

## CACREP 2020 Annual Report

### CACREP Section 4, Standard D

Counselor education program faculty disseminate an annual report that includes, by program level, (1) a summary of the program evaluation results, (2) subsequent program modifications, and (3) any other substantial program changes. The report is published on the program website in an easily accessible location, and students currently in the program, program faculty, institutional administrators, and personnel in cooperating agencies (e.g., employers, site supervisors) are notified that the report is available.

### Summary of Program Evaluation Results

Results of the assessment of students in the core areas are reported from comprehensive exam (CPCE) and Key Performance Indicator by area of signature assignments from the portfolio which occur via multiple measures and over multiple points in time.

### CPCE Results

#### Fall 2019

#### October 2019

General Info		Missouri State University					Overall				
Section	Items	n	Mean	SD	Min	Max	n	Mean	SD	Min	Max
C1: Human Growth and Development	17	2	14.0	0.0	14	14	1,608	11.5	2.7	2	17
C2: Social and Cultural Diversity	17	2	12.5	3.5	10	15	1,608	10.1	2.5	2	17
C3: Helping Relationships	17	2	13.0	1.4	12	14	1,608	12.2	2.6	2	17
C4: Group Work	17	2	13.0	1.4	12	14	1,608	11.1	2.6	3	17
C5: Career Development	17	2	11.0	1.4	10	12	1,608	9.4	2.7	0	17
C6: Assessment	17	2	13.0	0.0	13	13	1,608	10.8	2.3	1	17
C7: Research and Program Evaluation	17	2	14.0	0.0	14	14	1,608	11.1	3.1	1	17
C8: Professional Orientation and Ethical Practice	17	2	12.5	2.1	11	14	1,608	11.3	2.8	2	17
<b>Total</b>	<b>All</b>	<b>2</b>	<b>103.0</b>	<b>9.9</b>	<b>96</b>	<b>110</b>	<b>1,608</b>	<b>87.6</b>	<b>16.3</b>	<b>31</b>	<b>125</b>

\*All Areas within 1 SD of national – All items above national Mean

#### November 2019

General Info		Missouri State University					Overall				
Section	Items	n	Mean	SD	Min	Max	n	Mean	SD	Min	Max
C1: Human Growth and Development	17	1	11.0		11	11	928	11.4	2.6	1	17
C2: Social and Cultural Diversity	17	1	15.0		15	15	928	9.9	2.5	2	16
C3: Helping Relationships	17	1	11.0		11	11	928	12.1	2.5	3	17
C4: Group Work	17	1	13.0		13	13	928	10.9	2.6	3	17
C5: Career Development	17	1	10.0		10	10	928	9.2	2.6	0	16
C6: Assessment	17	1	12.0		12	12	928	10.6	2.2	2	17
C7: Research and Program Evaluation	17	1	13.0		13	13	928	10.9	3.1	3	17
C8: Professional Orientation and Ethical Practice	17	1	10.0		10	10	928	11.0	2.8	2	17
<b>Total</b>	<b>All</b>	<b>1</b>	<b>95.0</b>		<b>95</b>	<b>95</b>	<b>928</b>	<b>86.0</b>	<b>15.6</b>	<b>40</b>	<b>121</b>

\* Items 1 SD Above – Items within 1 SD that are the furthest from National Mean.

## December 2019

General Info		Missouri State University					Overall				
Section	Items	n	Mean	SD	Min	Max	n	Mean	SD	Min	Max
C1: Human Growth and Development	17	4	13.3	1.0	12	14	485	11.5	2.6	4	16
C2: Social and Cultural Diversity	17	4	11.3	2.2	9	14	485	10.0	2.6	2	17
C3: Helping Relationships	17	4	13.8	2.1	12	16	485	12.1	2.7	4	17
C4: Group Work	17	4	12.8	1.9	10	14	485	11.1	2.7	4	17
C5: Career Development	17	4	10.8	5.1	5	17	485	9.5	2.8	2	17
C6: Assessment	17	4	11.0	0.8	10	12	485	10.8	2.3	3	16
C7: Research and Program Evaluation	17	4	11.8	3.1	9	16	485	11.1	3.0	3	17
C8: Professional Orientation and Ethical Practice	17	4	12.0	3.7	8	17	485	10.9	2.7	2	17
<b>Total</b>	<b>All</b>	<b>4</b>	<b>96.5</b>	<b>18.4</b>	<b>79</b>	<b>120</b>	<b>485</b>	<b>87.0</b>	<b>16.7</b>	<b>35</b>	<b>121</b>

