

Annual Program Evaluation: Mental Health and School Counseling Programs 2025 – 2026

The Annual Program of Evaluation is a way for the Counseling program Faculty to measure both students and overall program effectiveness. The key assessments that follow attempt to provide evidence that inform counseling faculty regarding progress as well as assist us in considering ways we might continue to develop and enhance the counseling programs.

Submitted By;

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**Southeast Missouri State University
Department of Psychology and Counseling**

Introduction

The following program outcomes assist faculty in identifying key assessments in order to measure whether students in the program are meeting/exceeding expectations:

Outcome 1: Students will demonstrate Discipline Specific Knowledge, Disposition, and Performance as required to maintain the programs as established by CACREP (MA in Mental Health, and School Counseling) and CAEP (MA in School Counseling) accreditation standards in preparing entry-level professional counselor as outlined in the program objectives (see appendix).

Outcome 2: Students will demonstrate knowledge of the basic issues in nine core counseling areas, these are: human growth and development, social and cultural foundations, counseling theory, counseling skills, group work, career and lifestyle development, appraisal, research and program evaluation, and professional orientation and ethical issues.

Outcome 3: Students will demonstrate basic interviewing and counseling related skills.

Outcome 4: Communication Skills: Students will demonstrate competence in oral and written communication.

Outcome 5: Critical Thinking: Students will demonstrate the ability to analyze issues and to apply theories to specific cases.

Outcome 6: Research Skills: Students will demonstrate the ability to do and consume research.

Outcome 7: Workplace and Graduate/Professional School Preparation: Students will demonstrate that they are prepared to succeed in the workplace or graduate/professional school.

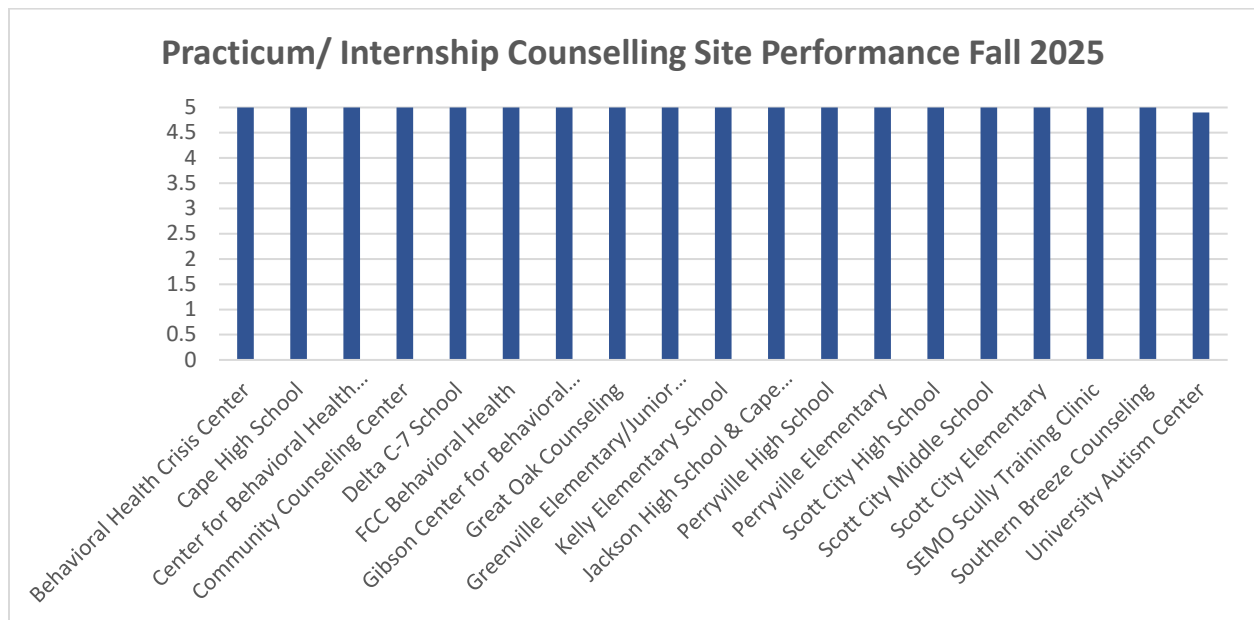
Table 1: Method of Assessment and Objective(s)

Method	Assessment Name	Outcome(s) Addressed	Rationale for Using this Method to Address the Objective(s)
MOA 1	Student Clinical Site Evaluations	1	Site Satisfaction and Maintain national standards.
MOA 2	Student Evaluation of Practicum/Internship Supervisor	1	Maintain national standards.
MOA 3	University Faculty and Site Supervisor Student Evaluations	1,2,3,4,5,7	Provides information and data on the student's knowledge, disposition, and performance as they are applied in the workplace.
MOA 4	Post-Graduate Counselor Surveys	1	Post-graduation success and maintain national standards.
MOA 5	Supervisor and Employer Surveys	1	Post-graduation success and maintain national standards.
MOA 6	CPCE	1,2,3,4,5,6,7	Nationally normed test of comprehensive counseling knowledge
MOA 7	Praxis II/MOCA	1,2,3,4,5,6,7	State normed test of comprehensive counseling knowledge
MOA 8	NCE	1,2,3,4,5,6,7	Nationally normed test of comprehensive counseling knowledge
MOA 9	Program completers	1,2,3,4,5,6,7	Graduation rates.
MOA 10	Recommendation for Certification and/or Licensure	7	Post-graduation success
MOA 11	Counseling Dispositions	1,2,3,4,5	Provides information and data on the student's knowledge, disposition, and performance as they proceed through the program (currently assessed in Counseling Skills, Practicums, and Internships, see Method of Assessment 3).
MOA 12	Portfolio and Oral Defense	1,2,3,4,5,6,7	Provides a measure of the student's oral and written communication and literacy skills. Provides a measure of the student's skills level accepted by the counseling profession.
MOA 13	Faculty to Student Ratios	1	Maintain national standards.

**Method of Assessment 1: Practicum/Internship Counseling Site Performance s Spring Fall
2025-Spring 2026**

Fall 2025 Sites Performance s

Site Number	Site Name	Average Student 1	Average Student 2	Average Student 3	Average Student 4	Final Mean
1.	Behavioral Health Crisis Center	5				5
2.	Cape High School	5				5
3.	Center for Behavioral Health and Accessibility	5	5			5
4.	Community Counseling Center	5				5
5.	Delta C-7 School	5	5			5
6.	FCC Behavioral Health	5				5
7.	Gibson Center for Behavioral Change	5				5
8.	Great Oak Counseling	5				5
9.	Greenville Elementary/Junior & High School	5				5
10.	Kelly Elementary School	5				5
11.	Jackson High School & Cape Central Middle School	5				5
12.	Perryville High School	5				5
13.	Perryville Elementary	5				5
14.	Scott City High School	5				5
15.	Scott City Middle School	5				5
16.	Scott City Elementary	5				5
17.	SEMO Scully Training Clinic	5	4.9	5	5	5
18.	Southern Breeze Counseling	5				5
19.	University Autism Center	4.9				4.9



Sample feedback from students regarding their site experiences Fall 2025

Cape High School

- Great site and supervisor!

