

Student Learning Outcomes, Location in the Curriculum, and Assessment Strategies for Eight CACREP Goals

Student Learning Outcomes	Location in the Curriculum ELOs addressed	Assessment and ELO
Goal 1: Professional Counseling Orientation and Ethical Practice		
a. Understand history and philosophy of the counseling profession and its specialty areas	Introduction to Counseling, Mental Health and Public Policy*	Course Grades, NBCC Exam, Licensure achievement ELO's: Program Competence, Ethical Reasoning
b. demonstrate awareness the multiple professional roles and functions of counselors across specialty areas, and their relationships with human service and integrated behavioral health care systems, including interagency and interorganizational collaboration and consultation		
c. Learn counselors' roles and responsibilities as members of interdisciplinary community outreach and emergency management response teams		
d. understand the role and process of the professional counselor advocating on behalf of the profession		
e. be able to explain advocacy processes needed to address institutional and social barriers that impede access, equity, and success for clients		
f. participate in professional counseling organizations, including membership benefits, activities, services to members, and current issues		
g. participate in professional counseling credentialing, including certification, licensure, and accreditation practices and standards, and the effects of public policy on these issues		
h. understand current labor market information relevant to opportunities for practice within the counseling profession		
i. follow ethical standards of professional counseling organizations and credentialing bodies, and applications of ethical and legal considerations in professional counseling	Legal and Ethical Issues	Course Grades, NBCC Exam, Licensure Achievement
j. understand technology's impact on the counseling profession	Introduction to Counseling, Mental Health and Public Policy*	

k. learn strategies for personal and professional self-evaluation and implications for practice	Introduction to Counseling, Foundations of Supervision*	
l. learn self-care strategies appropriate to the counselor role	Introduction to Counseling	
m. learn the role of counseling supervision in the profession	Introduction to Counseling, Legal and Ethical Issues, Foundations of Supervision*	
Goal 2: Social and Cultural Diversity		
a. demonstrate awareness of multicultural and pluralistic characteristics within and among diverse groups nationally and internationally	Psychopathology, Human Development, Theories of Counseling, Counseling Skills, Multicultural Counseling, Practicum, Internship I/II, Counseling in the Criminal Justice System*, Mental Health and Public Policy*	Course Grades, Practicum and Internship Site Feedback, NBCC Exam, Licensure Achievement ELO's: Global Awareness, Program Competence
b. understand theories and models of multicultural counseling, cultural identity development, and social justice and advocacy		
c. understand multicultural counseling competencies		
d. be aware of the impact of heritage, attitudes, beliefs, understandings, and acculturative experiences on an individual's views of others		
e. know the effects of power and privilege for counselors and clients		
f. understand help-seeking behaviors of diverse clients		
g. recognize the impact of spiritual beliefs on clients' and counselors' worldviews		
h. develop strategies for identifying and eliminating barriers, prejudices, and processes of intentional and unintentional oppression and discrimination		
Goal 3: Human Growth and Development		
a. understand theories of individual and family development across the lifespan	Human Development, Couples and Family Counseling*, Counseling Children and Adolescents*, Counseling Older Adults*	Course Grades, Practicum and Internship Site Feedback, NBCC Exam, Licensure Achievement

b. understand theories of learning	Human Development, Counseling Children and Adolescents*, Counseling in School Settings*	ELO's: Program Competence
c. understand theories of normal and abnormal personality development	Psychopathology, Human Development, Theories of Counseling	
d. demonstrate awareness of theories and etiology of addictions and addictive behaviors	Psychopathology, Substance Abuse Counseling*, Counseling in the Criminal Justice System*	
e. know the biological, neurological, and physiological factors that affect human development, functioning, and behavior	Psychopathology, Human Development, Substance Abuse Counseling*, Health Psychology*, Counseling Older Adults*	
f. understand systemic and environmental factors that affect human development, functioning, and behavior	Psychopathology, Human Development, Mental Health and Public Policy*, Counseling in the Criminal Justice System*	
g. comprehend effects of crisis, disasters, and trauma on diverse individuals across the lifespan	Psychopathology, Crisis Intervention*	
h. develop a general framework for understanding differing abilities and strategies for differentiated interventions	Counseling Skills, Practicum, Internship I/II, Assessment and Testing	
i. demonstrate knowledge of ethical and culturally relevant strategies for promoting resilience and optimum development and wellness across the lifespan	Counseling Skills, Practicum, Internship I/II, Legal and Ethical Issues, Multicultural Counseling, Health Psychology*, Counseling Older Adults*	
Goal 4: Career Development		
a. understand theories and models of career development, counseling, and decision making	Vocational Counseling	Course Grades, NBCC Exam,

b. understand approaches for conceptualizing the interrelationships among and between work, mental well-being, relationships, and other life roles and factors		<p>Licensure Achievement</p> <p>ELO's: Program Competence</p>
c. describe processes for identifying and using career, avocational, educational, occupational and labor market information resources, technology, and information systems		
d. develop approaches for assessing the conditions of the work environment on clients' life experiences	Vocational Counseling, Assessment and Testing	
e. identify strategies for assessing abilities, interests, values, personality and other factors that contribute to career development		
f. identify strategies for career development program planning, organization, implementation, administration, and evaluation		
g. understand strategies for advocating for diverse clients' career and educational development and employment opportunities in a global economy	Vocational Counseling	
h. identify strategies for facilitating client skill development for career, educational, and life-work planning and management		
i. understand methods of identifying and using assessment tools and techniques relevant to career planning and decision making	Vocational Counseling, Assessment and Testing	
j. demonstrate awareness of ethical and culturally relevant strategies for addressing career development	Vocational Counseling, Legal and Ethical Issues, Multicultural Counseling	
Goal 5: Counseling and Helping Relationships		
a. understand theories and models of counseling	Theories of Counseling, Counseling Skills, Practicum, Internship I/II, Foundations of Supervision*	Course Grades, Practicum and Internship Site Feedback, NBCC Exam, Licensure achievement
b. utilize a systems approach to conceptualizing clients		
c. understand theories, models, and strategies for understanding and practicing consultation		

