

# **Executive Summary: Comprehensive Assessment** **Report 2022-2023**



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New Jersey City University's Department of Counselor Education received CACREP accreditation in 2014. Currently, CACREP has conferred accreditation on two master's programs: School Counseling (SC) and Clinical Mental Health Counseling programs (CMHC).

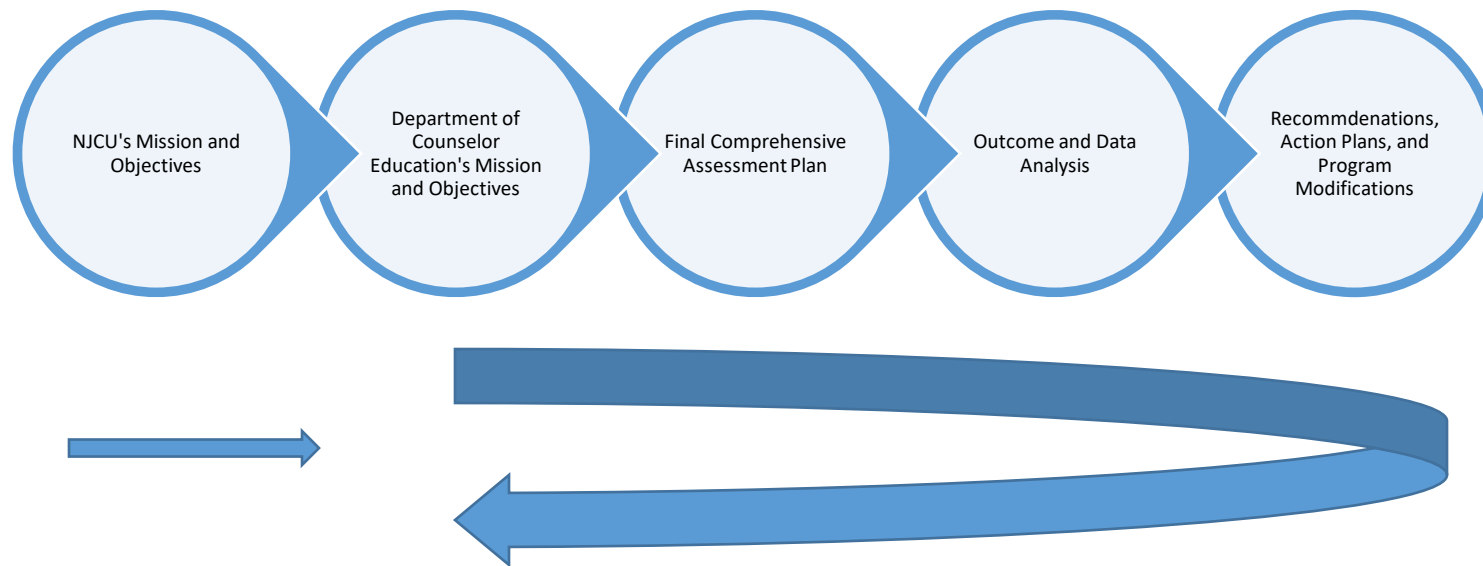


Figure 1

*Program Evaluation Process at NJCU's Counselor Education Department*



Figure 2 Final Comprehensive Assessment Timeline

**Table 1: Clinical Mental Health Counseling (CMHC) Objectives and Assessment Plan/Report**

Clinical Mental Health Counseling (CMHC) Objectives	Assessment and Measure	Schedule for Data Collection	Results
<p>1. Graduates will gain foundational knowledge, skills, and attitudes to become culturally and ethically competent professional counselor.</p>	<p>Aggregate and individual student assessment data of student knowledge and skills including KPIs based on CACREP standards for core and specialization courses</p>	<p>Core and Specialization Courses; every semester</p>	<p>Signature assignments were used to assess KPIs in TK-20 via Blackboard</p> <p><b>COUN 601: Orientation to Professional Counseling and Ethics.</b></p> <p>Signature Assignment: Ethical Analysis Paper</p> <p>KPI# 2.F.1.i</p> <p>Fall 2022 semester:</p> <p>87 % (26) students achieved full proficiency</p> <p>13% (4) students achieved emerging competency</p> <p>Spring 2023</p> <p>100% (17) students achieved full proficiency</p> <p><b>COUN 605: Counseling Theories</b></p> <p>Signature Assignment: Case Application</p> <p>KPI#2.F.5.a</p> <p>Fall 2022: No data is available to report</p> <p>Spring 2023: No data is available to report</p> <p><b>COUN 629: Multicultural Counseling</b></p>

		<p>Signature Assignment: Cultural Immersion Experience KPI# 2.F.2.b</p> <p>Summer 2023: No data is available to report</p> <p><b>COUN 663: Career Counseling and Development</b></p> <p>Signature Assignment: Career Counseling Project KPI # 2.F.4.j</p> <p>Spring 2023</p> <p>16(89%) Achieved exceptional level</p> <p>2 (11%) Achieved competency level</p>
Final Site Supervisor Evaluation	COUN 690, 694, and 695; every semester	The average score on practicing ethical behavior in clinical practice of NJCU's students ranged from 3.00 (Agree) to 4.00 (Strongly Agree)
Alumni follow-up survey (3 yrs)	Annually	<p>NJCU's Counseling Program prepared you to be an effective school or clinical mental health counselor:</p> <p>Very Prepared : 2</p> <p>Prepared : 5</p> <p>Neutral: 1</p> <p>Unprepared: 1</p>
Employer Survey (6 months and 3 yrs)	Biannually	No data is available to report at this reporting time