Greenville Elementary/Junior & High School

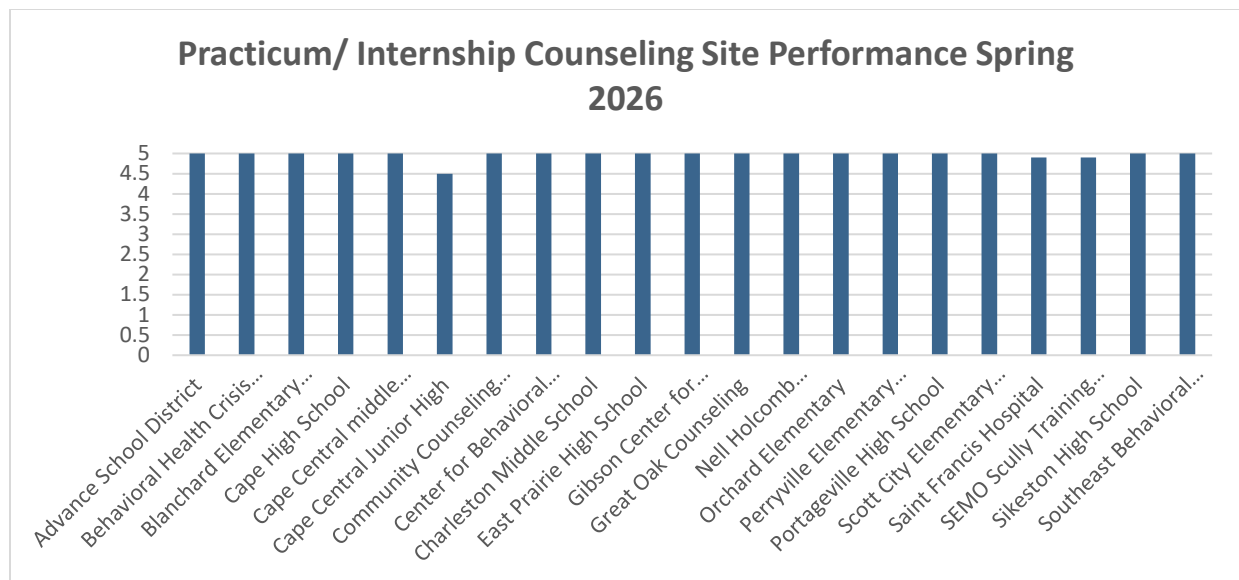
- My internship site has been a wonderful place to learn. The staff is supportive, the environment is student-centered, and I've been given meaningful opportunities to grow and apply my counseling skills. I'm grateful for how welcoming and collaborative the school has been throughout my experience.

Kelly Elementary School

- Great site!

Spring 2026 Sites Performance Scores

[illegible]



Sample feedback from students regarding their site experiences Spring 2026

Blanchard Elementary School

- _____ provided an exploratory environment to confidently learn and apply accurate skills to clients!

Behavioral Health Crisis Center

- Overall, The BHCC was wonderful to work at. I feel that the agency (CCC) could be a little bit more prepared when working with interns, however, I am overall happy with my experience.

Perryville Elementary School

- Had ongoing issues with other staff entering the room during sessions, even when notes requesting privacy were placed.

Scott City Elementary and Middle School

- The best school!

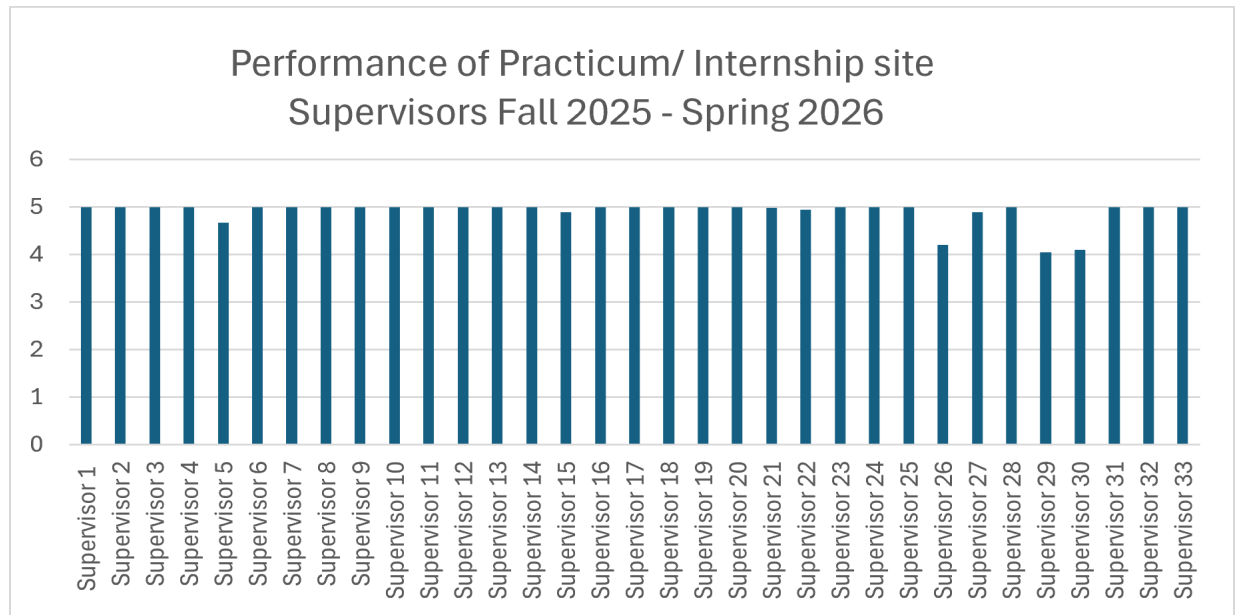
SEMO Scully Training Clinic

- Professor Siebert rocks!

Fall 2025 - Spring 2026 Performance s for Counseling Practicum/Internship Site Supervisors

[illegible]

Site #	Supervisor Name	St. 1	St. 2	St. 3	St. 4	St. 5	St. 6	St. 7	St. 8	St. 9	St. 10	St. 11	St. 12	St. 13	St. 14	St. 15	Final Mean Scores
27.	Supervisor 27	4.9															4.9
28.	Supervisor 28	5															5
29.	Supervisor 29	3.1	5														4.05
30.	Supervisor 30	4.1															4.1
31.	Supervisor 31	5															5
32.	Supervisor 32	5		5													5
33.	Supervisor 33	5															5



Sample feedback from students regarding their Site Supervisor experiences:

Supervisor 3

- _____ provided an exploratory environment to learn and apply skills with clients! _____ was very resourceful and supportive to all my questions I had over the course of the semester during practicum.

Supervisor 6

- She consistently made sure I felt comfortable and included in every learning opportunity. She created a safe space for me to talk through any concerns or questions, whether it was about a student or a situation I needed guidance on. She checked in with me often, asking how things were going and making sure I was doing well both mentally and emotionally.

Supervisor 12

- _____ was wonderful to work with, and she truly opened my eyes to the world of high school counseling. I really enjoyed this placement and appreciated how much I was able to learn from her. She consistently provided guidance and took the time to explain her work, which made this experience incredibly valuable.

