

Aggregate Assessment of Student Success

All KPI assignments are evaluated using a 5-point scale, with a score of 3 indicating “Meets Target,” 1 indicating “Developing,” and 5 indicating “Exceeds Target.” The minimum performance expectation for all KPIs is a mean score of 3.0.

Category	Standard Area	Standard Name	Course Number	Course Name	Assessed N	Mean	SD
Core Standard	A	Professional Counseling Orientation and Ethical Practice	6103	Professional Orientation and Ethics in Counseling	25	4.48	1.05
Core Standard	A	Professional Counseling Orientation and Ethical Practice	6290	Practicum	17	4.11	0.94
Core Standard	B	Social and Cultural Identities and Experiences	6256	Multicultural Counseling	51	3.56	0.74
Core Standard	B	Social and Cultural Identities and Experiences	6304	Crisis and Trauma Intervention and Management	23	3.74	0.45
Core Standard	C	Lifespan Development	6262	Intervention and Prevention in Lifespan Development	25	3.33	0.35
Core Standard	C	Lifespan Development	6505	Dynamics of Family, Couples, and Human Sexuality in Counseling	43	4.19	0.75
Core Standard	D	Career Development	6220	Group Counseling Skills and Processes	26	4.33	0.56
Core	D	Career	6225	Facilitating	25	4.07	0.55

Standard		Development		Career Development			
Core Standard	E	Counseling Practice and Relationships	5105	Counseling Skills	16	3.58	0.62
Core Standard	E	Counseling Practice and Relationships	6291	Internship 2	27	4.34	0.67
Core Standard	F	Group Counseling and Group Work	6220	Group Counseling Skills and Processes	34	4.38	0.71
Core Standard	F	Group Counseling and Group Work	6262	Intervention and Prevention in Lifespan Development	23	3.27	0.39
Core Standard	G	Assessment and Diagnostic Processes	6228	Assessment Techniques	15	3.96	0.96
Core Standard	G	Assessment and Diagnostic Processes	6304	Crisis and Trauma Intervention and Management	25	4.00	0.00
Core Standard	H	Research and Program Evaluation	6103	Professional Orientation and Ethics in Counseling	17	4.00	1.04
Core Standard	H	Research and Program Evaluation	6254	Counseling Children and Adolescents / Older Adults	51	4.64	0.50
Specialty Area	MH	Mental Health Counseling Specialty Area	6405	Advanced Psychopathology and Treatment Planning	23	3.81	0.83
Specialty Area	SC	School Counseling Specialty Area	6210	Developing Comprehensive School Counseling	25	3.25	0.46

				Programs			
Specialty Area	SC	School Counseling Specialty Area	6290	Practicum	43	3.29	0.49

During the 2025-2026 academic year, all KPIs met minimum thresholds of Core and Specialty Area Standards.

Professional Dispositions

The counseling faculty annually review students’ professional dispositions using five items from the Assessment of Professional Counseling Dispositions (APCD; Mullen et al., 2024): (1) flexibility and adaptability, (2) willingness to accept and use feedback, (3) awareness of one’s own impact on others, (4) ability to accept personal responsibility, and (5) professionalism. The minimum performance threshold is a score of 2 (“On Target”), with a score of 3 indicating an area of strength and a score of 1 indicating an area for growth.

Mean and SD for Each Cohort Across All Five Items

Cohort	Complete Students	Mean Across Five Items	SD
Cohort 1	24	2.34	0.61
Cohort 2	22	2.41	0.55
Cohort 3	33	2.27	0.51

Mean and SD for Each Disposition Item Across All Cohorts

Professional Disposition Item	Valid Ratings (N)	Mean Across All Cohorts	SD
1. Flexibility and adaptability	79	2.28	0.50
2. Willingness to accept and use feedback	79	2.47	0.55
3. Awareness of own impact on others	79	2.16	0.46
4. Ability to accept personal responsibility	79	2.35	0.60
5. Professionalism	79	2.38	0.61

Cohort Profiles: Mean for Each Cohort on Each Disposition Item

Cohort	Overall	1. Flexibility	2. Willingness	3.	4. Ability to	5.
--------	---------	----------------	----------------	----	---------------	----

	Mean	and adaptability	to accept and use feedback	Awareness of own impact on others	accept personal responsibility	Professionalism
Cohort 1	2.34	2.33	2.54	2.21	2.38	2.25
Cohort 2	2.41	2.27	2.59	2.09	2.50	2.59
Cohort 3	2.27	2.24	2.33	2.18	2.24	2.33

During the 2025–2026 academic year, a total of 79 students across three cohorts were reviewed and evaluated. The overall mean across all students and all five disposition items was 2.33. Cohort 1, consisting of students who entered the program in Fall 2025, had an overall mean of 2.34. Cohort 2, consisting of students who entered the program in Fall 2024, had an overall mean of 2.41. Finally, Cohort 3, consisting of students who entered the program in Fall 2023, had an overall mean of 2.27. All three cohorts exceeded the program's minimum performance threshold.