	NCE	Two times in a year	40% Passing rate for Spring 2023 40% Passing rate for Fall 2022
2. Graduates will develop necessary counseling skills and techniques to work effectively with diverse clients in the formats of individual, couples, families, and group counseling to accomplish mental health, wellness, education, and career goals through in-person or telehealth platforms.	Aggregate and individual student assessment data of student knowledge and skills including KPIs based on CACREP standards for core and specialization courses	Core and Specialization Courses; every semester	<p>Signature assignments were used to assess KPIs in TK-20 via Blackboard</p> <p>COUN 603: Human Development Assignment-Integrated Development Paper KPI#2.F.3.i</p> <p>Fall 2022 semester- 1 (3%) – Limited competency 13 (43%)- Emerging competency 15 (50%)- Competent</p> <p>Spring 2023 Semester 2 (12%) – Limited competency 9 (56)- Emerging competency 21 (5%)- Competent</p> <p><b>COUN 608: Counseling Skills</b> <b>Skills Assessment</b></p> <p>Signature Assignment: Video Tape Critique #3 KPI#2. F.5.g</p> <p>Fall 2022 semester 1<sup>st</sup> assessment: 52% (11) Proficient and 48% (10) Competent</p>

		<p>2<sup>nd</sup> assessment: 95% (20) Proficient and 5% (1) Competent</p> <p>Spring 2023 semester</p> <p>1<sup>st</sup> assessment: 82% (18) Proficient and 14% (3) Competent</p> <p>2<sup>nd</sup> assessment: 100% (22) Proficient and 5% (1) Competent</p> <p><b>COUN632: Family and Couples Counseling</b></p> <p>Signature Assignment: Written Exam</p> <p>KPI#2. F.5.b</p> <p>Spring 2023</p> <p>1<sup>st</sup> assessment</p> <p>91.67% (11) Proficient</p> <p>8.33% (1) Emerging Competency</p> <p>2<sup>nd</sup> assessment</p> <p>58.33.67% (7) Proficient</p> <p>33.33% (1) Emerging Competency</p> <p><b>COUN 607: Group Process</b></p> <p>Signature assignment: Final Examination</p> <p>KPI# 2.F.6.b</p> <p>Fall 2022</p> <p>95% (20) full Proficiency</p>
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			<p>15% (1) Emerging Proficiency</p> <p>Spring 2023 100% (21) full proficiency</p> <p><b>COUN 636: Group Counseling Theory and Practice</b></p> <p>Signature assessment: Essay</p> <p>KPI# 2.F.6.d Fall 2022 1<sup>st</sup> assessment: 100% (21) competency 2<sup>nd</sup> assessment: 95% (20) competency 5% (1) emerging competency</p> <p>Spring 2023 1<sup>st</sup> and 2<sup>nd</sup> assessment 100% (11) competency</p>
	Final Site Supervisor Evaluation	COUN 690, 694, and 695; every semester	Total average score of final site supervisor's evaluation ranged from 3.00 (Agree) to 4.00 (Strongly Agree) for CMHC students
	Alumni follow-up survey (3 yrs)	Annually	<p>NJCU's Counseling Program prepared you to be an effective school or clinical mental health counselor:</p> <p>Very Prepared : 2</p> <p>Prepared : 5</p> <p>Neutral: 1</p> <p>Unprepared: 1</p>

	Employer Survey (6 months and 3 yrs)	Biannually	No data is available to report in this reporting period
	Follow-up studies of Site Supervisors	Biannually	No data is available to report in this reporting period
3. Graduates will demonstrate the highest standards of professional dispositions including but not limited to ethical behavior, self-awareness, and interpersonal skills.	Aggregate and individual student professional dispositions data (PDCA)	COUN 601,605, 607, 608, 690, 964, 695, and other courses as needed; every semester	All students either met or exceeded the expectations of PDCA (3.00 to 5.00).
4. Graduates will acquire knowledge and skills in evidence-based practices (EBPs) or best practices, including assessment, diagnosis, prevention and intervention treatment, for a wide range of mental health and substance use issues.	Aggregate and individual student assessment data of student knowledge and skills including KPIs based on CACREP standards for core and specialization courses	Core and Specialization Courses; every semester	Signature assignments were used to assess KPIs in TK-20 via Blackboard  <b>COUN 604: Assessment and Testing</b>  Signature Assignment: Assessment Evaluation Project  KPI#2. F.7.e Fall 2022  94% (15) full proficiency  6% (1) emerging competency

			<p>Spring 2023</p> <p>100% (138) full proficiency</p> <p><b>COUN 606: Research and Program Evaluation</b></p> <p>Signature Assignment: Program Evaluation Project</p> <p>KPI#2. F.8.e</p> <p>Spring 2023</p> <p>50% (8) full proficiency</p> <p>50% (8) emerging competence</p> <p><b>COUN610: Introduction to Clinical Mental Health Counseling</b></p> <p>Signature Assignment: Becoming a CMHC counselor</p> <p>KPI# 5.C.2.a</p> <p>Fall 2022</p> <p>87% (26) Exceed the competency</p> <p>13% (4) Emerging competency</p> <p>Spring 2023</p> <p>100% (17) Exceed the competency</p>
5. Graduates will demonstrate leadership and advocacy skills to promote social justice and support both individual and systemic	Aggregate and individual student assessment data of student knowledge and skills including	Core and Specialization Courses; every semester	<p><b>COUN 629: Multicultural Counseling</b></p> <p>Signature Assignment: Cultural Immersion Experience</p> <p>KPI# 2.F.2.b</p> <p>Summer 2023: No data is available to report</p>

<p>change for the purpose of promoting clients' well-being.</p>	<p>KPIs based on CACREP standards for core and specialization courses</p>		
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**Table 2: School Counseling (SC) Objectives and Assessment Plan/Report**

<p><b>School Counseling (SC) Objectives</b></p>	<p><b>Assessment and Measure</b></p>	<p><b>Schedule</b></p>	<p><b>Results</b></p>
<p>1. Graduates will gain foundational knowledge, skills, and attitudes to become culturally and ethically competent school counselors.</p>	<p>Aggregate and individual student assessment data of student knowledge and skills including KPIs based on CACREP standards for core and specialization courses</p>	<p>Core and Specialization Courses; every semester</p>	<p>Signature assignments were used to assess KPIs in TK-20 via Blackboard</p> <p><b>COUN 601: Orientation to Professional Counseling and Ethics.</b></p> <p>Signature Assignment: Ethical Analysis Paper</p> <p>KPI# 2.F.1.i</p> <p>Fall 2022 semester:</p> <p>87 % (26) students achieved full proficiency</p> <p>13% (4) students achieved emerging competency</p> <p>Spring 2023</p>

