

Program Annual Learning Outcomes Report – 2024/25 Academic Year Program Reporting *(23/24 AY Data)*

Program Name: MS:Counseling - Illinois (MS COUN - IL)

University Learning Outcomes

Program Overall ULO Performance:

Total ULO's	Met	Not Met	Mixed Results	N/A
<u>6</u>	6			

University Learning Outcome	Program ULO Achievement and Notes
ULO 1 – Specialized Knowledge	Met
ULO 2 – Broad/Integrative Knowledge	Met
ULO 3 – Intellectual Skills	Met
ULO 4 – Applied/Collaborative Learning	Met
ULO 5 – Civic and Global Learning	Met
ULO 6 – Professional Skills	Met

Program Learning Outcomes

Overall: Broadly strong performance. Please see feedback on your 23/24 AY Assessment Report for more information and suggestions. A lot of progress in planning this past year and really thoughtful reporting and analysis.

PLO	PLO Status
1. Demonstrate the ability to apply code of ethics and legal standards in the profession.	Met
2. Demonstrate the ability to apply the multicultural competencies in diversity, multiculturalism, and advocacy.	Met
3. Describe and apply theories of individual and family development across the lifespan.	Met
4. Describe and apply theories and models of career development, counseling and decision-making.	Met
5. Describe, compare, contrast, and apply major counseling skills and approaches to practice.	Met
6. Demonstrate the ability to select and utilize assessments for diagnostic and intervention planning purposes.	Met

7. Describe, compare, contrast and apply major counseling theories to practice.	Met
8. Demonstrate effective group leadership through the application of theoretical foundations and techniques of group counseling, process and development.	Met
9. Demonstrate awareness of personal characteristics and behaviors that influence the counseling process and engage in ongoing personal and professional self-evaluation and implications for practice.	Met
10. Demonstrate an understanding of the importance of evidence-based, ethical and culturally relevant research in advancing the counseling profession.	Met

