

Institutional Effectiveness
2023-2024

Program: Counseling & Psychology MA

College and Department: College of Education, Counseling & Psychology

Contact: Jonathan Wiley

Mission:

The Department of Counseling and Psychology's counseling graduate programs' mission is to provide rigorous academic programs with a specific emphasis on Clinical Mental Health Counseling and School Counseling. The Clinical Mental Health Counseling Concentration prepares graduates to provide mental health services to individuals and groups in public and private settings. The School Counseling Concentration prepares graduates to address all students' academic, career, and social and emotional development needs by designing, implementing, evaluating, and enhancing a comprehensive school counseling program that promotes and enhances student success. The faculty is dedicated to developing competent and compassionate mental health professionals who can effectively address the diverse needs of individuals and communities through rigorous instruction, personal growth, and professional readiness. The department also serves the broader university community, region, state, and nation through research and public service.

Attach Curriculum Map (Educational Programs Only):

Attached Files: See Appendix 1

**SLO1: Students Will Perform at or Above the National Combined Mean in CPCE Section C4:
Career Development**

Define Outcome:

Clinical Mental Health and School Counseling students will perform at or above the national combined mean in CPCE Section C4: Career Development.

Assessment Methods:

Comparison of institutional and national combined mean scores in CPCE Section C4: Career Development, based on descriptive statistics reported by the NBCC/CCE.

Assessment Instrument: The Counseling Graduate Program within the Department of Counseling and Psychology uses the Counselor Preparation Comprehensive Examination (CPCE) published by the National Board of Certified Counselors (NBCC)/Center for Credentialing and Education (CCE) as a post-test to provide an objective and psychometrically rigorous view of the effectiveness of the curriculum and compare student data to national averages.

The CPCE covers the eight Council for the Accreditation of Counseling & Related Educational Programs (CACREP) common-core areas as defined by their Standards for Preparation:

- **Professional Counseling Orientation and Ethical Practice-** studies that provide an understanding of all aspects of professional functioning including history, roles, organizational structures, ethics, standards, and credentialing
- **Social and Cultural Diversity-** studies that provide an understanding of issues and trends in a multicultural and diverse society
- **Human Growth and Development-** studies that provide an understanding of the nature and needs of individuals at all developmental levels
- **Career Development-** studies that provide an understanding of career development and related life factors
- **Counseling and Helping Relationships-** studies that provide an understanding of counseling and consultation processes
- **Group Counseling and Group Work-** studies that provide an understanding of group development, dynamics, counseling theories, group counseling methods and skills, and other group work approaches
- **Assessment and Testing-** studies that provide an understanding of individual and group approaches to assessment and evaluation
- **Research and Program Evaluation-** studies that provide an understanding of types of research methods, basic statistics, and ethical and legal considerations in research

The eight core areas serve as the primary theoretical basis for the examination and are linked to industry professional standards. The CPCE consists of 160 multiple-choice questions, with 20 items per CACREP area. Descriptive statistics are reported based on national and institutional performance on the CPCE that include aggregate and CACREP common-core subsection performance scores.

Criteria for Success (Thresholds for Assessment Methods):

The institutional combined mean score will meet or exceed the national combined mean score in CPCE Section C4: Career Development.

Link to 'Tech Tomorrow' Strategic Plan:

Results and Analysis:

Career TTU 11.9 Career National 11.0.

TN Tech outperforms the National Mean by 0.9 points, marking a strong improvement compared to previous years. Results are above the national combined mean in CPCE Section C4: Career Development.

Historical Trends: CPCE Section C4

Academic Year	TN Tech Mean	National Mean	Trend
2023-2024	11.9	11.0	↑+
2022-2023	10.3	10.3	=
2021-2022	10.6	10.4	↑+
2020-2021	9.9	10.8	-
2019-2020	9.1	9.9	-
2018-2019	10.9	10.3	↑↑+↑↑↑
2017-2018	8.2	9.4	-
2016-2017	8.5	10.3	-

Use of Results to Improve Outcomes:

The textbook has been updated, and the organization of the summative assignment has been revised to facilitate the chunking of content and the implementation of peer-review methods within the classroom. Additionally, several new faculty members are teaching the Career Counseling and Development course, and it is recommended that we continue monitoring this SLO to ensure that these curriculum changes maintain the recent performance.