			<p>100% (117) students achieved full proficiency</p> <p><b>COUN 605 : Counseling Theories</b></p> <p>Signature Assignment: Case Application</p> <p>KPI#2.F.5.a</p> <p>Fall 2022- No data is available to report</p> <p>Spring 2022- No data is available to report</p> <p><b>COUN 629: Multicultural Counseling</b></p> <p>Signature Assignment: Cultural Immersion Experience</p> <p>KPI# 2.F.2.b</p> <p>Summer 2023- No data is available to report</p> <p><b>COUN 663: Career Counseling and Development</b></p> <p>Signature Assignment: <b>Career Counseling Project</b></p> <p><b>KPI # 2.F.4.j</b></p> <p><b>Spring 2023</b></p> <p>16(89%) Achieved exceptional level</p> <p>2 (11%) Achieved competency level</p>
	Final Site Supervisor Evaluation	COUN 690, 694, and 695; every semester	Average score on practicing ethical behavior in clinical practice of NJCU's students ranged from 3.00 (Agree) to 4.00 (Strongly Agree)

	Alumni follow-up survey (3 yrs)	Annually	<p>NJCU's Counseling Program prepared you to be an effective school or clinical mental health counselor:</p> <p>Very Prepared : 2</p> <p>Prepared : 5</p> <p>Neutral: 1</p> <p>Unprepared: 1</p>
	Employer Survey (6 months and 3 yrs)	Biannually	No data is available to report in this reporting period
<p>2. Graduates will develop necessary counseling skills and techniques to work effectively with diverse students either in-person or telehealth modality in individual, groups, and school counseling curriculum to meet students' social-emotional, academic, and career needs.</p>	<p>Aggregate and individual student assessment data of student knowledge and skills including KPIs based on CACREP standards for core and specialization courses</p>	<p>Core and Specialization Courses; every semester</p>	<p>Signature assignments were used to assess KPIs in TK-20 via Blackboard</p> <p><b>COUN 603: Counseling and Development Across the Lifespan</b></p> <p>Signature Assignment: Integrated Development Paper</p> <p>KPI#2.F.3.i</p> <p>Fall 2022 semester-</p> <p>1 (3%) – Limited competency</p> <p>13 (43%)- Emerging competency</p> <p>15 (50%)- Competent</p> <p>Spring 2023 Semester</p> <p>2 (12%) – Limited competency</p> <p>9 (56)- Emerging competency</p> <p>21 (5%)- Competent</p>

		<p><b>COUN 608: Counseling Skills</b></p> <p><b>Skills Assessment</b></p> <p>Signature Assignment: Video Tape Critique #3</p> <p>KPI#2. F.5.g</p> <p>Fall 2022 semester</p> <p>1<sup>st</sup> assessment: 52% (11) Proficient and 48% (10) Competent</p> <p>2<sup>nd</sup> assessment: 95% (20) Proficient and 5% (1) Competent</p> <p>Spring 2023 semester</p> <p>1<sup>st</sup> assessment: 82% (18) Proficient and 14% (3) Competent</p> <p>2<sup>nd</sup> assessment: 100% (22) Proficient and 5% (1) Competent</p> <p><b>COUN632: Family and Couples Counseling</b></p> <p>Signature Assignment: Written Exam</p> <p>KPI#2. F.5.b</p> <p>Spring 2023</p> <p>1<sup>st</sup> assessment</p> <p>91.67% (11) Proficient</p> <p>8.33% (1) Emerging Competency</p>
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			<p>2<sup>nd</sup> assessment</p> <p>58.33.67% (7) Proficient</p> <p>33.33% (1) Emerging Competency</p> <p><b>COUN 607: Group Process</b></p> <p>Signature assignment: Final Examination</p> <p>KPI# 2.F.6.b</p> <p>Fall 2022</p> <p>95% (20) full Proficiency</p> <p>15% (1) Emerging Proficiency</p> <p>Spring 2023</p> <p>100% (21) full proficiency</p> <p><b>COUN 636: Group Counseling Theory and Practice</b></p> <p>Signature assessment: Essay</p> <p>KPI# 2.F.6.d</p> <p>Fall 2022</p> <p>1<sup>st</sup> assessment:</p> <p>100% (21) competency</p> <p>2<sup>nd</sup> assessment:</p> <p>95% (20) competency</p> <p>5% (1) emerging competency</p> <p>Spring 2023</p> <p>1<sup>st</sup> and 2<sup>nd</sup> assessment</p> <p>100% (11) competency</p>
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	Final Site Supervisor Evaluation	COUN 690, 694, and 695; every semester	The total average score of the final site supervisor's evaluation ranged from 3.05 to 4.00 for SC students
	Alumni follow-up survey (3 yrs)	Annually	NJCU's Counseling Program prepared you to be an effective school or clinical mental health counselor:  Very Prepared : 2  Prepared : 5  Neutral: 1  Unprepared: 1
	Employer Survey (6 months and 3 yrs)	Biannually	No data is available to report in this reporting period
	Follow-up studies of Site Supervisors	Biannually	No data is available to report in this reporting period
3. Graduates will demonstrate the highest standards of professional dispositions including but not limited to ethical behavior, self-awareness, and interpersonal skills.	Aggregate and individual student professional dispositions data (the Professional Disposition Competence Assessment(Revised; PDCA-R)	COUN 601,605, 607, 608, 690, 964, 695, and other courses as needed; every semester	Only one student scored below the expectation level (2.70) on PDCA; the rest of the students either met or exceeded the expectations of PDCA (3.00 to 5.00).
4. Graduates will develop knowledge and skills in developing, implementing, and evaluating a	Aggregate and individual student assessment data of	Core and Specialization	Signature assignments were used to assess KPIs in TK-20 via Blackboard

