

## Comprehensive Program Plan Counselor Education ~ Auburn University at Montgomery

The processes below detail the steps in the Comprehensive Assessment Plan for the Counselor Education Program at Auburn University at Montgomery. The assessment plan addresses both the continuous systematic program evaluation processes as well as the assessment of student learning outcomes processes. The assessment plan is related to the *AUM Counseling Program Objectives* (see page 9 & referenced in each section under, “Level & Related to Program Objectives”) and detailed at both the curricular experiences and overall program level in relation to assessing direct evidence of student learning.

The Comprehensive Program Evaluation is displayed by year on the Counselor Education webpage and gives the actual findings for this plan every year.

AGGREGATE ASSESSMENT OF STUDENT SUCCESS (2.E.1)			
Evaluation Activity	Description	Scheduled	Level & Related to Program Objectives
<b>1. AQI – Key Performance Indicators (KPI)</b>	Students are evaluated for their performance on the CACREP KPI academic outcomes and dispositions on the LiveText system (or AUM Internal Excel Evaluation after Fall 2025) developed for that class. An annual aggregation of this data is reviewed for overall program improvement.	<b>Individually</b> – Mid-term and end of each semester <b>Aggregated</b> – Spring Semester Data meeting	<b>(D.E.1. &amp; 2.)</b> Individual Student and Systematic program evaluation
			<b>Program Obj:</b> 2 - 4, 6 – 7, & 10
<b>Minimum Thresholds:</b> Student individual thresholds are set a 70% or a “Basic” on the KPI Rubric (see below). Thresholds for overall program evaluation is set at 80% of students are performing at no less than the “Competent” level for each KPI area.			
<b>Means of Collection &amp; Assessment:</b> The AUM Counseling Program faculty evaluate Students individually regarding CACREP outcomes through their submissions via the LiveText (or AUM Internal Excel Evaluation after Fall 2025) online system. The AUM Counseling Program faculty evaluate the aggregated data for each year for overall program performance.			
<b>Data, Measures &amp; Formats:</b> The student is ranked regarding grasp of each class’s content in terms of the assigned CACREP curricular standards (KPI’s) on a (1) <u>Unsatisfactory</u> - Indicates the performance on this outcome or indicator is not acceptable. Improvement activities must be taken, (2) <u>Basic</u> - Indicates the performance is acceptable, but needs additional work and attention. Additional activities are required for performance to meet outcomes, (3) <u>Competent</u> - Indicates the performance always meets and sometimes exceeds expectations. Current practices are clearly acceptable, or (4) <u>Exceptional</u> - Indicates the performance is outstanding. No improvement is readily identifiable. (Note: the wording of this ranking is adapted to the specific CACREP outcome.)			
<b>Analysis and Utilization:</b> The results of the individual student KPI’s are evaluated by the instructor for any individual remediation needed for the student and as an aggregate by program faculty at the annual data meeting for program improvement.			
<b>Remediation of unmet Thresholds:</b> Depending upon severity individual remediation may be undertaken by the instructor either in terms of instruction or student comprehension. The aggregated scores are evaluated by all program faculty at the annual Spring meeting and are forwarded to the Department Head for program, instructor, or program improvement.			
<b>Dissemination:</b> The students submit their work to the LiveText system for evaluation. The results of their evaluation are available to them on-line through LiveText or by instructor contact. The aggregate of the scores is made available to faculty through the LiveText (or AUM) system and were reviewed in the annual faculty data meetings by the Department Head and faculty for any remediation. The annual cumulative results of this data along with other data sources placed on the Program Web page at <a href="https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/">https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/</a>			

