

# PROGRAM EVALUATION REPORT

## Department of Counseling

### Clinical Mental Health Counseling

Review Period: **2019-2020 Academic Year**

Date of Report Approval: January 25, 2021

#### **Data-Driven Program Modifications in 2019 - 2020**

During the 2019-2020 academic year, the following program modification was made and one is pending per the recommendations from the 2018-2019 CMHC Program Evaluation report:

#### **Implemented an additional KPI assignment in PYCL 0631: O\*Net Assignment**

- *Informing Data:* The benchmark in the area of career development was not met when measured by the alumni survey.
- *Program Response:* Assessment Committee recommended the Curriculum Committee consider adopting the Signature Assignment for PYCL 0631: O\*Net Assignment as a KPI assignment, in addition to the existing KPI assignment: Career Counseling Theory Overview, in order to systematically target student learning outcome related to career development.
- *Resulting Modification:* The faculty approved the additional KPI O\*Net assignment in PYCL 631: Career and Lifestyle Assessment and adopted its use beginning Summer 2020 semester.

#### **Pending Program Modification: Counselor Dispositions**

- *Informing Data:* There was an increase in professional dispositions being “not met” in PYCL 0680: Counseling Practicum compared to the previous two systematic dispositional assessments in the 2018-2018 CMHC Program Evaluation.
- *Program Response:* Assessment Committee recommended the Curriculum Committee consider a systematic method to describe target counselor dispositions at the start of PYCL 0680, including specific to behaviors expected of CMHC students starting practicum.
- *Pending Modification:* The Curriculum Committee is reviewing possibilities for systematically and proactively describing dispositions for all PYCL 680 students at the start of practicum, as well as the measurement of counselor dispositions across the program.

The Assessment Committee has also completed the following items, driven by process findings from the 2018-2019 program evaluation and revisions made to the CMHC comprehensive assessment plan:

1. Revised the CMHC New Student Orientation and Quiz to be more explicit in addressing corresponding learning outcomes.
  2. Monitored 2019-2020 alumni feedback related to Learning Objective #7 (assessment) due to marginal ratings from 2018-2019 program evaluation on this LO. The 2019-2020 evaluation reported the benchmark was met at 100% in all formats and all campuses.
  3. Collaborated with the College of Psychology Director of Outreach to increase alumni survey response rates.
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## Program Learning Outcomes for 2019 - 2020

### Learning Outcome #1

ETHICAL PRACTICE-The ethical practice of counseling aligned with a professional counseling orientation in accordance with the standards and credentials of the counseling profession.

**LO#1 Benchmark 1:** 80% of students earn a final course grade of a B- or better in PYCL 0570 Ethical, Legal, and Professional Issues for Counselors

**LO#1 Assessment 1:** Based on a sample of 233 students, 226 students (97.00%) achieved a minimum grade of a B- or better

Campus	Number of Students	Percent who Earned B- or Better
Fort Lauderdale/Davie	72	100%
Miami	17	100%
Orlando	12	100%
Palm Beach	0	N/A
Tampa	15	100%
Online	117	94.02%

**LO#1 Benchmark 2:** 80% of students passed the PYCL 0570 Ethical, Legal, and Professional Issues for Counselors KPI assignment with a score of 70 or higher.

**LO#1 Assessment 2:** Based on a sample of 234 students, 233 students (99.57%) achieved a passing score of 70 or higher

Campus	Number of Students	Percent who Earned 70% or higher
Fort Lauderdale/Davie	72	100%
Miami	17	100%
Orlando	12	100%
Palm Beach	0	N/A
Tampa	15	100%
Online	118	99.15%

**LO#1 Benchmark 3:** 80% of Supervisors/Employers rated students' competence as 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent) on the Supervisors/Employers Survey ethics subscale

**LO#1 Assessment 3:** Based on a sample of n = 57 applicable rating surveys, 56 students (98.25%) were rated at 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent)\*

**LO#1 Benchmark 4:** 80% of current students rated the ethical practices subscale as met moderately well, very well, or extremely well met in the CMHC program.

**LO#1 Assessment 4:** Based on a sample of n = 200 applicable rating surveys, 195 students (97.5%) rated this as met moderately well, very well, or extremely well

<b>Campus</b>	<b>Sample Size</b>	<b>Percent who Rated Moderately Well or Above</b>
Fort Lauderdale/Davie	49	100%
Miami	17	100%
Orlando	3	100%
Palm Beach	3	100%
Tampa	10	90%
Online	118	96.6%

**LO#1 Benchmark 5:** 80% of alumni rated the ethical practices subscale as met moderately well, very well, or extremely well met.

**LO#1 Assessment 5:** Based on a sample of n = 29 applicable rating surveys, 29 Alumni (100%) rated this as met moderately well, very well, or extremely well

<b>Campus</b>	<b>Sample Size</b>	<b>Percent who Rated Moderately Well or Above</b>
Fort Lauderdale/Davie	17	100%
Miami	5	100%
Orlando	1	100%
Palm Beach	0	N/A
Tampa	1	100%
Online	4	100%
Jacksonville	1	100%

## **Learning Outcome #2**

**SOCIAL AND CULTURAL DIVERSITY-**Understand multicultural and pluralistic characteristics within and among diverse groups nationally and internationally while developing strategies for identifying and eliminating barriers, prejudices, and processes of intentional and unintentional oppression and discrimination.