<p>comprehensive developmental school counseling program for PreK-12 to address students' academic, career, and social-emotional needs.</p>	<p>student knowledge and skills including KPIs based on CACREP standards for core and specialization courses</p>	<p>Courses; every semester</p>	<p><b>COUN 604: Assessment and Testing</b>  Signature Assignment: Assessment Evaluation Project  KPI#2. F.7.e  Fall 2022  94% (15) full proficiency  6% (1) emerging competency  Spring 2023  100% (138) full proficiency</p>
<p>5. Graduates will acquire knowledge and skills to effectively implement evidence-based practices (EBPs), consultation and collaboration, leadership, advocacy, and systemic change to ensure education equity.</p>	<p>Aggregate and individual student assessment data of student knowledge and skills including KPIs based on CACREP standards for core and specialization courses</p>	<p>Core and Specialization Courses; every semester</p>	<p><b>COUN 606: Research and Program Evaluation</b>  Signature Assignment: Program Evaluation Project  KPI#2. F.8.e  Spring 2023  50% (8) full proficiency  50% (8) emerging competency  COUN 616: Introduction to School Counseling  Signature Assignment: <b>SPECIAL TOPIC RESEARCH</b>  KPI#: <b>5.G.2.a</b>  Fall 2022  80% (16) exceeded standards</p>

			10% (2) Met standards 10% (2) Developing
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**Key Performance Indicators of Student Learning**

The NJCU’s Counselor Education Department has developed a series of Key Performance Indicators that each student will be assessed on using multiple measures and over multiple points of time. There are twelve KPIs for eight CACREP content areas and two KPIs for School Counseling and three KPIs for Clinical Mental Health Counseling specialty area.)

KPI is assessed for both Knowledge and Skill. Each Knowledge KPI and Skill KPI is assessed at least twice (formatively and summatively). If a student receives a grade less than a “B” (or 84 points), on his or her KPI ( formative assessment) in any of the nine areas, the faculty member who gave the grade will discuss with the student ways that the student can improve in this area prior to being assessed on the second KPI (summative assessment). A summative assignment is a signature assignment for each of the nine areas and has KPI which is tied to NJCU’s Program Objectives. If the student who has scored below a “B” (“84”) on the second KPI (summative assessment), a remediation development plan will be devised for the student with the student’s advisor.

**Table 3: Key Performance Indicators, CACREP Standards, Courses Measured, Signature Assignments, & Data**

CACREP Core Areas	Course Number	Course Name	Signature Assignment	Responsible Person	Key Performance Indicator (KPI)	
Professional Counseling Orientation and Ethical Practice	COUN 601	Orientation to Professional Counseling and Ethics	Ethical Analysis Paper/ The Professional <i>Disposition</i> Competence Assessment— Revised (PDCA-R)	I/CC/CL	2. F.1.i	Fall 2022 semester: 87 % (26) students achieved full proficiency  13% (4) students achieved emerging competency

						<p>Spring 2023</p> <p>100% (17) students achieved full proficiency</p> <p>Students will demonstrate knowledge of ACA Code of Ethics and ASCA Ethical Standards and the ability to apply relevant ethical codes/standards in ethical dilemma situations. (Program objective: CMHC #1 and SC #1)</p>
Human Growth and Development	COUN 603	Counseling and Development Across the Lifespan	Integrated Development Paper	I/CL	2.F.3.i	<p>Fall 2022 semester-</p> <p>1 (3%) – Limited competency</p> <p>13 (43%)- Emerging competency</p> <p>15 (50%)- Competent</p> <p>Spring 2023 Semester</p> <p>2 (12%) – Limited competency</p> <p>9 (56)- Emerging competency</p> <p>21 (5%)- Competent</p> <p>Students will develop skills and techniques for developing ethically and culturally appropriate strategies for promoting</p>

						resilience, optimum development, and wellness across the lifespan. (Program objectives: CMHC # 2; SC # 2)
Assessment and Testing	COUN 604	Appraisals and Assessment in Counseling	Assessment Evaluation Project	I/CL	2. F.7.e	Fall 2022 94% (15) full proficiency 6% (1) emerging competency Spring 2023 100% (138) full proficiency The student will gain knowledge and skills of psychological tests and assessments useful in CMHC and SC settings (Program objective: CMHC#4 and SC#4)
Counseling and Helping Relationships	COUN 605	Counseling Theories	Case Application/ The Professional <i>Disposition</i> Competence Assessment— Revised (PDCA-R)	I/ CC/CL	2.F.5.a	Fall 2022 and Spring 2023- There is no data available to report Students will gain foundational knowledge of counseling theories and relevant techniques and become able to apply them to cases. (Program

						objectives: CMHC #1; SC#1)
COUN 608	Counseling Skills	Video Tape Critique #3/ The Professional <i>Disposition</i> Competence Assessment— Revised (PDCA- R)	I/ CC/CL	2. F.5.g	Fall 2022 semester  1 <sup>st</sup> assessment: 52% (11) Proficient and 48% (10) Competent  2 <sup>nd</sup> assessment: 95% (20) Proficient and 5% (1) Competent  Spring 2023 semester  1 <sup>st</sup> assessment: 82% (18) Proficient and 14% (3) Competent  2 <sup>nd</sup> assessment: 100% (22) Proficient and 5% (1) Competent  Students will develop essential interview and counseling skills to work effectively with diverse clients through in-person or telehealth modalities in either community or school settings (program objective: CMHC #2 and SC #2)	
COUN 632	Family and Couples Counseling	Written Exam	I/CL	2. F.5.b	Spring 2023	

