



M.S. in Counseling
1104 Seventh Ave S. Moorhead MN 56563

Minnesota State University Moorhead Counseling Master's Program

Program Evaluation Outcomes Report
2021-2022

The following Program Evaluation Outcomes Report is posted on the program website and contains the Counseling Master's Program summary of evaluation results, subsequent program modifications, and any other substantial program changes. This report is in accordance with CACREP standard AA.6 Program Assessment and Evaluation.

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MSUM Counseling Master's Program Outcomes Annual Report 2021-2022

Purpose of This Report

This report is written in accordance with CACREP 2009 Standard AA., specifically AA.6. The purpose of the report is to document and distribute the systematic program evaluation with any program modifications to students in the program, faculty, institutional administrators, and personnel in cooperating agencies, and the public.

Program Mission Statement

The mission of the Counseling program is to prepare highly skilled counselors who are knowledgeable in human development and counseling theory. Students are prepared for careers as professional clinical mental health providers, school counselors, or addiction counselors. The program allows students the opportunity to discover their passions and prepare students to have strong counseling skills, writing skills, and sense of professionalism. The Counseling program primarily serves residents of Minnesota, North Dakota, and South Dakota with the versatility to understand other cultures and worldviews.

Key words: caring community, rigor, and versatility to shape a changing world

Program Vision Statement

The Counseling program will be a welcoming educational community that places high expectations upon its students by offering rigorous courses of study that comply with the Council for Accreditation of Counseling Related Educational Programs (CACREP) Standards. The Counseling program encourages innovative and intellectual growth through close student-faculty mentorship, offering opportunities for continual growth and professional development.

Key words: faculty-mentored research, intellectual growth, encourages students to become versatile, thoughtful, innovative, and engaged leaders who contribute to their professions and their communities

CACREP Programs

The MSUM Counseling Master's Program has two CACREP accredited programs including the School Counseling emphasis area and the Clinical Mental Health emphasis area. The Counseling and Student Affairs emphasis area was discontinued in December 2019.

Program Overview and Demographics

Since 1965, the Counseling Master's Program at Minnesota State University Moorhead (MSUM) has been educating and preparing high quality counselors, educators and student affairs professionals. Since becoming a CACREP accredited program, the University has offered a high-caliber curriculum and professional preparation standards to meet the critical need for counseling professionals across the northern Midwestern states. Courses are offered after 4:30 PM in a variety of delivery formats, including online, hybrid, and face-to-face class periods. In 2020, there were 20 graduates from the Counseling Master's program. This included a total of 9 School Counseling students and 11 Clinical Mental Health Counseling students. In 2020/2021 22% students that were enrolled in the program identified as BIPOC.

Students graduating in the expected time period per emphasis area were: Clinical Mental Health at 89% and School Counseling at 82%. The expected time period for graduation is two years for full-time students and three to five years for part-time students.

Students also have found success finding employment in their field of study. The percentage of graduates that have found employment in their chosen field by emphasis area are Clinical Mental Health at 100% and School Counseling at 100%.

Our graduates continue to excel on licensing examinations, including the Counselor Preparation Comprehensive Examination (CPCE) and the National Counselor Examination (NCE). 100% of students passed the NCE, and 100% of students received passing scores on the CPCE. Our current students have demonstrated a professional counselor identity through active participation in recognized and funded student organizations such as our Alpha Chapter of Chi Sigma Iota (CSI) and the Counseling Student Organization (CSO). Professional counselor identity was further enhanced through community advocacy projects, participation at the MSUM Student Academic Conference, attendance at the American Counseling Association (ACA) national conference, and service to the community through volunteering in local mental health and substance abuse awareness events.

Statistics	2019	2020	2021
Completed Applications	24	42	58
Applicants Accepted	17	32	40
Number of students enrolled	39	49	48
Number of Graduates	27	20	11

