



Annual Assessment Report

Program Assessment of Key Performance Indicators of Student Outcomes

The M.A. Counseling Program, Specialty Area Clinical Mental Health Counseling, assessed program student learning through 10 Key Performance Indicators (KPIs). Each KPI is assessed multiple times throughout the program. The KPI data below includes Student Exit Survey, Employer Survey, Site Supervisor Survey and final KPI assignment in the program. The final KPI assignment in the program, Student Exit Survey, and Site Supervisor Survey were completed upon student graduation (May 2025). The Employer Survey includes employers of graduates from the prior three years (Summer 2025).

Program Outcome Data Result Averages

Likert Scale for KPIs – Student Exit Survey, Site Supervisor Survey, and Employer Survey

(5=Very Satisfied; 4=Satisfied; 3=Neither satisfied nor unsatisfied; 2=Unsatisfied; 1=Very Unsatisfied)

Likert scale for Program Dispositions-Student Self-Assessment; Site Supervisor; Faculty Supervisor

(5=Exceeds Expectations; 4=Meets Expectations; 3=Near Expectations; 2=Below Expectations; 1=Harmful)

Key Performance Indicators	ASSESSMENT SOURCE & CRITERIA (measures Program KPIs)	PROGRAM RESULTS
II.F.1.k. Understand and apply strategies for personal and professional self-evaluation and implications for practice.	<i>Average score of 4 or above on associated question identifies meets/exceeds standard.</i>	<i>Met Standard</i>
	Student Exit Survey: Q1	Student Survey 4.8
	Employer Survey: Q4	Employer Survey: 4.7
	Site Supervisor Survey: Q1	Site Supervisor Survey: 4.7
	100% of students will receive 20 or higher points out of 25 points on the Professional self-evaluation and implications for practice sections in the Clinical Transcription and Self-Evaluation Project.	96% met or exceeded expectations initially. Remediation completed: 100%
	100% of students will Fully Meet or Exceed Expectations for the Professional self-evaluation and implications for practice section in the Self Evaluation Paper.	100% met or exceeded expectations.
II.F.2.c. Understand and apply multicultural counseling competencies.	<i>Average score of 4 or above on associated question identifies meets/exceeds standard.</i>	<i>Met Standard</i>
	Student Exit Survey: Q3	Student Survey: 4.6
	Employer Survey: Q6	Employer Survey: 4.8
	Site Supervisor Survey: Q3	Site Supervisor Survey:

		4.3
	100% of students will meet or exceed expectations on the Client System Description and Multicultural Counseling Considerations sections (4 points out of 6 points) of the final case presentation.	100% met or exceeded expectations.
II.F.2.g. Understand and consider the impact of spiritual beliefs on clients' and counselors' worldviews	<i>Average score of 4 or above on associated question identifies meets/exceeds standard.</i>	<i>Met Standard</i>
	Student Exit Survey: Q4	Student Survey: 4.6
	Employer Survey: Q4	Employer Survey: 4.7
	Site Supervisor Survey: Q4	Site Supervisor Survey: 4.6
	100% of students will meet or exceed expectations on Impact of spiritual beliefs on clients' and counselors' worldviews section of the Self Evaluation Paper.	100% met or exceeded expectations.
	100% of students will meet or exceed expectations on the Multicultural Counseling Considerations section of the case presentations.	100% met or exceeded expectations.
II.F.3.f. Understand the importance of systemic and environmental factors that affect human development, functioning, and behavior	<i>Average score of 4 or above on associated question identifies meets/exceeds standard.</i>	<i>Met Standard</i>
	Student Exit Survey: Q5	Student Survey: 4.8
	Employer Survey: Q5	Employer Survey: 4.6
	Site Supervisor Survey: Q5	Site Supervisor Survey: 4.2
	100% of students will meet or exceed expectations on the Understand the importance of systemic and environmental factors that affect human development, functioning, and behavior section of the case presentations.	100% met or exceeded expectations.
II.F.4.b. Understand and implement approaches for conceptualizing the interrelationships among and between work, mental well-being, relationships, and other life roles and factors.	<i>Average score of 4 or above on associated question identifies meets/exceeds standard.</i>	<i>Met Standard</i>
	Student Exit Survey: Q6	Student Survey: 4.8
	Employer Survey: Q6	Employer Survey: 4.8
	Site Supervisor Survey: Q6	Site Supervisor Survey: 4.3
	100% of students will meet or exceed expectations on the Understand and implement approaches for conceptualizing the interrelationships among and between work, mental well-being, relationships, and other life roles and factors section of the case presentations	100% met or exceeded expectations.

