

1. PROFESSIONAL COUNSELING ORIENTATION AND PROFESSIONAL PRACTICE			
Key Performance Indicators	Related CACREP Standards	Courses Measured	Type of Assessment
<p><u>KPI 1.1 Knowledge</u> Counseling students will demonstrate an in-depth knowledge of ethical practices of counseling profession; adopt the identity, values, and conduct of the counseling profession;</p> <p><u>KPI 1.2 Skill</u> Counseling students will display knowledge of the legal issues that impact the profession and practice of counseling; and, exhibit the ability to practice skillfully within the ethical guidelines established by the ACA.</p>	Section 2, F: 1.a., 1.b., 1.c., 1.d., 1.e., 1.f., 1.g., 1.h., 1.i., 1.j., 1.k., 1.l., 1.m.	CHS 401: <i>Professional Orientation and Ethical Practice in Counseling</i>	A grade of 80% or higher on the final exam in CHS 401
2. SOCIAL AND CULTURAL DIVERSITY			
Key Performance Indicators	Related CACREP Standards	Courses Measured	Type of Assessment
<p><u>KPI 2.1 Knowledge</u> Counseling students will demonstrate knowledge of the effects of systemic, social, and cultural factors on human behavior, both on those who hold dominant and non-dominant culture identities and social locations;</p> <p><u>KPI 2.2 Skill</u> Counseling students will demonstrate understanding of how the dynamics of power, privilege, and oppression impact clients' lived experiences, the</p>	<p>Section 2, F: 2.a., 2.d., 2.e., 2.g., 2.h.</p> <p>Section 2, F: 2.b., 2.c., 2.f.</p>	CHS 411: <i>Social and Cultural Foundations</i>	Passing grade on final Portfolio in CHS 411

counseling relationship, client case conceptualization, and treatment planning; and, demonstrate attitudes, beliefs, knowledge, skills, and actions as guided by the Multicultural and Social Justice Counseling Competencies (2015) and Advocacy Competencies (2003) endorsed by the ACA.			
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3. HUMAN GROWTH AND DEVELOPMENT

Key Performance Indicators	Related CACREP Standards	Courses Measured	Type of Assessment
<p><u>KPI 3.1 Knowledge</u> Counseling students will demonstrate knowledge of human development across the lifespan and the effects of normal and abnormal development on client functioning; and,</p> <p><u>KPI 3.1 Skill</u> Counseling students will skillfully apply knowledge of human and family developmental stages and experiences in constructing developmentally appropriate client assessments, counseling goals, and treatment approaches in their work with clients.</p>	<p>Section 2, F: 3.e., 3.f., 3.g., 3.h., 3.i</p> <p>Section 2, F: 3.a., 3.b., 3.c., 3.d.</p>	<p>CHS 457: <i>Topics/Issues in Human Development</i></p>	<p>A grade of 80% or higher on the final exam in CHS 457</p>

4. CAREER DEVELOPMENT

Key Performance Indicators	Related CACREP Standards	Courses Measured	Type of Assessment
<p><u>KPI 4.1 Knowledge</u> Counseling students will demonstrate knowledge</p>	<p>Section 2, F: 4.c., 4.j.</p>	<p>CHS 415: <i>Career and Education Planning</i></p>	<p>A passing grade on the midterm and a grade of</p>

<p>and application of career development theory in working with individuals of all ages and across all stages of life;</p> <p><u>KPI 4.2 Skill</u> Counseling students will demonstrate understanding of contextual influences, such as economic conditions and cultural factors on career decisions and job performance in therapeutic work with clients; and, demonstrate competence in understanding the intersections between mental health, life satisfaction, the world of work, and client roles and identities.</p>	<p>Section 2, F: 4.a, 4.b., 4.d., 4.e., 4.j., 4.g., 4.h., 4.i.,</p>	<p>CHS 417: <i>Career and Life-style Planning</i></p>	<p>80% or higher on the final exam in CHS 417</p>
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5. HELPING RELATIONSHIPS

Key Performance Indicators	Related CACREP Standards	Courses Measured	Type of Assessment
<p><u>KPI 5.1 Knowledge</u> Counseling students will demonstrate the ability to skillfully create therapeutic working alliances with clients;</p> <p><u>KPI 5.2 Skill</u> Counseling students demonstrate effective therapeutic helping skills that promote positive client change and counseling outcomes; and, demonstrate the ability to adapt the helping relationship to</p>	<p>Section 2, F: 5.b., 5.d., 5.e., 5.f.</p> <p>Section 2, F: 5.a., 5.c., 5.g., 5.h., 5.i., 5.j., 5.k., 5.l., 5.m., 5.n.,</p>	<p>CHS 460: <i>Pre-practicum I: Basic Counseling Skills and Techniques</i></p> <p>CHS 462: <i>Pre-practicum II: Advanced Counseling Skills and Techniques</i></p>	<p>Video recording assignment assessed using CSS-R in both Basic Skills and Advanced Skills.</p>