Supervisor 13

- _____ was an awesome supervisor and I enjoyed my time with her. She helped me find a love for middle school and I am grateful I got to be with her this year.

Supervisor 13

- _____ has been an incredible supervisor, and I've truly loved working with her in the middle school this semester. Her guidance, encouragement, and enthusiasm have made my experience so positive, and she has genuinely helped me discover how much I enjoy working with middle school students

Supervisor 16

- My site supervisor has been outstanding—supportive, knowledgeable, and consistently willing to guide me. Her mentorship strengthened my confidence and skills, and I'm truly grateful for the time and insight she invested in my growth.

Supervisor 18

- Great site and supervisor!

Supervisor 19

- Provided a safe and open space for students to grow as counselors.

Supervisor 24

- I really enjoyed my off-site supervision experience with Lauren Buchtman. I believe she was an instrumental part of helping me come into myself as an intern counselor as I was navigating the field of counseling outside of the university.

Supervisor 25

- _____ was a great supervisor, highly recommend.

Supervisor 27

- _____ was a wonderful supervisor that gave helpful insight into how to apply my strengths as a counselor, gave encouraging feedback that motivated me to do better upon realization that mistakes were made and even went as far into explaining her experience as a practicum student which eased my nerves and overall gave me the confidence to apply my knowledge to the best of my ability when working with clients. Anyone who works with Mrs. _____ will be very lucky to have her as a site supervisor.

Supervisor 29

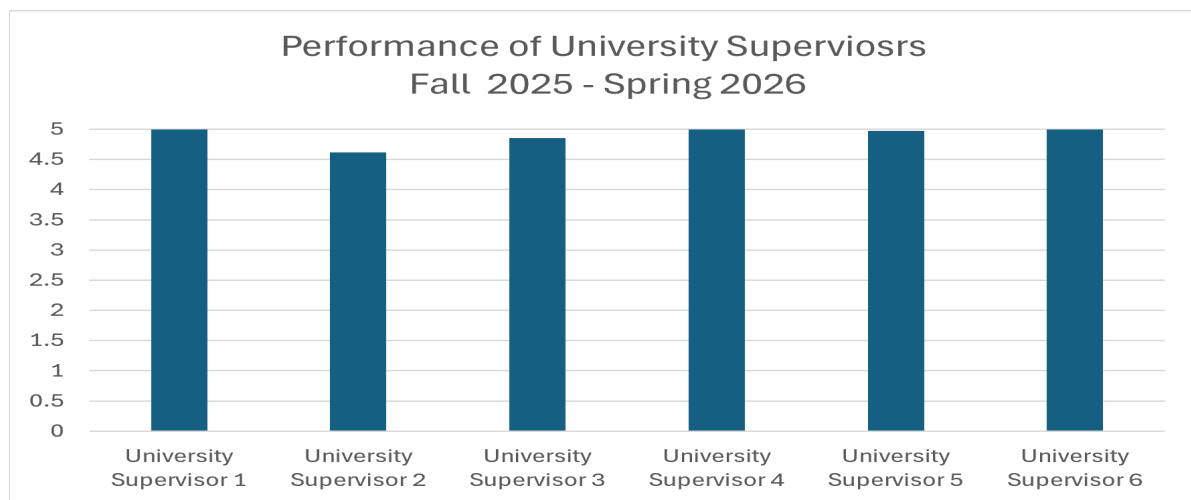
- Very frustrated over the issue of needing a sub certificate to meet with students one on one.

Supervisor 32

- I loved being with Mrs. _____. I feel so grateful I got to spend 2 years with her. I was able to learn and grow so much there. She is very kind, nonjudgmental, and provided me with many opportunities for learning and growing.

Fall 2025 – Spring 2026 Performances for Counseling University Supervisor

Supervisor Name	St 1	St 2	St 3	St 4	St 5	St 6	St 7	St 8	St 9	St 10	St 11	St 12	St 13	St 14	St 15	St 16	St 17	St 19	St 20	St 20	Final Mean
University Supervisor 1	5	5	5	5	5	5	5	5													5
University Supervisor 2	5	5	5	5	3.1																4.62
University Supervisor 3	5	5	5	5	5	5	5	5	5	5	5	4.1	4.2	4.9	4.9	5	5	5	5	5	4.85
University Supervisor 4	5																				5
University Supervisor 5	5	5	5	5	5	5	5	5	5	5	5	5	4.7	4.9	5	5					4.97
University Supervisor 6	5	5	5	5	5	5	5	5													5



Sample feedback from students regarding their University Supervisor experiences:

Supervisor 3

- Great site and supervisor!

Supervisor 5

- _____ has been a tremendous help during my time in practicum and I cannot wait to be with her for my internship class as well.

Supervisor 6

- _____ We have the best program on earth, as led by the most fearless instructors in the game.
her!

Method of Assessment 3: Practicum/Internship Student Evaluations Fall 2025



Fall 2025 Midterm Comments

N=40

N=47

- ___ clinical expertise consistently shines through in her work with patients. She possesses innate strengths as well as counseling skills and insight far beyond many at this stage of the program/ internship (e.g. her ability to conceptualize patients and select appropriate interventions). She has several years of experience in the field, and this is demonstrated in her advanced skills and clinical judgement. Additionally, ___ demonstrates great ethics and boundaries.
- ___ has demonstrated commitment to the counseling process and has a positive and eager approach to learning and working with clients.
- ___ has the unusual position of being a 0 traditional student coming from a background of pastoral faith. He is very well rehearsed in consultation and advocacy as well as being empathetic

and caring. His areas of growth will be in mental health integration and how to combine what he knows with a religious background.

- ____ has a strong knowledge of mental health and the factors that contribute to the causes of it. She listens to suggestions and contributes greatly to our staff meetings. This student is learning and just beginning to conduct themselves as a professional. In some areas she exceeds the expectations of a beginning counselor.
- ____ is very dedicated. She works hard, is consistent, reliable, and always willing to learn. She is receptive to feedback and is invested in her personal growth as a counselor. She is connecting well with the clients, and I have gotten positive feedback from them about their sessions with her. ____ doesn't always have the confidence in her abilities that I see, so I would like to see her become more confident that she is a skilled counselor and an asset to our team. She brings a lot to our team and we value her.
- Present with client, reflects and is congruent. Areas of growth would be feeling reflections and jumping into session more.
- ____ produces documentation in clear and professional manner. He is consistent in attendance to his scheduled working hours and dedicated to helping others. Growth in areas of skill utilization will improve with practice.
- ____ is very personable and approached the clients with respect. She offers unconditional positive regard. As she continues her practice she will learn and improve confidence and navigating skills.
- ____ engages easily with kids and staff as well. She is confident and efficient. She asks for help when needed. I think she will be a very good counselor.
- **Strengths:** Seeks out answers to questions about client care. ____ can open to suggestions and constructive feedback. ____ can articulate why she does or does something during sessions with her clients.
Areas of growth: Being confident in her abilities even though she is starting out. Gaining more experience in diagnosing and being confident in her assessment.
- **Strengths** include empathy and ability to funnel clients to the depth of their presenting concerns. Areas for improvement would include more reflections.
- **Strengths:** Luke is open minded and comfortable in session. ____ can put patient at ease. Luke can articulate patient's struggles. ____ is good at case presentations overall and understands appropriate goals for patients.
Areas for Growth: Luke is still in training and will grow in areas of MH counseling over time (including a deep understanding addiction).