2023-2024 Assessment Outcomes: MS Counseling IL						2023-2024 Assessment Report: MS Counseling IL Report complete			
PLO Language	Course	Assessment (Measure)	Measure target	Goal (% of Students attaining)	Point in Program	Indicate ULO or Accreditor Alignment (if a mastery point)	Results (% of students who met target)	Goal met?	Narrative: Results & Action Steps Please note! If your actions include modifying your 24/25 Assessment Plan, please do not make changes to the 23/24 Assessment plan on this sheet. Instead, make changes directly on your 24/25 Assessment Plan here.
1. Demonstrate the ability to apply code of ethics and legal standards in the profession.	HSC 511	PLO 1 Ethical case analysis Rubric line: ACA Code of Ethics	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Entry	CACREP Standard Alignment: [2.F.1.i.] ULO 1, ULO 3d	97% of students met the target (91% scored 4 out of 4) (6% scored 3 out of 4) (2% scored 2 out of 4) (1% scored 1 out of 4)	Yes	Disaggregated Results: Black/African American: 92% scored 4/4; 4% scored 3/4; 4% scored 2/4; 25 Students White: 94% scored 4/4; 6% scored 3/4; 31 students Asian: 100% scored 4/4; 5 students Hispanic: 89% scored 4/4; 7% scored 3/4; 27 students 2 or more races: 50% scored 4/4; 25% scored 3/4; 25% scored 2/4; 4 students Undeclared race/ethnicity: 100% scored 4/4; 3 students School Counseling: 91% scored 4/4; 0% scored 3/4; 4% scored 2/4; 22 students Clinical Mental Health Counseling: 90% scored 4/4; 8% scored 3/4; 4% scored 1/4; 71 students Chicago: 100% scored 4/4; 45 students Lisle: 98% scored 4/4; 2% scored 3/4; 27 students Wheeling: 64% scored 4/4; 22% scored 3/4; 9% scored 2/4; 4% scored 1/4; 23 students (Results for Wheeling are skewed, as one student was dismissed from the program and did not complete the assessment) Action Steps: None at this time
	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: PLO 1 Rubric Lines (2 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students meet the target	End of Program		100% of students met the target (100% scored 4 out of 4)	Yes	Disaggregated Results: N/A - All students scored 4 out of 4 on this measure Action Steps: Assessment plan has been updated for AY24-25; new expectation is that 100% of students will meet the measure target (3 "meets most expectations" out of 4) on the rubric line item of the program exit measure , Professional Capstone Assignment. These modifications have been already been made for each exit measure throughout the AY24/25 Assessment Plan (and are just being noted here for documentation of changes).
2. Demonstrate the ability to apply the multicultural competencies in diversity, multiculturalism, and advocacy.	HSC 503	PLO 2 Social Justice Counseling Paper Rubric line: Racial/Cultural Identity Development	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Middle	CACREP Standard Alignment: [2.F.2.b.; 2.F.2.c.] ULO 3c ULO 5	95% of students met the target (86% scored 4 out of 4) (7% scored 3 out of 4) (7% scored 0 out of 4)	Yes	Disaggregated Results: Black/African American: 86% scored 4/4; 7% scored 3/4; 7% scored 1/4; 14 students White: 92% scored 4/4; 5% scored 3/4; 3% scored 2/4; 38 students Asian: 100% scored 4/4; 3 students Hispanic: 71% scored 4/4; 12% scored 3/4; 6% scored 2/4; 12% scored 1/4; 17 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 50% scored 4/4; 50% scored 3/4; 2 students School Counseling: 86% scored 4/4; 5% scored 3/4; 10% scored 1/4; 21 students Clinical Mental Health Counseling: 85% scored 4/4; 9% scored 3/4; 4% scored 2/4; 2% scored 1/4; 55 students Chicago: 92% scored 4/4; 3% scored 2/4; 5% scored 1/4; 39 students Lisle: 76% scored 4/4; 18% scored 3/4; 3% scored 2/4; 3% scored 1/4; 33 students Wheeling: 100% scored 4/4; 4 students Action Steps: Examine why such a high number of Black/African American and Hispanic identified students scored 1 out of 4 compared with other racial/ethnic identities; Additionally, explore why School Counseling students performed lower on this measure than Clinical Mental Health Students
	HSC 503	PLO 2 Cultural and Ecological Case Analysis Rubric line: Self-Reflection and Observation	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Middle		100% of students met the target (99% scored 4 out of 4) (1% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 99% scored 4/4; 1% scored 3/4; 93 students White: 99% scored 4/4; 1% scored 3/4; 340 students Asian: 100% scored 4/4; 35 students Hispanic: 100% scored 4/4; 144 students 2 or more races: 100% scored 4/4; 18 students Undeclared race/ethnicity: 100% scored 4/4; 20 students School Counseling: 99% scored 4/4; 1% scored 3/4; 155 students Clinical Mental Health Counseling: 100% scored 4/4; 495 students Chicago: 100% scored 4/4; 239 students Lisle: 99% scored 4/4; 1% scored 3/4; 380 students Wheeling: 97% scored 4/4; 3% scored 3/4; 31 students Action Steps: We will eliminate this measure for AY24-25; it is redundant. Also, the student count is inaccurate—it seems the rubric is not configured correctly.
	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: PLO 2 Rubric Lines (2 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students meet the target	End of Program		100% of students met the target (94% scored 4 out of 4)	Yes	Disaggregated Results: Black/African American: 93% scored 4/4; 7% scored 3/4; 15 students White: 94% scored 4/4; 6% scored 3/4; 47 students
3. Describe and apply theories of individual and family development across the lifespan.	LAP 506 (HSC 509)	PLO 3 Child Developmental Interview Rubric line: Provided Paper Discussing all Seven Domains	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Middle	CACREP Standard Alignment: [2.F.3.a.] ULO 2	97% of students met the target	Yes	Disaggregated Results: Black/African American: 84% scored 4/4; 13% scored 3/4; 3% scored 2/4; 32 students White: 92% scored 4/4; 4% scored 3/4; 4% scored 2/4; 82 students Asian: 100% scored 4/4; 6 students Hispanic: 89% scored 4/4; 11% scored 3/4; 38 students 2 or more races: 75% scored 4/4; 25% scored 3/4; 4 students Undeclared race/ethnicity: 83% scored 4/4; 17% scored 3/4; 6 students School Counseling: 95% scored 4/4; 5% scored 3/4; 38 students Clinical Mental Health Counseling: 88% scored 4/4; 8% scored 3/4; 3% scored 2/4; 130 students Chicago: 87% scored 4/4; 13% scored 3/4; 78 students Lisle: 100% scored 4/4; 58 students Wheeling: 78% scored 4/4; 9% scored 3/4; 13% scored 2/4; 32 students Action Steps: None at this time
	LAP 506 (HSC 509)	PLO 3 Adult Developmental Interview Rubric line: Synthesis of Entire Experience	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Middle		100% of students met target(100% scored 4 out of 4)	Yes	Disaggregated Results: N/A - All students scored 4/4; 168 students Action Steps: None at this time