**LO#2 Benchmark 1:** 80% of students earn a final course grade of a B- or better in PYCL 0632 Social and Cultural Foundations of Counseling

**LO#2 Assessment 1:** Based on a sample of 177 students, 169 students (95.48%) achieved a minimum grade of a B- or better

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned B- or Better</b>
Fort Lauderdale/Davie	44	100%
Miami	13	100%
Orlando	13	100%
Palm Beach	0	N/A
Tampa	9	100%
Online	98	91.84%

**LO#2 Benchmark 2:** 80% of students passed the 0632 Social and Cultural Foundations of Counseling KPI assignment with a score of 70 or higher

**LO#2 Assessment 2:** Based on a sample of 180 student, 179 students (99.44%) achieved a passing score of 70 or above

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned 70% or higher</b>
Fort Lauderdale/Davie	44	100%
Miami	13	100%
Orlando	13	92.31%
Palm Beach	0	N/A
Tampa	9	100%
Online	101	100%

**LO#2 Benchmark 3:** 80% of Supervisors/Employers rated students' competence as 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent) on the Supervisors/Employers Survey diversity subscale

**LO#2 Assessment 3:** Based on a sample of n = 57 applicable rating surveys, 56 students (98.25%) were rated at 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent)

**LO#2 Benchmark 4:** 80% of current students rated the multicultural counseling subscale as met moderately well, very well, or extremely well met in the CMHC program.

**LO#2 Assessment 4:** Based on a sample of n = 187 applicable rating surveys, 182 students (97.3%) rated this as met moderately well, very well, or extremely well

<b>Campus</b>	<b>Sample Size</b>	<b>Percent who Rated Moderately Well or Above</b>
Fort Lauderdale/Davie	41	97.6%
Miami	18	100%
Orlando	3	100%
Palm Beach	3	100%
Tampa	10	90%
Online	112	97.3%

**LO#2 Benchmark 5:** 80% of alumni rated the multicultural counseling subscale as met moderately well, very well, or extremely well met.

**LO#2 Assessment 5:** Based on a sample of n = 29 applicable rating surveys, 26 Alumni (89.7%) rated this as met moderately well, very well, or extremely well

<b>Campus</b>	<b>Sample Size</b>	<b>Percent who Rated Moderately Well or Above</b>
Fort Lauderdale/Davie	17	94.1%
Miami	5	80%
Orlando	1	100%
Palm Beach	0	N/A
Tampa	1	100%
Online	4	75%
Jacksonville	1	100%

### **Learning Outcome #3**

HUMAN GROWTH AND DEVELOPMENT-Understand factors associated with human growth and development across the lifespan.

**LO#3 Benchmark 1:** 80% of students earn a final course grade of a B- or better in PYCL 0512 Human Growth and Development

**LO#3 Assessment 1:** Based on a sample of 240 students, 235 students (97.92%) achieved a minimum grade of a B- or better

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned B- or Better</b>
Fort Lauderdale/Davie	64	96.88%
Miami	12	100%
Orlando	0	N/A
Palm Beach	14	100%
Tampa	5	100%
Online	145	97.93%

**LO#3 Benchmark 2:** 80% of students passed the PYCL 0512 Human Growth and Development KPI assignment with a score of 70 or higher

**LO#3 Assessment 2:** Based on a sample of 240 students, 238 students (99.17%) achieved a passing score of 70 or above

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned 70% or higher</b>
Fort Lauderdale/Davie	64	100%
Miami	12	100%
Orlando	0	N/A
Palm Beach	14	100%
Tampa	5	100%
Online	145	98.62%

**LO#3 Benchmark 3:** 80% of Supervisors/Employers rated students' competence as 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent) on the Supervisors/Employers Survey human growth subscale

**LO#3 Assessment 3:** Based on a sample of n = 57 applicable rating surveys, 56 students (98.25%) were rated at 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent)

**LO#3 Benchmark 4:** 80% of current students rated the human growth and development subscale as met moderately well, very well, or extremely well met in the CMHC program.

**LO#3 Assessment 4:** Based on a sample of n = 167 applicable rating surveys, 162 students (97.0%) rated this as met moderately well, very well, or extremely well

Campus	Sample Size	Percent who Rated Moderately Well or Above
Fort Lauderdale/Davie	43	95.3%
Miami	11	81.8%
Orlando	2	100%
Palm Beach	3	100%
Tampa	8	100%
Online	100	99.0%

**LO#3 Benchmark 5:** 80% of alumni rated the human growth and development subscale as met moderately well, very well, or extremely well met.

**LO#3 Assessment 5:** Based on a sample of n = 29 applicable rating surveys, 28 Alumni (96.6%) rated this as met moderately well, very well, or extremely well

Campus	Sample Size	Percent who Rated Moderately Well or Above
Fort Lauderdale/Davie	17	100%
Miami	5	100%
Orlando	1	100%
Palm Beach	0	N/A
Tampa	1	100%
Online	4	100%
Jacksonville	1	0%

#### Learning Outcome #4

CAREER DEVELOPMENT – Understand career development theories and strategies for personal growth and employment opportunities in a global economy.

**LO#4 Benchmark 1:** 80% of students earn a final course grade of a B- or better in PYCL 0631 Career and Lifestyle Assessment

**LO#4 Assessment 1:** Based on a sample of 253 students, 251 students (99.21%) achieved a minimum grade of a B- or better

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned B- or Better</b>
Fort Lauderdale/Davie	81	98.77%
Miami	22	100%
Orlando	8	100%
Palm Beach	11	100%
Tampa	5	100%
Online	126	99.21 %

**LO#4 Benchmark 2:** 80% of students passed the PYCL 0631 Career and Lifestyle Assessment KPI Career Counseling Theory assignment with a score of 70 or higher

**LO#4 Assessment 2:** Based on a sample of 253 students, 252 students (99.6%) achieved a passing score of 70 or above

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned 70% or higher</b>
Fort Lauderdale/Davie	81	98.77%
Miami	22	100%
Orlando	8	100%
Palm Beach	11	100%
Tampa	5	100%
Online	126	100%

**LO#4 Benchmark 3:** 80% of students passed the PYCL 0631 Career and Lifestyle Assessment KPI O\*Net assignment with a score of 70 or higher

**LO#4 Assessment 3:** Based on a sample of 92 students, 100% achieved a passing score of 70 or above

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned 70% or higher</b>
Fort Lauderdale/Davie	25	100%
Miami	8	100%
Orlando	11	100%
Palm Beach	0	100%
Tampa	5	100%
Online	43	100%

*Note: KPI O\*Net assignment was implemented beginning Summer 2020 semester*

**LO#4 Benchmark 4:** 80% of Supervisors/Employers rated students' competence as 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent) on the Supervisors/Employers Survey career counseling subscale

**LO#4 Assessment 4:** Based on a sample of n = 57 applicable rating surveys, 55 students (96.5%) were rated at 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent)

**LO#4 Benchmark 5:** 80% of current students rated the career development subscale as met moderately well, very well, or extremely well met in the CMHC program.