Evaluation Activity	Description	Scheduled	Level & Related to Program Objectives
<b>2. AQI – Professional Dispositions</b> (aka Faculty Review of Student Performance)	Students’ academic skills, clinical skills, ethical and professional behavior and personal characteristics are assessed by all counseling faculty.	<b>Individually</b> – End of the Fall semester or upon concern <b>Aggregated</b> – Spring Semester Data meeting	Individual Student and Systematic program evaluation <b>(2.E.1)</b> <b>Program Obj:</b> 2, 3, 6 – 8, & 10
<p><b>Minimum Thresholds:</b> Student individual thresholds are set a 50% (or 25 points) according to the point spread indicated below in “Data, Measures &amp; Formats.” Note: if the student’s Clinical Skills are rated “N/A” (or not assessed) their threshold would be 50% (or 19 points).            The aggregated threshold for program evaluation is 50% overall student performance.</p>			
<p><b>Means of Collection &amp; Assessment:</b> The AUM Counseling Program faculty meet at the end of the Fall semester to evaluate Students in the areas of academic skills, clinical skills, ethical and professional behavior and personal characteristics. Individual faculty may reach out at any time during the semester if a student appears to be struggling or underperforming in any area.</p>			
<p><b>Data, Measures &amp; Formats:</b> The student is ranked by consensus vote of the counseling faculty in the above-mentioned areas as (1) Strength (2 pts), (2) No Concern (1 pt), (3) Concern (zero), or (4) N/A. A score of 25 to 50 is Recommended for continuance in the program. A score of less than 25 will result in provisionally Recommend, Remediate, or Do not recommend. Individual areas may be remediated as needed.</p>			
<p><b>Analysis and Utilization:</b> Based on the results of the review, the faculty determine if student is recommended to continue in the program by voting in the following manner: (1) Recommend, (2) Provisionally recommend, (3) Remediate, or (4) Do not recommend.</p>			
<p><b>Remediation of unmet Thresholds:</b> Depending upon severity individual remediation may be undertaken by the instructor or in accordance with remediation policy (Counseling Student Handbook, pp. 32 ff). Note that a zero score in the area of Ethical Conduct will result in immediate remediation. A score of Zero in Basic Attending Skills will be remediated prior to field experience. Faculty votes of “Remediate” or “Do not Recommend” are handled in accordance with remediation or dismissal policy (Counseling Student Handbook, pp. 32 ff). Programmatic remediation will be undertaken as directed by the Department Head with faculty input following analysis of the report.</p>			
<p><b>Dissemination:</b> Students are advised of their results through direct contact by their instructor to correct areas of performance or through formal remediation. All counseling faculty participate in the evaluation of all enrolled at the end of the Fall and Spring Semesters and are advised of the results through the meeting.            The annual cumulative results of this survey are included anonymously with other data sources placed on the Program Web page at <a href="https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/">https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/</a></p>			
<b>Other Student Success Data</b>			
Evaluation Activity	Description	Scheduled	Level & Related to Program Objectives
<b>3. Counselor Education Survey</b>	Currently enrolled students are surveyed at least every 2 years during the Spring Semester to gage their impression of the preparation that they are receiving. This survey is aside from normal course evaluations.	Spring Semester each 2 years	<b>(D.E.1.)</b> Overall systematic program evaluation <b>Program Obj:</b> 1, 3, 4, 6, 8, & 10
<p><b>Minimum Thresholds:</b> The aggregated threshold for program evaluation is 50% in the area of student reported professional memberships (y/n), 90% reporting “Overall evaluation of your training” in the Good to excellent range, and 80% reporting in the Good to excellent range for individual areas of training.</p>			
<p><b>Means of Collection &amp; Assessment:</b> Current students are contacted in class, via student email, and through their on-line class resource (i.e. Blackboard/Canvas/Current LMS system) and advised that the survey has been issued for the purpose of input and program improvement. The survey may be completed online or in paper format.</p>			
<p><b>Data, Measures &amp; Formats:</b> The self-report survey is provided online and utilizes multiple choice, ranking, and open comment formats. The survey includes measures of preparedness related to AUM class offerings, professional development through the program, Faculty-to-student mentoring, and professional identity &amp; involvement.</p>			

**Analysis and Utilization:** The counseling faculty view and analyze the data collected from the survey annually. Each Spring the College of Education programs must analyze data collected from the survey and provide recommendations to the head of the department.