	HSC 506	PLO 3 Case Analysis and Presentation Rubric line: Family Life Cycle and Other Issues	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Entry		89% of students met target(84)	Yes	Disaggregated Results: Black/African American: 80% scored 4/4; 20% scored 1/4; 25 students White: 82% scored 4/4; 14% scored 3/4; 5% scored 1/4; 22 students Asian: 60% scored 4/4; 20% scored 3/4; 20% scored 2/4; 5 students Hispanic: 100% scored 4/4; 21 students 2 or more races: 100% scored 1/4; 1 student Undeclared race/ethnicity: 100% scored 4/4; 2 students School Counseling: 89% scored 4/4; 5% scored 3/4; 5% scored 2/4; 19 students Clinical Mental Health Counseling: 82% scored 4/4; 5% scored 3/4; 12% scored 1/4; 57 students Chicago: 84% scored 4/4; 16% scored 1/4; 50 students Lisle: 79% scored 4/4; 11% scored 3/4; 19 students Wheeling: 100% scored 4/4; 7 students Action Steps: Seek additional information regarding the high number of Black/African American students (20%) and (12%) of Chicago students who scored 1 out of 4 on this measure.
	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: PLO 3 Rubric Line (1 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students meet the target	End of Program		100% of students met the target (88% scored 4 out of 4) (12% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 87% scored 4/4; 13% scored 3/4; 15 students White: 89% scored 4/4; 11% scored 3/4; 47 students Asian: 100% scored 4/4; 4 students Hispanic: 83% scored 4/4; 17% scored 3/4; 24 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 80% scored 4/4; 20% scored 3/4; 5 students School Counseling: 87% scored 4/4; 13% scored 3/4; 30 students Clinical Mental Health Counseling: 88% scored 4/4; 12% scored 3/4; 66 students Chicago: 71% scored 4/4; 29% scored 3/4; 41 students Lisle: 100% scored 4/4; 26 students Wheeling: 100% scored 4/4; 29 students Action Steps: Assessment plan has been updated for AY24-25; new expectation is that 100% of students will meet the measure target (3 "meets most expectations" out of 4) on the rubric line item of the program exit measure, Professional Capstone Assignment. These modifications have been already been made for each exist measure throughout the AY24/25 Assessment Plan (and are just being noted here for documentation of changes).
	HSC 514	PLO 4 Career Life Line Rubric line: Career Theory	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Middle	CACREP Standard Alignment: [2.F.4.a.] ULO 6	100% of students met the target (80% scored 4 out of 4) (20% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 67% scored 4/4; 33% scored 3/4; 3 students White: 100% scored 4/4; 19 students Asian: 100% scored 3/4; 1 student Hispanic: 71% scored 4/4; 29% scored 3/4; 8 students 2 or more races: 100% scored 4/4; 1 student Undeclared race/ethnicity: 100% scored 4/4; 1 student School Counseling: 100% scored 4/4; 5 students Clinical Mental Health Counseling: 91% scored 4/4; 9% scored 3/4; 31 students Chicago: 75% scored 4/4; 25% scored 3/4; 31 students Lisle: 100% scored 4/4; 1 student (missing data) Wheeling: 86% scored 4/4; 14% scored 3/4; 23 students Action Steps: Determine why we have missing data for Lisle (data from Lisle show only 1 student was assessed on this measure)
4. Describe and apply theories and models of career development, counseling and decision-making.	HSC 514	PLO 4 Special Population Presentation Rubric line: Scholarly Content	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Middle		100% of students met the target (100% scored 4 out of 4)	Yes	Disaggregated Results: N/A - All students scored 4/4; 21 students Action Steps: None at this time
	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: PLO 4 Rubric Lines (3 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students meet the target	End of Program		100% of students met the target (92% scored 4 out of 4) (8% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 89% scored 4/4; 11% scored 3/4; 15 students White: 92% scored 4/4; 8% scored 3/4; 47 students Asian: 100% scored 4/4; 4 students Hispanic: 93% scored 4/4; 7% scored 3/4; 24 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 93% scored 4/4; 7% scored 3/4; 5 students School Counseling: 90% scored 4/4; 10% scored 3/4; 30 students Clinical Mental Health Counseling: 93% scored 4/4; 7% scored 3/4; 66 students Chicago: 89% scored 4/4; 11% scored 3/4; 41 students Lisle: 100% scored 4/4; 26 students Wheeling: 90% scored 4/4; 10% scored 3/4; 29 students Action Steps: Assessment plan has been updated for AY24-25; new expectation is that 100% of students will meet the measure target (3 "meets most expectations" out of 4) on the rubric line item of the program exit measure, Professional Capstone Assignment. These modifications have been already been made for each exist measure throughout the AY24/25 Assessment Plan (and are just being noted here for documentation of changes).
5. Describe, compare, contrast, and apply major counselling skills and approaches to practice.	HSC 504	PLO 5 Counseling Project Transcription & Skill Critique Rubric line: Demonstration of Counseling Skills in Session	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Entry	CACREP Standard Alignment: [2.F.5.a.; 2.F.5.b.; 2.F.5.g.] ULO 4	100% of students met the target (92% scored 4/4) (8% scored 3/4)	Yes	Disaggregated Results: Black/African American: 94% scored 4/4; 6% scored 3/4; 18 students White: 96% scored 4/4; 4% scored 3/4; 45 students Asian: 100% scored 4/4; 3 students Hispanic: 80% scored 4/4; 20% scored 3/4; 20 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 100% scored 4/4; 2 students School Counseling: 90% scored 4/4; 10% scored 3/4; 20 students Clinical Mental Health Counseling: 93% scored 4/4; 7% scored 3/4; 70 students Chicago: 85% scored 4/4; 15% scored 3/4; 40 students Lisle: 100% scored 4/4; 27 students Wheeling: 96% scored 4/4; 4% scored 3/4; 23 students Action Steps: None at this time.