**LO#4 Assessment 5:** Based on a sample of n = 160 applicable rating surveys, 151 students (94.4%) rated this as met moderately well, very well, or extremely well

<b>Campus</b>	<b>Sample Size</b>	<b>Percent who Rated Moderately Well or Above</b>
Fort Lauderdale/Davie	42	100%
Miami	12	75.0%
Orlando	3	100%
Palm Beach	3	100%
Tampa	3	100%
Online	97	93.8%

**LO#4 Benchmark 6:** 80% of alumni rated the career development subscale as met moderately well, very well, or extremely well met.

**LO#4 Assessment 6:** Based on a sample of n = 29 applicable rating surveys, 28 Alumni (96.6%) rated this as met moderately well, very well, or extremely well

<b>Campus</b>	<b>Sample Size</b>	<b>Percent who Rated Moderately Well or Above</b>
Fort Lauderdale/Davie	17	100%
Miami	5	100%
Orlando	1	100%
Palm Beach	0	N/A
Tampa	1	0%
Online	4	100%
Jacksonville	1	0%

## **Learning Outcome #5**

HELPING RELATIONSHIPS-Utilize essential interviewing, counseling, and case conceptualization skills to promote client understanding of and access to a variety of community-based resources.

**LO#5 Benchmark 1:** 80% of students earn a final course grade of a B- or better in PYCL 511 Introduction to Counseling Techniques

**LO#5 Assessment 1:** Based on a sample of 231 students, 228 students (98.7%) achieved a minimum grade of a B- or better

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned B- or Better</b>
Fort Lauderdale/Davie	74	98.65%
Miami	17	100%
Orlando	13	100%
Palm Beach	0	N/A
Tampa	16	100%
Online	111	98.20%



**LO#5 Benchmark 2:** 80% of students passed the PYCL 511 Introduction to Counseling Techniques KPI with a score of 70 or higher

**LO#5 Assessment 2:** Based on a sample of 232 attempts, 231 students (99.57%) achieved a passing score of 70 or above

Campus	Number of Students	Percent who Earned 70% or Better
Fort Lauderdale/Davie	74	100%
Miami	17	100%
Orlando	13	100%
Palm Beach	0	N/A
Tampa	16	100%
Online	112	99.11%

**LO#5 Benchmark 3:** 80% of Supervisors/Employers rated students' competence as 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent) on the Supervisors/Employers Survey helping relationships subscale

**LO#5 Assessment 3:** Based on a sample of n = 57 applicable rating surveys, 55 students (96.49%) were rated at 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent)

**LO#5 Benchmark 4:** 80% of current students rated the helping relationships subscale as met moderately well, very well, or extremely well met in the CMHC program.

**LO#5 Assessment 4:** Based on a sample of n = 159 applicable rating surveys, 147 students (92.5%) rated this as met moderately well, very well, or extremely well

Campus	Sample Size	Percent who Rated Moderately Well or Above
Fort Lauderdale/Davie	43	93.0%
Miami	13	92.3%
Orlando	2	100%
Palm Beach	3	100%
Tampa	4	75%
Online	94	92.6%

**LO#5 Benchmark 5:** 80% of alumni rated the helping relationships subscale as met moderately well, very well, or extremely well met.

**LO#5 Assessment 5:** Based on a sample of n = 29 applicable rating surveys, 29 Alumni (100%) rated this as met moderately well, very well, or extremely well

<b>Campus</b>	<b>Sample Size</b>	<b>Percent who Rated Moderately Well or Above</b>
Fort Lauderdale/Davie	17	100%
Miami	5	100%
Orlando	1	100%
Palm Beach	0	N/A
Tampa	2	100%
Online	4	100%
Jacksonville	1	100%

### **Learning Outcome #6**

GROUP WORK – Utilize theoretical foundations of group counseling and group work to plan ethical and culturally relevant strategies for designing and facilitating groups.

**LO#6 Benchmark 1:** 80% of students earn a final course grade of a B- or better in PYCL 0635 Group Theory & Practice

**LO#6 Assessment 1:** Based on a sample of 185 students, 182 students (98.38%) achieved a minimum grade of a B- or better

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned B- or Better</b>
Fort Lauderdale/Davie	63	98.41%
Miami	0	N/A
Orlando	0	N/A
Palm Beach	0	N/A
Tampa	0	N/A
Online	122	98.36%

**LO#6 Benchmark 2:** 80% of students passed the PYCL 0635 Group Theory & Practice KPI assignment with a score of 70 or higher

**LO#6 Assessment 2:** Based on a sample of 185 students, 184 students (99.46%) achieved a passing score of 70 or above

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned 70% or Better</b>
Fort Lauderdale/Davie	63	98.41%
Miami	0	N/A
Orlando	0	N/A
Palm Beach	0	N/A
Tampa	0	N/A
Online	122	100%

**LO#6 Benchmark 3:** 80% of Supervisors/Employers rated students' competence as 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent) on the Supervisors/Employers Survey group work subscale

**LO#6 Assessment 3:** Based on a sample of n = 57 applicable rating surveys, 55 students (96.49%) were rated at 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent)

**LO#6 Benchmark 4:** 80% of current students rated the group work subscale as met moderately well, very well, or extremely well met in the CMHC program.

**LO#6 Assessment 4:** Based on a sample of n = 177 applicable rating surveys, 165 students (93.2%) rated this as met moderately well, very well, or extremely well

Campus	Sample Size	Percent who Rated Moderately Well or Above
Fort Lauderdale/Davie	48	91.7%
Miami	13	92.3%
Orlando	2	100%
Palm Beach	3	100%
Tampa	9	100%
Online	102	93.1%

**LO#6 Benchmark 5:** 80% of alumni rated the group work subscale as met moderately well, very well, or extremely well met.

