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| **ROSEMONT COLLEGE**Yearly Discipline Assessment Report **Discipline:** Master of Arts in Counseling**Discipline Coordinator: Kathy D. Richardson**Name: Kathy D. Richardson Phone: ext 3106 Email: Kathleen.richardson@rosemont.edu **Date Submitted:** 5/31/23   |
| **Mission Statement 2016**: *Rosemont College is a community of lifelong learners dedicated to academic excellence and fostering joy in the pursuit of knowledge. Rosemont College seeks to develop in all members of the community open and critical minds, the ability to make reasoned moral decisions, and a sense of responsibility to serve others in our global society.**Rooted in Catholicism, Rosemont welcomes all faiths and is guided by the principles of Cornelia Connelly and the Society of the holy Child Jesus to meet the needs of the time. Rosemont College values: Trust in and reverence for the dignity of each person; Diversity with a commitment to building an international community; Persistence and courage in promoting justice with compassion; Care for the Earth as our common home.**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_***PART A:**INSTRUCTIONS**:** Save this form as a Word file. Please fill in the fields below; they will expand as you type. You may separate out majors and non-majors in your descriptions of outcomes. Then fill in Part B. Return to the Director of Strategic Planning and Assessment by June 30th.  |
| **Discipline Goals**  | **Courses taught during year assessing goal** | **Brief description of outcomes ( both among majors and non-majors in the classes)** | **Planned Improvements Based on Assessment (List here; elaborate in Part B below)** |
| Explain the foundational elements of the counseling professional including philosophy, roles, ethics, dispositions, and evidenced-based practice to foster a strong professional counseling identity. | CNS 6021 Clinical Mental Health CounselingFall 2022Spring 2023 | KPI Assignment: Group Advocacy ProjectThe multiple professional roles and functions of counselors across specialty areas, and their relationships with human service and integrated behavioral health care systems, including interagency and interorganizational collaboration and consultation: KPI Student Average 2.45/3.00 (2.79 threshold)Professional counseling organizations, including membership benefits, activities, services to members, and current issues: KPI Student Average 2.79/3.00 (2.75 threshold) | KPIs met for 2022 – 23 academic year. Review other CACREP learning objectives to identify other areas of growth. |
| Communicate the importance of advocacy and social justice with an awareness of the multicultural issues influencing various populations to promote greater equity within the community. | CNS 6060 Multicultural CounselingFall 2022Spring 2023 | KPI Assignment: Multicultural InterviewThe impact of heritage, attitudes, beliefs, understandings, and acculturative experiences on an individual’s views of others: KPI Student Average 2.71/3.00 (2.25 threshold).Strategies for identifying and eliminating barriers, prejudices, and processes of intentional and unintentional oppression and discrimination: KPI Student Average 2.82/3.00 (2.25 threshold). | KPIs met for 2022 – 23 academic year. Review other CACREP learning objectives to identify other areas of growth. |
| Identify the developmental needs and experiences of individuals across the lifespan from early childhood through late adulthood and future generations. | CNS 6082 Development Across the LifespanFall 2022Spring 2023 | KPI Assignment: Field Observation ProjectSystemic and environmental factors that affect human development, functioning, and behavior: KPI Student Average: 3.99/4.00 (3.00 threshold).Effects of crisis, disasters, and trauma on diverse individuals across the lifespan: 3.99/4.00 (3.00 threshold). | KPIs met for 2022 – 23 academic year. Review other CACREP learning objectives to identify other areas of growth. |
| Apply developmental practices to highlight the career and lifestyle needs of evolving populations within an ever-changing sociological framework. | CNS 6070 Career and Lifestyle CounselingFall 2022Spring 2023 | KPI Assignment: Peer Career Assessment EvaluationStrategies for advocating for diverse clients’ career and educational development and employment opportunities in a global economy: 2.86/3.00 (2.25 threshold).Strategies for facilitating client skill development for career, educational, and life-work planning and management: 2.87/3.00 (2.25 threshold). | KPIs met for 2022 – 23 academic year. Review other CACREP learning objectives to identify other areas of growth. |
| Model effective counseling skills, techniques, and theoretical approach to establish and maintain the therapeutic alliance and support the needs of multicultural populations within individual and group settings. | CNS 6010 Counseling Skills and TechniquesFall 2022Spring 2023 | KPI Assignment: Self-Efficacy Assessment and Skills ModelA systems approach to conceptualizing clients: KPI Student Average: 2.27/3.00 (2.25 threshold).Developmentally relevant counseling treatment or intervention plans: 2.98/3.00 (2.25 threshold). | KPIs met for 2022 – 23 academic year. Review other CACREP learning objectives to identify other areas of growth. |
| Instill the ability to administer culturally sensitive assessment strategies that identify potential strengths and areas for improvement to ethically engage in diagnosis and treatment planning during crisis and non-crisis situations. | CNS 6025: Assessment and Appraisal in CounselingFall 2022Spring 2023 | KPI Assignment: Final ExamProcedures for identifying trauma and abuse and for reporting abuse: KPI Student Averages 3.00/3.00 (2.25 threshold).Ethical and culturally relevant strategies for selecting, administering, and interpreting assessment and test results: KPI Student Averages 3.00/3.00 (2.25 threshold). | KPIs met for 2022 – 23 academic year. Review other CACREP learning objectives to identify other areas of growth. |
| Emphasize the importance of current scholarly research to cultivate the ability to conduct, interpret, evaluate, and report research findings that have the potential to guide evidence-based practices in counseling. | CNS 6030 Advanced Research and EvaluationFall 2022Spring 2023 | KPI Assignment: Quantitative Research ProjectThe importance of research in advancing the counseling profession, including how to critique research to inform counseling practice: KPI Student Averages 2.66/3.00 (2.25 threshold).Needs assessments: KPI Student Averages 2.58/3.00 (2.25 threshold). | KPIs met for 2022 – 23 academic year. Review other CACREP learning objectives to identify other areas of growth. |
| Employ practices and decision-making that aligns with the ethical and legal standards of the profession. | CNS 6021 Clinical Mental Health CounselingFall 2022Spring 2023CNS 6040 Legal and Ethical Issues in Professional PracticeFall 2022Spring 2023 | KPI Assignment: Group Advocacy ProjectEthical standards of professional counseling organizations and credentialing bodies, and applications of ethical and legal considerations in professional counseling: 2.00/2.00 (1.5 threshold). | KPIs met for 2022 – 23 academic year. Review other CACREP learning objectives to identify other areas of growth. |
| Encourage collaborative engagement with other mental-health professions and constituents within counseling to support the needs of individuals seeking therapeutic services. | CNS 6021 Clinical Mental Health CounselingFall 2022Spring 2023 | KPI Assignment: Group Advocacy ProjectCounselors’ roles and responsibilities as members of interdisciplinary community outreach and emergency management response teams: KPI Student Average 2.00/2.00 (1.5 threshold).Advocacy processes needed to address institutional and social barriers that impede access, equity, and success for clients: KPI Student Average 2.00/2.00 (1.5 Threshold). | KPIs met for 2022 – 23 academic year. Review other CACREP learning objectives to identify other areas of growth. |
| Recognize and explore personal biases and limitations through reflection and supervision to enhance professional competency and development. | CNS 6060 Multicultural CounselingFall 2022Spring 2023 | KPI Assignment: Multicultural InterviewThe effects of power and privilege for counselors and clients: KPI Student Average 2.00./2.00 (1.5 Threshold).Theories and models of multicultural counseling, cultural identity development, and social justice and advocacy: KPI Student Average 1.88/2.00 (1.5 threshold). | KPIs met for 2022 – 23 academic year. Review other CACREP learning objectives to identify other areas of growth. |