Fall 2025 Finals Comments

- ____ has demonstrated separation of mental health and pastoral counseling. He is using evidence-based techniques like CBT and treatment plans to help students on their wellness journeys. He understands mental illness vs spiritual well-being and both of its challenges. As he steps into his

second semester, I hope to see areas of growth in mental health challenges that are more difficult on a crisis level.

- ____ continues to gain knowledge as a future counselor in mental health. She adds insight and creativity to our discussions about students who are seen here in our meetings. She is team oriented and gets along well with members of CBHA. This first semester has prepared her for the next semester here.
- ____ is going to make a wonderful therapist. She has been such an asset to my practice. Her clients are connecting well with her. She is dedicated and puts in the time to improve. She is eager for feedback, asking for me to pay attention to specifics components of a video when we watch together so she can get feedback in the areas she wants to grow in. She is also very open and receptive to the feedback given. She has a great level of self-awareness and does her own work to be able to remain self-led in sessions.
- Practitioner is very intuitive and able to connect with a wide range of clients. She has learned techniques that help her clients open up and does well with consultation.
- ____ does a good job at listening and understanding the needs of the clients. He is attentive and able to identify necessary goals that would benefit the client. He uses unconditionally positive regard with those services he provides.
Per____, he believes his growth areas include diagnosing and conceptualizing what best benefits the clients.
- ____ is personable and inviting to her clients as they explore ways to improve their quality of life and relationships. She is intentional in seeing the needs of the client. ____ does well in identifying the needs of the client and the best course of treatment.
Areas of growth may include improving confidence during session with new populations. Improvement also would be beneficial in addressing difficult topics and conversations with clients.
- **Strength-** Intuition, **Growth-** Conceptualization
- **Strengths** include genuineness and ability to confront clients. **Areas of growth** include continued personal work and development to be the best counselor to my clients.
- ____ skills have continued to improve, most notably his own reflection and understanding of himself and how his general nature affects clients. He is thoughtfully prepared for all supervision meetings and completes supervision assignments. He recently participated in our clinical staff meeting and contributed meaningful content in a team environment. It is a pleasure working with ____.

Method of Assessment 3: Practicum/Internship Student Evaluations Spring 2026



N=75
N=91

Spring 2026 Midterm Comments

- **Strengths:** ___ is open and willing to share his thoughts. Opportunity areas for growth are to allow others more input into conversation with peers. ___ is verbal processors, so naturally tend to overexplain and voice observations, rather than seek peer input.

- ___ need to work on processing in session more (feeling reflections paraphrasing etc), allow more time for silence.
- ___ is doing great during her final semester of internship, she easily connects with students and provides a warm, caring environment for counseling. Jessica is personable, attentive, and perceptive. She is working on integrating theory into the remainder of internship.
- ___ has been doing an excellent job during her final semester of internship. She is warm, compassionate, genuine, and a highly effective counselor. Her process and conceptual skills are great. ___ is working on integrating theory into her counseling sessions for the remainder of internship.
- ___ is doing a wonderful job in her final semester of internship. Her process and conceptual skills are great. She is warm, approachable, personable, and empathic. ___ is honing her theory and will be applying SFBT for the remainder of her internship.
- ___ is very kind, and willing to learn. I would love it if she would interact more with students during specials and have more questions for me.
- ___'s skills have developed substantially this school year. She has developed into a well-rounded school counselor at both the elementary and secondary levels.
- ___ has great presence with the students!
- ___ has a wonderful attitude and approach with clients. She has grown in her knowledge of mental health diagnoses, theories, interventions, and treatment planning. She is more confident in her approach with others on the team and she fully participates in our staff meetings and supervisions. She is open to feedback and reflection. We are still working on building her confidence, encouraging her to faith in her decisions. Sometimes her shyness prevents her to being open and honest.
- ___ is going to make a great counselor. She's very invested in growth and receptive to personal feedback. She is confident in her abilities but aware of her weaknesses and limitations and seeks support when she needs it. She has been such an asset to my practice, and it has been a pleasure to see her grow as a practitioner throughout her program. She has good rapport with clients and holds professional boundaries well.
- ___ is doing extremely well in her internship here at CBHA. She is open and honest. She gets along well with her peers and coworkers. She demonstrates good judgement and behaves ethically. She takes feedback well and is very organized. I've encouraged Caroline to slow down and take some time for herself emotionally and professionally.
- ___ continues to do well in his internship. He has expanded his knowledge and experience by including his hours at Mercy and at Southeast Behavioral Health. He sees two types of approaches

to mental health (pastoral and in-patient) which have been eye opening for him. As the semester is winding down, I encourage him to take some time for himself and practice self-care.

- ___ has great ability in school counseling. She has an extra ordinary start to her career. She has the foundation needed to become a superior school counselor. She understands the impact of crisis and trauma on children. She has the personal calm needed when talking and listening to children. Jessica could work on being more consistent in being available. She has been absent more often. However, when she is here, she does put in all her effort to do what she needs to get done.
- ___ is doing a great job in his practicum. He takes great initiative in meeting with students and learning from the process. He follows through with what he says he will do and appointments he makes. He often asks questions regarding areas he is still learning in. I have confidence that ___ will be a successful counselor by the time he completes his program. An area of growth that he is actively working towards is exposure to younger children and how to work with them. He is currently setting up opportunities to observe in the elementary setting so he can learn more about that age level.
- Great at seeking feedback, open to suggestion, and working hard on process with clients.
- On my previous midterm evaluation, I mistakenly marked the final circle on several items as 1 because I thought I was marking Ot Observed. I revisited the evaluation form and answered more appropriately. ___ is always ready to learn and know more. She takes great initiative and has great rapport with our students. She continues to apply what she is learning in her current coursework to sessions with students. An area of growth would be confidence. But I believe with more practice and experience that will come. Integrating.
- ___ shows unconditional positive regard with patients organically. He is supportive to patients and has excellent attending skills. ___ is developing in getting deeper meaning in session and having solid interventions. These are skills that he is continuing to develop.
- ___ has a very natural, healing rapport that she establishes with students. She is doing well conceptually as well as with her process skills. ___ is using Person centered theory to approach and conceptualize her students.
- ___ has great conceptual ability as well as process skills. She is an excellent counselor and consultant for her peers. ___ is integrating Adlerian theory into her counseling sessions as she successfully navigates her final semester in internship.
- ___ is doing so well during her final semester in internship! She is strong with her process and conceptual skills. ___ has chosen Adlerian theory as her framework and is working to integrate Adlerian interventions.