**Remediation of unmet Thresholds:** Any necessary actions resulting from the analysis of the survey data will be reported to the head of the department who will assign the task of remediation or curriculum improvement to the appropriate person(s).

**Dissemination:** The annual cumulative results of this survey are included anonymously with other data sources placed on the Program Web page at <https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/>

Evaluation Activity	Description	Scheduled	Level & Related to Program Objectives
4. Curtiss Course Critique course evaluation	Students, evaluate all counseling instructors each semester using this online evaluation.	End of each Semester	(2.D.& E.) Systematic program evaluation & Individual Instructor
			Program Obj: 2 & 10

**Minimum Thresholds:** No less than 70% of students in each class should complete the Curtiss Course Critiques. The Overall course should be rated as no less than a 3.5 on a 5-point scale by at least 70% of the students.

**Means of Collection & Assessment:** The Curtiss Course Critique is administered anonymously online these are used to generate a summary report which is used for program improvement.

**Data, Measures & Formats:** The student rates the instructor’s effectiveness and the overall class on a 5-point scale.

**Analysis and Utilization:** The Curtiss Course Critique is distributed following semester to the individual faculty member and their program director through the AUM internet portal after notification by campus email. The identity of the students is protected. The faculty and department head discuss any concerns for course improvement from the report and it remains confidential between them.

**Remediation of unmet Thresholds:** Though completion of the Curtiss Critique is voluntary and anonymous, faculty are to encourage students to complete it. If the class has a less than 70% response rate the department chair will discuss ways of encouraging participation with the faculty. If less than 70% of students rate the professor lower than a 3.5 on a 5-point scale the department chair will work with the faculty to improve their instruction.

**Dissemination:** The results of the Curtiss Course Critique are distributed following semester to the individual faculty member and their program director through the AUM internet portal after notification by campus email.

**GRADUATE OUTCOMES (2.E.2.)**

Evaluation Activity	Description	Scheduled	Level & Related to Program Objectives
5. AQI – Pass Rate on Credentialing Exams	The National Counselor Exam is the credentialing exam for Clinical Mental Health Counselors and the Praxis Exam is used to credential School Counselors.	At the end of the individual student’s program of study	(D., E.1., E.2.) Individual Student & Program
			Program Obj: 2, 3, & 6 – 8

**Minimum Thresholds:** No less than 80% of students in each class should of students in the program should pass the National Counselor Exam and/or Praxis Exam for School Counselors on their first attempt.

**Means of Collection & Assessment:** The National Counselor Exam (NCE) is administered online by the National Board for Certified Counselors and is used for the NCC certification as well as the licensing exam for most states. NBCC reports passing scores to counseling programs by email. The Praxis School Counselor exam (5422) is aligned with the ASCA School Counselor Professional Standards & Competencies and the ASCA National Model. Is administered online by ETS who reports passing scores to school counseling programs electronically.