**LO#6 Assessment 5:** Based on a sample of n = 29 applicable rating surveys, 29 Alumni (100%) rated this as met moderately well, very well, or extremely well

Campus	Sample Size	Percent who Rated Moderately Well or Above
Fort Lauderdale/Davie	17	100%
Miami	5	100%
Orlando	1	100%
Palm Beach	0	N/A
Tampa	1	100%
Online	4	100%
Jacksonville	1	100%

## Learning Outcome #7

ASSESSMENT – Utilize methods of effective assessment relevant to academic/educational, career, personal, and social development.

**LO#7 Benchmark 1:** 80% of students earn a final course grade of a B- or better in PYCL 0608 Psychological Testing for Individual Evaluation

**LO#7 Assessment 1:** Based on a sample of 158 students, 157 students (99.37%) achieved a minimum grade of a B- or better

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned B- or Better</b>
Fort Lauderdale/Davie	60	100%
Miami	15	100%
Orlando	7	100%
Palm Beach	11	100%
Tampa	5	100%
Online	60	98.33%

**LO#7 Benchmark 2:** 80% of students passed the 0608 Psychological Testing for Individual Evaluation KPI assignment with a score of 70 or higher

**LO#7 Assessment 2:** Based on a sample of 158 students, 157 students (99.37%) achieved a passing score of 70 or above

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned 70% or Better</b>
Fort Lauderdale/Davie	60	100%
Miami	15	100%
Orlando	7	100%
Palm Beach	11	100%
Tampa	5	100%
Online	60	98.33%

**LO#7 Benchmark 3:** 80% of Supervisors/Employers rated students' competence as 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent) on the Supervisors/Employers Survey assessment subscale

**LO#7 Assessment 3:** Based on a sample of n = 57 applicable rating surveys, 55 students (96.49%) were rated at 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent)

**LO#7 Benchmark 4:** 80% of current students rated the assessment subscale as met moderately well, very well, or extremely well met in the CMHC program.

**LO#7 Assessment 4:** Based on a sample of n = 164 applicable rating surveys, 154 students (93.9%) rated this as met moderately well, very well, or extremely well

<b>Campus</b>	<b>Sample Size</b>	<b>Percent who Rated Moderately Well or Above</b>
Fort Lauderdale/Davie	41	95.1%
Miami	14	85.7%
Orlando	2	100%
Palm Beach	3	100%
Tampa	4	100%
Online	100	94.0%

**LO#7 Benchmark 5:** 80% of alumni rated the assessment subscale as met moderately well, very well, or extremely well met.

**LO#7 Assessment 5:** Based on a sample of n = 29 applicable rating surveys, 29 Alumni (100%) rated this as met moderately well, very well, or extremely well

<b>Campus</b>	<b>Sample Size</b>	<b>Percent who Rated Moderately Well or Above</b>
Fort Lauderdale/Davie	17	100%
Miami	5	100%
Orlando	1	100%
Palm Beach	0	N/A
Tampa	1	100%
Online	4	100%
Jacksonville	1	100%

### **Learning Outcomes #8**

RESEARCH AND PROGRAM EVALUATION – Understand the importance of research in advancing the counseling profession, including how to critique research to inform counseling practice.

**LO#8 Benchmark 1:** 80% of students earn a final course grade of a B- or better in PYCL 0507 Research and Evaluation for Counselors

**LO#8 Assessment 1:** Based on a sample of 239 students, 233 students (97.49%) achieved a minimum grade of a B- or better

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned B- or Better</b>
Fort Lauderdale/Davie	73	98.63%
Miami	17	100%
Orlando	13	100%
Palm Beach	0	N/A
Tampa	17	100%
Online	119	94.11%

**LO#8 Benchmark 2:** 80% of students passed the PYCL 0507 Research and Evaluation for Counselors KPI assignment with a score of 70 or higher

**LO#8 Assessment 2:** Based on a sample of 239 students, 233 students (97.49%) achieved a passing score of 70 or above

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned 70% or Better</b>
Fort Lauderdale/Davie	73	98.63%
Miami	17	100%
Orlando	13	100%
Palm Beach	0	N/A
Tampa	17	94.12%

Online	119	96.64%
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**LO#8 Benchmark 3:** 80% of Supervisors/Employers rated students' competence as 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent) on the research subscale.

**LO#8 Assessment 3:** Based on a sample of n = 57 applicable rating surveys, 54 students (94.73%) were rated at 3 (neither competent nor incompetent) or better (somewhat competent, extremely competent)

**LO#8 Benchmark 4:** 80% of current students rated the research subscale as met moderately well, very well, or extremely well met in the CMHC program.

**LO#8 Assessment 4:** Based on a sample of n = 145 applicable rating surveys, 181 students (92.3%) rated this as met moderately well, very well, or extremely well

Campus	Sample Size	Percent who Rated Moderately Well or Above
Fort Lauderdale/Davie	51	98.0%
Miami	17	94.1%
Orlando	2	50.0%
Palm Beach	3	100%
Tampa	10	90.0%
Online	113	90.3%

**LO#8 Benchmark 5:** 80% of alumni rated this objective as met moderately well, very well, or extremely well met.

**LO#8 Assessment 5:** Based on a sample of n = 29 applicable rating surveys, 28 Alumni (96.6%) rated this as met moderately well, very well, or extremely well

Campus	Sample Size	Percent who Rated Moderately Well or Above
Fort Lauderdale/Davie	17	100%
Miami	5	80%
Orlando	1	100%
Palm Beach	0	N/A
Tampa	1	100%
Online	4	100%
Jacksonville	1	100%

# Clinical Mental Health Counseling Learning Outcomes

## Learning Outcome #1

PROFESSIONAL IDENTITY-Understanding and demonstrating the professional identity of a clinical mental health counselor, including knowledge of the history, philosophy, professional organizations, ethical codes, preparation standards, and credentials as well as the roles, settings, and delivery modalities (e.g., inpatient, outpatient, partial hospitalization) of clinical mental health counselors