**Part B: (Please use the space available to elaborate)**

List planned improvements here Status of planned improvement Resulting changes to student learning?

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| Recreate the Key Performance Indicator (KPI) Rubrics to better align with both CACREP’s learning objectives as well as the Graduate Counseling Department’s Program objectives.Train instructors each semester on the purpose of the KPI Rubrics to ensure more powerful data.Review KPIs annual to determine areas of deficit. Adjust focus area for that academic year. | KPI Rubrics were recreated for the 2021 – 2022 academic year based off feedback from CACREP. However, instructors continue to struggle with them due to their complexity and the length of time to complete them. It is also difficult to connect the program objectives to individual student assignments.The KPIs were also moved to 8 of the 10 core classes, rather than a small number of core classes and the Practicum and Internship classes. | Based off of the results of past KPI assessments, individual instructors have made adjustments to assignments, course content, and textbooks/supplemental materials to ensure better student outcomes.As of the Spring 2022 semester, Rosemont is now able to be a partner college with the National Board of Certified Counselors (NBCC). As a result, the department receives official pass/fail rates on the National Counselor’s Exam (NCE) directly from the NBCC, rather than having to rely on student self reports. |

List previous plans here Status of planned improvement Observed changes in student learning?

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| See attached 2021 – 2022 Graduate Counseling Program Evaluation |  |  |