Evaluation Activity	Description	Scheduled	Level & Related to Program Objectives
<p><b>Data, Measures &amp; Formats:</b> The NCE is a 200-question multiple choice online exam of which 160 are scored and is administered by the National Board for Certified Counselors (NBCC). The Praxis School Counselor exam (5422) is a 2-hour, 120-question, computer-delivered test for K-12 counselor certification. Praxis reports passing scores to school counseling programs electronically.</p>			
<p><b>Analysis and Utilization:</b> The program aggregates the annual passing rates and reports these online. to determine areas for program improvement within the 8 CACREP core areas.</p>			
<p><b>Remediation of unmet Thresholds:</b> In the event that the passing rate for the year on either credentialing exam falls below 80%, the program will examine the report to determine what content areas affected the outcome. Courses addressing those content areas will be examined for potential improvement.</p>			
<p><b>Dissemination:</b> The individual results of the NCE &amp; Praxis are confidential. Passing rates on these credentialing exams are posted on the program website in the annual Program Evaluation at <a href="https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/">https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/</a>.</p>			
Evaluation Activity	Description	Scheduled	Level & Related to Program Objectives
<b>6. AQI – Degree Completion Rates</b>	Completion rates are calculated on a student taking the minimum number of classes per semester. Typically, students will complete the program in no more than 3 years (or 9 semesters).	At the end of the individual student’s program of study	<b>(D., E.1., E.2.)</b> Individual Student & Program
			<b>Program Obj:</b> 2, 3, & 6 – 8
<p><b>Minimum Thresholds:</b> No less than 90% of students enrolled for the minimum number of classes and attending each semester should complete the program in 3 years (or 9 semesters).</p>			
<p><b>Means of Collection &amp; Assessment:</b> The AUM Office of Institutional Effectiveness provides completion rates of all students completing both the CMHC and School Counseling Masters to the counseling department head. This report excludes enrolled AUM employees who are only allowed 5 discounted graduate courses in a year.</p>			
<p><b>Data, Measures &amp; Formats:</b> The AUM Office of Institutional Effectiveness provides completion rates of all students completing both the CMHC and School Counseling Masters to the counseling department head.</p>			
<p><b>Analysis and Utilization:</b> The AUM counseling faculty will examine completion rates of all students completing both the CMHC and School Counseling Masters for the year and compare this to previous years to determine if any negative trends exist. Faculty will explore reasons for any student(s) who take longer than expected to complete and look for resources to assist such students in the future.</p>			
<p><b>Remediation of unmet Thresholds:</b> Faculty will explore reasons for any student(s) who take longer than expected to complete and look for resources to assist such students in the future. Students may have circumstances outside the control of the program but in instances where tutoring, financial aid or other resources exist, solutions will be sought.</p>			
<p><b>Dissemination:</b> Completion rates are included in the CACREP Vital Statistics Survey and are also posted on the program website in the annual Program Evaluation at <a href="https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/">https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/</a></p>			
Evaluation Activity	Description	Scheduled	Level & Related to Program Objectives
<b>7. AQI – Employment &amp; Doctoral Admission Rates</b>	The level of employment at graduation or post-graduation will be measured to assure that students are being employed in a timely manner.	At the end of the individual student’s program of study and in the year past graduation	<b>(D., E.1., E.2.)</b> Individual Student & Program
			<b>Program Obj:</b> 2, 3, & 6 – 8
<p><b>Minimum Thresholds:</b> 90% of students graduates surveyed in each year should report employment in a counseling or counseling related setting.</p>			

**Means of Collection & Assessment:** Students will be asked to complete the “Employment & Doctoral Admission Survey” in their final semester which will request contact information for follow-up, employment information, and doctoral admission information. Those that are not employed or offered employment at the time of graduation will be sent a digital follow-up survey a year after graduation. Those pursuing a doctoral degree but not yet accepted will also receive a digital follow-up survey.

**Data, Measures & Formats:** The “Employment & Doctoral Admission Survey” will ask if the student is employed or has been offered employment in a counseling seeing or related field. The follow-up survey will ask if they were employment in a counseling seeing or related field at the time of graduation, within 6 months of graduation, within 7 months to a year of graduation, over a year post gradation, or. If they chose to enter another field. Those reporting employment or an offer of employment a within a year of graduation will be considered within the threshold. The survey will also ask if the graduate did or did not apply to a doctoral program and, if so were they accepted.

**Analysis and Utilization:** A summary of those reporting employment per year and across years till be reviewed by faculty for improvements in job search skills or accessing help from the AUM Career Center.