Clinical Mental Health Counseling Emphasis

Statistics	2019	2020	2021
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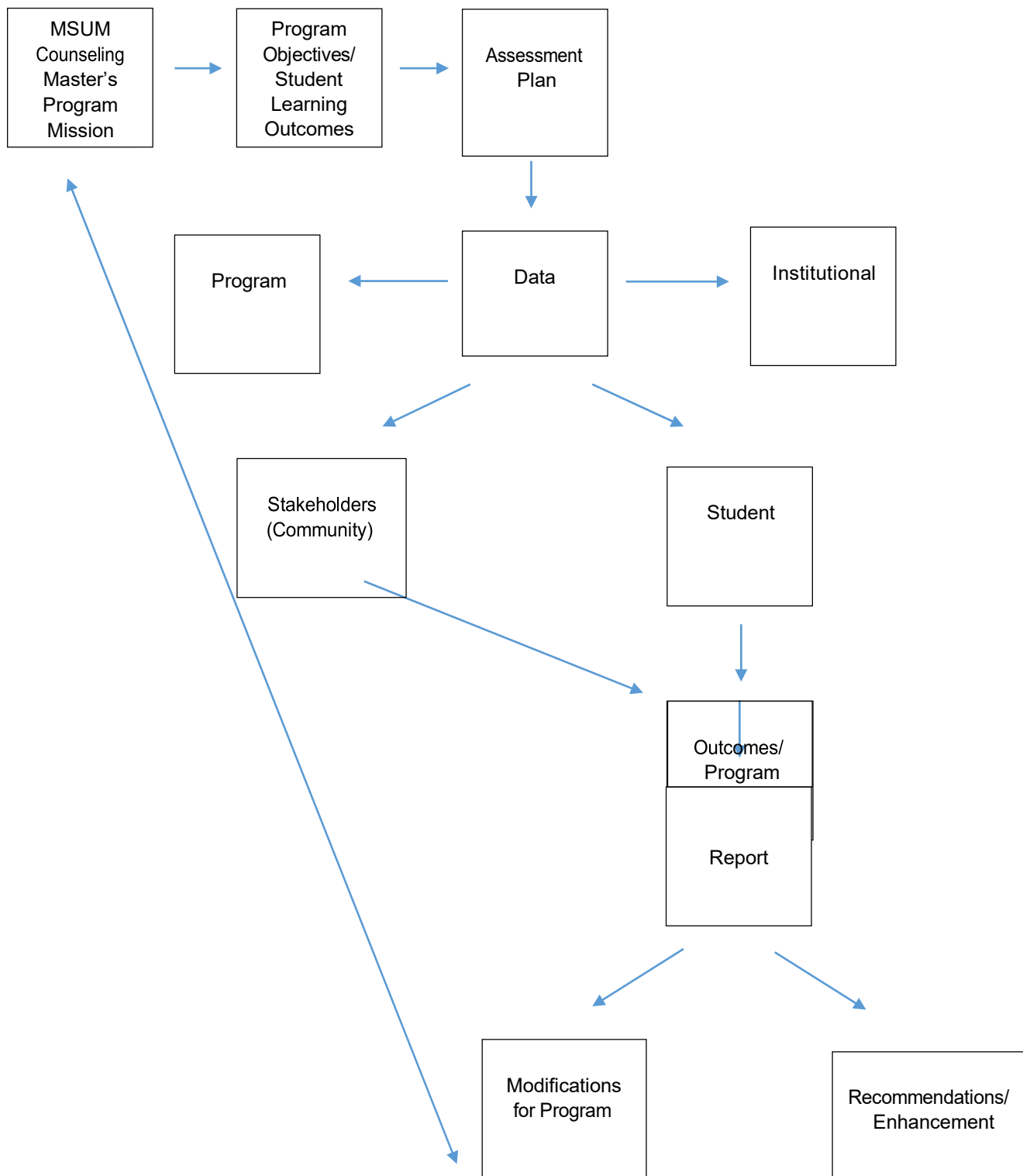
Number of graduates	14	11	6
Completion Rate (2 years)	90%	89%	92%
Job Placement Rate	100%	100%	100%
Licensure Pass Rate (NCE)	100%	100%	100%
CPCE Pass Rate	100%	100%	100%

School Counseling Emphasis

Statistics	2019	2020	2021
Number of graduates	9	9	5
Completion Rate (2 years)	92%	82%	100%
Job Placement Rate	96%	100%	100%
CPCE Pass Rate	100%	100%	100%

