



DBU

DALLAS BAPTIST UNIVERSITY

— **Master of Arts in Professional Counseling** —

2023 Annual Assessment Review

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Dallas Baptist University
Master of Arts in Professional Counseling

An annual comprehensive assessment of the MAPC program was conducted for review of the 2023 calendar year in January 2024. Assessment areas included admissions information, demographic information, students' knowledge/learning outcomes, students' personal and professional counseling dispositions, and evaluation of students' skills/practices. Data sources included admission interview ratings, candidacy assessment evaluations, graduate/student survey, alumni surveys, employer surveys, student learning outcomes based on coursework, national and course summative exams, and internship evaluations.

The annual assessment process, conducted by full-time MAPC faculty members, utilized the 2016 CACREP guidelines. Results of the review were reported to the College of Humanities and Social Sciences, the Graduate Office, and the Dallas Baptist University administration. The review process is ongoing, using a variety of methods of assessment and data from multiple sources to determine if the following program objectives and CACREP standards are being met. Data are collected to evaluate each component.

MAPC PROGRAM OBJECTIVES

The program's mission and objectives were aligned to meet CACREP standards beginning in 2019. The evaluation measures, also aligned with the 2016 CACREP standards, were created to assess program performance related to the mission and objectives of the program.

Master of Arts in Professional Counseling Program Objectives:

1. Provide Christ-centered quality counseling education to produce graduates who integrate faith and learning in a diverse world.
2. Produce graduates who demonstrate the appropriate knowledge, skills, and dispositions required for the successful practice of clinical mental health counseling.
3. Equip graduates with the prerequisites to pass the National Counseling Examination (NCE) and meet the requirements for licensure as a professional counselor in Texas.
4. Cultivate a professional counselor identity among faculty through organizational involvement, research, publications, presentations, and community service.

VITAL STATISTICS

MAPC ENROLLMENT & STUDENT DEMOGRAPHICS

DBU seeks to recruit, support, and encourage a diverse student population. Demographic information is collected upon admission through graduation. Pertinent demographic information gathered includes age, gender, and ethnicity. Review and analysis include calculating frequencies and percentages by category to assess the program objectives, recruiting efforts, graduation rates, and other analyses as needed.

MAPC Program Enrollment Data	2023
Number of Program Inquiries	54 students
Number of Program Applications	33 students
Number of Complete Program Applications	29 students
Number of Students Accepted into Program	29 students (2 provisionally accepted)
Total Number of Students Enrolled in Program for 2023	89

For the 2023 calendar year, the MAPC department enrolled a total of 89 students. The counseling department demographic data is listed below. MAPC students’ ages ranged from 21 to 50 years for the calendar year 2023, with a mean age of 27, and a median age of 24. The university, department, and program work to ensure that qualified applicants of diverse backgrounds and ethnicities are admitted into the program and receive the necessary support to successfully complete all graduation requirements for the MAPC degree.

Diversity of MAPC Students	2023
White	56 %
Hispanic	15 %
Black or African American	20 %
Asian/Pacific Islander/ International	9 %
Female to Male Ratio Percentages	88%: 12%
Mean Age	27

During the 2023 calendar year, 15 students graduated from DBU’s Master of Arts in Professional Counseling program under the CACREP-aligned standards. There were 2 graduates in 2023, who started the program prior to 2019, who graduated from the non-CACREP aligned program, bringing the total to 17 students for the 2023 calendar year.

MAPC Program Graduates	Number of CACREP- Aligned Graduates	Number of non-CACREP- Aligned Graduates	Totals
Spring 2023	5	0	5
Summer 2023	3	0	3
Fall 2023	7	2	9
Total 2023 Graduates	15	2	17

The MAPC department graduated 17 total students during the 2023 calendar year, and the demographic data is listed below. MAPC graduates ranged from 22 to 49 years for the calendar year 2023, with a mean age of 30, and a median age of 27.