**CMHC LO#1 Benchmark 1:** 80% of students earn a final course grade of a B- or better in PYCL 0660 Community Mental Health

**CMHC LO#1 Assessment 1:** Based on a sample of 179 students, 178 students (99.44%) achieved a minimum grade of a B- or better

Campus	Number of Students	Percent who Earned B- or Better
Fort Lauderdale/Davie	46	100%
Miami	15	100%
Orlando	12	100%
Palm Beach	0	N/A
Tampa	9	100%
Online	97	98.97%

**CMHC LO#1 Benchmark 2:** 80% of students earn a passing score of 70 or higher on the PYCL 0502 Counseling Theories and Practice Orientation Quiz

**CMHC LO#1 Assessment 2:** Based on a sample of 123 students, 122 students (99.19%) achieved a passing score of 80 or higher.

Campus	Number of Students	Percent who Earned 70% or Better
Fort Lauderdale/Davie	21	100%
Miami	18	100%
Orlando	13	100%
Palm Beach	0	N/A
Tampa	16	100%
Online	55	98.18%

**CMHC LO#1 Benchmark 3:** 80% of students passed the PYCL 511 Introduction to Counseling Techniques KPI assignment with a score of 70 or higher

**CMHC LO#1 Assessment 3:** Based on a sample of 232 attempts, 231 students (99.57%) achieved a passing score of 70 or above

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned 70% or Better</b>
Fort Lauderdale/Davie	74	100%
Miami	17	100%
Orlando	13	100%
Palm Beach	0	N/A
Tampa	16	100%
Online	112	99.11%

## **Learning Outcome #2**

LEGISLATIVE AND POLICY ISSUES - Understanding the legislative and policy issues related to clinical mental health counseling and possessing strategies for advocacy and interfacing with other professionals.

**CMHC LO#2 Benchmark 1:** 80% of students earn a final course grade of a B- or better in PYCL 0666 Case Conceptualization and Treatment Strategies

**CMHC LO#2 Assessment 1:** Based on a sample of 174 students, 169 students (97.13 %) achieved a minimum grade of a B- or better

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned B- or Better</b>
Fort Lauderdale/Davie	61	100%
Miami	5	100%
Orlando	0	N/A
Palm Beach	0	N/A
Tampa	0	N/A
Online	108	95.37%

**CMHC LO#2 Benchmark 2:** 80% of students passed the PYCL 0570 Ethical, Legal, and Professional Issues for Counselors KPI assignment with a score of 70 or higher.

**CMHC LO#2 Assessment 2:** Based on a sample of 234 students, 233 students (99.57%) achieved a passing score of 70 or higher

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned 70% or higher</b>
Fort Lauderdale/Davie	72	100%
Miami	17	100%
Orlando	12	100%
Palm Beach	0	N/A
Tampa	15	100%
Online	118	99.15%

**CMHC LO#2 Benchmark 3:** 80% of students earn a passing score of 70 on the PYCL 0681 Counseling Internship Review of Assigned Articles and Quizzes

**CMHC LO#2 Assessment 3:** Based on a sample of 184 students, 100% achieved a passing score of 70 or higher



<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned 70% or higher</b>
Fort Lauderdale/Davie	59	100%
Miami	12	100%
Orlando	7	100%
Palm Beach	10	100%
Tampa	5	100%
Online	91	98%

### **Learning Outcome #3**

**CULTURALLY COMPETENT CLINICAL MENTAL HEALTH COUNSELING PRACTICE -**  
Attaining specialized knowledge and skills needed to provide culturally competent clinical mental health counseling services to diverse individuals, families, and groups, including assessment, diagnosis, treatment, referral, and prevention of mental and emotional disorders, including those related to crisis, trauma, substance use, and addiction

**CMHC LO# 3 Benchmark 1:** 80% of students earn a final course grade of a B- or better in PYCL 0666 Case Conceptualization and Treatment Strategies

**CMHC LO# 3 Assessment 1:** Based on a sample of 174 students, 169 students (97.13 %) achieved a minimum grade of a B- or better

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned B- or Better</b>
Fort Lauderdale/Davie	61	100%
Miami	5	100%
Orlando	0	N/A
Palm Beach	0	N/A
Tampa	0	N/A
Online	108	95.37%

**CMHC LO# 3 Benchmark 2:** 80% of students passed the 0632 Social and Cultural Foundations of Counseling KPI assignment with a score of 70 or higher

**CMHC LO# 3 Assessment 2:** Based on a sample of 180 student, 179 students (99.44%) achieved a passing score of 70 or above

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned 70% or higher</b>
Fort Lauderdale/Davie	44	100%
Miami	13	100%
Orlando	13	92.31%
Palm Beach	0	N/A
Tampa	9	100%
Online	101	100%

**CMHC LO# 3 Benchmark 3:** 80% of students earn a passing score of 70 on the PYCL 0681 Counseling Internship Review of Assigned Articles and Quizzes

**CMHC LO# 3 Assessment 3:** Based on a sample of 184 students, 100% achieved a passing score of 70 or higher

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned 70% or higher</b>
Fort Lauderdale/Davie	59	100%
Miami	12	100%
Orlando	7	100%
Palm Beach	10	100%
Tampa	5	100%
Online	91	100%

**CMHC LO# 3 Benchmark 4:** 80% of students earn a passing score of 70 or higher on the PYCL 0682 Continuing Counseling Internship Capstone Written Case Conceptualization

**CMHC LO# 3 Assessment 4:** Based on a sample of 182 students, 100% achieved a passing score of 70 or higher

<b>Campus</b>	<b>Number of Students</b>	<b>Percent who Earned 70% or higher</b>
Fort Lauderdale/Davie	68	100%
Miami	12	100%
Orlando	8	100%
Palm Beach	10	100%
Tampa	5	100%
Online	79	100%

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*NOTES:*

\*Supervisors and employers commonly supervise and/or employ students and graduates from various program formats. Therefore, supervisor/employer data was not analyzed by format.