\*All Areas within 1 SD of national – All items above

## Spring 2020

## February 2020

General Info		Missouri State University					Overall				
Section	Items	n	Mean	SD	Min	Max	n	Mean	SD	Min	Max
C1: Professional Counseling Orientation and Ethical Practice	17	1	11.0		11	11	977	11.3	2.1	2	16
C2: Social and Cultural Diversity	17	1	9.0		9	9	977	9.7	1.8	4	15
C3: Human Growth and Development	17	1	8.0		8	8	977	9.8	2.3	2	17
C4: Career Development	17	1	8.0		8	8	977	10.5	2.2	4	16
C5: Counseling and Helping Relationships	17	1	8.0		8	8	977	10.9	2.1	3	16
C6: Group Counseling and Group Work	17	1	8.0		8	8	977	10.3	2.3	2	16
C7: Assessment and Testing	17	1	5.0		5	5	977	10.8	2.2	4	17
C8: Research and Program Evaluation	17	1	6.0		6	6	977	10.8	2.1	4	16
<b>Total</b>	<b>All</b>	<b>1</b>	<b>63.0</b>		<b>63</b>	<b>63</b>	<b>977</b>	<b>84.1</b>	<b>11.4</b>	<b>45</b>	<b>109</b>

\* N = 1 on this administration – **Items 1 SD Below**

## March 2020 (exam admin 1)

General Info		Missouri State University					Overall				
Section	Items	n	Mean	SD	Min	Max	n	Mean	SD	Min	Max
C1: Human Growth and Development	17	2	12.0	2.8	10	14	14	12.6	2.6	6	16
C2: Social and Cultural Diversity	17	2	9.0	0.0	9	9	14	11.5	2.2	8	15
C3: Helping Relationships	17	2	15.0	0.0	15	15	14	13.8	1.6	10	15
C4: Group Work	17	2	13.0	1.4	12	14	14	12.9	1.7	9	16
C5: Career Development	17	2	9.0	1.4	8	10	14	10.3	2.0	7	13
C6: Assessment	17	2	12.0	1.4	11	13	14	10.4	2.4	6	15
C7: Research and Program Evaluation	17	2	12.5	0.7	12	13	14	12.1	2.0	8	16
C8: Professional Orientation and Ethical Practice	17	2	11.0	0.0	11	11	14	12.1	1.6	10	15
<b>Total</b>	<b>All</b>	<b>2</b>	<b>93.5</b>	<b>2.1</b>	<b>92</b>	<b>95</b>	<b>14</b>	<b>95.6</b>	<b>7.9</b>	<b>78</b>	<b>107</b>

\* Items 1 SD Below – Items within 1 SD that are the furthest from National Mean.

## March 2020 (exam admin 2)

General Info		Missouri State University					Overall				
Section	Items	n	Mean	SD	Min	Max	n	Mean	SD	Min	Max
C1: Professional Counseling Orientation and Ethical Practice	17	5	11.8	1.9	9	14	2,133	11.3	2.2	1	17
C2: Social and Cultural Diversity	17	5	8.0	1.2	7	10	2,133	9.5	1.8	3	15
C3: Human Growth and Development	17	5	9.0	1.4	7	10	2,133	9.7	2.3	2	16
C4: Career Development	17	5	10.0	0.7	9	11	2,133	10.5	2.2	3	17
C5: Counseling and Helping Relationships	17	5	11.6	1.1	10	13	2,133	10.8	2.1	3	16
C6: Group Counseling and Group Work	17	5	8.4	1.5	6	10	2,133	10.2	2.4	1	16
C7: Assessment and Testing	17	5	11.0	3.5	6	14	2,133	10.6	2.1	2	17
C8: Research and Program Evaluation	17	5	9.8	2.0	8	13	2,133	10.7	2.2	2	16
<b>Total</b>	<b>All</b>	<b>5</b>	<b>79.6</b>	<b>7.8</b>	<b>71</b>	<b>88</b>	<b>2,133</b>	<b>83.3</b>	<b>11.7</b>	<b>32</b>	<b>113</b>

\*All Areas within 1 SD of national – Items within 1 SD that are the furthest from National Mean.