**SLO2: Students Will Perform at or Above the National Combined Mean in CPCE Section C5:
Counseling and Helping Relationships**

Define Outcome:

Clinical Mental Health and School Counseling students will perform at or above the national combined mean in CPCE Section C5: Counseling and Helping Relationships.

Assessment Methods:

Comparison of institutional and national combined mean scores in CPCE Section C5: Counseling and Helping Relationships, based on descriptive statistics reported by the NBCC/CCE.

Assessment Instrument: The Counseling Graduate Program within the Department of Counseling and Psychology uses the Counselor Preparation Comprehensive Examination (CPCE) published by the National Board of Certified Counselors (NBCC)/Center for Credentialing and Education (CCE) as a post-test to provide an objective and psychometrically rigorous view of the effectiveness of the curriculum and compare student data to national averages.

The CPCE covers the eight Council for the Accreditation of Counseling & Related Educational Programs (CACREP) common-core areas as defined by their Standards for Preparation:

- **Professional Counseling Orientation and Ethical Practice-** studies that provide an understanding of all aspects of professional functioning including history, roles, organizational structures, ethics, standards, and credentialing
- **Social and Cultural Diversity-** studies that provide an understanding of issues and trends in a multicultural and diverse society
- **Human Growth and Development-** studies that provide an understanding of the nature and needs of individuals at all developmental levels
- **Career Development-** studies that provide an understanding of career development and related life factors
- **Counseling and Helping Relationships-** studies that provide an understanding of counseling and consultation processes
- **Group Counseling and Group Work-** studies that provide an understanding of group development, dynamics, counseling theories, group counseling methods and skills, and other group work approaches
- **Assessment and Testing-** studies that provide an understanding of individual and group approaches to assessment and evaluation
- **Research and Program Evaluation-** studies that provide an understanding of types of research methods, basic statistics, and ethical and legal considerations in research

The eight core areas serve as the primary theoretical basis for the examination and are linked to industry professional standards. The CPCE consists of 160 multiple-choice questions, with 20 items per CACREP area. Descriptive statistics are reported based on national and institutional performance on the CPCE that include aggregate and CACREP common-core subsection performance scores.

Criteria for Success (Thresholds for Assessment Methods):

The institutional combined mean score will meet or exceed the national combined mean score in CPCE Section C5: Counseling and Helping Relationships.

Link to 'Tech Tomorrow' Strategic Plan:

Results and Analysis:

Counseling and Helping Relationships TTU 10.6 Counseling and Helping Relationships National 10.7.

The means are very close to each other, with TN Tech (10.6) just slightly below the National Mean (10.7), showing that both are performing at nearly the same level in this year. Results are below the national combined mean in CPCE Section C5: Counseling and Helping Relationships.

Historical Trends: CPCE Section C5

Academic Year	TN Tech Mean	National Mean	Trend
2023-2024	10.6	10.7	–
2022-2023	10.5	9.8	↑+
2021-2022	11.8	10.5	+↑
2020-2021	10.7	10.4	↑+
2019-2020	11.4	9.4	↑+
2018-2019	8.6	11.4	–
2017-2018	11.7	11.9	–

2016-2017	10.5	11.4	—
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Use of Results to Improve Outcomes:

The textbook utilized in the counseling skills course was changed in 2023. Given that this is a foundational course, we anticipate an improvement in student performance outcomes.

Students affected by this curricular modification will be required to take the CPCE during the 2024-2025 academic year. Furthermore, reducing the student-to-faculty ratio in foundational counseling skills courses is recommended to facilitate enhanced attention and feedback for students enrolled in the 2024-2025 academic session.

**SLO3: Students Will Perform At or Above the National Combined Mean in CPCE Section C6:
Group Counseling and Group Work**

Define Outcome:

Clinical Mental Health and School Counseling students will perform at or above the national combined mean in CPCE Section C6: Group Counseling and Group Work.

Assessment Methods:

Comparison of institutional and national combined mean scores in CPCE Section C6: Group Counseling and Group Work, based on descriptive statistics reported by the NBCC/CCE.

Assessment Instrument: The Counseling Graduate Program within the Department of Counseling and Psychology uses the Counselor Preparation Comprehensive Examination (CPCE) published by the National Board of Certified Counselors (NBCC)/Center for Credentialing and Education (CCE) as a post-test to provide an objective and psychometrically rigorous view of the effectiveness of the curriculum and compare student data to national averages.

