

Insert Academic Degree Name Here

Annual Program Report Template

Year:	2021-2022
Program:	Clinical Mental Health Counseling
Contact Person (include email & phone#)	Shannon McFarlin, (409)880-7723, Shannon.mcfarlin@lamar.edu

Summary of Continuous Improvement Efforts since Last Report

Provide a brief description of how assessment results have been used for program improvement. Point to a specific example of how an assessment provided the program with data it could use for improvement and what that improvement was, if possible, also show evidence of the improvement. You may look at data from the two previous academic years to support this case.

Respond here:

Students' scores for the Counselor Preparation Comprehensive Exam (CPCE) were compared with national norms. With the majority of CMHC students scoring below the national mean, the department focused on improvements that would help to bring scores closer to the national mean. Course leads of core courses have implemented multiple choices assessments (i.e., "Exam Prep Quizzes") into Blackboard courses to provide students opportunities to practice for CPCE administrations. Content of each Exam Prep Quiz includes items specific to one of the eight core content areas that the CPCE assesses (e.g., The quizzes included for the Multicultural Counseling course address multicultural issues in counseling.). HonorLock has been used to proctor students' exams to simulate real testing experiences for students, and faculty have added CPCE test prep materials to the CMHC Resources organization in Blackboard.

Program Highlights Since Last Report

Identify and briefly discuss any programmatic curriculum changes made since the last report (e.g. new courses, course changes, SLO changes, course deletions).

Respond here:

The following curriculum changes have been implemented:

- (a) An "Orientation to the CMHC Program" video quiz has been implemented into the Blackboard course for CNDV 5304 (Foundations of Professional Counseling) to ensure that students receive important program information when they begin their coursework for the CMHC Program.
- (b) Exam Prep Quizzes have been added to Blackboard courses for classes that address the core content areas assessed with the CPCE and NCE exams.
- (c) Faculty created training modules for site supervisors of Practicum/Internship students to equip supervisors with information about performance expectations for students enrolled in field experience courses.
- (d) Faculty created a Telehealth training module for Practicum and Internship students who provide Telehealth services for clients at their practice sites.
- (e) To bolster continuity of assessment from Residency 1 to Residency 2, faculty have implemented use of the Counselor Competency Scale (CCS) to measure Residency 2 students' dispositions and group counseling skills.

- (f) A new Addictions Counseling (CNDV 5326) Blackboard course was created.
- (g) The Multicultural Counseling (CNDV 5320) Blackboard course was revised/updated.
- (h) CNDV 5304 (Foundations of Professional Counseling) replaced CNDV 5302, the earlier version of the course.

Table 1. Assessment Results and Analyses for Current Cycle.

STAGE 1: PLAN				STAGE 2: DO		STAGE 3: STUDY
Departmental Student Learning Goal	Program Student Learning Outcome	Assessment	Assessment Method/Location	Benchmark Expectations	Data Results	Actions/Goals Based on Data Results* What do the data tell you? How will you use this data? How were data from the last cycle used to make changes during this cycle, and What were the results of those changes?
To have a nationally recognized counseling program where students demonstrate knowledge and competence in core counseling areas as evidenced by success rates on national examinations. Students who are preparing to specialize as clinical mental health counselors will demonstrate the knowledge, skills and professional dispositions necessary to address a wide variety of circumstances within the context of clinical mental health counseling.	Students will demonstrate knowledge and ability to apply a variety of models and theories related to clinical mental health counseling and marriage and family therapy, including methods and principles of clinical supervision.	Counselor Preparation Comprehensive Examination. The CPCE: <ul style="list-style-type: none"> • Provides a master's program comprehensive exam that meets high psychometric standards. • Gives programs an objective view of the knowledge level of their students. • Allows programs to examine student functioning in various curricular areas. • Promotes longitudinal self-study. • Compares a program's results to national data. • Stimulates student 	Students in the CMHC program at Lamar will earn scores comparable to the national average of the CPCE.	70% of CMHC students enrolled in CNDV 5392/5394 will meet or surpass the national mean for the CPCE.	Summer 2021 through Spring 2022, 31 CMHC students took the CPCE. Among those, 8 (25.81%) met or exceeded the national mean. The preponderance (n = 23; 74.19%) scored below the mean.	Course leads of core courses are implementing multiple choices assessments (i.e., "Exam Prep Quizzes") into Blackboard courses to provide students opportunities to practice for CPCE administrations. Content of each Exam Prep Quiz includes items specific to one of the eight core content areas that the CPCE assesses (e.g., The quizzes included for the Multicultural Counseling course address multicultural issues in counseling.). HonorLock is being used to proctor students' exams to simulate real testing experiences for students, and faculty have added CPCE test prep materials to the CMHC Resources organization in Blackboard.