Program Evaluation Data and Collection Procedures

Program Assessment Plan



Assessment of Student Learning Outcomes

Program Objectives and Assessment Measures 2020/2021

Program Objective	Course Number/Name	Assignment/Measure	Rubric	Average Scores
Professional orientation/Ethics	COUN 641 Professional Orientation and Ethics	Professional Identity Paper/ Ethics Case Study	Professional Identity Rubric/ Case Study Rubric	50/50
Social Cultural	COUN 615 Social and Cultural Foundations of Counseling	World View Paper	World View Paper Rubric	60/60
Human Growth	COUN 614 Human Growth and Development	Developmental Assessment Paper	Developmental Assessment Paper Rubric	50/50
Career	COUN 613 Career Counseling	Career Portfolio	Career Portfolio Rubric	29.45/30
Helping Relationships	COUN 620 Counseling Skills	Live/Recorded Sessions	Live and Recorded Session Rubrics	48.3/50
Group	COUN 630 Group Counseling	Group Experience Paper	Group Experience Paper Rubric	9.95/10
Assessment	COUN 612 Assessment and Appraisal	Assessment Critique	Assessment Critique Rubric	25/25
Research	COUN 605 Research Methods	Research Proposal	Research Proposal Rubric	46.94/50
Theories	COUN 611 Theories of Counseling	Theoretical Orientation Paper	Theoretical Orientation Paper Rubric	19.86/20
Trauma	COUN 682 Trauma	Trauma Toolkit Presentation	Trauma Toolkit Presentation Rubric	24.73/25

	Informed Counseling			
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Program Evaluation Data

Counseling Program Student Survey

The survey used a Likert rating scale with the following:

0	Not able to observe/evaluate.
1 Unsatisfactory	Do not understand or perform concepts underlying the core area or its components.
2 Basic	Understand concepts in the core area and attempt to implement elements. However, implementation is not always achieved or successful.
3 Satisfactory	Understand and demonstrated knowledge and skills underlying the core area or its components and generally implement them well.
4 Proficient	Understand and demonstrate specific understanding of knowledge and skills included in the core area and implement .

Master's Program Current Student Survey Results Summary 2020/2021	
QUESTION/PROMPT	RESPONSE SUMMARY
Number of semesters completed in the program:	6-20% 5-20% 3-20% 2-40%
Part-time or Full-Time:	Part-Time- 16% Full-Time- 84%

Gender:	Female- 88% Male- 12%
What is your racial or ethnic identity?	Hispanic or Latino/a- 3.85% Caucasian (other than Hispanic)- 96.15%
What is your emphasis area in the Counseling Master's Program?	School Counseling- 28% Clinical Mental Health Counseling- 64% Addiction Counseling- 8%
COUNSELING ETHICS AND FOUNDATIONS- Can demonstrate knowledge and application of ethical standards and decision-making models: (Rating scale 0-4)	0-0.00% 1- 0.00% 2- 0.00% 3- 40.00% 4- 60.00%
COUNSELING ETHICS AND FOUNDATIONS- Can demonstrate an understanding of my own beginning counselor identity, professional competencies and scope of practice. (Rating scale 0-4)	0-0.00% 1- 0.00% 2- 0.00% 3- 36.00% 4- 64.00%
COUNSELING SKILLS- Can demonstrate their ability to use intentional counseling skills while maintaining an empathic, nonjudgmental, and professional disposition. (Rating scale 0-4)	0- 0.00% 1- 0.00% 2- 8% 3- 24% 4- 68%
SOCIAL AND CULTURAL FOUNDATIONS OF COUNSELING- Can demonstrate an understanding of issues related to diversity and privilege in counseling as it pertains to my experience and that of the clients and students that I will serve. (Rating scale 0-4)	0- 0.00% 1- 0.00% 2- 8.00% 3- 44.00% 4- 48.00%
COUNSELING THEORIES- Can display knowledge in a variety of counseling theories and can effectively integrate and apply theoretical techniques. (Rating Scale 0-4)	0- 0.00% 1- 0.00% 2- 12.00% 3- 60.00% 4- 28.00%
TRAUMA-INFORMED COUNSELING- Can demonstrate the ability to provide trauma informed care as part of a Compassionate Community in my work with clients and students. (Rating scale 0-4)	0- 25.00% 1- 4.17% 2- 12.50% 3- 12.50% 4- 45.83%