The CPCE covers the eight Council for the Accreditation of Counseling & Related Educational Programs (CACREP) common-core areas as defined by their Standards for Preparation:

- **Professional Counseling Orientation and Ethical Practice-** studies that provide an understanding of all aspects of professional functioning including history, roles, organizational structures, ethics, standards, and credentialing
- **Social and Cultural Diversity-** studies that provide an understanding of issues and trends in a multicultural and diverse society
- **Human Growth and Development-** studies that provide an understanding of the nature and needs of individuals at all developmental levels
- **Career Development-** studies that provide an understanding of career development and related life factors
- **Counseling and Helping Relationships-** studies that provide an understanding of counseling and consultation processes
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- **Assessment and Testing-** studies that provide an understanding of individual and group approaches to assessment and evaluation
- **Research and Program Evaluation-** studies that provide an understanding of types of research methods, basic statistics, and ethical and legal considerations in research

The eight core areas serve as the primary theoretical basis for the examination and are linked to industry professional standards. The CPCE consists of 160 multiple-choice questions, with 20 items per CACREP area. Descriptive statistics are reported based on national and institutional performance on the CPCE that include aggregate and CACREP common-core subsection performance scores.

Criteria for Success (Thresholds for Assessment Methods):

The institutional combined mean score will meet or exceed the national combined mean score in CPCE Section C6: Group Counseling and Group Work.

Link to 'Tech Tomorrow' Strategic Plan:

Results and Analysis:

Group TTU 11.4, Group National 10.2

TN Tech's performance is higher than the national average by 1.2 points in 2023-2024, marking a positive trend for TN Tech. Results are above the national combined mean in CPCE Section C6: Group Counseling and Group Work.

Historical Trends: CPCE Section C6

Academic Year	TN Tech Mean	National Mean	Trend
2023-2024	11.4	10.2	+↑
2022-2023	12.9	11.4	↑+
2021-2022	12.5	11.5	↑+
2020-2021	12.1	12.3	–
2019-2020	12.0	11.3	+↑
2018-2019	9.3	11.7	–
2017-2018	11.6	10.8	↑+
2016-2017	11.8	11.8	=

Use of Results to Improve Outcomes:

Over the past three years, group scores in CPCE Section C6: Group Counseling and Group Work have consistently surpassed the national combined mean score. Recently, a significant curricular change has been implemented, involving the engagement of doctoral students to facilitate experiential training groups alongside master's students enrolled in the group counseling course. This modification aims to enhance the quality of the experiential training groups. Given this recent structural and curricular adjustment, it is advisable to continue monitoring this student learning outcome.

Summative Evaluation:

The Counseling and Psychology MA program meets or exceeds industry standards in key areas of student learning, as shown by the Counselor Preparation Comprehensive Examination (CPCE) results. This exam measures student knowledge in eight core areas set by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). The latest results highlight the program's strengths and areas for improvement. We use national benchmarks from the CPCE to effectively evaluate the program. We continually improve our curriculum and teaching methods to support our students' success. Each student learning outcome (SLO) includes plans for using results to make improvements, guiding our review cycle for 2024-2025.

Assessment Plan Changes:**List of Appendices:**

Appendix 1: Curriculum Map

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TTU CACREP COURSE MAP FOR CMHC AND SC									
Section II Standards		COUN 6320 Group Counseling	COUN 6360 Counseling Skills	COUN 6362 Counseling Theories	COUN 6410 Career Counseling and Development	COUN 6680 Trauma, Grief, and Crisis Counseling	COUN 6800 Practicum	COUN 6820/6821 Internship in Mental Health Counseling	COUN 6830/7830 Internship in School Counseling
	2.F.4. CAREER DEVELOPMENT- studies that provide an understanding of career development and related life factors				X				
	2.F.5. COUNSELING AND HELPING RELATIONSHIPS - studies that provide an understanding of the counseling process in a multicultural society		X	X		X	X	X	X
	2.F.6. GROUP COUNSELING AND GROUP WORK - studies that provide both theoretical and experiential understandings of group purpose, development, dynamics, theories, methods, skills, and other group approaches in a multicultural society	X							