**Remediation of unmet Thresholds:** If 90% of students graduates surveyed do not report employment in a counseling or counseling related setting a year after graduation, faculty will access help from the AUM Career Center to assist the program and explore ways to improve student job search skills.

**Dissemination:** Employment and doctoral admission rates are posted on the program website in the annual Program Evaluation at <https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/>

**DIVERSE LEARNING COMMUNITY (2.E.3.)**  
Program Objectives 1 & 3.

**8. AQI -** As part of identifying underrepresented populations and the continuous and systematic efforts to recruit, enroll, and retain a diverse group of students and faculty, the counselor education program analyzes, by CACREP specialized practice area, demographic data with regard to student applicants, enrolled students, & degree completion rates as well as demographic data of full-time faculty related to applicants (when applicable), employed faculty, & retention rates.

**2.E.3.a. - Clinical Mental Health Counseling Students: applicants, enrolled students, & degree completion rates.**

**2.E.3.a.1. – Student Applicants -** With the help of the AUM Office of Institutional Effectiveness, the program will report on the demographics of student applicants by CACREP specialized practice area and will post these annually on the program website in the annual Program Evaluation. The counseling program will annually review these data in the spring for opportunities to efforts to recruit, enroll, and retain a diverse group of students. This data will also be used in multi-year analysis to analyze for trends and to inform systematic efforts to recruit, enroll, and retain a diverse group of students.

**2.E.3.a.2. – Enrolled Students -** With the help of the AUM Office of Institutional Effectiveness, the program will report annually on the demographics of currently enrolled students by CACREP specialized practice area and will post these on the program website in the annual Program Evaluation as well as report these findings to CACREP via the online Vital Statistics Survey. A copy of the Vita Statistics Survey will be saved from the online entry for program information. The counseling program will annually review these data in the spring for opportunities to efforts to recruit, enroll, and retain a diverse group of students. This data will also be used in multi-year analysis to analyze for trends and to inform systematic efforts to recruit, enroll, and retain a diverse group of students.

**2.E.3.a.3. – Degree Completion Rates -** With the help of the AUM Office of Institutional Effectiveness, the program will report on the demographics of degree completion rates by CACREP specialized practice area and will post these on the program website in the annual Program Evaluation as well as report these findings to CACREP via the online Vital Statistics Survey. A copy of the Vita Statistics Survey will be saved from the online entry for program information. The counseling program will annually review these data in the spring for opportunities to efforts to recruit, enroll, and retain a diverse group of students. This data will also be used in multi-year analysis to analyze for trends and to inform systematic efforts to recruit, enroll, and retain a diverse group of students.

**2.E.3.b. – Full-Time Faculty: applicants (when applicable), employed faculty, & retention rates.**

**2.E.3.b.1. – Full-Time Faculty: applicants** (when applicable) - Assessment: AUM does not collect demographic data on its applicants for Full-Time Faculty, the counseling faculty is aware of the need to promote a diverse learning community. When a position opens the faculty search committee attempts to promote a diverse pool of applicants.

**2.E.3.b.2. – Full-Time Faculty: employed faculty** - The program will report annually on the demographics of currently employed Full-Time Faculty and will post these on the program website in the annual Program Evaluation as well as report these findings to CACREP via the online Vital Statistics Survey.

**2.E.3.b.3. – Full-Time Faculty: retention rates** – The program will report at least every 3 years on the demographics of the length of service of currently employed and formerly employed Full-Time Faculty (going back 3 years) to provide a trend analysis of retention of faculty. This will be posted on the program website in the annual Program Evaluation.