- ___ is open to feedback. She can go down the funnel to get into the deeper emotions of the client. She is willing to take the extra time to research diagnosis and treatment them using her own time. Area for growth would be feeling confident in diagnosing clients when it is beyond anxiety, depression, adjustment disorder and PTSD.
- ___ is a great student and a joy to have in our office. She works well with students and comes to us with an openness to learn and reflect. She's enthusiastic, and I can't wait to see how she grows. Being new to the school system, I know she has growing to do in school counseling programming, but she is well-equipped for the task.
- ___ does an exceptional job at building rapport with her clients. An area of growth is always working on confrontation with challenging clients.
- **Strengths:** ___ is very approachable with the students. She has empathy but is also realistic with her comments when communicating with them. She is extremely eager to learn more about the role of a school counselor and all the different duties that it encompasses

Areas of Growth: She is still learning about the different community resources and referral sources that are available to students in our area. That will come naturally as she spends more time in the field.

Overall, I expect great things from ___ in the school counselor role.

- **Strengths** - Compassion for patients, understanding different roles, attempting to learn about cultural differences. **Areas of growth** - Termination skills, it being so emotionally aware of self that it immobilizes her.
- ___ does well interacting with the students and is building rapport and trust at an appropriate pace as he is as forceful with his interactions and does well to listen and observe. He has been cooperative and has been diligent in completing requested tasks. ___ asks questions regularly about the counseling process and seems motivated to do well. ___ he has participated in helping to present classroom lessons and individual meetings with students. He has also taken on the challenge of preparing and will present classroom lessons, independently, during the month of March on the topic of MAP testing and strategies. ___ is at always confident in his abilities and at times, when using skills, seems robotic or uncomfortable when interacting with the student. It is believed that once ___ finds his confidence, he will grow in this area.
- ___ is an exceptional counseling student and counselor overall. She works hard to ensure that her students are well attended and listened to as well. She does an exceptional job in incorporating interventions and techniques in her sessions and addressing issues through her use of skills. She will make an exceptional school counselor and is more than prepared to have her own caseload of students. An area for growth for ___ is having more self-reliance in her decisions when dealing with students, but I am confident that she will attain those skills once she has her own space and load of students.

- ___ is always ready to learn and know more. She takes great initiative and has a great rapport with our students. She is always applying what she is learning in her coursework to sessions with students. An area of growth would be confidence. But I believe with more practice and experience that will come. Integrating instruction for coping skills and self-regulation in sessions with students will evolve also.
- ___ demonstrates advanced counseling skills and insight compared to others I have supervised in this stage of the program. She connects well with any client and gets to the core issue(s) with an intimidating approach, yet direct approach. She is skilled with crisis intervention and remains calm regardless of what is going on around her.
- ___ has a welcoming demeanor and clients seem to gravitate towards him and his style. Therapeutic relationships appear to be a strength. ___ demonstrates significant insight into his internal world and how this may impact his work with clients. He also demonstrates a love of learning and consistently researches new strategies and ways to improve his work with clients. His tenacity and enthusiasm are inspiring.
- ___ has been an excellent intern for us. She is willing to help and step in wherever needed. She works well with the students and is a team player within our department easily transitioning between roles. As with any new counselor areas of growth include being more confident in your ability and theory. Working on confrontation with clients and ending sessions appropriately.
- ___ goes above and beyond for our students. She really takes the time to think about the students she sees one on one and is constantly coming up with great strategies to help them achieve their goals. Our students love ___, she is a natural when working with young children. She has made great bonds with many students; they all love and respect her. ___ also does a great job reflecting each day she is here and will ask me great questions which leads to great conversations. I know Alexa is here to learn from me, but I have also grown as a counselor and learned from ___. She will be a great addition to any school district.

Spring 2026 Final Comments

- ___ is very eager to learn about all aspects of the job. She jumps right in and is willing to help in any way she can. I feel she has a good understanding of both middle school and high school counseling and the duties they both entail.
- ___ has grown sufficiently this semester. Her strengths include confidence, speaking up and participating in staff meetings. She shares her opinions and experiences which are wonderful to hear. She is always open to feedback. Overall, ___ has shown solid development and growth. I believe as she builds up experience, she will increase her confidence and independence. I wish her all the best.
- ___ has been an excellent intern over this past year and has demonstrated professional client service here at CBHA. She has a unique style and a keen awareness of approaching clients that makes them feel comfortable and at ease. She displays good leadership abilities and is always willing to help others. She collaborates with others, gives feedback, attends all supervisions, and comes prepared to discuss all her clients. My hope for her is to refine what she has learned and to grow professionally in a field of her choice. We will miss her. I wish her the best.

- ___ has grown tremendously this past year. The counselor demonstrates strong rapport-building skills, empathy, and professionalism. He has been receptive to supervision, applied counseling techniques appropriately, and maintained ethical awareness and effective communication. My hope is that he continues to grow by obtaining employment in this field, strengthening his clinical skills effectively. We will miss him.
- ___ off to a great start. Has the micro skills down well. Really great interactions with clients, very personable and relatable.
- ___ is incredible at connecting with students and staff alike. She develops creative solutions to engage students in the problem solving and counseling processes.
- I have watched ___ grow into a competent counselor over the last couple of years. Her skills are well-developed and she is an asset to her students and staff members.
- ___ does a great job in understanding mental health and behavioral disorders in children. She knows and understands her role as a school counselor. The area for growth would be keeping her appointed times to be here for the students. When they are expecting her to be here themselves.
- I think ___ will continue to grow in school counseling. She recognizes how her school experience was different than that of our students. While she isn't as familiar with the models of school counseling, I know that will be much clearer through her internship process.
- ___ has done a great job during her final semester of internship. She has developed her skills, conceptual and theoretical ability. She connects and develops rapports with her students readily and with ease. Alexa has worked hard to research and apply Adlerian theory with her students. She has done an excellent job.
- ___ has done a wonderful job during her final semester of internship. She has well-developed skill, conceptual and theoretical abilities. She connects and develops rapports with her students readily and with ease. Mary has worked hard to research and apply Adlerian theory with her students. She can combine excellent counseling skills with her theory to provide quality counseling for her students.
- ___ has worked so hard during her final semester of internship! She demonstrates warmth, empathy, attunement, genuineness, and kindness consistently with her students. She connects and builds rapport easily. Her personhood naturally fits with Person Centered theory. Wonderful job ___!
- ___ has had a great final semester of internship! She demonstrates warmth, empathy, attunement, genuineness, and kindness consistently with her students. She is naturally a Person-Centered counselor. Her skills, conceptual ability, and theory are all well developed. Wonderful job ___!
- ___ has had a very successful final semester of internship! She connects with students and develops rapport with ease. Her approach is warm, inviting, empathic, nonjudgmental, and

genuine. She is naturally a Person-Centered counselor. Beautiful job ____ -- so happy and proud of you!