the unique needs of a diverse range of clients.			
6. GROUP WORK			
Key Performance Indicators	Related CACREP Standards	Courses Measured	Type of Assessment
<u>KPI 6.1 Knowledge</u> Counseling students will demonstrate knowledge of the purpose and function of different types of groups and of group process dynamics;	Section 2, F: 6.d., 6.f. 6.g.	CHS 421: <i>Theories of Group Dynamics and Counseling</i>	A 80% or higher on the Group Written Proposal and Role Play in CHS 421.
<u>KPI 6.2 Skill</u> Counseling students apply group counseling theories and group leadership styles that promote positive therapeutic relationships; and, demonstrate the ability to skillfully create therapeutic change through effective group counseling.	Section 2, F: 6.a., 6.b., 6.c., 6.e., 6.h.		
7. ASSESSMENT			
Key Performance Indicators	Related CACREP Standards	Courses Measured	Type of Assessment
<u>KPI 7.1 Knowledge</u> Counseling students will demonstrate the ability to identify valid, reliable, developmentally, and culturally appropriate assessment tools;	Section 2, F: 7.a., 7.f., 7.h., 7.m.	CHS 416: <i>Human Appraisal</i>	80% or higher on the final exam in CHS 416
<u>KPI 7.2 Skill</u> demonstrate the ability to skillfully facilitate client assessment procedures; and, effectively utilize assessment findings and evaluation results to inform treatment	Section 2, F: 7b., 7.c., 7.d., 7.e., 7.i., 7.j., 7.k., 7.l.		

planning and counseling interventions for the benefit of client progress.			
8. RESEARCH AND PROGRAM EVALUATION			
Key Performance Indicators	Related CACREP Standards	Courses Measured	Type of Assessment
<u>KPI 8.1 Knowledge</u> Counseling students will demonstrate knowledge of research methods and how research findings inform evidence-based practice;	Section 2, F: 8.a., 8.h., 8.i., 8.j.	CHS 406: <i>Statistics & Research Methods in Counseling</i>	80% or higher on the Midterm and Final exams in CHS 406
<u>KPI 8.2 Skill</u> Counseling students will demonstrate ability to skillfully select, analyze, evaluate, and apply professional research to professional counseling practice decisions and theory-based interventions; and, apply program evaluation approaches to their practice settings to better serve clients.	Section 2, F: 8.b., 8.c., 8.d., 8.e., 8.f., 8.g.		
SPECIALTY AREA: CLINICAL MENTAL HEALTH			
Key Performance Indicators	Related CACREP Standards	Courses Measured	Type of Assessment
Students will identify as Clinical Mental Health Counselors and will demonstrate an understanding of the professional roles and settings of clinical mental health counseling. Students will also have knowledge of the professional organizations, preparation standards, and credentials relevant	Section 5-C: 1.a., 1.b., 1.c., 1.d., 1.e., 2.a., 2.b., 2.c., 2.d., 2.e., 2.f., 2.g., 2.h., 2.i., 2.j., 2.k., 2.l., 2.m., 3.a., 3.b., 3.c., 3.d., 3.e.	CHS 431 CHS 431 CHS 463 CHS 599 CHS 413 CHS 422	A grade of 80% or higher on the Agency Review Presentation Verified involvement in a division of ACA A final grade of "P" A final grade of "P" A grade of 80% or higher on Case Study Final A grade of 80% or higher on the Mini Research Conference Project

to the practice of clinical mental health counseling.		<p style="text-align: center;">CHS 431</p> <p style="text-align: center;">CHS 419</p>	<p>A grade of 80% or higher on the Service-Learning Project</p> <p>A grade of 80% or higher on the Diagnostic Client and 80 % or higher on Case Presentation</p>
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SPECIALTY AREA: SCHOOL COUNSELING

Key Performance Indicators	Related CACREP Standards	Courses Measured	Type of Assessment
Students will identify as School Counselors and will demonstrate an understanding of the professional roles and settings of school counseling. Students will also have knowledge of the professional organizations, preparation standards, and credentials relevant to the practice of school counseling.	Section 5-G: 1.a., 1.b., 1.c., 1.d., 1.e., 2.a., 2.b., 2.c., 2.d., 2.e., 2.f., 2.g., 2.h., 2.i., 2.j., 2.k., 2.l., 2.m., 2.n., 3.a., 3.b., 3.c., 3.d., 3.e., 3.f., 3.g., 3.h., 3.i., 3.j., 3.k., 3.l., 3.m., 3.n., 3.o.	<p style="text-align: center;">CHS 498</p> <p style="text-align: center;">CHS 414</p> <p style="text-align: center;">CHS 418</p> <p style="text-align: center;">CHS 415</p>	<p>A grade of “P” on final website portfolio submitted</p> <p>Average of 80% or higher on final exam</p> <p>Grade of 80% or higher on final portfolio</p> <p>Grade of 80% or higher on final presentation</p>

SPECIALITY AREA: COLLEGE COUNSELING AND STUDENT AFFAIRS

Key Performance Indicators	Related CACREP Standards	Courses Measured	Type of Assessment
Students will identify as College Counseling and Student Affairs professionals and will demonstrate an understanding of the professional roles and settings of college counseling and student affairs. Students will also have knowledge of the professional organizations, preparation standards, and credentials relevant to the practice of college counseling and student affairs	Section 5-E: 1.a., 1.b., 1.c., 1.d., 1.e., 2.a., 2.b., 2.c., 2.d., 2.e., 2.f., 2.g., 2.h., 2.i., 2.j., 2.k., 2.l., 2.m., 2.n., 2.o., 2.p., 3.a., 3.b., 3.c., 3.d., 3.e.	<p style="text-align: center;">CHS 470</p> <p style="text-align: center;">CHS 474</p> <p style="text-align: center;">CHS 474</p> <p style="text-align: center;">CHS 575</p> <p style="text-align: center;">CHS 474</p>	<p>A grade of 80% or higher on the final exam</p> <p>A grade of 80% or higher on the Legal issues project/paper the</p> <p>A grade of 80% or higher on the Budgeting and finance issues project/paper</p> <p>A grade of “P”</p> <p>A grade of 80% or higher on the Student Services Policy or Program Proposal and Presentation</p>