## Assessment of Counselor Dispositions

Assessment of Counselor Dispositions	Total # Students Assessed	# Students who did not met at least 70% of elements	Met at least 70% of elements
<b>PYCL 0502</b>			
Communication Rubric	189	2	<b>98.94%</b>
Fort Lauderdale/Davie	51	0	<b>100%</b>
Miami	18	0	<b>100%</b>
Orlando	13	0	<b>100%</b>
Palm Beach	0	0	N/A
Tampa	16	0	<b>100%</b>
Online	91	2	<b>97.80%</b>
Ethical Behaviors Rubric	189	0	<b>100%</b>
Fort Lauderdale/Davie	51	0	<b>100%</b>
Miami	18	0	<b>100%</b>
Orlando	13	0	<b>100%</b>
Palm Beach	0	0	N/A
Tampa	16	0	<b>100%</b>
Online	91	0	<b>100%</b>
Professional Behavior Rubric	189	1	<b>99.47%</b>
Fort Lauderdale/Davie	51	0	<b>100%</b>
Miami	18	0	<b>100%</b>
Orlando	13	0	<b>100%</b>
Palm Beach	0	0	N/A
Tampa	16	0	<b>100%</b>
Online	91	1	<b>98.90%</b>
Professional Attitudes Rubric	189	0	<b>100%</b>
Fort Lauderdale/Davie	51	0	<b>100%</b>
Miami	18	0	<b>100%</b>
Orlando	13	0	<b>100%</b>
Palm Beach	0	0	N/A
Tampa	16	0	<b>100%</b>
Online	91	0	<b>100%</b>
<b>PYCL 0635</b>			
Communication Rubric	185	0	<b>100%</b>
Fort Lauderdale/Davie	63	0	<b>100%</b>
Miami	0	0	N/A
Orlando	0	0	N/A
Palm Beach	0	0	N/A
Tampa	0	0	N/A
Online	122	0	<b>100%</b>
Ethical Behaviors Rubric	185	0	<b>100%</b>
Fort Lauderdale/Davie	63	0	<b>100%</b>

Miami	0	0	N/A
Orlando	0	0	N/A
Palm Beach	0	0	N/A
Tampa	0	0	N/A
Online	122	0	100%
<b>Professional Behavior Rubric</b>	<b>185</b>	<b>0</b>	<b>100%</b>
Fort Lauderdale/Davie	63	0	100%
Miami	0	0	N/A
Orlando	0	0	N/A
Palm Beach	0	0	N/A
Tampa	0	0	N/A
Online	122	0	100%
<b>Professional Attitudes Rubric</b>	<b>185</b>	<b>0</b>	<b>100%</b>
Fort Lauderdale/Davie	63	0	100%
Miami	0	0	N/A
Orlando	0	0	N/A
Palm Beach	0	0	N/A
Tampa	0	0	N/A
Online	122	0	100%
<b>PYCL 0680</b>			
<b>Communication Rubric</b>	<b>187</b>	<b>3</b>	<b>98.40%</b>
Fort Lauderdale/Davie	64	1	98.44%
Miami	12	1	91.67%
Orlando	8	0	100%
Palm Beach	12	0	100%
Tampa	5	0	100%
Online	86	1	98.84%
<b>Ethical Behaviors Rubric</b>	<b>187</b>	<b>2</b>	<b>98.93%</b>
Fort Lauderdale/Davie	64	1	98.44%
Miami	12	0	100%
Orlando	8	0	100%
Palm Beach	12	0	100%
Tampa	5	0	100%
Online	86	1	98.84%
<b>Professional Behavior Rubric</b>	<b>188</b>	<b>3</b>	<b>98.40%</b>
Fort Lauderdale/Davie	65	2	96.92%
Miami	12	0	100%
Orlando	8	0	100%
Palm Beach	12	0	100%
Tampa	5	0	100%
Online	86	1	98.84%
<b>Professional Attitudes Rubric</b>	<b>188</b>	<b>3</b>	<b>98.40%</b>
Fort Lauderdale/Davie	65	2	96.92%
Miami	12	0	100%
Orlando	8	0	100%
Palm Beach	12	0	100%
Tampa	5	0	100%
Online	86	1	98.84%

## DEMOGRAPHIC DATA

Aggregate demographic data is reviewed and analyzed by the Assessment Committee to evaluate how well the program is meeting the overall program objective to prepare diverse counselors, as well as to identify trends and changes related to the demographic composition of students, graduates, and applicants.

### Current Students: Fall 2019 – Summer 2020

*Total Number of Current Students in 2019 - 2020 = 737*

Campus	Frequency	Percent
Fort Lauderdale	223	30.3
Jacksonville**	2	0.3
Miami	44	6.0
Orlando	21	2.8
Palm Beach	12	1.6
Tampa	21	2.8
Online	414	56.2
<i>Total</i>	<i>737</i>	<i>100</i>

