

Institutional Effectiveness
2024-2025

Program: Counseling and Psychology MA

College and Department: College of Education & Human Sciences, 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.

Attached Files: See Appendices 2 and 3

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.

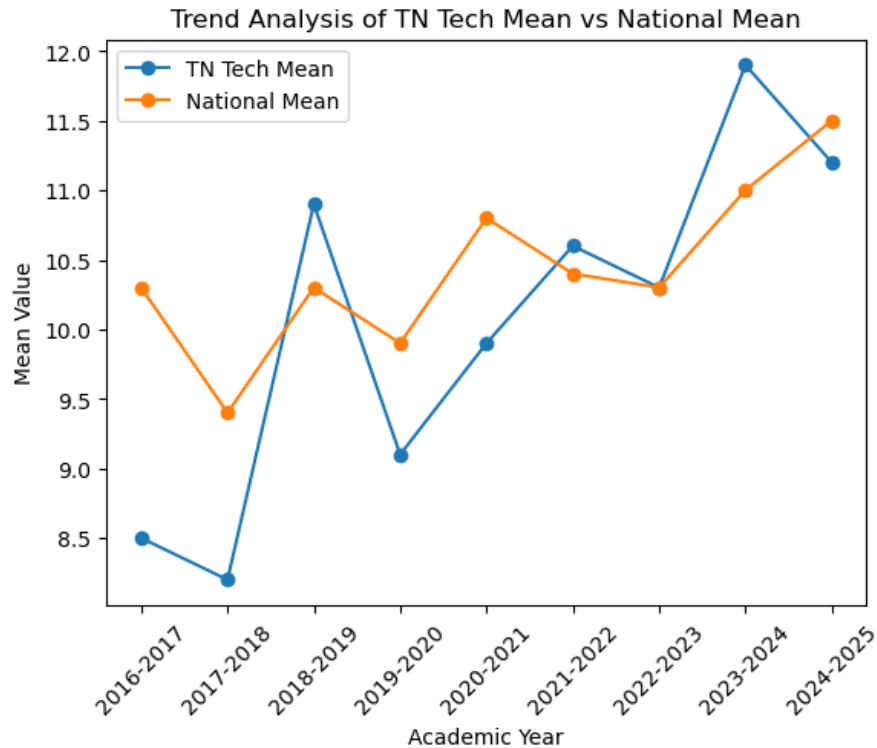
Results and Analysis:

Career TTU 11.2; Career National 11.5. TN Tech performed below the national combined mean in CPCE Section C4: Career Development by 0.3 points, marking a slight decrease compared to previous years' results. The means are very close to each other, with TN Tech (11.2) slightly below the national mean (11.5), showing that both are performing at nearly the same level this year.

Historical Trends: CPCE Section C4

Academic Year	TN Tech Mean	National Mean	Trend
2024-2025	11.2	11.5	-
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:

Use of Results for Improvement: In recent years, 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. Although these changes improved scores on this SLO, the observed discrepancy in combined means for 2024-2025 warrants further observation of how these curricular changes impact performance year over year. Additionally, as of 2024-2025, new faculty members are teaching the Career Counseling and Development course. We recommend monitoring this SLO to ensure 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.

Attached Files: See Appendix 3

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.

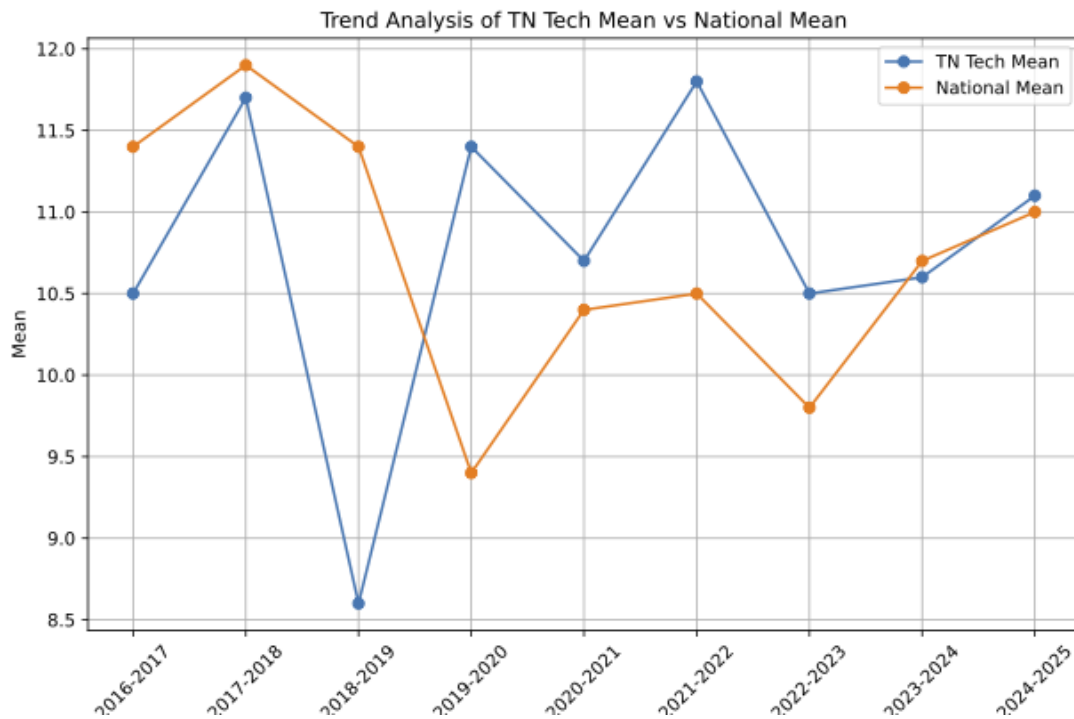
Results and Analysis:

Counseling and Helping Relationships TTU 11.1; Counseling and Helping Relationships national 11.0. TN Tech outperformed the national mean by 0.1 points, marking an improvement compared to previous years' results. The means are very close to each other, with TN Tech (11.1) slightly above the national mean (11.0), showing that both are performing at nearly the same level this year.

Historical Trends: CPCE Section C5

Academic Year	TN Tech Mean	National Mean	Trend
2024-2025	11.1	11.0	↑
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	-



Use of Results to Improve Outcomes:

The textbook utilized in the counseling skills course was changed in 2023 to be consistent across each section of this course, contributing to this student learning outcome. Students affected by this curricular modification will be required to take the CPCE during the 2024-2025 academic year, and we observed an improvement in student performance outcomes from 2023-2024. We should continue monitoring this SLO to ensure that these curriculum changes maintain the recent performance and observe longitudinal performance.

**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.

Attached Files: See Appendix 3

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.

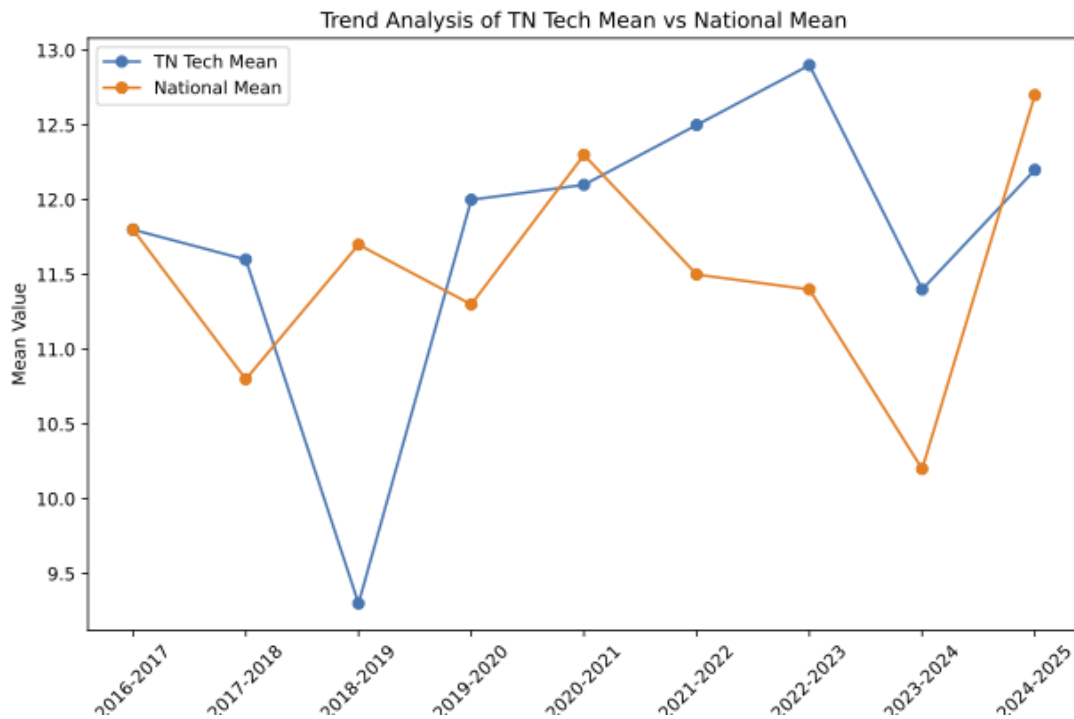
Results and Analysis:

Group TTU 12.2, Group National 12.7. TN Tech's performance is lower than the national average by 0.5 points in 2024-2025, marking a trend for TN Tech that nearly matches the national mean for CPCE Section C6. Results are below 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
2024-2025	12.2	12.7	-
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:

From 2021-2022 to 2023-2024, group scores in CPCE Section C6: Group Counseling and Group Work consistently exceeded the national combined mean score. Although 2024-2025 scores performed below the national mean, we are observing relative year-over-year stability in the performance of this student learning outcome. Given the recent curricular change involving the engagement of doctoral students to facilitate experiential training groups alongside master's students enrolled in the group counseling course, it is advisable to continue monitoring this student learning outcome. Exploration of how to integrate group counseling competencies throughout the counseling curriculum is also warranted to help bolster student performance on this metric.