		<p>integration of knowledge learned in separate courses.</p> <ul style="list-style-type: none"> • Gives students comparative strength and weakness feedback. 				
		<p>National Counselor Examination (NCE) National Counselor Examination The National Counselor Examination (NCE) is a 200-item multiple-choice examination designed to assess knowledge, skills and abilities determined to be important for providing effective counseling services. The NCE is a requirement for counselor licensure in many states. It is also one of two examination options for the National Certified Counselor</p>	<p>Students will successfully pass the NCE by either meeting or surpassing the national mean.</p>	<p>Students will achieve a passing score for the NCE (i.e., licensure exam).</p>	<p>Summer 2021 through Spring 2022, there were no CMHC students who attempted the National Counselor Examination (NCE) prior to graduation. Thus, there was no measure for this target.</p>	<p>Although we had no students take the NCE during this period, we will have students sit for the NCE pre-graduation during the 2022-2023 academic year. To help prepare students for the exam, course leads of core courses are implementing multiple choices assessments (i.e., "Exam Prep Quizzes") into Blackboard courses to provide students opportunities to practice for NCE administrations. Content of each Exam Prep Quiz includes items specific to one of the eight core content areas that the NCE assesses (e.g., The quizzes included for the Multicultural Counseling course address multicultural issues in counseling.). HonorLock is being used to proctor students' exams to simulate real testing experiences for students and faculty have added NCE test prep materials to the CMHC Resources organization in Blackboard.</p>

		(NCC) certification.				
		Successful CACREP Review CACREP re-accreditation. Earning full accreditation of the CMCHC program.	Our CMHC program is accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). Our re-accreditation report was due in April 2020. Attaining full accreditation will be an additional testament to the the high quality of our program, faculty and students.	Rationale: The CMHC program will attain full CACREP accreditation.	The CMHC program lost CACREP accreditation at the end of the Fall 2020 semester due to failure to achieve the required student-to-instructor ratio of 12:1. Therefore, this goal was obsolete for the 2021-2022 academic year.	CACREP accreditation is no longer a goal for the CMHC Program.
		Student Retention & Satisfaction The percentage of students who complete the program as well as their level of satisfaction with the program will be measured.	Student satisfaction will be measured through exit surveys. Student retention will be measured by the percentage of students who successfully complete the program.	Rationale: 80% of CMHC students will successfully complete the program.	Spring 2019, 18 students enrolled in the CMHC program. A combined total of 5 (27.78%) CMHC students graduated from the program in August & December of 2021. COVID-related complications might explain a portion of the variation.	(a) An "Orientation to the CMHC Program" video quiz has been implemented into the Blackboard course for CNDV 5304 (Foundations of Professional Counseling) to ensure that students receive important program information when they begin their coursework for the CMHC Program; (b) Faculty are providing students with CMHC program information and important deadlines via the Blackboard organization titled "Clinical Mental Health Counseling Resources"; and (c) An exit survey has been embedded within the Blackboard course for CNDV 5394 (CMHC Internship).

Students will demonstrate competence in counseling skills and techniques. Students will demonstrate mastery of basic and advanced counseling skills by passing CNDV 5310 with a B or better. Students will also perform satisfactorily during Residency, Practicum and Internship.	Students will demonstrate competence and skill in conducting an intake interview, a mental status evaluation, a biopsychosocial history, a mental health history and a psychological assessment for treatment planning and caseload management. Students' mid-term and final evaluations during Practicum and Internship will evince students' competence and skill in conducting an intake interview, a mental status evaluation, a biopsychosocial history, a mental health history, and a psychological assessment for treatment planning and caseload management.	Mid and Final Semester Field Experience Evaluations Students' supervisors at their practice sites evaluate students' skills at the mid-term and final semester marks.	Field Experience supervisors complete mid and final semester evaluations on all students. Students who do not receive favorable evaluations do not pass the course.	Rationale: At least 95% of CMHC Practicum and Internship students will receive favorable evaluations from their site supervisors.	During 2021-2022, a combined total of 91 CMHC students enrolled in Practicum (CNDV 5392) and Internship (CNDV 5394). Among them, 90 (98.8%) completed the courses successfully. Only 1 (1.1%) student achieved a failing grade.	(a) Faculty created training modules for site supervisors to equip them with information about performance expectations for students enrolled in Practicum and Internship. Site supervisors must complete the training modules with a score of 80% or higher. (b) Faculty created a Telehealth training module for Practicum and Internship students who provide Telehealth services for clients at their practice sites. Students must complete the training module with a score of 80% or higher.
		Demonstrate Proficiency in Counseling Skills Course. Students complete mock counseling sessions and skills are observed and evaluated by the course instructors.	Students will demonstrate mastery of basic and advanced counseling skills by passing CNDV 5310 with a B or better.	Rationale: At least 95% of CMHC students will earn a B or better in CNDV 5310.	Summer 2021 through Spring 2022, 164 CMHC students enrolled in CNDV 5310. Among them, 5 (3.05%) withdrew, 2 (1.22%) requested a grade of Incomplete, 8 (4.88%) earned a grade of C or lower, and 149 (90.85%) earned	Although 4.15 percentage points below target, this measure was acceptable with over 90% of students earning a grade of B or better for CNDV 5310 (Counseling Skills).