<p>GROUP COUNSELING- Can display knowledge and understanding of theories and principles of group dynamics and facilitate group process using knowledge of methods and skills in a direct group process. (Rating scale 0-4).</p>	<p>0- 0.00% 1- 4.00% 2- 12.00% 3- 32.00% 4- 52.00%</p>
<p>RESEARCH METHODS- Can demonstrate an ability to critique and use research methods, statistical analysis, and program evaluation to understand how to advance the counseling profession. (Rating scale 0-4)</p>	<p>0- 4.00% 1- 0.00% 2- 28.00% 3- 44.00% 4- 24.00%</p>
<p>ASSESSMENT- Can demonstrate knowledge of a variety of assessment methods, skills, including individual and group approaches to assessments and evaluation. (Rating scale 0-4)</p>	<p>0- 12.50% 1- 0.00% 2- 29.17% 3- 37.50% 4- 20.83%</p>
<p>CAREER COUNSELING- Can demonstrate an understanding and application of the career development process over the life span, career decision-making, and various assessment and sources of information used to provide career counseling. (Rating scale 0-4)</p>	<p>0- 8.00% 1- 0.00% 2- 16.00% 3- 44.00% 4- 32.00%</p>
<p>How well do you feel the Counseling Master's Program is preparing you to work in the field of your emphasis area? (Rating scale 0-4)</p>	<p>0-0.00% 1- 0.00% 2- 0.00% 3- 36.00% 4- 64.00%</p>
<p>How relevant do you feel the courses and course material is towards your future profession in Counseling?</p>	<p>Irrelevant- 0.00% Somewhat irrelevant- 0.00% Somewhat relevant- 16.00% Relevant- 84.00%</p>

Summary of Findings from Master's Program Current Student Surveys

Strengths:

- Inclusion and multicultural counseling topics in course material
- Student growth and development
- Faculty are supportive, knowledgeable, flexible, and experienced.
- Experiential learning is incorporated throughout the program
- Assignments are valuable and relevant

Areas of Improvement:

- More interactive skills practice throughout the program
- More class meetings and discussion
- More experiential components in classes
- Balance assignments and work load throughout the semester

Alumni Survey

There were no responses to the alumni survey that was sent out this year.

Employer Survey

The Employer Survey used the following Likert Scale:

- 1- Poorly prepared
- 2- Fairly prepared
- 3- Moderately prepared
- 4- Well prepared
- 5- Very well prepared
- 6- Not observed

Master's Program Employer Survey Results Summary 2021/2022

QUESTION/PROMPT	RESPONSE SUMMARY
Employee demonstrates knowledge of Human Growth and Development (studies that provide an understanding of the nature and needs of individuals at all developmental levels).	1-0.00% 2-0.00% 3-0.00% 4-50.00% 5-50.00% 6-0.00%
Employee demonstrates knowledge of Social and Cultural Foundations (studies that provide an understanding of issues and trends in a multicultural and diverse society).	1-0.00% 2-0.00% 3-0.00% 4-0.00%

	5-100% 6-0.00%
Employee demonstrates knowledge of Helping Relationships (studies that provide an understanding of counseling and consultation processes).	1-0.00% 2-0.00% 3-0.00% 4-50.00% 5-50.00% 6-0.00%
Employee demonstrates knowledge of Group Work (studies that provide an understanding of group development, dynamic, counseling theories, group counseling methods and skills, and other group work approaches).	1-0.00% 2-0.00% 3-0.00% 4-50.00% 5-0.00% 6-50.00%
Employee demonstrates knowledge of Career and Lifestyle Development (studies that provide an understanding of career development and related life factors).	1-0.00% 2-0.00% 3-0.00% 4-100.00 5-0.00% 6-0.00%
Employee demonstrates knowledge of Appraisal (studies that provide an understanding of individual and group approaches to assessment and evaluation).	1-0.00% 2-0.00% 3-0.00% 4-0.00% 5-100.00% 6-0.00%
Research and Program Evaluation	1-0.00% 2-0.00% 3-0.00%

	4-0.00%
	5-0.00%
	6-100%
Employee demonstrates knowledge of Professional Orientation (studies that provide an understanding of all aspects of professional functioning including history, roles, organizational structure, ethics, standards, and credentialing).	1-0.00%
	2-0.00%
	3-0.00%
	4-100.00%
	5-0.00%
	6-0.00%

Summary of Findings from Master's Program Employer Surveys

Strengths:

- Student development and preparation
- Encouragement of students to work in related part-time positions during the program

Areas of Improvement:

- More preparation for job searching and interviewing

[New Student Orientation Survey](#)

Master's Program New Student Orientation Survey Results Summary 2021/2022	
QUESTION/PROMPT	RESPONSE SUMMARY
I understand my responsibilities as a Graduate student:	80% "Strongly Agree" 20 % "Agree"
I understand the Mission and Vision of the COUN program:	100% "Strongly Agree"