- ____ has done a fantastic job in internship this semester! She truly shines in her role as a counselor. Her rapport and connection with students are so natural and seems effortless. Her students are so lucky to have her. ____ has come into her own with her theory this semester and has found an approach that compliments her beautifully. She has found a natural fit with SFBT, all while retaining a Person-Centered way of being.
- ____ is a very conscientious learner. She builds and maintains positive relationships with students and adults in the school setting. She is a good communicator, asking questions when she is unsure or wants to learn more. She is not intimidated by administration and fellow staff members but inserts herself as a peer. She is also very reflective in her interactions with students, evaluating the positives and negatives of sessions she has with individual students, and adjusting accordingly. ____ was great with the play therapy type of counseling. It would be good to see more instructional types of interactions to help students learn to self-regulate and practice using social/behavioral/emotional skills, but perhaps there wasn't ample time to do that. Lesson planning is a skill that will be necessary as an elementary school counselor. She is capable of taking lesson plans that have already been created and implementing them, but developing her own lessons and classroom management will be skills to develop and work on before she is ready for the real role of school counselor. There are many aspects of an elementary school counselor role that cannot be experienced in 2 days a week that hopefully an internship will expose her to. These include assessment, formal observations of students in classrooms, researching a child's background and history, interpreting evaluation information to assure the proper academic supports are in place, making hotline reports and working with community resources, etc.

While ____ has had some health issues this semester, which have caused her to be absent 8 of our scheduled days, it will be important for continuity and students' need for reliability that absences be kept at a minimum. Despite missing those days, she has completed her required hours and performed well in counseling classes and sessions with individual students. She has grown up as a school counseling student and I have enjoyed working with her this semester!

- ____ is an excellent school counselor candidate. It was a joy to watch her grow in her confidence, both in counseling sessions and class lessons. It is clear she is dedicating the time and commitment needed to be a confident and competent professional. The only growth goals I have for her take time and experience. I'd love to see her running sessions and class lessons more smoothly and confidently. She is going to be an excellent mental health professional in whichever direction she heads!
- ____ has a good outlook on and can navigate psychoeducation quite well. We did discuss this versus his enthusiasm, which is a positive. Sometimes enthusiasm can lead student to be as direct as needed but something to work on this balance to be more present focused with client statements that may have fleeting emotional undertones. Other than this student is making remarkable progress on developing his skill set for micro skills and is where he needs to be currently on the program.

- Counselor Candidate **Strengths:** The counselor candidate demonstrates solid foundational skills including genuineness, congruence, non-judgmental respect, ethical understanding, concreteness, empathy, emotional awareness, and cultural competence, as well as proficiency in nonverbal skills, opening summary, open invitations to speak, feeling reflection, paraphrase, encouragers, silence, parroting, mirroring, and session summary. Emerging influencing skills also include focusing, immediacy, advanced-level empathy, inconsistency, confrontation, self-disclosure, reflection of meaning, and probes. Counselor Candidate **Areas for Growth:** The candidate would benefit from further development in conceptual skills such as recognizing patterns, client awareness and insight, focusing on meaning, focusing, and questions, as well as continued growth in personal style and theory and the application of targeted interventions.
- Counselor Candidate **Strengths:** The counselor candidate demonstrates foundational and developing competencies across core dispositions, attending skills, influencing skills, and conceptual skills. Strengths are evident in genuineness, congruence, non-judgmental respect, ethical understanding, concreteness, empathy, emotional awareness, and cultural competence, as well as nonverbal skills, opening summary, open invitations to speak, feeling reflection, paraphrase, encouragers, silence, parroting, mirroring, and session summary. The candidate also shows **growth** in focusing, immediacy, advanced-level empathy, inconsistency, confrontation, self-disclosure, reflection of meaning, and probes, along with recognizing patterns, client awareness and insight, focus on meaning, focusing, and questions. Counselor Candidate **Areas for Growth:** Continued development is recommended in personal style and theory, as well as the intentional application of specific interventions to deepen therapeutic effectiveness.
- ____ skills are organization, time management, and empathy. Even with so much on her plate (classes, internships, job interviews, a GA position) she still shows up prepared. She is very organized with planned activities during her counseling sessions. The kids love her bright, contagious energy and now she is someone they can trust. Ms. ____ area for growth is specialization. As she works towards building her theory, Ms. ____ will thrive in this area as well.
- ____ has done a great job building rapport with the students on his case load. He staffs his case load often and concerns that he is not sure if he's handled correctly. As he continues in his internship, I believe he will master the areas of growth he is still developing in.
- ____ is very giving of her time and attention to students at Blanchard. She works hard to implement feedback and develop her skills!
- ____ has been such a blessing to watch grow as a school counselor, she has truly blossomed. She does well teach large group lessons and has mastered her classroom discipline in this area. ____ also does a great job with her small groups; she is very engaging and has really built great relationships with these students. Finally, I believe ____ greatest strength is working one on one with students. This comes naturally to her, and she really gears her sessions towards everyone's needs. The kids love her. I truly believe ____ will be a great addition to any school district. I wish her well!

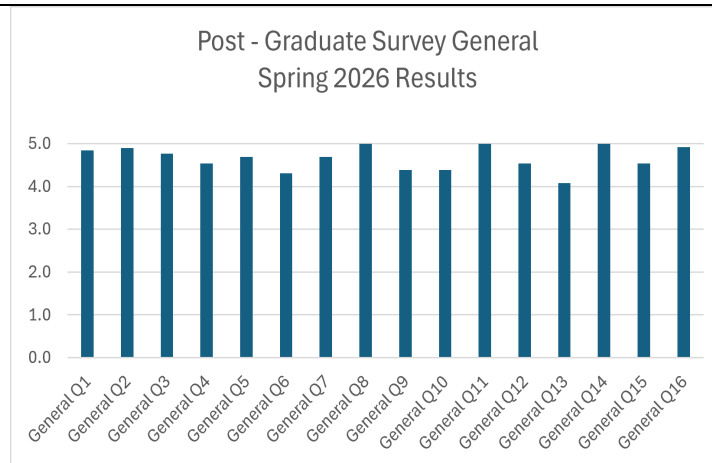
- ____ is attune to the impact that trauma has on one's mental health and the challenges it creates. I am not aware if she has had her own trauma experience, but she has never been emotionally reactive in the presence of one of her clients. Similarly, I am also unaware of any personal bias or opinions that she may hold, and I suspect that her clients don't either.
- ____ is a hardworking, caring individual. It is clear daily that she is spending time considering her client's needs and preparing for her internship. She is empathetic and kind to all students at Orchard. ____'s biggest room for growth is her comfort level with elementary-aged children. While it is clear she is spending time prepping, it's also clear she is nervous and often uncomfortable teaching and talking to students. This affects the smoothness, quality, and genuineness of her sessions. ____ also is working on her knowledge about school counseling as a profession. Of course, this is difficult because every school counseling program is so different, however this is why it's even more important to have a strong foundational knowledge of the role of a school counselor and the program. She is going to be an excellent school counselor as she grows in these skills.