						<p>1<sup>st</sup> assessment</p> <p>91.67% (11) Proficient</p> <p>8.33% (1) Emerging Competency</p> <p>2<sup>nd</sup> assessment</p> <p>58.33.67% (7) Proficient</p> <p>33.33% (1) Emerging Competency</p> <p>Apply systems theory and systemic and developmentally appropriate assessment and interventions to individuals, couples, and families (program objective: CMHC #2 and SC #2)</p>
	COUN 690	Practicum	Practicum Video Presentation / The Professional Disposition Competence Assessment— Revised (PDCA-R)	I/ CC/CL	2. F.5.g	<p>No data to report at this reporting period</p> <p>Demonstrate basic counseling skills in both individual and group counseling (program objective: CMHC #2 and SC #2)</p>

Research and Program Evaluation	COUN 606	Research and Program Evaluation	Appraising Evidence-Based Practice (EBP)/Program Evaluation Project	I/CL	2. F.8.e	Spring 2023 50% (8) full proficiency 50% (8) emerging competence Critically evaluate research relevant to the practice of clinical mental health counseling and school counseling (2. F.8.e; Program Objectives-CMHC#4; SC#5)
Group Counseling and Group Work	COUN 607	Group Process	Final Examination/The Professional <i>Disposition</i> Competence Assessment—Revised (PDCA-R)	I/ CC/CL	2. F.6.b	Fall 2022 95% (20) full Proficiency 15% (1) Emerging Proficiency  Spring 2023 100% (21) full proficiency  Describe dynamics associated with group process and development (program objective: CMHC #2 and SC #2)
	COUN 636	Group Counseling Theory and Practice	Essay	I/CL	2.F.6.d	Fall 2022 1 <sup>st</sup> assessment: 100% (21)competency 2 <sup>nd</sup> assessment: 95% (20) competency



						<p>5% (1) emerging competency Spring 2023 1<sup>st</sup> and 2<sup>nd</sup> assessment 100% (11) competency</p> <p>Build and practice key characteristics and functions of effective group leaders.</p> <p>Apply theoretical foundations of group counseling to a variety of populations.</p>
Social and Cultural Diversity	COUN 629	Multicultural Counseling	Cultural Research Group Project	I/CL	2.F.2.b	<p>No data to report at this reporting period</p> <p>Students will be able to understand multicultural and social justice competencies (CMHC program objective #1 and 5, SC Program Objective #1)</p>
Career Development	COUN 663	Career Counseling and Development	Career Counseling Project	I/CL	2.F.4.j	<p><b>Spring 2023</b></p> <p>16(89%) Achieved exceptional level</p> <p>2 (11%) Achieved competency level</p>

						<p>Students will develop skills and techniques for developing ethically and culturally relevant strategies for addressing the career development of diverse clients. (Program objectives: CMHC #1; SC # 1)</p> <p>Spring 2023 Semester- N=18          16 (88.9%) Achieved exceptional level          2 (11.1%) Achieved competency level</p> <p>Summer 2023 –N=18          17 (94.4)- Achieved exceptionally well competency level          1 (5.6) Achieved competency level</p>
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**Key:** I-Instructor; CC-Clinical Coordinator; CL-CACREP Liaison;  -SLO measuring skills of the students

**Table 4: Key Performance Indicators, CACREP Standards, Courses Measured, Signature Assignments, & Data for CMHC Specialization**

Course Number	Course Name	Signature Assignment	Responsible Person	Key Performance Indicator (KPI)	
COUN 609	Differential Diagnosis of Maladaptive Behavior	Movie Presentation	I/CL	5.C.2.d	<p>Fall 2022</p> <p>92% (12) Exceed the competency</p> <p>8% (1) Emerging competency</p> <p>Spring 2023</p> <p>94% (17) Exceed the competency</p> <p>6% (1) Emerging competency</p> <p><i>Students will apply the DSM-5 5 and ICD-10-CM to counseling with attention to differential diagnosis, co-occurring disorders, cultural formulation, and distinction in developmentally appropriate normal and not normal distress (Program Objective CMHC#4)</i></p>
COUN 610	Clinical Mental Health Counseling	Becoming CMHC Counselor	I/CL	5.C.2.a	Fall 2022

					<p>87% (26) Exceed the competency</p> <p>13% (4) Emerging competency</p> <p>Spring 2023 100% (17) Exceed the competency</p> <p>Students will understand the roles and settings of clinical mental health counselors (Program Objective CMHC # 4)</p>
COUN 686	Case Conceptualization and Treatment Planning in Counseling	Case Conceptualization and Treatment Planning	I/CL	<b>5.C.1.C</b>	<p>Develop and apply Case Conceptualization and Treatment Planning to a wide range of mental health and substance use disorders. (Program Objective-CMHC#2)</p> <p>Spring 2023 1<sup>st</sup> assessment 100% (18) full-proficiency 2<sup>nd</sup> assessment 100% (18) full-proficiency 3<sup>rd</sup> assessment 45% (8) full-proficiency 33% (6) emerging competency 22% (4) incompetency 4<sup>th</sup> assessment</p>

					100% (18) full-proficiency 5 <sup>th</sup> assessment 83.33% (15) full- proficiency 16.67% (3) emerging proficiency 6 <sup>th</sup> assessment 33.33% (6) full-proficiency 44.44% (8) emerging proficiency 22.22% (4) incompetent
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Key: I-Instructor; CC-Clinical Coordinator; CL-CACREP Liaison;  -SLO measuring skills of the students

**Table 5: Key Performance Indicators, CACREP Standards, Courses Measured, Signature Assignments, & Data for SC Specialization**

Course Number	Course Name	Signature Assignment	Responsible Person	Key Performance Indicator (KPI)	
COUN 616	Counseling, Consultation, Referral, and Resources in Schools	Special Topic Research	I/CL	5.G.2.a	Students will acquire skills and techniques for advocating for the needs of diverse students and provide leadership in initiating systemic change. (Program objectives: SC#5, COUN 616: Ther.Interv.Tech -Cons Ed Set Signature Assignment: <b>SPECIAL TOPIC RESEARCH</b> KPI#: <b>5.G.2.a</b> Fall 2022 80% (16) exceeded standards 10% (2) Met standards 10% (2) Developing
COUN 627	Consultation and Management of Developmental School Counseling Programs	Special Population Research Paper	I/CL	5. G. 3. d	Students will gain knowledge and develop skills to work with the diverse student population and develop interventions