					a grade of B or better.	
		Demonstrate mastery of counseling skills during Residency course. Instructors observe and evaluate students' competence in basic and advanced counseling skills during enrollment in CNDV 5380 (Residency).	Residency instructors observe and evaluate the basic and advanced counseling skills of students through the face-face component of the course.	Rationale: At least 90% of CMHC students will earn a passing score in CNDV 5380 (Residency).	Summer 2021 through Spring 2022, 70 CMHC students enrolled in CNDV 5380. Among them, 1 (1.41%) withdrew and 1 (1.41%) dropped the course with a Q. All others (n=68; 97.14%) passed with a B or better.	None
Students will demonstrate professional dispositions throughout the program. Students will demonstrate professional characteristics and dispositions (such as professional responsibility, self-awareness, personal comportment, cultural competency and integrity and flexibility and adaptability) throughout the counseling program.	Students will develop and demonstrate intrapersonal awareness and an accurate understanding of the basic motivations of self. This includes the relationship between personal beliefs, thoughts, feelings, actions and professional functioning.	Candidate Professional Characteristics and Disposition Form. Students' dispositions are observed and assessed throughout the program.	Residency 2 instructors complete a Candidate Characteristics and Disposition Form, and Residency 1 instructors score the Counselor Competency Scale (CCS), for every student during the face-to-face component of the Residency course.	Rationale: At least 90% of students will have met or exceeded professional dispositions related to intrapersonal awareness and accurate understanding of the basic motivations of self, as indicated by dispositions rubric scores.	Thirty-six (94.74%) of the 38 CMHC students enrolled in Residency (CNDV 5380) during 2021-2022 for whom data were available met or exceeded expectations in the area of self-awareness and self-understanding.	To bolster continuity of assessment from Residency 1 to Residency 2, faculty have implemented use of the Counselor Competency Scale (CCS) to measure Residency 2 students' dispositions.
	Students will develop and demonstrate emotional sensitivity, interpersonal respect, and professional decorum in all	Candidate Professional Characteristics and Disposition Form. Students' dispositions are	Residency 2 instructors complete a Candidate Characteristics and Disposition	Rationale: At least 95% of students will have met or exceeded professional	Thirty-six (94.74%) 38 CMHC students enrolled in Residency (CNDV 5380)	To bolster continuity of assessment from Residency 1 to Residency 2, faculty have implemented use of the Counselor Competency Scale