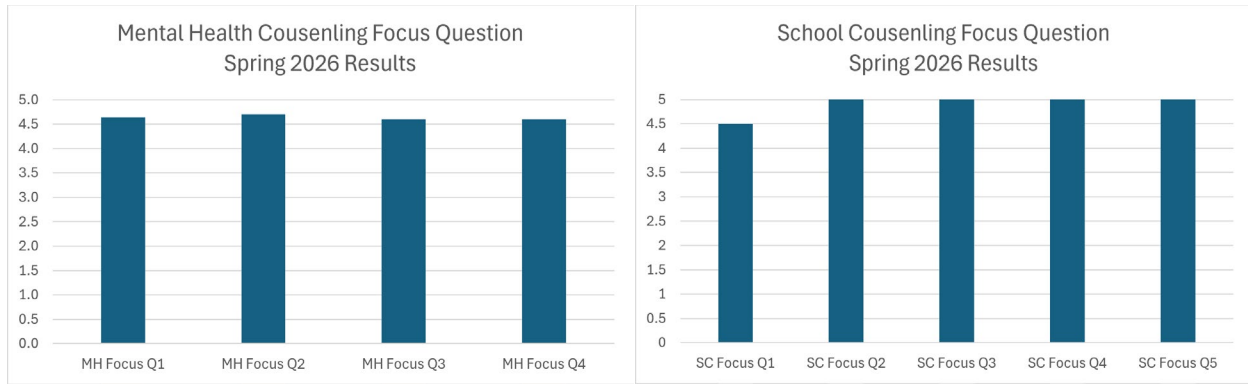
Method of Assessment 4: Counseling Program – Post Graduate Survey Results Spring 2026

General Questions	Spring 2026 Average s N= 13
1. In the Counseling Program at Southeast Missouri State University I gained a basic understanding of what my roles of a counselor will entail.	4.8
2. I have knowledge of the basic foundational theories of counseling.	4.9
3. I have begun to establish my own personal theory of counseling.	4.8
4. I understand certain limitations within myself and feel comfortable referring clients.	4.5
5. I am confident in my abilities to demonstrate effective counseling skills.	4.7
6. I am confident in my ability to plan, implement, and facilitate a group counseling program.	4.3
7. I am knowledgeable about lifespan development.	4.7
8. I am committed to learning and understanding cultures different from my own.	5
9. I recognize that I may have prejudices and biases towards specific cultural orientations that may lead me to refer clients.	4.4
10. I possess the skills necessary to provide career counseling.	4.4
11. I am capable of evaluating the needs of my clients.	5
12. I am confident in my ability to gather and understand current research.	4.5
13. I am confident in my ability to conduct a research project.	4.1
14. I am confident in my ability to operate within the ACA code of ethics.	5
15. I am capable of implementing appropriate micro and macro level crisis intervention strategies.	4.5
16. I am confident in my ability to work collaboratively with other mental health professionals in an interdisciplinary environment.	4.9

Degree-Focused Questions: Mental Health Counseling Graduates	Spring 2026 Averages: N=11
1. My practicum and internship experiences adequately prepared me for my work in a mental health counseling setting.	4.6
2. I am knowledgeable about various community agencies and the services that they provide.	4.7
3. I am confident in my ability to diagnose and treat clients.	4.6
4. I am confident in my ability to understand systems theory and its impact on overall mental health.	4.6

Degree-Focused Questions: School Counseling Graduates	Spring 2026 Averages: N=2
1. My practicum and internship experiences adequately prepared me for my role as a school counselor.	4.5
2. I have an understanding of the importance of the Comprehensive Counseling Program in order to increase the capacity of the learning environment.	5
3. I am confident in my ability to identify the prominent issues that affect schools and students.	5
4. I am capable of understanding and implementing the Comprehensive Counseling Program.	5
5. I am confident in my ability to provide services that have a positive impact on P-12 student achievement.	5



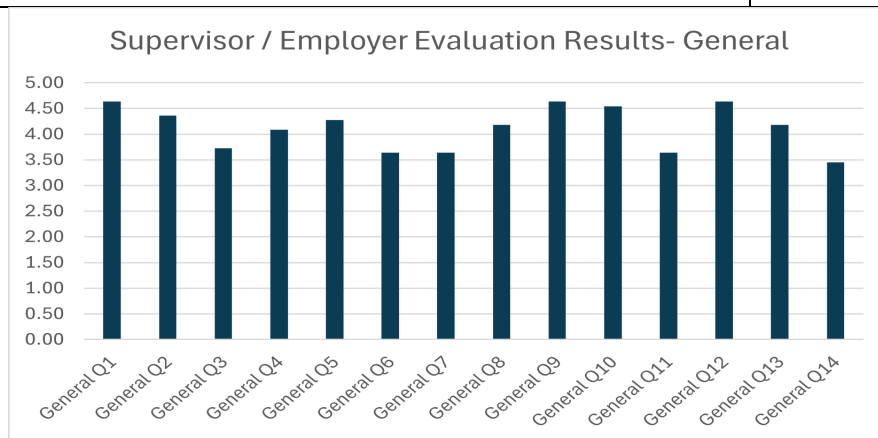


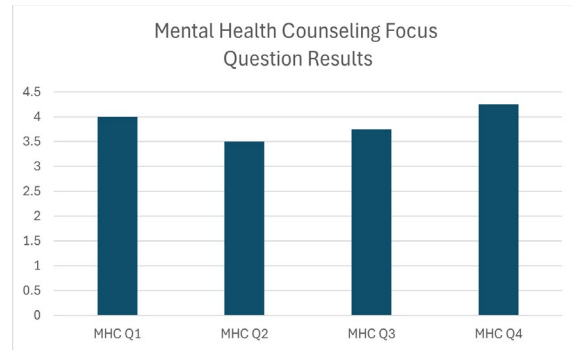
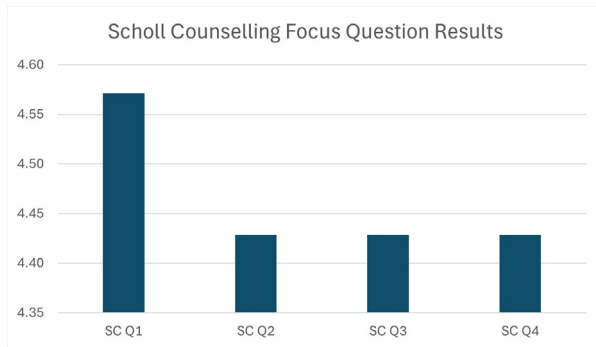
Method of Assessment 5: Supervisor/Employer Evaluation Results Spring 2024-Fall 2025

General Questions	Spring 2024-Fall 2025 Mean s N= 11
1. Has a basic understanding of the duties of a counselor.	4.64
2. Has knowledge of the basic foundational theories of counseling.	4.36
3. Has established an integrated personal theory of counseling.	3.73
4. Has an understanding of personal limitations as a counselor.	4.09
5. Has demonstrated effective counseling skills.	4.27
6. Has demonstrated ability to plan and implement a group counseling program.	3.64
7. Has demonstrated abilities to facilitate group counseling.	3.64
8. Has applicable knowledge on human lifespan development and developmental theory.	4.18
9. Has demonstrated a commitment to learning and understanding diversity issues.	4.64
10. Has shown recognition of awareness of possible prejudices and biases.	4.55
11. Has demonstrated ability necessary to provide career counseling.	3.64
12. Has demonstrated the capability of evaluating the needs of clients.	4.64
13. Has demonstrated ability to obtain and understand current research.	4.18
14. Has demonstrated ability to conduct research.	3.45