II.F.5.g. Understand and demonstrate essential interviewing, counseling, and case conceptualization skills.	<i>Average score of 4 or above on associated question identifies meets/exceeds standard.</i>	Met Standard
	Student Exit Survey: Q8	Student Survey: 4.8
	Employer Survey: Q8	Employer Survey: 4.8
	Site Supervisor Survey: Q8	Site Supervisor Survey: 4.9
	100% of students will receive 16 or higher points out of 20 on the 2 Essential Counseling and Case Conceptualization Skills sections of the Theoretical Project Presentation.	100% met or exceeded expectations.
II.F.6.b. Understand and apply the dynamics associated with group process and development.	<i>Average score of 4 or above on associated question identifies meets/exceeds standard.</i>	Met Standard
	Student Exit Survey: Q7	Student Survey: 4.0
	Employer Survey: Q7	Employer Survey: 4.2
	Site Supervisor Survey: Q7	Site Supervisor Survey: 4.7
	100% of students will meet or exceed expectations for the Group Process Dynamics; Beneficial Group Dynamics; and Changing Group Dynamics for the 5th and final reflection of the Reflection of Group Counseling Experience in Community Setting.	100% met or exceeded expectations.
II.F.7.e. Understand and demonstrate use of assessments for diagnostic and intervention planning purposes.	<i>Average score of 4 or above on associated question identifies meets/exceeds standard.</i>	Met Standard
	Student Exit Survey: Q9	Student Survey: 4.4
	Employer Survey: Q9	Employer Survey: 4.6
	Site Supervisor Survey: Q9	Site Supervisor Survey: 4.1
	100% of students will receive 20 or higher points out of 25 on the Comprehensive Evaluation: Assessment and Diagnosis section of the Trauma Case Application Final Paper.	100% met or exceeded expectations.
II.F.8.b. Identify and apply evidence- based counseling practices.	<i>Average score of 4 or above on associated question identifies meets/exceeds standard.</i>	Met Standard
	Student Exit Survey: Q10	Student Survey: 4.6
	Employer Survey: Q10	Employer Survey: 4.8
	Site Supervisor Survey: Q10	Site Supervisor Survey: 4.3
	100% of students will receive a 20 out of 25 on the Treatment Plan with Specific Interventions and Resources section of the Trauma Case Application Final Paper.	94% met or exceeded expectations initially. (15/16) Remediation Completed: 100%

5.C.1.b. Understand and apply theories and models related to clinical mental health counseling.	<i>Average score of 4 or above on associated question identifies meets/exceeds standard.</i>	<i>Met Standard</i>
	Student Exit Survey: Q11	Student Survey: 4.5
	Employer Survey: Q11	Employer Survey: 4.8
	Site Supervisor Survey: Q11	Site Supervisor Survey: 4.4
	100% of students will receive 48 or higher points out of 60 on their Personal Model of Counseling Paper.	100% met or exceeded expectations.

Program Outcome	ASSESSMENT SOURCE & CRITERIA (measures Program Outcomes)	PROGRAM RESULTS
1. Develop a professional identity as a Clinical Mental Health Counselor within the broader counseling profession.	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Survey: Q12	Student Survey: 4.7
	Employer Survey: Q12	Employer Survey: 4.7
	Site Supervisor Survey: Q12	Site Supervisor Survey: 4.1
2. Demonstrate proficiency in the counseling core curriculum and specialty area of Clinical Mental Health Counseling.	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Survey: Q13	Student Survey: 4.6
	Employer Survey: Q13	Employer Survey: 4.8
	Site Supervisor Survey: Q13	Site Supervisor Survey: 4.5
3. Apply research to the evaluation and practice of effective counseling.	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Survey: Q14	Student Survey: 4.4
	Employer Survey: Q14	Employer Survey: 4.4
	Site Supervisor Survey: Q14	Site Supervisor Survey: 4.4
4. Apply ethical principles and ethical decision-making to counseling practice.	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Survey: Q15	Student Survey: 4.6
	Employer Survey: Q15	Employer Survey: 4.9
	Site Supervisor Survey: Q15	Site Supervisor Survey: 4.8