					<p>that promote student's academic, career, and social-emotional development (Program objective SC # 2)</p> <p>Fall 2022 65% (13) Exceeds Standards 20% (4) -Meets Standards 5% (1)- Developing 10% (2)- Incompetent</p> <p>Spring 2023 78% (14) Exceeds Standards 22% (4) -Meets Standards</p>
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**Key:** I-Instructor; CC-Clinical Coordinator; CL-CACREP Liaison;  -SLO measuring skills of the students

**Table 6: Other Data Points from the Final Comprehensive Assessment Plan and Results**

Assessment and Measure	Schedule	Procedure for Collecting Data
Student demographics: <ol style="list-style-type: none"> <li>1. Number of applicants</li> <li>2. Number of accepted students</li> <li>3. Number of matriculated students</li> <li>4. Applicant, student, and graduate ethnicity data</li> <li>5. Applicant, student, and graduate gender data</li> <li>6. Completion rates</li> <li>7. Job Placement Rate</li> </ol>	Annually	NJCU's Office of Institutional Effectiveness (Please review the data from the Students Demographics section of this report)
NJCU Counselor Education Advisory Board Feedback	Biannually	Feedback from advisory board members



## Students Demographics

As of November 30, 2023, there are 107 students enrolled in the CMHC and 45 students are enrolled in the SC program.

Demographic information for students enrolled in the CACREP-accredited masters-level programs includes:

Table 7: CACREP Accredited Master's Students Demographics by Program

### CMHC Students Demographics

	Male	Females
Disable Students		
African Americans/ Black	9	22
American Indian/Native Alaskan		
Asian American		5
Caucasian/ White	7	18
Hispanic/ Latino/ Spanish Americans	8	34
Native Hawaiian/ PI		
Multiracial		2
Other/Undisclosed	1	1
Nonresident Alien		
Total = students 107		

### SC Students Demographics

	Male	Females
Disable Students		
African Americans/ Black		7
American Indian/Native Alaskan		
Asian American	3	1
Caucasian/ White		7

Hispanic/ Latino/ Spanish Americans		24
Native Hawaiian/ PI		
Multiracial	1	1
Other/Undisclosed		1
Nonresident Alien		
Total = students 45		

### **Number of Applications from fall 2022 to Spring 2023**

From fall 2022 to spring 2023, the Department received 30 ‘completed applications’ for CMHC program.

From fall 2022 to spring 2023, the Department received 55 ‘completed applications’ for the SC program.

### **Graduation and Completion Rate**

In the academic year 2022-2023, 17 students graduated from the Clinical Mental Health Counseling program and 15 students graduated from the School Counseling program.

CMHC students took an average of 3.5 years and SC students took an average of 3 years to graduate from the program.

### **Job Placement Rate**

Of those who responded to follow-up surveys, 100% who wished to be employed were employed within three years of graduation. Of those who responded to follow-up surveys, 92% who wished to be employed were employed within six of graduation.

Fourteen out of 26 recent graduate students are employed in a position directly related to their training at NJCU. Six graduate students are employed in a position somewhat (as a case manager, or counselor-aid) related to their training at NJCU. Another four graduate students are employed but not in a position related to their training at NJCU. Two graduate students reported that they were still unemployed after six months of graduation.

### **Licensure Examination Passing Rate**

For spring 2023, ten Clinical Mental Health students sat for the National Counselor Examination (NCE). Out of ten, four students (40%) passed the NCE.

For fall 2022, ten Clinical Mental Health students sat for the National Counselor Examination (NCE). Out of ten, four students (40%) passed the NCE.

For School Counseling students, there is no mandatory requirement to pass any licensing or certification tests.

### **Current Student Survey (Exit Interview)**

#### **Strengths of the NJCU Counseling Program, faculty**

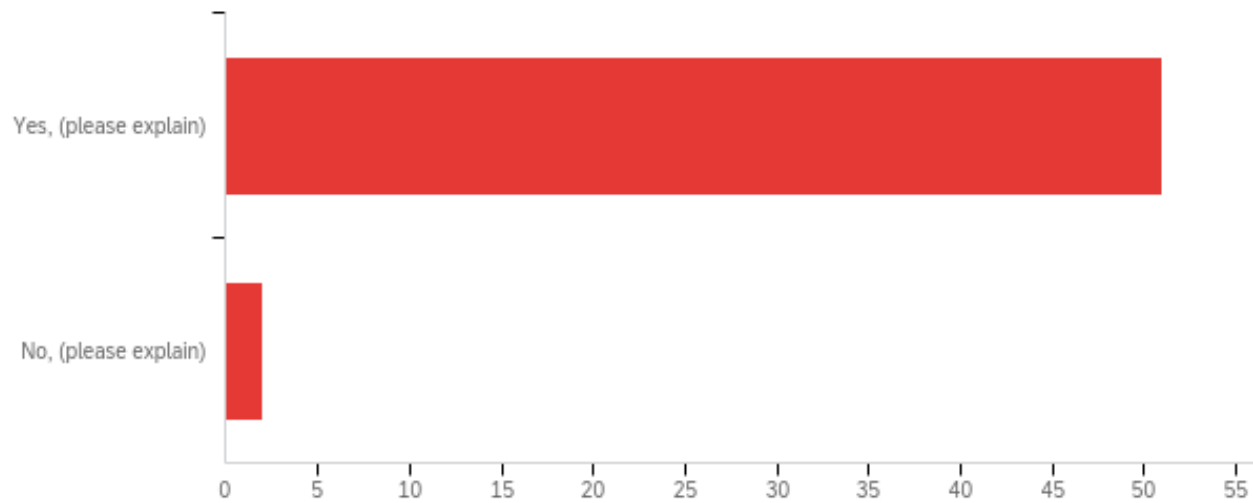
- NJCU staff is extremely thoughtful and knowledgeable and the courses are very appropriate for teaching the students
- The NJCU Counseling Program and its professors in specific are dedicated to the needs of their students. Especially during these trying times of the COVID pandemic, professors within the counseling program have held a deep understanding of the adversities that many students are currently facing. They have remained professional, empathetic, and dedicated to best serving their students while still providing an enriching educational experience.
- I believe the curriculum is up to CACREP standards, all of the faculty are extremely devoted and focused on giving the best education possible, and genuinely care for their students.