	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: PLO 5 Rubric Lines (3 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students meet the target	End of Program		100% of students met the target (92% scored 4 out of 4) (8% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 89% scored 4/4; 11% scored 3/4; 15 students White: 95% scored 4/4; 5% scored 3/4; 47 students Asian: 100% scored 4/4; 4 students Hispanic: 90% scored 4/4; 10% scored 3/4; 24 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 80% scored 4/4; 20% scored 3/4; 5 students School Counseling: 91% scored 4/4; 9% scored 3/4; 30 students Clinical Mental Health Counseling: 93% scored 4/4; 7% scored 3/4; 66 students Chicago: 82% scored 4/4; 18% scored 3/4; 41 students Lisle: 100% scored 4/4; 26 students Wheeling: 100% scored 4/4; 29 students Action Steps: Assessment plan has been updated for AY24-25; new expectation is that 100% of students will meet the measure target (3 "meets most expectations" out of 4) on the rubric line item of the program exit measure, Professional Capstone Assignment. These modifications have been already been made for each exist measure throughout the AY24/25 Assessment Plan (and are just being noted here for documentation of changes).
6. Demonstrate the ability to select and utilize assessments for diagnostic and intervention planning purposes.	LAP 501 (HSC 519)	PLO 6 Final Exam Project Rubric line: Test Use / Opinions	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Entry	CACREP Standard Alignment: [2.F.7.; 2.F.7.i.; 2.F.7.j.; 2.F.7.k.; 2.F.7.l.]ULO 3a	98% of students met the target	Yes	Disaggregated Results: Black/African American: 88% scored 4/4; 12% scored 3/4; 17 students White: 63% scored 4/4; 34% scored 3/4; 2% scored 2/4; 41 students Asian: 60% scored 4/4; 40% scored 3/4; 5 students Hispanic: 74% scored 4/4; 22% scored 3/4; 4% scored 1/4; 23 students 2 or more races: 100% scored 4/4; 1 student Undeclared race/ethnicity: 80% scored 4/4; 20% scored 3/4; 5 students School Counseling: 75% scored 4/4; 22% scored 3/4; 3% scored 2/4; 32 students Clinical Mental Health Counseling: 70% scored 4/4; 28% scored 3/4; 2% scored 1/4; 60 students Chicago: 91% scored 4/4; 9% scored 3/4; 43 students Lisle: 84% scored 4/4; 16% scored 3/4; 19 students Wheeling: 37% scored 4/4; 57% scored 3/4; 3% scored 2/4; 3% scored 1/4; 30 students Action Steps: None at this time
	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: PLO 6 Rubric Line (1 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students meet the target	End of Program		100% of students met the target	Yes	Disaggregated Results: Black/African American: 93% scored 4/4; 7% scored 3/4; 15 students White: 100% scored 4/4; 47 students Asian: 100% scored 4/4; 4 students Hispanic: 96% scored 4/4; 4% scored 3/4; 24 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 100% scored 4/4; 5 students School Counseling: 93% scored 4/4; 7% scored 3/4; 30 students Clinical Mental Health Counseling: 100% scored 4/4; 66 students Chicago: 95% scored 4/4; 5% scored 3/4; 41 students Lisle: 100% scored 4/4; 26 students Wheeling: 100% scored 4/4; 29 students Action Steps: Assessment plan has been updated for AY24-25; new expectation is that 100% of students will meet the measure target (3 "meets most expectations" out of 4) on the rubric line item of the program exit measure, Professional Capstone Assignment. These modifications have been already been made for each exist measure throughout the AY24/25 Assessment Plan (and are just being noted here for documentation of changes).
7. Describe, compare, contrast and apply major counseling theories to practice.	HSC 510	PLO 7 Theoretical Modality Paper Rubric line: Description of main interventions techniques to evoke change OR Signature Assignment: Theoretical Orientation (SA-2); Rubric line: GR4	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Entry	CACREP Standard Alignment: [2.F.5.a.]ULO 1	99% of students met the target	Yes	Disaggregated Results: Black/African American: 92% scored 4/4; 8% scored 3/4; 24 students White: 97% scored 4/4; 1% scored 3/4; 36 students Asian: 100% scored 4/4; 4 students Hispanic: 100% scored 4/4; 27 students 2 or more races: 100% scored 4/4; 1 student Undeclared race/ethnicity: 100% scored 4/4; 5 students School Counseling: 100% scored 4/4; 23 students Clinical Mental Health Counseling: 96% scored 4/4; 3% scored 3/4; 1% scored 2/4; 74 students Chicago: 100% scored 4/4; 55 students Lisle: 89% scored 4/4; 7% scored 3/4; 4% scored 2/4; 27 students Wheeling: 100% scored 4/4; 15 students Action Steps: Revise rubric scoring formula for new HSC 510 signature assignment template
	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: PLO 7 Rubric Lines (3 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students meet the target	End of Program		100% of students met the target (97% scored 4 out of 4) (3% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 96% scored 4/4; 4% scored 3/4; 15 students White: 99% scored 4/4; 1% scored 3/4; 47 students Asian: 100% scored 4/4; 4 students Hispanic: 94% scored 4/4; 6% scored 3/4; 24 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 93% scored 4/4; 7% scored 3/4; 5 students School Counseling: 96% scored 4/4; 4% scored 3/4; 30 students Clinical Mental Health Counseling: 98% scored 4/4; 2% scored 3/4; 66 students Chicago: 94% scored 4/4; 6% scored 3/4; 41 students Lisle: 100% scored 4/4; 26 students Wheeling: 100% scored 4/4; 29 students Action Steps: Assessment plan has been updated for AY24-25; new expectation is that 100% of students will meet the measure target (3 "meets most expectations" out of 4) on the rubric line item of the program exit measure, Professional Capstone Assignment. These modifications have been already been made for each exist measure throughout the AY24/25 Assessment Plan (and are just being noted here for documentation of changes).
8. Demonstrate effective group leadership through the application of theoretical foundations and techniques of group counseling, process and development.	HSC 512	PLO 8 - A Student Lead Group Rubric line: Group Leadership Skills	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Entry	CACREP Standard Alignment: [2.F.6.a.; 2.F.6.b.; 2.F.6.d.;	100% of students met the target (100% scored 4 out of 4)	Yes	Disaggregated Results: N/A - All students scored 4/4; 21 students Action Steps: None at this time