5. Apply cultural sensitivity and social justice advocacy in research, assessment, and practice.	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Survey: Q16	Student Survey: 4.6
	Employer Survey: Q16	Employer Survey: 4.4
	Site Supervisor Survey: Q16	Site Supervisor Survey: 4.0
6. Develop sensitivity to religious and spiritual diversity throughout the counseling process.	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Survey: Q17	Student Survey: 4.7
	Employer Survey: Q17	Employer Survey: 4.8
	Site Supervisor Survey: Q17	Site Supervisor Survey: 4.4
7. Demonstrate professional counseling competencies in a mental health clinical setting.	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Survey: Q18	Student Survey: 4.7
	Employer Survey: Q18	Employer Survey: 4.8
	Site Supervisor Survey: Q18	Site Supervisor Survey: 4.4
Overall, how satisfied are you with your interns' education from Bethel's M.A. Counseling Program?	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Survey: Q19	Student Survey: 4.8
	Employer Survey: Q19	Employer Survey: 4.9
	Site Supervisor Survey: Q19	Site Supervisor Survey: 4.6
Professional Counseling Dispositions <i>Used with Permission: Counselor Competencies Scale – Revised (CCS-R) – Part 2 Counseling Dispositions and Behavior (Lambie, Mullen, Swank, & Blount, 2015)</i>	ASSESSMENT SOURCE & CRITERIA (measures Program Dispositions)	PROGRAM RESULTS
Professional Ethics <i>Adheres to the ethical guidelines of the ACA, ASCA, IAMFC, APA, & NBCC; including practices within competencies.</i>	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Self-Assessment: 2. A	Student Self-Assessment: 4.3
	Site Supervisor Final Evaluation: 2. A	Site Supervisor Final Evaluation: 4.4
	Faculty Supervisor Final Evaluation: 2.A	Faculty Supervisor Final Evaluation: 4.3

Professional Behavior <i>Behaves in a professional manner towards supervisors, peers, & clients (e.g., emotional regulation). Is respectful and appreciative to the culture of colleagues and is able to effectively collaborate with others.</i>	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Self-Assessment: 2. B	Student Self-Assessment: 4.6
	Site Supervisor Final Evaluation: 2. B	Site Supervisor Final Evaluation: 4.8
	Faculty Supervisor Final Evaluation: 2. B	Faculty Supervisor Final Evaluation: 4.5
Professional and Personal Boundaries <i>Maintains appropriate boundaries with supervisors, peers, & clients.</i>	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Self-Assessment: 2.C	Student Self-Assessment: 4.3
	Site Supervisor Final Evaluation: 2.C	Site Supervisor Final Evaluation: 4.6
	Faculty Supervisor Final Evaluation: 2.C	Faculty Supervisor Final Evaluation: 4.6
Knowledge & Adherence to Site and Course Policies <i>Demonstrates an understanding & appreciation for all counseling site and course policies & procedures.</i>	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Self-Assessment: 2. D	Student Self-Assessment: 4.7
	Site Supervisor Final Evaluation: 2. D	Site Supervisor Final Evaluation: 4.6
	Faculty Supervisor Final Evaluation: 2. D	Faculty Supervisor Final Evaluation: 4.8
Record Keeping & Task Completion <i>Completes all weekly record keeping & tasks correctly & promptly (e.g., case notes, psychosocial reports, treatment plans, supervisory report).</i>	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Self-Assessment: 2. E	Student Self-Assessment: 4.5
	Site Supervisor Final Evaluation: 2. E	Site Supervisor Final Evaluation: 4.6
	Faculty Supervisor Final Evaluation: 2. E	Faculty Supervisor Final Evaluation: 4.7
Multicultural Competence in Counseling Relationship <i>Demonstrates respect for culture (e.g., race, ethnicity, gender, spirituality, religion, sexual orientation, disability, social class, etc.) and awareness of and responsiveness to ways in which culture interacts with the counseling relationship.</i>	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Self-Assessment: 2. F	Student Self-Assessment: 4.3
	Site Supervisor Final Evaluation: 2. F	Site Supervisor Final Evaluation: 4.3
	Faculty Supervisor Final Evaluation: 2. F	Faculty Supervisor Final Evaluation: 4.3
Emotional Stability and Self-Control <i>Demonstrates self-awareness and</i>	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Self-Assessment: 2. G	Student Self-Assessment: 4.8