**FIELDWORK (2.E.4.)**

Evaluation Activity	Description	Scheduled	Level & Related to Program Objectives
<b>9. AQI – Student Placement Rates at Practicum and Internship Sites</b>	The placement rates for student field work in Practicum and Internship are determined for success in locating field experience for counseling students.	No later than the end of the second week of the semester.	<b>(2.E.4.) Individual Student &amp; Program Program Obj:</b> 2, 3, & 6 – 8
<b>Minimum Thresholds:</b> All students (90%) should secure an appropriate setting for practicum and internship fieldwork by no later than the end of the second full week of the semester (or the last day to drop for a full refund whichever comes first).			
<b>Means of Collection &amp; Assessment:</b> Students must secure an appropriate placement by no later than end of the second full week of the semester (or the last day to drop for a full refund whichever comes first). If an appropriate placement has not been secured by that time, the student must drop the Practicum / Internship course.			
<b>Data, Measures &amp; Formats:</b> AUM Office of Institutional Effectiveness provides withdrawal rates for Practicum and Internship of all students in both the CMHC and School Counseling Masters to the counseling department head. Semester withdrawals are reviewed with faculty to determine if they were due to lack of a field placement or other circumstances.			
<b>Analysis and Utilization:</b> A summary of those withdrawals per year and across years will be reviewed by faculty at their annual Spring data meeting for improvements in assistance in finding field placement.			
<b>Remediation of unmet Thresholds:</b> If 90% of students do not secure field placement by the deadline, faculty will review the availability of current placement sites and explore additional options and solutions.			
<b>Dissemination:</b> Field placement rates are posted on the program website in the annual Program Evaluation at <a href="https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/">https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/</a>			

**FOLLOW-UP STUDIES (2.F.)**

Evaluation Activity	Description	Scheduled	Level & Related to Program Objectives
<b>10. AUM Counseling Program Alumni Survey</b>	Former students are surveyed at least every 3 years during the Spring Semester.	Spring Semester every 3 years	(2.F.1.) Overall systematic program evaluation
			<b>Program Obj:</b> 3, 4, & 10

**Minimum Thresholds:** The aggregated threshold for program evaluation is 90% reporting “Overall evaluation of your training” in the Good to excellent range, and 80% reporting in the Good to excellent range for individual areas of training.

**Means of Collection & Assessment:** Former students are contacted through personal email at least every 3 years during the Spring Semester and asked to complete the online survey for the purpose of input and program improvement.

**Data, Measures & Formats:** The self-report survey is provided online and utilizes multiple choice, ranking, and open comment formats. The survey includes measures of preparedness related to AUM class offerings, professional development through the program, Faculty-to-student mentoring, and professional identity & involvement.

**Analysis and Utilization:** The counseling faculty will review and analyze the data collected from the survey upon completion.

**Remediation of unmet Thresholds:** Any necessary actions resulting from the analysis of the survey data will be reported to the head of the department who will assign the task of remediation or curriculum improvement to the appropriate person(s).

**Dissemination:** The annual cumulative results of this survey are included anonymously with other data sources placed on the Program Web page at <https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/>

Evaluation Activity	Description	Scheduled	Level & Related to Program Objectives
<b>11. Site Supervisors’ Evaluation of the AUM Counseling Program</b>	Site supervisors are asked to rate the AUM Counseling Program’s success in preparing students in terms of overall: knowledge base, counseling skills, time management, self-care/wellness, ethics, documentation, professionalism, and effectiveness with clients.	Spring semester every 3 years	(2.D., 2.E.1.&2.) Systematic program evaluation and Individual Student
			<b>Program Obj:</b> 2 - 5, & 10

**Minimum Thresholds:** The aggregated threshold for the former Site Supervisors’ Evaluation of the AUM Counseling Program is 80% for all areas evaluated as well as an overall rating of 80% based on no less than a 4 on the 5-point scale of the evaluation.

**Means of Collection & Assessment:** The Practicum and Internship site supervisors are asked to complete the “Site Evaluation of the AUM Counseling Program” through an email or through personal contact with the clinical coordinator. This is reported every three years for trend analysis.