	HSC 512	PLO 8 - B Group Development Paper Rubric line: Analyze Group theory, techniques, and interventions	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Entry	2.F.6.e.] ULO 3f	89% of students met the target	Yes	Disaggregated Results: Black/African American: 71% scored 4/4; 14% scored 3/4; 11% scored 2/4; 4% scored 1/4; 28 students White: 97% scored 4/4; 3% scored 3/4; 33 students Asian: 67% scored 4/4; 17% scored 3/4; 17% scored 2/4; 6 students Hispanic: 71% scored 4/4; 13% scored 3/4; 13% scored 2/4; 4% scored 1/4; 24 students 2 or more races: 100% scored 4/4; 3 students Undeclared race/ethnicity: 100% scored 4/4; 2 students School Counseling: 78% scored 4/4; 7% scored 3/4; 11% scored 2/4; 4% scored 1/4; 27 students Clinical Mental Health Counseling: 83% scored 4/4; 10% scored 3/4; 6% scored 2/4; 1% scored 1/4; 69 students Chicago: 74% scored 4/4; 11% scored 3/4; 11% scored 2/4; 4% scored 1/4; 46 students Lisle: 90% scored 4/4; 10% scored 3/4; 20 students Wheeling: 87% scored 4/4; 13% scored 3/4; 30 students Action Steps: Explore reasons for achievement gaps among African American/Black and Hispanic identified students compared to other racial/ethnic groups on this measure.
	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: PLO 8 Rubric Line (1 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students meet the target	End of Program		100% of students met the target (87% scored 4 out of 4) (13% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 80% scored 4/4; 20% scored 3/4; 15 students White: 89% scored 4/4; 11% scored 3/4; 47 students Asian: 100% scored 4/4; 4 students Hispanic: 83% scored 4/4; 17% scored 3/4; 24 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 80% scored 4/4; 20% scored 3/4; 5 students School Counseling: 83% scored 4/4; 17% scored 3/4; 30 students Clinical Mental Health Counseling: 88% scored 4/4; 12% scored 3/4; 66 students Chicago: 68% scored 4/4; 32% scored 3/4; 41 students Lisle: 100% scored 4/4; 26 students Wheeling: 100% scored 4/4; 29 students Action Steps: Assessment plan has been updated for AY24-25; new expectation is that 100% of students will meet the measure target (3 "meets most expectations" out of 4) on the rubric line item of the program exit measure, Professional Capstone Assignment.
9. Demonstrate awareness of personal characteristics and behaviors that influence the counseling process and engage in ongoing personal and professional self-evaluation and implications for practice.	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: PLO 9 Rubric Lines (2 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students meet the target	End of Program	CACREP Standard Alignment: [2.F.1.k.; 2.F.5.f.] ULO 6	100% of students met the target (98% scored 4 out of 4) (2% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 97% scored 4/4; 3% scored 3/4; 15 students White: 98% scored 4/4; 2% scored 3/4; 47 students Asian: 100% scored 4/4; 4 students Hispanic: 100% scored 4/4; 24 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 100% scored 4/4; 5 students School Counseling: 98% scored 4/4; 2% scored 3/4; 30 students Clinical Mental Health Counseling: 98% scored 4/4; 2% scored 3/4; 66 students Chicago: 98% scored 4/4; 2% scored 3/4; 41 students Lisle: 100% scored 4/4; 26 students Wheeling: 98% scored 4/4; 2% scored 3/4; 29 students Action Steps: We currently assess this PLO only once in the program (exit measure) - consider adding an additional, entry-level measure in (HSC 501) - Dispositional Review or Transcript Rubric item Assessment plan has been updated for AY24-25; new expectation is that 100% of students will meet the measure target (3 "meets most expectations" out of 4) on the rubric line item of the program exit measure, Professional Capstone Assignment. These modifications have been already been made for each exist measure throughout the AY24/25 Assessment Plan (and are just being noted here for documentation of changes).
10. Demonstrate an understanding of the importance of evidence-based, ethical and culturally relevant research in advancing the counseling profession.	HSM 508	PLO 10 Research Project Proposal Rubric line: Method Section	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Entry	CACREP Standard Alignment: [2.F.8.a.; 2.F.8.b.; 2.F.8.j.] ULO 3b ULO 3e	100% of students met the target measure (86% scored 4 out of 4) (14% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 100% scored 4/4; 13 students White: 85% scored 4/4; 15% scored 3/4; 33 students Asian: 100% scored 4/4; 2 students Hispanic: 71% scored 4/4; 29% scored 3/4; 14 students 2 or more races: 100% scored 4/4; 1 student Undeclared race/ethnicity: 100% scored 4/4; 3 students School Counseling: 88% scored 4/4; 13% scored 3/4; 16 students Clinical Mental Health Counseling: 86% scored 4/4; 14% scored 3/4; 50 students Chicago: 100% scored 4/4; 26 students Lisle: 88% scored 4/4; 13% scored 3/4; 8 students Wheeling: 73% scored 4/4; 27% scored 3/4; 30 students Action Steps: None at this time
	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: PLO 10 Rubric Lines (2 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students meet the target	End of Program		100% of students met the target (95% scored 4 out of 4) (5% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 97% scored 4/4; 3% scored 3/4; 15 students White: 95% scored 4/4; 5% scored 3/4; 47 students Asian: 100% scored 4/4; 4 students Hispanic: 94% scored 4/4; 6% scored 3/4; 24 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 100% scored 4/4; 5 students School Counseling: 97% scored 4/4; 3% scored 3/4; 41 students Clinical Mental Health Counseling: 95% scored 4/4; 5% scored 3/4; 66 students Chicago: 91% scored 4/4; 9% scored 3/4; 41 students Lisle: 100% scored 4/4; 26 students Wheeling: 97% scored 4/4; 3% scored 3/4; 29 students Action Steps: Assessment plan has been updated for AY24-25; new expectation is that 100% of students will meet the measure target (3 "meets most expectations" out of 4) on the rubric line item of the program exit measure, Professional Capstone Assignment.