<i>emotional stability (i.e., congruence between mood & affect) & self-control (i.e., impulse control) in relationships with clients.</i>	Site Supervisor Final Evaluation: 2. G	Site Supervisor Final Evaluation: 4.4
	Faculty Supervisor Final Evaluation: 2. G	Faculty Supervisor Final Evaluation: 4.8
Motivated to Learn & Grow / Initiative <i>Demonstrates engagement in learning & development of his or her counseling competencies.</i>	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Self-Assessment: 2.H	Student Self-Assessment: 4.8
	Site Supervisor Final Evaluation: 2.H	Site Supervisor Final Evaluation: 4.7
	Faculty Supervisor Final Evaluation: 2.H	Faculty Supervisor Final Evaluation: 4.8
Openness to Feedback <i>Responds non-defensively & alters behavior in accordance with supervisory &/or instructor feedback.</i>	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Self-Assessment: 2. I	Student Self-Assessment: 4.4
	Site Supervisor Final Evaluation: 2. I	Site Supervisor Final Evaluation: 4.7
	Faculty Supervisor Final Evaluation: 2. I	Faculty Supervisor Final Evaluation: 4.9
Flexibility and Adaptability <i>Demonstrates ability to adapt to changing circumstances, unexpected events, & new situations.</i>	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Self-Assessment: 2. J	Student Self-Assessment: 4.7
	Site Supervisor Final Evaluation: 2. J	Site Supervisor Final Evaluation: 4.5
	Faculty Supervisor Final Evaluation: 2. J	Faculty Supervisor Final Evaluation: 4.4
Congruence & Genuineness <i>Demonstrates ability to be present and 'be true to oneself'</i>	<i>Average score of 4 or above on associated question.</i>	<i>Met Standard</i>
	Student Self-Assessment: 2. K	Student Self-Assessment: 4.6
	Site Supervisor Final Evaluation: 2. K	Site Supervisor Final Evaluation: 4.6
	Faculty Supervisor Final Evaluation: 2. K	Faculty Supervisor Final Evaluation: 4.8

Program Proposed Changes and Implemented Changes based on Assessment Data Review

The M.A. Counseling program faculty reviewed the data from three cohorts graduating in Spring 2023, Spring 2024, and Spring 2025. These cohorts represent the most recent three graduating classes. The program faculty also met with the Advisory Council to elicit feedback in considering proposed changes. The Advisory Council includes current students, alumni, adjunct faculty, site supervisors, and employers. The following are changes that were in process for the prior Annual Assessment Report and have already been implemented, as well as proposed changes for 2025-2026.

All standards were met in relation to our Key Performance Indicator measures, with 100% of students fully meeting or exceeding the standards measured. Additionally, all faculty supervisor final evaluations, placement site supervisor surveys, student self-assessment exit surveys and employer surveys met or exceeded each of the standards being measured. All professional counseling dispositions met or exceeded expectations for each of the standards being measured. We implemented a change in our surveys starting Summer 2024, including a text box to gather qualitative responses, which will be required for any response that is 3.9 or below for any survey item, allowing us to have a better understanding if a survey response falls below the program's expectations. This was useful as we interpreted the data, to have the qualitative information to consider for discussion of future changes.

Proposed and Implemented Changes:

- Based on student feedback and survey data, in 2024-2025, the timing of the Final Personal Model for Internship II was changed to wait until the conclusion of the final course (COUN680 Neuroscience, Counseling, and Trauma), given Internship II concludes two weeks after COUN680.
- Based on Advisory Council Feedback and survey data, faculty updated the language used within courses, particularly in COUN640 (Psychopathology and Diagnosis) and COUN645 (Individual and Family Assessment), to help students understand how the assignments compare to and prepare them for Diagnostic Assessments in their clinical placements.
- Faculty will continue to monitor possible changes for the Group Counseling course for the future. Recent course surveys have indicated positive feedback from the students in these courses. Prior issues have been addressed in a meaningful way.
- To enhance the group experience, instructors for Group Counseling and the Addictions Counseling course are discussing group experience coordination.
- Professional Orientation and Ethics is being reviewed and revised for Spring 2026, including implementation of new telehealth considerations, as well as further development of professional identity for the students as clinical mental health counselors.
- After reviewing the CACREP standard 5.C.9, "third-party reimbursement and other practice and management issues in clinical mental health counseling," and discussing with the advisory council, we will create flow charts to describe what happens between therapy and reimbursement, to be included in the teaching of COUN600 Fall 2026.
- Faculty will be meeting in Fall 2025 to discuss key features to address and reinforce from the COUN600 (first year), COUN665 (2nd year) and COUN680 (3rd year) related to self-care and self-of-the-counselor work.
- All syllabi will be updated and all applicable CACREP 2024 standards will be implemented before July 1, 2026.