I understand the Core Values of the COUN program:	90% “Strongly Agree” 10% “Agree”
I have an understanding of the Student Learning Outcomes:	Strongly Agree- 70% Agree- 30%
I know about various opportunities to be engaged in program activities and professional associations:	60% “Strongly Agree” 40% “Agree”
The Graduate Peer Advisor program was explained well:	Strongly Agree- 50% Agree- 40% Neutral- 10%
I have a better understanding of what to expect from the COUN program:	Strongly Agree- 70% Agree- 30%

Site Supervisor Survey

The site supervisor survey utilized the following Likert scale:

- 1-Strongly Disagree
- 2-Disagree
- 3-Neither agree nor disagree
- 4-Agree
- 5-Strongly Agree

MSUM Counseling Master's Program Site Supervisor Survey 2021/2022	
QUESTION/PROMPT	RESPONSE AVERAGE
Opportunity to connect with counseling faculty: (Likert Rating Scale 1-5)	Mean Score= 4.64
Counseling faculty responded to your concerns in a timely manner (48 hours): (Likert Rating Scale 1-5)	Mean Score= 4.71
Generally felt supported by counseling faculty: (Likert Rating Scale 1-5)	Mean Score= 4.79
Any issues you identified were addressed: (Likert Rating Scale 1-5)	Mean Score= 4.64
You felt listened to regarding the above actions: (Likert Rating Scale 1-5)	Mean Score= 4.79

Summary of Findings from Master's Program Site Supervisor Surveys

Strengths:

- Great experience for site and student
- Students are well-prepared for Internship

- Excellent communication/responsiveness from faculty

Areas for improvement:

- Difficulty with Tk20
- Site supervisor feedback forms

Program Modifications

The MSUM Counseling Master's Program have made several changes based on feedback from surveys, and formal/informal feedback from stakeholders. These changes include more detailed feedback from site supervisors on a practicum/internship student's progress and development, changes to the Social and Cultural Foundations of Counseling course, and further developing the student's professional disposition component of the program.

The Practicum/Internship coordinator identified the need for more two-way communication from sites supervisors and for faculty to have a more accurate picture of student's development and progress in practicum and internship. The site supervisor feedback forms were developed to align with CACREP standards in emphasis specific competencies and professionalism and ethics. The feedback forms are sent to site supervisors to complete every two weeks and after completed the Practicum/Internship coordinator distributes them to faculty to review. They are part of ongoing discussion on student's development throughout practicum and internship and the program. This has helped monitor growth and identify areas of concern earlier to follow up on with the student and site.

The Social and Cultural Foundations of Counseling course has been a topic at several faculty meetings in how to best align the course with CACREP standards, Program Learning Objectives, and student learning and growth. The faculty have identified supplementary textbooks that can aid in student learning in diversity, equity, and inclusion and revised class meeting content.

The faculty received feedback from site supervisors on professionalism and revised the professional disposition statement and policy to be more comprehensive for the program. This includes having a professional disposition rubric that each student will receive after their first year in the program and in the semester prior to graduation. This is filled out at a faculty meeting with all faculty input and presented to the student by their advisor. This can help identify any areas for concern and display ongoing assessment of professional disposition in the program.

Recommendations for Program Improvements

The Faculty in the Counseling Master's Program held a Student Feedback Meeting on April 11th, 2022. This meeting was scheduled a month in advance and the students were invited to attend this meeting through the listserv and provided one reminder about the meeting. There were no attendees at the meeting. The faculty discussed ways to potentially invite students to participate in feedback in the future. The faculty also reviewed the student survey at this meeting and discussed areas to continually improve on program objectives and student learning.

The program faculty took feedback from students, site supervisors, stakeholders and developed a formal counseling skills evaluation form. This will be implemented at midsemester point in the COUN 620 Counseling skills course and at the end of the course. It will also be implemented throughout practicum and internship to further evaluate and provide feedback on student's skill development throughout the program.

The program faculty have continued to evaluate and implement the visioning process that the program participated in Spring of 2021. As a part of this visioning process the program identified that we are currently at 22% students that identify as BIPOC in the program. The program is committed to MN State Equity 2030 and want to be at 30% students that identify as BIPOC in the program. This will be double the Moorhead community percentage of 15%. The program will get there by continuing to provide the option of students attending the program entirely online. This will help us reach BIPOC students and American Indian Reservations. The program will review percentages of diverse student population each year. The timeframe is 3 years in the Spring of 2024. This is line with MSUM Wildly Important Goal and Strategic Anchor of Equity and Diversity.