d. develop ethical and culturally relevant strategies for establishing and maintaining in-person and technology-assisted relationships	Theories of Counseling, Counseling Skills, Practicum, Internship I/II, Legal and Ethical Issues, Multicultural Counseling	ELO's: Program Competence, Communication Skills
e. understand the impact of technology on the counseling process	Theories of Counseling, Counseling Skills, Practicum, Internship I/II, Legal and Ethical Issues	
f. utilize counselor characteristics and behaviors that influence the counseling process	Theories of Counseling, Counseling Skills, Practicum, Internship I/II, Multicultural Counseling, Couples and Family Counseling*, Counseling Children and Adolescents*, Counseling Older Adults*	
g. utilize essential interviewing, counseling, and case conceptualization skills		
h. use developmentally relevant counseling treatment or intervention plans	Theories of Counseling, Psychopathology, Assessment and Testing, Counseling Skills, Practicum, Internship I/II, Couples and Family Counseling*, Counseling Children and Adolescents*, Counseling Older Adults*, Substance Abuse Counseling*, Crisis Intervention*, Counseling in the Criminal Justice System*	
i. understanding of development of measurable outcomes for clients		
j. use evidence-based counseling strategies and techniques for prevention and intervention		
k. develop strategies to promote client understanding of and access to a variety of community-based resources		
l. understand suicide prevention models and strategies		
m. understand crisis intervention, trauma-informed, and community-based strategies, such as Psychological First Aid		
n. demonstrate knowledge of processes for aiding students in developing a personal model of counseling		
Goal 6: Group Counseling and Group Work		
a. understand theoretical foundations of group counseling and group work	Counseling Skills, Practicum, Internship I/II, Group Counseling,	Course Grades, Practicum and Internship Site

b. understand dynamics associated with group process and development	Substance Abuse Counseling*	Feedback, NBCC Exam, Licensure achievement
c. understand therapeutic factors and how they contribute to group effectiveness		
d. understand characteristics and functions of effective group leaders		
e. develop approaches to group formation, including recruiting, screening, and selecting members	Group Counseling, Assessment and Testing	ELO's: Teamwork and Collaboration, Communication Skills, Program Competence
f. understand types of groups and other considerations that affect conducting groups in varied settings	Group Counseling	
g. demonstrate knowledge of ethical and culturally relevant strategies for designing and facilitating groups	Group Counseling, Multicultural Counseling, Legal and Ethical Issues	
h. develop direct experiences in which students participate as group members in a small group activity, approved by the program, for a minimum of 10 clock hours over the course of one academic term	Group Counseling	Course Grade
Goal 7: Assessment and Testing		
a. understand historical perspectives concerning the nature and meaning of assessment and testing in counseling	Assessment and Testing	Course Grades, Practicum and Internship Site Feedback, NBCC Exam, Licensure Achievement ELO's: Critical Thinking, Quantitative Reasoning
b. understand methods of effectively preparing for and conducting initial assessment meetings	Assessment and Testing, Counseling Skills, Practicum, Internship I/II	
c. demonstrate awareness of procedures for assessing risk of aggression or danger to others, self-inflicted harm, or suicide	Assessment and Testing, Counseling Skills, Practicum, Internship I/II, Crisis Intervention*	
d. understand procedures for identifying trauma and abuse and for reporting abuse	Assessment and Testing, Counseling Skills, Practicum, Internship I/II	
e. identify use of assessments for diagnostic and intervention planning purposes		

f. understand basic concepts of standardized and non-standardized testing, norm-referenced and criterion-referenced assessments, and group and individual assessments	Assessment and Testing, Research and Evaluation, Vocational Counseling	
g. understand statistical concepts, including scales of measurement, measures of central tendency, indices of variability, shapes and types of distributions, and correlations		
h. understand reliability and validity in the use of assessments		
i. understand the use of assessments relevant to academic/educational, career, personal, and social development	Assessment and Testing, Vocational Counseling	
j. understand the use of environmental assessments and systematic behavioral observations	Assessment and Testing, Theories of Counseling, Counseling Skills, Counseling Children and Adolescents*, Counseling Older Adults*, Counseling in the Criminal Justice System*, Health Psychology*	
k. understand the use of symptom checklists, and personality and psychological testing	Assessment and Testing	
l. understand the use of assessment results to diagnose developmental, behavioral, and mental disorders		
m. develop ethical and culturally relevant strategies for selecting, administering, and interpreting assessment and test results		
Goal 8: Research and Program Evaluation		
a. understand the importance of research in advancing the counseling profession, including how to critique research to inform counseling practice	Research and Evaluation	Course Grades, Practicum and Internship Site Feedback, NBCC Exam, Licensure Achievement ELO's: Quantitative Reasoning, Information Literacy and
b. develop understanding of evidence-based counseling practices		
c. understand needs assessments		
d. demonstrate knowledge of outcome measures for counseling programs		

e. understand the evaluation of counseling interventions and programs	Research Skills, Program Competence
f. develop competence in qualitative, quantitative, and mixed research methods	
g. develop competence in designs used in research and program evaluation	
h. understand statistical methods used in conducting research and program evaluation	
i. understand analysis and use of data in counseling	
j. develop ethical and culturally relevant strategies for conducting, interpreting, and reporting the results of research and/or program evaluation	

* Elective course