Program Goal 1: Provide students with the academic training and professional experiences needed to develop counseling knowledge and skills, including technological competencies as a professional counselor.	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: Goal 1 Rubric Line (1 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students meet the target	End of Program	CACREP Standard Alignment: [2.F.1.j.; 2.F.5.e.] ULO 1	100% of students met the target (99% scored 4 out of 4) (1% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 100% scored 4/4; 15 students White: 100% scored 4/4; 47 students Asian: 100% scored 4/4; 4 students Hispanic: 100% scored 4/4; 24 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 80% scored 4/4; 20% scored 3/4; 5 students School Counseling: 100% scored 4/4; 30 students Clinical Mental Health Counseling: 98% scored 4/4; 2% scored 3/4; 66 students Chicago: 98% scored 4/4; 2% scored 3/4; 41 students Lisle: 100% scored 4/4; 26 students Wheeling: 100% scored 4/4; 29 students Action Steps: Assessment plan has been updated for AY24-25; new expectation is that 100% of students will meet the measure target (3 "meets most expectations" out of 4) on the rubric line item of the program exit measure, Professional Capstone Assignment. These modifications have been already been made for each exit measure throughout the AY24/25 Assessment Plan (and are just being noted here for documentation of changes).
Program Goal 2: Provide students with opportunities for self-reflection, and to impress upon the students the necessity of continuing education as well as the need for ongoing personal self-awareness and growth.	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: Goal 2 Rubric Lines (3 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students meet the target	End of Program	CACREP Standard Alignment: [2.F.1.f.; 2.F.1.k.] ULO 6	100% of students met the target (90% scored 4 out of 4) (10% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 84% scored 4/4; 16% scored 3/4; 15 students White: 93% scored 4/4; 7% scored 3/4; 47 students Asian: 100% scored 4/4; 4 students Hispanic: 89% scored 4/4; 11% scored 3/4; 24 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 73% scored 4/4; 27% scored 3/4; 5 students School Counseling: 89% scored 4/4; 11% scored 3/4; 30 students Clinical Mental Health Counseling: 90% scored 4/4; 10% scored 3/4; 66 students Chicago: 76% scored 4/4; 24% scored 3/4; 41 students Lisle: 100% scored 4/4; 26 students Wheeling: 100% scored 4/4; 29 students Action Steps: Assessment plan has been updated for AY24-25; new expectation is that 100% of students will meet the measure target (3 "meets most expectations" out of 4) on the rubric line item of the program exit measure, Professional Capstone Assignment. These modifications have been already been made for each exit measure throughout the AY24/25 Assessment Plan (and are just being noted here for documentation of changes).
Program Goal 3: Instill in students an appreciation for the worth of each individual, a developmental perspective on human growth over the lifespan, and an awareness of the importance of context, culture, and diversity.	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: Goal 3 Rubric Line (1 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students meet the target	End of Program	CACREP Standard Alignment: [2.F.2.a.; 2.F.3.a.] ULO 2	100% of students met the target (100% scored 4 out of 4)	Yes	Disaggregated Results: N/A - All students scored 4/4 Action Steps: Assessment plan has been updated for AY24-25; new expectation is that 100% of students will meet the measure target (3 "meets most expectations" out of 4) on the rubric line item of the program exit measure, Professional Capstone Assignment. These modifications have been already been made for each exit measure throughout the AY24/25 Assessment Plan (and are just being noted here for documentation of changes).

