORIENTATION AND ETHICAL PRACTICE - Students will demonstrate the ability to apply ethical and legal considerations, behavior, and judgments in counseling situations.	0	--	0.85	--
SCHC.ASSESS.PLO.02.02	(2.F.2.d CACREP 2016) SOCIAL AND CULTURAL DIVERSITY - Students will understand the impact of heritage, attitudes, beliefs, understandings, and acculturative experiences on an individual's view of others.	0	--	0.85	--
SCHC.ASSESS.PLO.02.03	(2.F.3.e CACREP 2016) HUMAN GROWTH AND DEVELOPMENT - Students will demonstrate an understanding of biological, neurological, and physiological factors that affect human development, functioning, and behavior.	12	0.97	0.85	1
SCHC.ASSESS.PLO.02.04	(2.F.4.b CACREP 2016) CAREER DEVELOPMENT - Students will demonstrate the ability to conceptualize the interrelationships among and between work, mental well-being, relationships, and other life roles and factors.	0	--	0.85	--

SCHC.ASSESS.PLO.02.05	**(2.F.5.g CACREP 2016) HELPING RELATIONSHIPS - Students will demonstrate the essential interviewing, counseling, and case conceptualization skills necessary to be competent and ethical clinical mental health counselors.**	**0**	**--**	**0.85**	**--**
SCHC.ASSESS.PLO.02.06	**(2.F.6.d CACREP 2016) GROUP WORK - Students will demonstrate knowledge of the characteristics and functions of effective group leaders.**	**0**	**--**	**0.85**	**--**
SCHC.ASSESS.PLO.02.07	**(2.F.7.i CACREP 2016) ASSESSMENT - Students will demonstrate knowledge of, and an ability to use assessments relevant to academic/educational, career, personal, and social development.**	**0**	**--**	**0.85**	**--**
SCHC.ASSESS.PLO.02.08	**(2.F.8.e CACREP 2016) RESEARCH AND PROGRAM EVALUATION - Students will demonstrate knowledge of evaluation procedures for counseling interventions and programs.**	**0**	**--**	**0.85**	**--**
SCHC.ASSESS.PLO.02.09	**(5.g.2.a CACREP 2016) SCHOOL COUNSELING - Students will demonstrate competence in assuming school counselor roles as leaders, advocates, and systems change agents in P-12 schools.**	**0**	**--**	**0.85**	**--**
SCHC.ASSESS.PLO.03.00	**Students will demonstrate the knowledge, skills, and dispositions needed to serve and influence their communities, workplaces, and families.**	**0**	**--**	**0.85**	**--**
SCHC.ASSESS.PLO.04.00	**Students will demonstrate multicultural self-awareness and clinical competence.**	**0**	**--**	**0.85**	**--**
SCHC.ASSESS.PLO.05.00	**Students will demonstrate an ability to articulate a biblical world view, and identify how their self-identified most important spiritual and religious values and beliefs impact their counseling practice.**	**0**	**--**	**0.85**	**--**
SCHC.ASSESS.PLO.06.00	**The program will demonstrate it effectively meets the needs of its key stakeholders.**	**0**	**--**	**0.85**	**--**

DISCUSSION

Prior to the self-study for the 2024 CACREP Standards, the program conducted a program evaluation based on the information in this document. As a brand-new program, not all courses had been taught at the time of the assessment. Thus, not all objectives were able to be measured.

At the time of this data gathering, it appears that the program is on track to meet outlined student and program learning goals. All measured goals were met.

Further, in completing the self-study and implementing the 2024 CACREP Standards, the program revamped the comprehensive assessment plan. A new Comprehensive Assessment Plan Annual Report will be created in fall 2025 based on the new 2024 CACREP Standards curriculum and assessment plan.

Faculty will meet in the summer of 2024 to discuss curriculum, course evaluations, surveys, and the assessment plan.