#### **Areas of improvements for the NJCU Counseling Program/courses**

- Provide more NCE prep opportunities.
- Better electives. Better internship sites / more dedicated internship coordinator. More specific information in some areas of post-graduate work life e.g. working in private practice, hospital setting, etc.
- Maybe help us more locate places for internship and also allow us to get internship hours in the summer time.
- Guide students when they are about to graduate with know job platforms for both school counseling and mental health. As well as interview prep.
- One area of improvement I would recommend is catering more classes to school counseling. I felt that this program favored the clinical mental health side. I would have loved to learn more about the following in my classes: 1. How to write HIBs 2. How to conduct HIBs 3. How to write/collect data for 504s 4. How to write grants for counseling funding 5. More knowledge on the Common AP (high school career counseling) 6. More time spent on how to include the community when working in a school setting (ex. how to set up fundraisers, how to go about finding various vendors/resources, etc). 7. \*\*A class on recognizing the signs of bullying and given certified training to become anti-bullying specialists

- “ I felt as though I didn’t get a ton of school counseling supervision because a lot of my classmates were in clinical mental health. And although it was interesting and a great point of view and educational, I would’ve liked to see more videos/talk more about school counseling situations/scenarios”.

### **Current students who will recommend NJCU’s Counseling program to others**



## Alumni Survey Results (3 years after graduation)

### Alumni's Survey results on how program prepared them in various areas

#	Question	Very Unprepared (1)	Unprepared (2)	Neutral (3)	Prepared (4)	Very Well Prepared (5)	Not Applicable (0)	Total
1	Ethical and legal issues	0	1	0	0	2	0	3
2	Orientation to professional counseling	0	0	1	0	2	0	3
3	Lifespan Development	0	0	2	1	3	0	6
4	Assessment and appraisal	0	0	0	0	0	0	0
5	Counseling Theories	0	0	0	0	0	0	0
6	Individual counseling	0	0	0	0	0	0	0
7	Group counseling	0	0	0	0	0	0	0
8	Family/couple counseling	0	0	0	0	0	0	0
9	Counseling skills	0	0	0	0	0	0	0
10	Multicultural Counseling competencies	0	0	0	0	0	0	0
11	Research/Program evaluation	0	0	0	0	0	0	0
12	Career Counseling	0	1	0	0	2	0	3
13	Crisis Interventions	0	0	0	0	0	0	0
14	Consultation and collaboration skills	0	0	2	1	6	0	9
15	Supervision	0	0	1	1	4	0	6

16	Client Advocacy	0	0	1	0	2	0	3
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**School counseling graduates reported on how the program prepared them in their specialty area** (Student did not report on this datapoints)

**Clinical mental health counseling graduates reported on how program prepared them in their specialty area**

Question	Very Unprepared (1)	Unprepared (2)	Neutral (3)	Prepared (4)	Very Well Prepared (5)	Not Applicable (0)	Total
Professional Issues related to Clinical Mental Health Counseling	0	0	0	0	0	0	0
Diagnosis by using current edition of the DSM	0	0	0	0	0	0	0
Case Conceptualization	0	0	0	1	1	0	2
Treatment Planning	0	1	0	0	1	0	2
Counseling Clients with substance use and co-occurring disorders	0	0	0	0	0	0	0
Management and evaluation of mental health services and programs	0	0	0	0	0	0	0
Counseling clients with your specialization (children, adolescents)	0	0	0	0	0	0	0

**Strengths of our program, faculty, and/or resources**

- Strengths include accessible, knowledgeable, and kind faculty, informative curriculum and great selection of classes.
- Multicultural and diverse ethnicities to help connect a vast range of people in the community to network with each other.

- NJCU had “some” good professors who were relatable and seemed knowledgeable in fieldwork. The “good” professors were reachable and able to meet with graduate students to answer questions. My practicum and internship courses were great. It was well facilitated and allowed all of the grad students to learn from each other's experiences at their clinical sites. The best course I took was the course about ethics and multicultural Counseling.
- “I loved how friendly and welcoming all of the professors were. Classes went virtual for me as the pandemic started in 2020 and continued to remain virtual for the remainder of school. Program staff were incredibly accommodating and understanding!”
- The faculty was great to work with and very understanding of personal situations that may have arisen during the semester.
- Provide all the tools and resources needed to apply for job opportunities and use different resources when in the job field.
- “The program is well structured, and I believe that taking courses related to clinical mental health helps graduates have a better understanding of the whole clinical picture beyond the school context. The faculty exceeded my expectations by being available and helping me throughout the entire process. I overcame my insecurities because they listened to my concerns. I wasn't just a number; I was part of a big family: The NJCU Family”

### **Areas of improvement for the NJCU Counseling program**

- Classes option during the mid-day
- More direct intern sites and job opportunities after Graduation to allow continued growth and development of the theories and methods.
- The only part of the program that needs improvement is in the area of practicum and internship coordination.
- NJCU’s Counselor education program needs to work on equitable environment for students.

## Supervisor's Data

### A. Final Site Supervisor's Evaluation

SC Students and CMHC students' Final Site Supervisor's Evaluation is available upon request in Excel format for the academic year 2022-2023.

**B. Follow-up Supervisor's studies-** Please review the Final Comprehensive Assessment Report of 2021-2022. The next site supervisor's study will take place in AY 2023-2024. Please review the timeline of the Final Comprehensive Assessment.



## Employers of Graduates Survey Results

Please review the Final Comprehensive Assessment Report for 2021-2022. The next employer's study will take place in AY 2023-2024. Please review the timeline of the Final Comprehensive Assessment.