**2019 – 2020 Current Students: Gender and Race/Ethnicity**

Campus	Gender		Race/Ethnicity							
	F	M	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	Multi-racial	Native Hawaiian or Pacific Island	White	Unknown
<b>Main/ Ft Lauderdale</b>	84.3% (188)	15.7% (35)	0.5% (1)	2.7% (6)	16.1% (36)	39.9% (89)	2.7% (6)	0.5% (1)	26.9% (60)	10.8% (24)
<b>Jacksonville**</b>	100.0% (2)	0.0% (0)	0% (0)	0% (0)	100% (2)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)
<b>Miami</b>	90.9% (40)	9.1% (4)	0% (0)	0% (0)	9.1% (4)	81.8% (36)	0% (0)	0% (0)	9.1% (4)	0% (0)
<b>Orlando</b>	90.5% (19)	9.5% (2)	0% (0)	4.8% (1)	28.6% (6)	38.1% (8)	0% (0)	0% (0)	9.5% (2)	19% (4)
<b>Palm Beach</b>	100% (12)	0% (0)	8.3% (1)	0% (0)	16.7% (2)	50% (6)	0% (0)	0% (0)	25% (3)	0% (0)
<b>Tampa</b>	85.7% (18)	14.3% (3)	0% (0)	4.8% (1)	28.6% (6)	33.3% (7)	0% (0)	0% (0)	33.3% (7)	0% (0)
<b>Online</b>	90.3% (374)	9.7% (40)	0% (0)	2.7% (11)	24.9% (103)	30.4% (126)	3.6% (15)	0.2% (1)	34.3% (142)	3.9% (16)
<b>Total</b>	<i>88.6% (653)</i>	<i>11.4% (84)</i>	<i>0.3% (2)</i>	<i>2.6% (19)</i>	<i>22.6% (159)</i>	<i>36.9% (272)</i>	<i>2.8% (21)</i>	<i>0.3% (2)</i>	<i>29.6% (218)</i>	<i>6.0% (44)</i>

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\*\* The Jacksonville campus is currently no longer offering the CMHC program. These are the last two remaining students enrolled.

**2019 – 2020 Current Students: Age**

Campus	Age Range									
	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69
<b>Main/Ft Lauderdale</b>	18.4% (41)	46.6% (104)	17.5% (39)	6.3% (14)	3.6% (8)	3.6% (8)	1.8% (4)	1.8% (4)	0% (0)	0.4% (1)
<b>Jacksonville**</b>	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	50% (1)	50% (1)	0% (0)	0% (0)	0% (0)
<b>Miami</b>	13.6% (6)	61.4% (27)	13.6% (6)	2.3% (1)	4.5% (2)	0% (0)	0% (0)	0% (0)	4.5% (2)	0% (0)
<b>Orlando</b>	14.3% (3)	52.4% (11)	9.5% (2)	0% (0)	14.3% (3)	0% (0)	4.8% (1)	4.8% (1)	0% (0)	0% (0)
<b>Palm Beach</b>	8.3% (1)	16.7% (2)	8.3% (1)	8.3% (1)	25% (3)	8.3% (1)	0% (0)	16.7% (2)	8.3% (1)	0% (0)
<b>Tampa</b>	23.8% (5)	38.1% (8)	14.3% (3)	4.8% (1)	4.8% (1)	0% (0)	9.5% (2)	4.8% (1)	0% (0)	0% (0)
<b>Online</b>	7.0% (29)	34.8% (144)	22.5% (93)	11.1% (46)	9.7% (40)	4.6% (19)	5.8% (24)	3.6% (15)	0.7% (3)	0.2% (1)
<b>Total</b>	11.5% (85)	40.2% (296)	19.5% (144)	8.5% (63)	7.7% (57)	3.9% (29)	4.3% (32)	3.1% (23)	0.8% (6)	0.3% (2)

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\*\* The Jacksonville campus is currently no longer offering the CMHC program. These are the last two remaining students enrolled.

## Graduates: Fall 2019 – Summer 2020

*Total Number of Graduates in 2019 - 2020 = 167*

<b>Campus</b>	<b>Frequency</b>	<b>Percent</b>
Fort Lauderdale	64	38.3
Miami	12	7.2
Orlando	5	3.0
Palm Beach	11	6.6
Tampa	4	2.4
Online	71	42.5
<i>Total</i>	<i>167</i>	<i>100</i>



**2019 – 2020 Graduates: Gender and Race/Ethnicity**

Campus	Gender		Race/Ethnicity							
	F	M	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	Multi-racial	Native Hawaiian or Pacific Island	White	Unknown
<b>Main/ Ft Lauderdale</b>	79.7% (51)	20.3% (13)	0% (0)	1.6% (1)	23.4% (15)	31.3% (20)	0% (0)	0% (0)	29.7% (19)	14.1% (9)
<b>Miami</b>	91.7% (11)	8.3% (1)	0% (0)	0% (0)	8.3% (1)	75% (9)	10% (0)	0% (0)	16.7% (2)	0% (0)
<b>Orlando</b>	100% (5)	0% (0)	0% (0)	20% (1)	40% (2)	20% (1)	0% (0)	0% (0)	0% (0)	20% (1)
<b>Palm Beach</b>	100% (11)	0% (0)	0% (0)	0% (0)	18.2% (2)	54.5% (6)	0% (0)	0% (0)	27.3% (3)	0% (0)
<b>Tampa</b>	100% (4)	0% (0)	0% (0)	0% (0)	50% (2)	0% (0)	0% (0)	0% (0)	50% (2)	0% (0)
<b>Online</b>	84.5% (60)	15.5% (11)	0% (0)	4.2% (3)	22.5% (16)	26.8% (19)	1.4% (1)	0% (0)	40.8% (29)	4.2% (3)
<b>Total</b>	<i>85.0% (142)</i>	<i>15.02% (25)</i>	<i>0% (0)</i>	<i>3.0% (5)</i>	<i>22.8% (38)</i>	<i>32.9% (55)</i>	<i>0.6% (1)</i>	<i>0% (0)</i>	<i>32.9% (55)</i>	<i>7.8% (13)</i>

**2019 – 2020 Graduates: Age**

Campus	Age Range								
	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64
<b>Main/Ft Lauderdale</b>	3.1% (2)	56.3% (36)	25% (16)	3.1% (2)	0% (0)	4.7% (3)	4.7% (3)	3.1% (2)	0% (0)
<b>Miami</b>	0% (0)	41.7% (5)	41.7% (5)	8.3% (1)	0% (0)	0% (0)	0% (0)	0% (0)	8.3% (1)
<b>Orlando</b>	0% (0)	80% (4)	20% (1)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)
<b>Palm Beach</b>	9.1% (1)	18.2% (2)	9.1% (1)	9.1% (1)	27.3% (3)	9.1% (1)	0% (0)	9.1% (1)	9.1% (1)
<b>Tampa</b>	0% (0)	50% (2)	50% (2)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)
<b>Online</b>	2.8% (2)	39.4% (28)	28.2% (20)	7.0% (5)	9.9% (7)	5.6% (4)	2.8% (2)	4.2% (3)	0% (0)
<b>Total</b>	3% (5)	46.1% (77)	26.9% (45)	5.4% (9)	6% (10)	4.8% (8)	3% (5)	3.6% (6)	1.2% (2)