	professional interactions. Proficiency in understanding and relating to clients in an emotionally sensitive and respectful manner.	observed and assessed throughout the program.	Form, and Residency 1 instructors score the Counselor Competency Scale (CCS), for every student during the face-to-face component of the Residency course.	dispositions related to proficiency in understanding and relating to clients in an emotionally sensitive and respectful manner, as indicated by dispositions rubric scores.	during 2021-2022 for whom data were available met or exceeded expectations in the area of understanding and relating to clients in an emotionally sensitive and respectful manner.	(CCS) to measure Residency 2 students' dispositions.
	Students will demonstrate openness to personal and professional growth in the professional learning process. Proficiency in the ability to seek, reflect upon, and respond to supervisory feedback in a manner that enhances personal and professional growth and learning.	Candidate Professional Characteristics and Disposition Form. Students' dispositions are observed and assessed throughout the program.	Residency 2 instructors complete a Candidate Characteristics and Disposition Form, and Residency 1 instructors score the Counselor Competency Scale (CCS), for every student during the face-to-face component of the Residency course.	Rationale: At least 90% of students will meet or exceed professional dispositions related to proficiency in responding to supervisory feedback, as indicated by dispositions rubric scores.	Thirty-five (92.11%) of 38 CMHC students enrolled in Residency (CNDV 5380) during 2021-2022 for whom data were available met or exceeded expectations in the area of understanding and relating to clients in an emotionally sensitive and respectful manner.	To bolster continuity of assessment from Residency 1 to Residency 2, faculty have implemented use of the Counselor Competency Scale (CCS) to measure Residency 2 students' dispositions.
	Students will develop and demonstrate ethical responsibility, and the attitudes, demeanor and maturity necessary to perform duties of a professional counselor. Proficiency in behaving in a highly professional, ethical and mature manner in interactions with	Candidate Professional Characteristics and Disposition Form. Students' dispositions are observed and assessed throughout the program.	Residency 2 instructors complete a Candidate Characteristics and Disposition Form, and Residency 1 instructors score the Counselor Competency	Rationale: At least 90% of students will meet or exceed professional dispositions related to proficiency with professional and ethical behavior in interactions with clients,	All 38 (100%) CMHC students enrolled in Residency (CNDV 5380) during 2021-2022 for whom data were available met or exceeded expectations in the area of	To bolster continuity of assessment from Residency 1 to Residency 2, faculty have implemented use of the Counselor Competency Scale (CCS) to measure Residency 2 students' dispositions.

	clients, colleagues, professionals and agency staff.		Scale (CCS), for every student during the face-to-face component of the Residency course.	colleagues, and professionals as indicated by dispositions rubric scores.	proficiency with professional and ethical behavior in interactions with others.	
		Field Experience Evaluations. Field Experience supervisors observe and evaluate the professional dispositions of students in Practicum and Internship.	Students will earn satisfactory mid and final semester evaluations. Students will successfully complete Practicum and Internship.	Rationale A: At least 90% of CMHC Field Experience students will successfully complete the course (CNDV 5392/5394). Rationale B: At least 90% of CMHC Field Experience students will earn satisfactory evaluations from their site supervisors.	(A) During 2021-2022, a total of 91 CMHC students enrolled in field experience courses (CNDV 5392/5394). Of them, 90 (98.8%) completed the course successfully. (B) All 55 (100%) CMHC students for whom data were available met the standard.	None
Students will practice ethically in all courses and field experiences. Students will demonstrate ethical practice with their coursework and performance at their field experience sites.	Students demonstrate the ability to apply and adhere to ethical and legal standards in clinical mental health counseling. Practicum and Internship students apply principles of professional ethics in their work at their practice sites.	Successful Completion of Ethics course. While enrolled in CNDV 5322, students complete reflective assignments, application assignments, and discussion board posts.	Instructors will evaluate students' knowledge and application of material during enrollment in CNDV 5322.	Rationale: At least 90% of students will earn a B or higher in the Ethics course (CNDV 5322) in the CMHC program.	Summer 2021 through Spring 2022, 70 CMHC students enrolled in CNDV 5322. Among them, 66 (94.29%) passed the course with a grade of B or better. One student (1.43%) withdrew and 3 (4.29%) earned a failing grade for the course.	None
		Successful Completion of Field	Students will be evaluated on their ability to	Rationale: At least 95% of CMHC Field	During 2021-2022, a combined total	(a) Faculty created training modules for site supervisors to equip them with information

		Experience. While enrolled in Practicum and Internship courses, students are evaluated on their knowledge of ethics and legal standards, as well as their ethical practices. Students do not pass the course if there is evidence of unethical behavior.	adhere to ethical and legal standards during their field experience courses.	experience students will successfully complete Practicum and Internship.	of 91 CMHC students enrolled in field experience courses (CNDV 5392/5394). Among them, 90 (98.8%) completed the course successfully.	about performance expectations for students enrolled in Practicum and Internship. Site supervisors must complete the training modules with a score of 80% or higher. (b) Faculty created a Telehealth training module for Practicum and Internship students who provide Telehealth services for clients at their practice sites. Students must complete the training module with a score of 80% or higher.