Demographic Data on Graduates	All 2023 Graduates	CACREP-Aligned Graduates
White	46 %	47%
Hispanic	12 %	6 %
Black or African American	24 %	27 %
Asian/Pacific Islander/ International	18 %	20 %
Female to Male Ratio Percentages	82 %: 18 %	80 %: 20 %
Mean Age	30	30

MAPC graduates historically perform well on licensing and certification examinations. During the 2023 calendar year, 12 DBU MAPC students took the National Counselor Examination, with a 92% passing rate. One international student chose not to take the NCE exam, as she returned to her home country overseas. One graduate has not yet taken the exam but is planning to complete the licensure exam in the coming months. One student did not pass the NCE exam on the first try and will be retaking the exam in the spring of 2024. One of the non-CACREP aligned graduates has passed the exam and the other graduate will be retaking the exam in a few weeks.

NCE: Percentage of Students Passing in 2023	CACREP-Aligned Program Graduates	Non-CACREP Aligned Graduates
Number of Students Taking the NCE	12	1
Number of Students Passing the NCE	11	1
MAPC Passing Percentage for NCE	92%	100%

PROGRAM EVALUATION

CACREP KEY PERFORMANCE INDICATORS AND LEARNER-CENTERED OUTCOMES RATINGS ASSESSED IN 2023

The Master of Arts in Professional Counseling Program has maintained a sustained effort to review and assess student learning over the past five years through careful evaluation of the program's learner-centered outcomes. Learner-centered outcomes were revised to mirror the 2016 CACREP standards in 2019. Currently the department is being evaluated for accreditation under the 2016 CACREP standards. The LCOs are an important part of the annual program reviews and serve as an integral part of the development of action plans for improved student learning and program development. The program's annual reviews have reported consistent improvement in student learning and enhanced program development.

The MAPC Program faculty has identified Key Performance Indicators (KPIs) to assess student performance according to the 2016 CACREP standards. Throughout the year, students and instructors upload KPI-related performance data into an online data management system, *Tevera*. Faculty and Adjunct Faculty review results. The faculty implements curriculum revisions based on the assessment review. In some cases, even though criteria are met, the faculty nevertheless implements changes intended to further strengthen student learning and performance.

The 2016 CACREP standards were assigned to the twenty MAPC courses and each syllabus indicates where and how each standard is addressed within the curriculum. All standards were included in course-specific evaluation rubrics and the data were collected using evaluation rubrics created within the *Tevera* database, beginning in 2021. In reviewing the aggregated data from *Tevera*, a total of 238 ratings are assessed on all standards across the eight common core areas representing foundational knowledge expected of all graduate counseling students.

Instructors in every MAPC course assess students on multiple standards. The minimum benchmark for all course standards (i.e., meeting expectations) is a score of 2 out of 3. A score of 2.50 or greater is considered the desired benchmark for 2023. Based KPIs in identified MAPC courses, areas of strength and areas for growth were identified.

The following were found to be strengths of the MAPC program with scores exceeding the 2.50 benchmark: *COUN 6310 Career Counseling* ($X = 2.93$: Vocational Counseling Interview; $X = 2.95$: Vocational Career Counseling Project; and $X = 2.83$ Instructor Evaluation), and *COUN 5317 Counseling Culturally Diverse Students* ($X = 2.94$: California Brief Multicultural Competence Scale; $X = 2.80$: Cultural Immersion Project; and $X = 2.80$ Instructor Evaluation).

Based on the data gathered in *Tevera*, the areas for growth identified were *COUN 5312 Counseling Theories and Techniques* ($X = 1.83$: Comprehensive exam), and *COUN 5316 Research Methods* ($X = 2.35$: Exam Score). The recommendation section includes proposed improvements that will be implemented during the 2024 calendar year to encourage improvement in these two areas.