ULO Language *ULO Reference document here*	Course	Assessment (Measure)	Measure target	Goal (% of Students attaining)	Point in Program	Also a PLO measure? (please indicate)	Results (% of students who met target)	Goal met?	Narrative: Results & Action Steps Please note! If your actions include modifying your 24/25 Assessment Plan, please do not make changes to the 23/24 Assessment plan on this sheet. Instead, make changes directly on your 24/25 Assessment Plan here .
1. Specialized/Industry Knowledge	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: Goal 1 Rubric Line	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure	Exit	Not PLO, but Program Goal: (Program Goal 1): Provide students with the academic training and professional experiences needed to develop counseling knowledge and skills, including technological competencies as a professional counselor.	100% of students met the target (99% scored 4 out of 4) (1% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 100% scored 4/4; 15 students White: 100% scored 4/4; 47 students Asian: 100% scored 4/4; 4 students Hispanic: 100% scored 4/4; 24 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 80% scored 4/4; 20% scored 3/4; 5 students School Counseling: 100% scored 4/4; 30 students Clinical Mental Health Counseling: 98% scored 4/4; 2% scored 3/4; 66 students Chicago: 98% scored 4/4; 2% scored 3/4; 41 students Lisle: 100% scored 4/4; 26 students Wheeling: 100% scored 4/4; 29 students Action Steps: None at this time
2. Broad and Integrative Knowledge	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: PLO 7 Rubric Line	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Exit	Component of PLO 7	100% of students met the target (97% scored 4 out of 4) (3% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 96% scored 4/4; 4% scored 3/4; 15 students White: 99% scored 4/4; 1% scored 3/4; 47 students Asian: 100% scored 4/4; 4 students Hispanic: 94% scored 4/4; 6% scored 3/4; 24 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 93% scored 4/4; 7% scored 3/4; 5 students School Counseling: 96% scored 4/4; 4% scored 3/4; 30 students Clinical Mental Health Counseling: 98% scored 4/4; 2% scored 3/4; 66 students Chicago: 94% scored 4/4; 6% scored 3/4; 41 students Lisle: 100% scored 4/4; 26 students Wheeling: 100% scored 4/4; 29 students Action Steps: None at this time