Summative Evaluation:

During the 2024–2025 assessment cycle, the Counseling and Psychology MA program evaluated student performance across three key Student Learning Outcomes (SLOs) using the Counselor Preparation Comprehensive Examination (CPCE). The results revealed areas of both strength and concern, prompting targeted action plans to enhance student learning and maintain alignment with national standards. The Counseling and Psychology MA program remains committed to continuous improvement through data-informed decision-making. While SLO2 shows encouraging progress, SLO1 and SLO3 highlight areas requiring sustained attention. The action plans for 2025–2026 reflect a proactive approach to curriculum development, faculty engagement, and instructional innovation to enhance student success and maintain high standards of professional preparation.

- *SLO1 Action Plan for 2025-2026:* The program will continue to monitor this outcome closely, evaluating the long-term impact of curricular revisions and faculty transitions. If performance does not improve, additional instructional support or refinements may be considered.
- *SLO2 Action Plan for 2025-2026:* The program will maintain the current textbook and monitor longitudinal performance. To solidify and expand upon these gains, further instructional enhancements may be explored.
- *SLO3 Action Plan for 2025-2026:* The program will continue to assess the impact of experiential training groups and explore ways to embed group counseling competencies more broadly across the curriculum. Additional experiential learning opportunities may be introduced to strengthen student outcomes in this area.

Assessment Plan Changes:

The assessment plan for 2024-2025 will also be used in 2025-2026 to continue monitoring these SLOs.

List of Appendices:

Appendix 1: Counseling and Psychology MA Curriculum Map

Appendix 2: Qualtrics Survey

Appendix 3: Counseling and Psychology Assessment Instruments

Appendix 1: Counseling and Psychology MA Curriculum Map

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							

Appendix 2: Qualtrics Survey

Q1

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▼ Skip to

End of Survey if No, I do not wish to partic... Is Selected

The following survey is for graduate students in the Department of Counseling and Psychology at Tennessee Tech University. The intention of this brief survey is to understand more about your learning experiences. The survey should only take 5 minutes to complete and all responses are collected anonymously. The results will be used to help shape future decisions in our programs. Thank you for your willingness to participate. Any questions about this survey can be sent to edcp@tntech.edu.

Please select 'Yes' if you agree to participate:

☐ Yes, I agree to participate.

☐ No, I do not wish to participate.

▲

Import from library

Add new question

Add Block

▼ Block 1

Q2

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What is your current graduate concentration + program?

☐ Psychology MA

☐ Clinical Mental Health Counseling MA

☐ Clinical Mental Health Counseling EdS

☐ School Counseling MA

☐ School Counseling EdS

☐ School Psychology MA

☐ School Psychology EdS

☐ Counseling and Supervision PhD

Appendix 2: Qualtrics Survey, continued

Q3

What is your current status in the program?

- ☐ Just starting the program
- ☐ More than 12 hours completed
- ☐ Almost finished program of study

 Import from library

Add new question

Add Block

Block 2

Q4



Please indicate your level of agreement with each of the questions below as they relate to your experience in the graduate concentration selected above.

	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
My instructors are effective teachers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The courses are relevant for those in the field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The program develops effective skills for the profession.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The program provides relevant real-world experience.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend this program to others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, this is an excellent graduate program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

 Import from library

Add new question

Appendix 2: Qualtrics Survey, continued

Q5

Any other comments you'd like to share?



Import from library

Add new question

Add Block

End of Survey

We thank you for your time spent taking this survey.

Your response has been recorded.

Appendix 3: Counseling and Psychology Assessment Instruments

Assessment Instrument: The Counseling Graduate Program within the Department of Counseling and Psychology use 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:

1. **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
2. **Social and Cultural Diversity**- studies that provide an understanding of issues and trends in a multicultural and diverse society
3. **Human Growth and Development**- studies that provide an understanding of the nature and needs of individuals at all developmental levels
4. **Career Development**- studies that provide an understanding of career development and related life factors
5. **Counseling and Helping Relationships**- studies that provide an understanding of counseling and consultation processes
6. **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
7. **Assessment and Testing**- studies that provide an understanding of individual and group approaches to assessment and evaluation
8. **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.