### *Use of Findings to Inform Program Modifications*

During the 2022-2023 academic year, recommended program modifications were discussed during the faculty end of term CACREP retreat. After reviewing and analyzing the program and student learning outcomes data that was collected, program faculty made decisions to implement the following program and course modifications which are listed below in Table.

Table Subsequent Program and Course Modifications

Change	Reason(s) for change & Data Used to Make Informed Decision	Implementation
COUN 632 Family and Couples Counseling Extra content/review on the topic of prognosis and working with resistant families/couples was added to course curriculum. Extra content/review of overview of family counseling theories was added to course curriculum.	Student learning outcomes data from spring 2023	Fall 2023
Implemented Supervision Assist to centralize the student's practicum/internship experience	Practicum/internship department meetings with faculty	Fall 2023

## Recommendations For Program Improvement

After a review of program assessment data collected during the 2022-2023 academic year, recommendations for program improvement were formulated and are listed in Table:

Recommendation	Data Used to Support Recommendation
NCE –student preparation	Student feedback and test scores. The faculty is considering using an Exit test such as the Counselor Preparation Comprehensive Examination (CPCE) which will replace the current capstone project.
Offer more of a variety of electives such as an advanced skills course, something for those working with children and/or adolescents, trauma, etc.	Suggestions made by both past and current students. COUN 680 – Advanced Counseling Techniques has been offered in AY 2022-2023 Child and Adolescent Counseling as well as a Trauma course currently under development.
Hiring new adjunct for both the CMHC and SC tracks to cover additional material for the growing SC program as well as elective topics for CMHC students.	Students (current and past), site supervisors, and Advisory meeting feedback. Many new adjuncts were hired to teach courses in SC and CMHC courses.

## **Appendix I**

Please review the Final Comprehensive Assessment Report for 2021-2022. Please review the timeline of the Final Comprehensive Assessment. The next advisory meeting for the program will take place in the AY 2023-2024.

## **Appendix II**

### **KPIs across nine CACREP areas and Specializations**

#### **COUN 601- Orientation to Professional Counseling and Ethics**

Students will demonstrate knowledge of the ACA Code of Ethics and ASCA Ethical Standards and the ability to apply relevant ethical codes/standards in ethical dilemma situations. (Program objective: CMHC #1 and SC #1- CACREP standard 2.F.1.i)

#### **COUN 603- Counseling and Development Across the Life**

Students will develop skills and techniques for developing ethically and culturally appropriate strategies for promoting resilience, optimum development, and wellness across the lifespan. (Program objectives: CMHC # 2; SC # 2-CACREP standard 2.F.3.i)

#### **COUN 605- Counseling Theories**

Students will gain foundational knowledge of counseling theories and relevant techniques and become able to apply them to cases. (Program objectives: CMHC #1; SC#1-CACREP standard 2.F.5.a)

#### **COUN608- Counseling Skills**

Students will develop essential interview and counseling skills to work effectively with diverse clients through in-person or telehealth modalities in either community or school settings (program objective: CMHC #2 and SC #2-CACREP standard 2.F.5.g)

#### **COUN 632- Family & Couple Counseling**

Apply systems theory and systemic and developmentally appropriate assessment and interventions to individuals, couples, and families (program objective: CMHC #2 and SC #2- CACREP standard 2.F.5.b)

#### **COUN 690- Practicum**

Demonstrate basic counseling skills in both individual and group counseling (program objective: CMHC #2 and SC #2, CACREP standard 2.F.5.g)

**COUN 604- Appraisals and Assessment in Counseling**

Students will gain knowledge and skills of psychological tests and assessment useful in CMHC and SC setting (program objective: CMHC#4 and SC#4- CACREP standard 2.F.7.e)

**COUN 606- Research and Program Evaluation**

Critically evaluate research relevant to the practice of clinical mental health counseling and school counseling (2. F.8.e; Program Objectives-CMHC#4; SC#5- CACREP standard 2. F.8.e)

**COUN 607- Group Process**

Describe dynamics associated with group process and development (program objective: CMHC #2 and SC #2-CACREP standard 2. F.6.b)

**COUN 636- Group Counseling Theory and Practice**

Build and practice key characteristics and functions of effective group leaders (program objective: CMHC #2 and SC #2-CACREP standard 2. F.6.d)

**COUN 629- Multicultural Counseling**

Students will be able to understand multicultural and social justice competencies (CMHC program objective #1, SC Program Objective #1-CACREP standard 2.F.2.b)

**COUN 663- Career Counseling & Development**

Students will develop skills and techniques for developing ethically and culturally relevant strategies for addressing the career development of diverse clients. (Program objectives: CMHC #1; SC # 1- CACREP standard 2.F.4.j )

## **CMHC**

### **COUN 609- Differential Diagnosis of Maladaptive Behavior**

Students will apply the DSM-5 5 and ICD-10-CM to counseling with attention to differential diagnosis, co-occurring disorders, cultural formulation, and distinction in developmentally appropriate normal and not normal distress (CACREP standard 5.C.2.d; Program Objective CMHC# 4)

### **COUN 610-Introduction to Clinical Mental Health Counseling**

Students will understand the roles and settings of clinical mental health counselors.  
(CACREP standard # 5. C.2.a; Program Objective CMHC # 4)

### **COUN 686- Case Conceptualization and Treatment Planning in Counseling**

Develop and apply Case Conceptualization and Treatment Planning to a wide range of mental health and substance use disorders.  
(CACREP standard #5.C.1.C; Program Objective-CMHC#2)

## **SC**

### **COUN 616- Counseling, Consultation, Referral, and Resources in Schools**

Students will acquire skills and techniques for advocating for the needs of diverse students and provide leadership in initiating systemic change. (CACREP standard 5.G.2.a; Program objectives: SC#5)

### **COUN 627- Consultation and Management of Developmental School Counseling Programs**

Students will gain knowledge and develop skills to work with the diverse student population and develop interventions that promote student's academic, career, and social-emotional development (CACREP standard 5. G. 3. d; Program objective SC # 2)