3. Intellectual Skills	HSC 511	PLO 1 HSC 511 Ethical Case Study Analysis Rubric line: APA Style, Grammar, and Organization	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Entry	NO	87% of students met the target (75% scored 4 out of 4) (12% scored 3 out of 4) (8% scored 2 out of 4) (4% scored 1 out of 4)	Yes	Disaggregated Results: Black/African American: 84% scored 4/4; 12% scored 3/4; 4% scored 1/4; 25 students White: 74% scored 4/4; 3% scored 3/4; 19% scored 2/4; 3% scored 1/4; 31 students Asian: 60% scored 4/4; 20% scored 3/4; 20% scored 2/4; 5 students Hispanic: 74% scored 4/4; 15% scored 3/4; 4% scored 2/4; 7% scored 1/4; 27 students 2 or more races: 50% scored 4/4; 25% scored 3/4; 25% scored 2/4; 4 students Undeclared race/ethnicity: 67% scored 4/4; 33% scored 3/4; 3 students School Counseling: 74% scored 4/4; 17% scored 3/4; 4% scored 2/4; 4% scored 1/4; 23 students Clinical Mental Health Counseling: 75% scored 4/4; 10% scored 3/4; 11% scored 2/4; 4% scored 1/4; 72 students Chicago: 93% scored 4/4; 7% scored 3/4; 45 students Lisle: 37% scored 4/4; 19% scored 3/4; 33% scored 2/4; 11% scored 1/4; 27 students Wheeling: 58% scored 4/4; 16% scored 3/3; 18% scored 2/4; 8% scored 1/4; 23 students Action Steps: Consider using different measure to assess this ULO. The current measure (APA style, grammar, and organization in HSC 511) occurs in students' first course in the program, as they are just beginning to learn APA style and how to use these skills. Assessing these skills at a later time in the program may more accurately demonstrate students' achievement of this ULO. Therefore, we will consider utilizing a different, middle or exit-point measure in AY 24-25.
4. Applied and Collaborative Learning	HSC 504	PLO 5 Counseling Project Transcription & Skill Critique Rubric line: Relationship Building	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Middle	NO	100% of student achieved the target (89% scored 4 out of 4) (11% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 89% scored 4/4; 11% scored 3/3; 18 students White: 93% scored 4/4; 7% scored 3/4; 45 students Asian: 100% scored 4/4; 3 students Hispanic: 80% scored 4/4; 20% scored 3/4; 20 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 50% scored 4/4; 50% scored 3/4; 2 students School Counseling: 95% scored 4/4; 5% scored 3/4; 20 students Clinical Mental Health Counseling: 87% scored 4/4; 13% scored 3/3; 70 students Chicago: 90% scored 4/4; 10% scored 3/4; 40 students Lisle: 100% scored 4/4; 27 students Wheeling: 74% scored 4/4; 26% scored 3/4; 23 students Action Steps: None at this time
5. Civic/Democratic and Global Learning	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: Goal 3 Rubric Line (1 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Exit	Not PLO, but Program Goal: (Program Goal 3): Instill in students an appreciation for the worth of each individual, a developmental perspective on human growth over the lifespan, and an awareness of the importance of context, culture, and diversity.	100% of students met the target (100% scored 4 out of 4)	Yes	Disaggregated Results: N/A - All students scored 4/4 Action Steps: None at this time
6. Professional Skills	HSC 582	PLO 9 HSC 582 Professional Capstone Rubric lines: PLO 5 Rubric Lines (3 total)	Students will earn a 3 "Meets Most Expectations" out of 4	80% of the students attain the measure target	Exit	Yes, PLO 5	100% of students met the target (92% scored 4 out of 4) (8% scored 3 out of 4)	Yes	Disaggregated Results: Black/African American: 89% scored 4/4; 11% scored 3/4; 15 students White: 95% scored 4/4; 5% scored 3/4; 47 students Asian: 100% scored 4/4; 4 students Hispanic: 90% scored 4/4; 10% scored 3/4; 24 students 2 or more races: 100% scored 4/4; 2 students Undeclared race/ethnicity: 80% scored 4/4; 20% scored 3/4; 5 students School Counseling: 91% scored 4/4; 9% scored 3/4; 30 students Clinical Mental Health Counseling: 93% scored 4/4; 7% scored 3/4; 66 students Chicago: 82% scored 4/4; 18% scored 3/4; 41 students Lisle: 100% scored 4/4; 26 students Wheeling: 100% scored 4/4; 29 students Action Steps: None at this time