**Applicants: Applied to start Fall 2019, Winter 2020, or Summer 2020**

*Total Number of Applicants = 530*

<b>Campus</b>	<b>Frequency</b>	<b>Percent</b>
Fort Lauderdale	169	31.9
Miami	37	7.0
Orlando	26	4.9
Palm Beach	9	1.7
Tampa	30	5.7
Online	259	48.9
<i>Total</i>	<i>530</i>	<i>100</i>

**2019 – 2020 Applicants: Gender and Race/Ethnicity**

Campus	Gender			Race/Ethnicity							
	F	M	N	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	Multi-racial	Native Hawaiian or Pacific Island	White	Unknown
<b>Main/ Ft Lauderdale</b>	84% (142)	16% (27)	0% (0)	0% (0)	1.8% (3)	14.8% (25)	40.2% (68)	4.1% (7)	0.6% (1)	27.8% (47)	10.7% (18)
<b>Miami</b>	83.8% (31)	13.5% (5)	2.7% (1)	0% (0)	0% (0)	10.8% (4)	67.6% (25)	0% (0)	0% (0)	13.5% (5)	8.1% (3)
<b>Orlando</b>	88.5% (23)	11.5% (3)	0% (0)	0% (0)	3.8% (1)	23.1% (6)	42.3% (11)	0% (0)	0% (0)	11.5% (3)	19.2% (5)
<b>Palm Beach</b>	88.9% (8)	11.1% (1)	0% (0)	0% (0)	11.1% (1)	11.1% (1)	22.2% (2)	0% (0)	0% (0)	55.6% (5)	0% (0)
<b>Tampa</b>	80% (24)	20 % (6)	0% (0)	0% (0)	6.7% (2)	13.3% (4)	30% (9)	0% (0)	0% (0)	40% (12)	10% (3)
<b>Online</b>	88.8% (230)	11.2% (29)	0% (0)	0% (0)	2.3% (6)	21.2% (55)	33.2% (86)	2.7% (7)	0.4% (1)	34.4% (89)	5.8% (15)
<b>Total</b>	<i>86.4% (458)</i>	<i>13.4% (71)</i>	<i>0.2% (1)</i>	<i>0% (0)</i>	<i>2.5% (13)</i>	<i>17.9% (95)</i>	<i>37.9% (201)</i>	<i>2.6% (14)</i>	<i>0.4% (2)</i>	<i>30.4% (161)</i>	<i>8.3% (44)</i>

**2019 – 2020 Applicants: Age**

Campus	Age Range										Unknown
	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	
<b>Main/Ft Lauderdale</b>	38.4% (65)	34.9% (59)	8.3% (14)	3.6% (6)	5.9% (10)	4.1% (7)	1.8% (3)	0.6% (1)	0.6% (1)	1.8% (3)	0% (0)
<b>Miami</b>	21.6% (8)	56.8% (21)	8.1% (3)	5.4% (2)	0% (0)	2.7% (1)	2.7% (1)	2.7% (1)	0% (0)	0% (0)	0% (0)
<b>Orlando</b>	38.5% (10)	30.8% (8)	15.4% (4)	3.8% (1)	7.7% (2)	0% (0)	3.8% (1)	0% (0)	0% (0)	0% (0)	0% (0)
<b>Palm Beach</b>	22.2% (2)	33.3% (3)	0% (0)	11.1% (1)	11.1% (1)	11.1% (1)	0% (0)	11.1% (1)	0% (0)	0% (0)	0% (0)
<b>Tampa</b>	33.3% (10)	26.7% (8)	10% (3)	6.7% (2)	3.3% (1)	0% (0)	10% (3)	3.3% (1)	3.3% (1)	0% (0)	3.3% (1)
<b>Online</b>	12.7% (33)	34% (88)	19.7% (51)	8.9% (23)	11.6% (30)	4.6% (12)	3.9% (10)	3.1% (8)	1.2% (3)	0% (0)	0.4% (1)
<b>Total</b>	24.2% (128)	35.3% (187)	14.2% (75)	6.6% (35)	8.3% (44)	4.0% (21)	3.4% (18)	2.3% (12)	0.9% (5)	0.6% (3)	0.4% (2)

## RECOMMENDATIONS

1. The Assessment Committee noted that the learning objectives across the eight core areas and the CMHC specialty areas were met. However, some of the regional campus results fell below the 80% goal, though response rate/sample size was noted as a potential contributing factor. Accordingly, the Assessment Committee recommends that the faculty closely monitor learning outcomes at regional campuses over the next year. The Assessment Committee will re-assess at the next program evaluation.
2. The Assessment Committee extends a recommendation for review of the Assessment of Student Dispositions, both across the program and particularly for PYCL 0680. This recommendation, originally communicated in the 2018-2019 Program Evaluation Report, came from observing a higher degree of variability in students scored as “not met” in PYCL 0680 compared to PYCL 0502 and 0635. Although fewer students were scored as “not met” in this year’s report compared to last year, there remains greater “not met” variability in PYCL 0680 than the other two courses. A review of the dispositions is currently being conducted by the Curriculum Committee, and the Assessment Committee is willing to offer support to this process as needed.

The Assessment Committee is examining the following:

1. Exploring methods to increase the response rate for the alumni feedback survey sent out each year for this program evaluation report. The Assessment Committee will collaborate with College of Psychology faculty, staff, and administration as needed to develop strategies to reach CMHC alumni.
  2. Increasing response rates on the current student feedback survey from students at regional campuses.
  3. Monitoring student performance longitudinally for the newly implemented O\*Net KPI assignment in PYCL 0631. Since implemented in Summer 2020, 100% of students met the learning objective.
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