For the common core standards, 85% of the ratings assigned included *meets expectations* or *exceeds expectations*. The aggregate mean score (mean of means) for all evaluated areas was $X = 2.68$, which falls above the target benchmark of 2.50.

INTERNSHIP SITE SUPERVISOR REPORTS

Internship Site Supervisors rated the performance, skills, and dispositions of DBU MAPC Counseling Practicum and Intern students at the mid-term and at the close of each clinical course. Based on evaluations from site supervisors during the students' final clinical course, *COUN 6319 – Internship II*, across Spring 2023, Summer 2023, and Fall 2023, the percentage of interns who were rated as 8- “consistently meets criteria” or 10-“exceeds criteria” in administrative skills, counseling clinical skills, multicultural competencies, ethical behavior, and professional relationship skills was 100% for the benchmark score of 8 or greater.

Site Supervisor evaluations were based on 23 criteria: treatment planning, flexibility, positiveness, cooperativeness, personal responsibility, awareness of impact on others, openness to feedback, openness to expressing feelings appropriately, self-awareness/self-understanding, record keeping, multicultural competencies, use of research, nonverbal skills, diagnosis, professional ethics, application of theory to practice, facilitative therapeutic environment, goal setting, confrontation, advanced reflecting of meaning, reflecting feelings, reflecting basic messages, and the effective use of questions.

COUNSELOR PREPARATION COMPREHENSIVE EXAMINATION (CPCE)

In conjunction with the *COUN 6319- Internship II* class, students enroll in *COUN 6000- Comprehensive Counseling Review*. During this course, students complete the *Counselor Preparation Comprehensive Examination (CPCE)* at the mid-term of the semester as a review for their licensing exam (NCE). Students complete an additional practice CPCE exam at the close of the semester. Of the 2023 MAPC graduates, the total passing rate was 100%. The Fall CPCE numbers include the final 2 graduates under the non-CACREP aligned program.

CPCE Passing	Spring 2023	Summer 2023	Fall 2023
Number of Students taking CPCE	5	3	9
Number of Students Passing CPCE	5	3	9
Total Percentage with Passing Score	100%	100%	100%

PROGRAM EVALUATION BY GRADUATE SURVEY

The MAPC graduating students were given an exit survey near the end of their final semester. Overall, students rated the program as *good to excellent*. Of the 2023 graduates who completed the survey, 88% of students rated the DBU MAPC program as *excellent*, and 12% rated their counselor education as *good*. 89% of graduates rated the program as excellent in preparing students for success in the counseling profession.

PROGRAM EVALUATION BY ALUMNI SURVEY

Of the 2023 DBU MAPC graduates who responded to follow-up surveys, 100% who wished to be employed were currently employed in counseling or a closely related field within six months of graduation. Alumni were asked to rate how well they believe they were prepared by the MAPC program to enter the professional counseling field based on several items. 100% of alumni survey respondents indicated they were either *prepared* or *very well prepared*. Alumni identified program strengths predominantly as caring professors, positive learning environment, great relationships with peers, and preparedness for the NCE exam.

PROGRAM EVALUATION BY EMPLOYER OF GRADUATES SURVEY

Employers were asked to rate DBU graduates in the workforce again in 2023. The survey assesses counseling skills and ethical decision-making. In 2023, employers rated former students who are currently working as counselors. All employers rated DBU graduates as *excellent* based

on preparedness, overall character, and overall knowledge. Employers also identified the MAPC graduates as displaying a high level of compassion for the work, a willingness to receive feedback, and an eagerness to participate as positive team members.