## April 2020

General Info		Missouri State University					Overall				
Section	Items	n	Mean	SD	Min	Max	n	Mean	SD	Min	Max
C1: Professional Counseling Orientation and Ethical Practice	17	12	11.9	2.3	8	15	1,509	11.2	2.1	4	16
C2: Social and Cultural Diversity	17	12	10.0	1.7	8	13	1,509	9.4	1.9	3	14
C3: Human Growth and Development	17	12	8.0	2.6	4	12	1,509	9.4	2.5	1	15
C4: Career Development	17	12	9.8	3.0	6	15	1,509	10.4	2.2	3	16
C5: Counseling and Helping Relationships	17	12	11.1	1.6	8	13	1,509	10.6	2.2	3	16
C6: Group Counseling and Group Work	17	12	10.3	1.7	8	13	1,509	9.9	2.4	2	17
C7: Assessment and Testing	17	12	9.8	2.2	7	14	1,509	10.4	2.2	3	16
C8: Research and Program Evaluation	17	12	9.8	2.3	6	14	1,509	10.5	2.2	2	16
<b>Total</b>	<b>All</b>	<b>12</b>	<b>80.7</b>	<b>11.9</b>	<b>64</b>	<b>105</b>	<b>1,509</b>	<b>81.7</b>	<b>11.9</b>	<b>39</b>	<b>111</b>

\*All Areas within 1 SD of national – Items within 1 SD that are the furthest from National Mean.

## Summer 2020

General Info		Missouri State University					Overall				
Section	Items	n	Mean	SD	Min	Max	n	Mean	SD	Min	Max
C1: Human Growth and Development	17	7	9.4	2.4	6	12	717	9.1	2.5	1	15
C2: Social and Cultural Diversity	17	7	9.0	1.6	7	11	717	9.3	1.8	4	14
C3: Counseling and Helping Relationships	17	7	10.6	1.1	9	12	717	10.2	2.3	2	16
C4: Group Counseling and Group Work	17	7	10.7	1.6	9	13	717	9.6	2.5	0	16
C5: Career Development	17	7	9.7	2.0	8	13	717	10.1	2.3	3	16
C6: Assessment and Testing	17	7	9.9	1.3	8	12	717	10.1	2.3	3	16
C7: Research and Program Evaluation	17	7	11.4	2.3	7	14	717	10.1	2.4	2	16
C8: Professional Counseling Orientation and Ethical Practice	17	7	12.6	2.0	10	15	717	10.8	2.2	4	16
<b>Total</b>	<b>All</b>	<b>7</b>	<b>83.3</b>	<b>10.8</b>	<b>70</b>	<b>97</b>	<b>717</b>	<b>79.3</b>	<b>12.2</b>	<b>42</b>	<b>107</b>

\*All Areas within 1 SD of national – Items within 1 SD that are the furthest from National Mean.

### Frequency of Appearances of Yellow or Red (lower) Scores of CPCE Results by Section

Section	Yellow	Red
C1: Human Growth and Development	2	0
C2: Social and Cultural Diversity	1	1
C3: Counseling and Helping Relationships	0	1
C4: Group Counseling and Group Work	1	1
C5: Career Development	3	1
C6: Assessment and Testing	0	1
C7: Research and Program Evaluation	1	1
C8: Professional Counseling Orientation and Ethical Practice	1	

### Key Performance Indicators

Domain	Course Assessed	N	Score	Score Average
Human Growth and Dev.	COU 707	27	3.34/4	84%
Social / Cultural Diversity	COU 714	65	3.28/4	82%
Counseling & Helping Relationships	COU 710/711	30	3.81/4	95%
Group Counseling	COU 756/757	15	3.63/4	91%
Career Dev.	COU 752	25	3.73/4	93%
Assessment and Testing	COU 724	24	3.51/4	88%
Research and Program Evaluation	COU 794	14	3.70/4	93%
Orientation & Ethics	COU 703	53	3.42/4	86%

**Subsequent program modifications**

The results from comprehensive and key performance indicators were discussed. Potential explanations or interventions were explored. Given the small sample sizes and the overall positive results, no systematic intervention was warranted. The faculty initiated the use of the Counselor Education Comprehensive Examination (CECE) for the first time in October 2020 after numerous issues with our students and staff being able to communicate successfully with NBCC regarding the CPCE. This issue is documented in CESNET and other locations. Obtaining additional information is warranted given the information obtained and perspectives discussed.