Table 2. Continuous Improvement Results Since Last Report

Stage 4: ACT		
Actions/Goals Based on Data Results <i>*Copy last cycle's actions/goals and report on progress toward continuous improvement on those here.</i>	Status <i>C=Complete P=Progressing N=No Action Taken</i>	Discussion of Status <i>If C, describe efforts that led to accomplishment of actions/goals. If P, provide update on progress made toward accomplishing actions/goals and what tasks remain If N, discuss why action toward accomplishing actions/goals has been delayed and what work will be initiated toward accomplishment.</i>
2020-2021 - Objective 1.1: Students will demonstrate knowledge and ability to apply a variety of models and theories related to clinical mental health counseling, including the methods, models, and principles of clinical supervision. (1) Counselor Preparation Comprehensive Examination (CPCE)	P	Exam Prep Quizzes have been added to some, but not all, of the Blackboard courses that cover the eight core content areas that the CPCE assesses. Faculty are working to devise assessments for the remaining courses.
2020-2021 - Objective 1.1: Students will demonstrate knowledge and ability to apply a variety of models and theories related to clinical mental health counseling, including the methods, models, and principles of clinical supervision. (2) National Counselor Examination (NCE)	P	Exam Prep Quizzes have been added to some, but not all, of the Blackboard courses that cover the eight core content areas that the NCE assesses. Faculty are working to devise assessments for the remaining courses.
2020-2021 - Objective 1.1: Students will demonstrate knowledge and ability to apply a variety of models and theories related to clinical mental health counseling, including the methods, models, and principles of clinical supervision. (3) Successful CACREP review	N	CACREP accreditation is no longer a goal for the CMHC Program.
2020-2021 - Objective 1.1: Students will demonstrate knowledge and ability to apply a variety of models and theories related to clinical mental health counseling, including the methods, models, and principles of clinical supervision. (4) Student retention & satisfaction	P	Spring 2023 is the first semester that students in CNDV 5304 will complete the video quiz that includes important information about the CMHC Program, and that students in CNDV 5394 will complete the exit survey in their Blackboard course. Each semester, faculty are updating and adding information to the CMHC Resources organization in Blackboard.

2020-2021 - Objective 2.1: Students will demonstrate competence and skill in conducting an intake interview, a mental status evaluation, a biopsychosocial history, a mental health history and a psychological assessment for treatment planning and caseload management. (1) Mid and Final Semester Field Experience Evaluations	C	The training modules were developed and implemented for the first time during the Fall 2022 semester.
2020-2021 - Objective 2.1: Students will demonstrate competence and skill in conducting an intake interview, a mental status evaluation, a biopsychosocial history, a mental health history and a psychological assessment for treatment planning and caseload management. (2) Demonstrate Proficiency in Counseling Skills Course	P	Faculty continue to brainstorm strategies for augmenting student performance in this area.
2020-2021 - Objective 2.1: Students will demonstrate competence and skill in conducting an intake interview, a mental status evaluation, a biopsychosocial history, a mental health history and a psychological assessment for treatment planning and caseload management. (3) Demonstrate mastery of counseling skills during Residency course	C	Goal for this measure was exceeded.
2020-2021 - Objective 3.1: Students will develop and demonstrate intrapersonal awareness and an accurate understanding of the basic motivations of self. (1) Candidate Professional Characteristics and Disposition Form	P	Spring 2023 is the first semester during which the CCS will be used to evaluate Residency 2 students' dispositions.
2020-2021 - Objective 3.2: Students will develop and demonstrate emotional sensitivity, interpersonal respect, and professional decorum in all professional interactions. (1) Candidate Professional Characteristics and Disposition Form	P	Spring 2023 is the first semester during which the CCS will be used to evaluate Residency 2 students' dispositions.
2020-2021 - Objective 3.3: Students will demonstrate openness to personal and professional growth in the professional learning process. (1) Candidate Professional Characteristics and Disposition Form	P	Spring 2023 is the first semester during which the CCS will be used to evaluate Residency 2 students' dispositions.

2020-2021 - Objective 3.4: Students will develop and demonstrate ethical responsibility, and the attitudes, demeanor and maturity necessary to perform duties of a professional counselor. (1) Candidate Professional Characteristics and Disposition Form	P	Spring 2023 is the first semester during which the CCS will be used to evaluate Residency 2 students' dispositions.
2020-2021 - Objective 3.4: Students will develop and demonstrate ethical responsibility, and the attitudes, demeanor and maturity necessary to perform duties of a professional counselor. (2) Field experience evaluations	C	Goal for this measure was exceeded.
2020-2021 - Objective 4.1: Students demonstrate the ability to apply and adhere to ethical and legal standards in clinical mental health counseling. (1) Successful Completion of Ethics course	C	Goal for this measure was exceeded.
2020-2021 - Objective 4.1: Students demonstrate the ability to apply and adhere to ethical and legal standards in clinical mental health counseling. (2) Successful Completion of Field Experience	C	The training modules were developed and implemented for the first time during the Fall 2022 semester.