SUMMARY OF MAPC CHANGES & PROGRESS MADE IN 2023:

- In 2023, the MAPC program gained NBCC affiliation in order to obtain more meaningful data regarding the students' performance on the NCE exam, specifically the comparison of DBU students' scores to national averages across the eight content areas. The establishment of this affiliation serves as a strategic improvement in the MAPC program's evaluation and tracking of students' progress through the licensure process. The program affiliation with NBCC also benefits students. MAPC students are able to take the NCE exam during their last semester of the program and earn NCC certification.
- The MAPC Full Time Faculty finalized and submitted the application and self-study documents for CACREP accreditation in December 2023, and are currently awaiting the formal review, and subsequent site visit.
- Based on the data gathered in *Tevera* for the calendar year 2022, the areas identified for growth were *COUN 5314 Lifespan Human Development* ($X = 2.34$: Comprehensive exam), and *COUN 6313 – Psychopathology II* ($X = 2.28$: Case Studies). Both courses were thoroughly reviewed by full-time MAPC faculty and the adjunct faculty who teach these courses, specifically looking at ways to implement strategic learner-centered interventions. Areas of review included key performance indicators, learner-centered outcomes, and applicable CACREP standards for each content area, as well as review of the corresponding textbooks, a full audit of assignments, assessments, and current course requirements to identify effective interventions for the improvement of student learning and performance.

A comprehensive additional review assignment was implemented for students in *COUN 5314 Lifespan Human Development* to review and complete prior to taking their final exam. *COUN 6313 – Psychopathology II* was reviewed and revised. Assessment data for the two identified courses were reviewed in January 2024 to determine whether the implementation of these interventions brought about the desired outcomes. The *Lifespan Comprehensive Examination* rubric increased from $X = 2.34$ to $X = 2.67$ in the Fall of 2023 following the implementation of the comprehensive review assignment, indicating a mean score above the benchmark score of 2.5. In *Psychopathology II* (Fall 2022) the case study had a mean score of $X = 2.28$, which, after revisions were implemented, increased to $X = 2.58$ for the Spring of 2023, indicating a mean score above the benchmark score of 2.5.

- The MAPC Program established the MAPC Advisory Committee comprised of full-time faculty, adjunct faculty, and alumni in private practice in the community.

SUMMARY OF RECOMMENDATIONS FOR MAPC FUTURE IMPROVEMENT:

- With the increase of students in the MAPC program, the program director and current full-time faculty have recommended that the university hire an additional, qualified, full-time MAPC faculty member. Currently, the university has posted the position online and is seeking qualified applicants.
- With the completion of the CACREP application and self-study, the MAPC faculty have begun preparing for a site visit and are also working to align the program with the new 2024 CACREP standards.
- Based on the data gathered in *Tevera* for the calendar year 2023, the areas identified for growth were *COUN 5312 Counseling Theories and Techniques* ($X=1.83$: Comprehensive exam), and *COUN 5316 Research Methods* ($X = 2.35$: Exam Score). Both courses will be thoroughly reviewed, specifically looking at ways to implement strategic learner-centered interventions. Recommended interventions will be implemented in the coming months to provide enhanced student performance and program improvement.
- A sophisticated recruiting policy which prioritizes a diverse applicant pool has been adopted by the Graduate Admissions Office including industry-specific events and an intentional communication procedure that prioritizes personal connections with each applicant. DBU employs a full-time graduate recruiter specific to the College of Humanities, who works with the Master of Arts in Professional Counseling program.
- The newly created MAPC Student Association was launched on February 21, 2024, in the Collins Learning Center Coffee Shop from 4-5 PM. The mission of the organization is to provide opportunities for leadership and to promote the development of an enhanced sense of community within the MAPC student body. In addition, upon receiving CACREP accreditation, application will be made to initiate the creation of a DBU chapter of Chi Sigma Iota, an international honor society that values academic and professional excellence in counseling.
- In order to further enhance communication with the MAPC students, the program has also launched a monthly online newsletter (as of February 1, 2024) announcing upcoming deadlines, campus events, opportunities for graduate students, as well as information specific to the counseling profession. The purpose of the newsletter is to initiate greater awareness of the resources and opportunities available to DBU students and to provide a more cohesive platform for disseminating important information in a timely manner.