**Other Substantial Program Changes*****Comprehensive Exams***

As stated above, the program opted to employ the CECE as a comprehensive exam after repeated attempts and unsuccessful utilization of the CPCE since March 2020. These problems, in addition to the Governor and Department of Elementary and Secondary Education Memos described in the CACREP Covid Accommodations Report, yielded the waiving of comprehensive exams for some students in spring 2020. In summer/fall students could complete the CPCE or CECE as a comprehensive exam. Once data is obtained and analyzed, faculty will reconsider how to approach comprehensive exams moving forward.

***Practicum and Internship Changes***

The CACREP COVID Internship Accommodations report describes alterations made in spring and summer 2020. Additionally, the faculty opted to employ the three accommodations disseminated from the CACREP Chair concerning: the carry over of practicum direct hours, the enrollment in practicum in the same semester as internship with completion of practicum hours, and the continuation of alternative program delivery formats. The clinic remained active from March-July 2020, and it will continue with some telecounseling options into the future. Approximately 6 new internship sites were established, and some students added or changed sites to accommodate to the changing the situation. Additionally, more students were placed outside the clinic, particularly in school settings during fall 2020.

***Multi-Delivery Program***

As of Spring 2020, MSU Counseling Program responded to the needs of students during the pandemic by switching traditional in-person classes to online classes (primarily through face to face with zoom) in order to increase accessibility and safety of students. For only one year did West Plains students receive 50% or more of their classes in person as the norm had been growing for zoom classes over time for that group, and other students located in rural or distant locations. Since the opportunity to return to campus, nearly all classes remain accessible through Zoom for our West Plains on-campus students as well as from home given the safety concerns in the pandemic. The changes in serving students, technology and the pandemic has led to modifications to the MSU Counseling program to be a multi-delivery program rather than a multi-site program. This decision was made in consultation with Kevin Connell and Rhessa Riley of CACREP as the best approach given the time period we are in during our accreditation cycle and the specifics in our situation.

***Faculty and Student Changes***

The counseling program has approximately increased its enrollment from 106 to approximately 170 students between 2017 and 2020 and credit hour production from 819 to 1539. These represent increases of 60-88%. At the same time, full time faculty has decreased by 25%.

Per course utilization, non-core faculty in CACREP terms, and overloads by full time faculty have increased. However, the core to non-core faculty ratio (Standard 1S) remains substantially off despite the overloads. Two points are matters of importance regarding the ratios. First, summer 2020 was in ratio for non-core to core. Second, three searches for core faculty were able to occur during 2020. All three were temporarily frozen, but have since been released, resulting in one hire. However, one additional faculty member has given a retirement notice. Additional searches have been discussed with administration, but are not currently under direct consideration as all three searches required special permission to unfreeze given the financial concerns of the university and that many searches remain frozen and lines unfilled throughout the university.

Faculty to student ratios remain in need of attention given the difficulty in accommodating to a quickly growing program and limits on the budget, particularly during summer terms. More detailed forecasting and creation of schedules, course rotations, and advising documents were completed in summer and fall 2020. These changes resulted in improved ratios in fall 2020 from what was originally on the schedule, including multiple late course additions. The calendar years 2021 and 2022 are expected to result in further improvements in FTE Student: FTE Faculty ratios as a result.

### Faculty Student Ratio Info

	FA 19		**SP 20	**SU 20	**FA 20
	SGF	WP	SGF	SGF	SGF
<b>Ratio1:</b>	9.09	2.90	9.50	17.30	13.60
<b>Percent Core:</b>	39%	32%	37%	69%	46%
<b>CORE FTE</b>	4.66	1.00	4.00	3.00	4.67
<b>Non-Core FTE</b>	7.17	2.10	6.89	1.34	5.58
<b>Total FTE</b>	11.83	3.10	10.89	4.34	10.25
<b>Student Count</b>	107.50	9.00	102.50	75.00	139.00
<b>Ratio if based only on CORE</b>	1:23	1:9	1:25.63	1:25	1:30.22

\*Areas highlighted in red indicate a lack of compliance with standards.

\*\*Due to modifications to a multi-delivery method rather than a multi-site, West Plains campus (WP) student numbers were included in the Springfield (SGF) for the Faculty-Student Ratio. See above Areas for Improvement (areas for modification) section.