**Data, Measures & Formats:** Former site supervisors are asked to rate the AUM Counseling Program’s success in preparing students in terms of overall (*note; this not an individual student evaluation, for these the mid-term and final evaluations are used*): knowledge base, counseling skills, time management, self-care/wellness, ethics, documentation, professionalism, and effectiveness with clients. The program also requests feedback on its orientation to the site, assistance to the site, consultation regarding students, and professional development (see Clinical Handbook p. 81-82).

**Analysis and Utilization:** The results of the survey are compiled and discussed with program faculty at the annual data meeting for program improvement.

**Remediation of unmet Thresholds:** If the aggregate findings of the survey fall below the 80% rating on any specific area or as a whole, the head of the department and clinical coordinator will meet with faculty to explore options for either curriculum improvement or skills training. This discussion may also be taken to the advisory board for input.

**Dissemination:** The annual cumulative results of this survey are included anonymously with other data sources placed on the Program Web page at <https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/>

Evaluation Activity	Description	Scheduled	Level & Related to Program Objectives
<b>12. Program Graduate Employers Evaluation of the AUM Counseling Program survey</b>	Feedback from employer supervisors of former students is requested no less than every 3 years through the <i>Program Graduate Employers Evaluation of the AUM Counseling Program survey</i> .	End of Spring Semester on a 3-year cycle	<b>(D., E.1., F.)</b> Program evaluation  <b>Program Obj:</b> 2 - 5, 7, 9, & 10
<b>Minimum Thresholds:</b> The aggregated threshold for the “ <i>Program Graduate Employers Evaluation of the AUM Counseling Program survey</i> ” is 80% for all areas evaluated as well as an overall rating of 80% based on no less than a 4 on the 5-point scale of the evaluation.			
<b>Means of Collection &amp; Assessment:</b> Program graduate supervisors are asked to complete the “ <i>Program Graduate Employers Evaluation of the AUM Counseling Program survey</i> ”			
<b>Measures &amp; Formats:</b> Employer supervisors of former students are asked to rate the AUM Counseling Program’s success in preparing the employee (i.e. former student) in terms of overall: knowledge base, counseling skills, time management, self-care/wellness, ethics, documentation, professionalism, and effectiveness with clients.			
<b>Analysis and Utilization:</b> The results of the employers’ evaluations are compiled every 3 years and are evaluated as an aggregate by program faculty at the annual data meeting for program improvement.			
<b>Remediation of unmet Thresholds:</b> The aggregation of these results will be discussed at the annual data meeting and with the Advisory Board in order to make program improvements. Programmatic remediation will then be implemented as directed by the Department Head.			
<b>Dissemination:</b> The annual cumulative results of this survey are included anonymously with other data sources placed on the Program Web page at <a href="https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/">https://www.aum.edu/degree/masters-eds-school-clinical-mental-health-counseling/</a>			

## *AUM Counseling Program Objectives*

*The objectives for the Auburn Montgomery Counselor Education area are to:*

1. Recruit and select qualified graduate students with appropriate attention given to the inclusion of candidates from diverse and under-served populations;
2. Offer a graduate curriculum which reflects the preparation standards of the profession as described by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP);
3. Educate graduate level counselors in the knowledge, skills, attitudes, philosophical orientation, and technological applications to facilitate their working effectively with diverse populations;
4. Provide specialized programs for the preparation of professional counselors to work in a wide variety of public and private educational and human services settings;
5. Collaborate with schools and human service agencies in planning and evaluating the counselor education program, and in providing experiential opportunities for the counseling students;
6. Provide counseling students with research skills appropriate for their preparation level, and instill a commitment to the pursuit of scholarly research;
7. Provide students with a framework in professional, ethical, and legal issues related to counseling;
8. Help students develop a strong professional counseling identity by promoting student knowledge of professional associations and appreciation of the importance and value of active involvement;
9. Assist graduates and potential employers in the identification of appropriate placement opportunities; and
10. Maintain a systematic, comprehensive and integrated plan of program evaluation.