Above ratios were calculated by counting students who are enrolled in 9 or greater credits as 1.0 FTE student, and those enrolled below that as 0.5 FTE. Faculty was counted based on assigned load expectations. Core faculty were counted as 1.0 FTE when they taught 9 or greater credits in the Fall or Spring, and 6 or greater in the Summer. Instructors were counted as 1.0 FTE when they taught 15 or greater credits in the Fall or Spring, and 6 or greater in the Summer. Per course instructors were counted as 1.0 FTE when they taught 6 or greater credits in the Fall or Spring, and 3 credits in the Summer. This was the method used in the midcycle addendum.

#### Advising and Communication with Students and non-core faculty

Given the increase in students and decrease in faculty, several initiatives are now in place. Program newsletters and department emails have significantly increased in frequency to improve communication with students and non-core faculty. New advising resources are available on the website and with individual advisors. Frequently Asked Question and other materials are available for

students and prospective students. In addition, a graduate assistant and/or student organization representative has been invited to program meetings (not including discussion of student concerns) to provide input and further consideration of student perspective.

**CACREP Section 4, Standard E:**

Counselor education program faculty must annually post on the program's website in an easily accessible location the following specific information for each entry-level specialty area and doctoral program: (1) the number of graduates for the past academic year, (2) pass rates on credentialing examinations, (3) completion rates, and (4) job placement rates.

**The following vital statistics provide that information.**

**2020 Vital Statistics**

Institution name: Missouri State University

Institution Type: Public

Institution Location / Region: North Central Region

**CLINICAL MENTAL HEALTH COUNSELING**

- 1. What is the minimum number of credit (semester) hours required for your CLINICAL MENTAL HEALTH COUNSELING degree?**

60

- 2. How many students are currently enrolled in your CLINICAL MENTAL HEALTH COUNSELING program?**

88 (51 CMHC current curriculum; 27 MH pre-fall 2018 curriculum)

- 3. How many students graduated from your CLINICAL MENTAL HEALTH COUNSELING program in the past year?**

27

- 4. To the best of your knowledge, what is the completion rate of students from your CLINICAL MENTAL HEALTH COUNSELING program?**

The completion rate of students in clinical mental health counseling is as follows: Out of 27 students who graduated between 2019-2020- 18.5% graduated in two years, 63% graduated in three years, and 74.1% graduated in four years.

- 5. To the best of your knowledge, what is the licensure [or certification] examination pass rate of students graduating from your CLINICAL MENTAL HEALTH COUNSELING program?**

The examination pass rate for clinical mental health students for the National Counselor Examination (NCE) are as follows: Fall 2019: 4 of 4 students who took the exam passed- 100% and Spring 2020: 9 of 11 students who took the exam passed- 82%.

- 6. To the best of your knowledge, what is the job placement rate of graduates from your CLINICAL MENTAL HEALTH COUNSELING program who were actively seeking employment?**

100% (A poll was electronically distributed to recent 2019-2020 graduates of the MSU Counseling program. Nine graduates responded and included eight school counseling focused and one mental health focused. The one mental health graduate reported employment. 100% employment rate.

#### SCHOOL COUNSELING

- 1. What is the minimum number of credit (semester) hours required for your SCHOOL COUNSELING degree?**

60

- 2. How many students are currently enrolled in your SCHOOL COUNSELING program?**

57

- 3. How many students graduated from your SCHOOL COUNSELING program in the past year?**

24

- 4. To the best of your knowledge, what is the completion rate of students from your SCHOOL COUNSELING program?**

The completion rate of students in the elementary- focused school counseling program is as follows: Out of 11 elementary- focused school counseling students who graduated between 2019-2020, 9.1% graduated in two years, 63.6% graduated in three years, and 90.9% graduated in four years.

The completion rate of students in the secondary- focused school counseling program is as follows: Out of 13 secondary- focused school counseling students who graduated between 2019-2020, 15.4 % graduated in two years, 69.2% graduated in three years, and 76.9% graduated in four years.

**5. To the best of your knowledge, what is the licensure [or certification] examination pass rate of students graduating from your SCHOOL COUNSELING program?**

The examination pass rate for school counseling students for the Missouri Comprehensive Assessment (MoCA) was 100%. All 24 students passed the examination for a rate of 100%.

**6. To the best of your knowledge, what is the job placement rate of graduates from your SCHOOL COUNSELING program who were actively seeking employment?**

100% (A poll was electronically distributed to recent 2019-2020 graduates of the MSU Counseling program. Nine graduates responded and included eight school counseling focused and one mental health focused. The eight school counseling track graduates all reported employment. 100% employment rate.