Degree-Focused Questions: Mental Health Counseling Graduates	Spring 2024-Fall 2025 Mean s N= 11
1. Has demonstrated adequate preparation for work in a mental health counseling setting.	4
2. Has demonstrated knowledge of various community agencies and the services provided.	3.5
3. Has demonstrated ability to diagnose and treat clients.	3.75
4. Has demonstrated ability to work in an interdisciplinary environment.	4.25

Degree-Focused Questions: School Counseling Graduates	Spring 2024-Fall 2025 Mean s N= 11
1. Has demonstrated adequate preparation for role as a school counselor.	4.57
2. Has understanding of the importance of consulting in order to increase the capacity of the learning environment.	4.43
3. Has demonstrated a current knowledge of prominent issues that affect schools and students.	4.43
4. Has demonstrated understanding of the Comprehensive Guidance Program.	4.43





Additional Comments

- _____ and _____ are awesome! So blessed to have them in our district.
- _____ is awesome! So excited, she was hired on this year as a counselor! The district, the students, and her co-workers are blessed to have her.
- _____ is a wonderful addition to our counseling program. Our students love her. She has worked hard and done a great job teaching large groups, small groups and individual sessions.
- _____ skills with the students are excellent. However, school counseling - especially at the secondary level - is so layered with the educational system that she needs to take much more initiative in order to demonstrate many of the areas on this evaluation.

_____ needs to ask more questions and insert herself more in the day-to-day operations of the counseling office. Even starting the day with questions like "are there projects I can work on" or "may I sit in with you during .." or "what would be the best way to organize my day?" would be beneficial to her experience.

I have offered this generally (make sure to ask me questions, tell me if there's something specific you want to work on or observe, etc.) and left it in her hands to take advantage of, which is a common thread among other successful interns I have had.

The 3's that I marked were because she has not taken advantage of or created opportunities to demonstrate those areas. I think she is waiting for me to create those.

She called in sick two mornings but did not contact or ask how to contact the students she had made appointments with. More initiative on her part will make this a much more fulfilling placement.

Method of Assessment 6: Counselor Preparation Comprehensive Examination (CPCE)

Core Area – 2025	Mean				Mean			
National Comp.	Fall (2024)	National	Mean Diff.	Stand Dev.	Spring (2025)	National	Mean Diff.	Stand. Dev.
N=	1	107			13	1124		
Professional Orientation & Ethical Practice	14	12.3	1.7	1.9	11.7	11.7	0	2.1

Core Area – 2025	Mean				Mean			
Social & Cultural Diversity	10	10.7	.7	2.1	9.4	10.2	-0.8	2.4
Human Growth & Development	14	11.8	2.2	2.2	11	11.5	-0.5	2.5
Career Development	14	12.9	1.1	2.2	11.5	10.9	0.6	2.3
Counseling & Helping Relationships	15	11.2	3.8	2.2	11	10.7	0.3	2.5
Group Counseling and Group Work	15	12.8	2.2	2.3	12.2	12.5	-0.3	2.4
Assessment & Testing	12	11.8	.2	2.3	9.9	10	-0.1	2.6
Research & Program Evaluation	13	12.5	.5	2.7	9.8	9.6	0.2	2.9
Total	107	96	11	12.8	86.5	87.1	-0.6	14.9

Core Area – 2025	Mean				Mean			
National Comp.	Fall (2025)	National	Mean Diff.	Stand. Dev.	Spring (2026)	National	Mean Diff.	Stand. Dev.
N=	3	292			22	1855		
Professional Orientation & Ethical Practice	13.33	11.31	2.02	2.02	12.3	11.9	0.4	2.1
Social & Cultural Diversity	11	10.35	0.65	2.42	8.3	8.9	-0.6	2.4
Human Growth & Development	14	11.65	2.35	2.55	9.8	9.7	0.1	2.4
Career Development	11	10.86	0.14	2.43	11.1	10.7	0.4	2.3
Counseling & Helping Relationships	12.67	11.11	1.56	2.63	10.8	11.0	-0.2	2.6
Group Counseling and Group Work	13.33	11.58	1.75	2.65	11.5	11.2	0.3	2.4
Assessment & Testing	10.67	9.92	0.75	2.72	9.2	9.2	0.0	2.7
Research & Program Evaluation	11.33	10.54	0.79	2.64	11.3	10.9	0.4	2.8
Total	97.33	87.31	10.02	14.78	84.3	83.5	0.8	14.4

Method of Assessment 7: PRAXIS

PRAXIS

Year	Attempted	Passed	% Passed
Fall 2025	2	2	100%
Spring 2026	2	2	100%

Method of Assessment 8: National Counselor Exam (NCE)

Year	Attempted	Passed	Pass Rate
Fall 2025	5	3	60%
Spring 2026	10	8	80%

Method of Assessment 9: Program Completers

Graduation	Fall 2025	Spring 2026
Students that took and passed the CPCE	2	20
Students that graduated with an MA in School Counseling	2	5
Students that graduated with MA in Mental Health	0	15

Analysis:

There were no Mental Health Counseling graduates in Fall 2025, as those students graduated in Spring 2026. In Spring 2026, two graduate students did not pass the CPCE. Both completed the required alternative assignments and graduated in Summer 2026. One student was from the Mental Health Counseling program, and the other was from the School Counseling program.

Method of Assessment 10: Recommendation for Certification/Licensure

Number Recommended	2024-2025	2025-2026
National Certified Counselor (NCC)	0	22
Provisional School Counselor	2	0
School Counselor	6	4
Provisional Psychological Examiner	0	0
Psychological Examiner	1	7

Method of Assessment 11: Counseling Dispositions

Scoring guide:

- 5 - Highly developed: helpful, well-timed, and consistent.
- 4 - Well developed; helpful, well-timed when performed, not consistently smooth.
- 3 - Developing skill: somewhat helpful, many missed opportunities to be effective.
- 2 - Continued practice needed; Not very helpful or well-timed, and/or not very effective.
- 1 - Major adjustments needed; not at all helpful or well timed, potentially harmful or unethical.

Fall 2025 Dispositions Assessment Means

Fall 2025 Midterm	Mean	Fall 2025 Final	Mean
1. Genuineness	4.7	1. Genuineness	4.95
2. Congruence	4.5	2. Congruence	4.95

Fall 2025 Midterm	Mean	Fall 2025 Final	Mean
3. Non-judgmental Respect	4.7	3. Non-judgmental Respect	4.98
4. Emotional Awareness	4.3	4. Emotional Awareness	4.6
5. Ethical Understanding	4.7	5. Ethical Understanding	4.98
6. Concreteness	4.5	6. Concreteness	4.9
7. Empathy	4.7	7. Empathy	5

Spring 2025 Dispositions Assessment Means

Spring 2025 Midterm	Mean	Spring 2025 Final	Mean
1. Genuineness	4.7	1. Genuineness	4.93
2. Congruence	4.6	2. Congruence	4.87
3. Non-judgmental Respect	4.8	3. Non-judgmental Respect	4.89
4. Emotional Awareness	4.6	4. Emotional Awareness	4.77
5. Ethical Understanding	4.7	5. Ethical Understanding	4.92
6. Concreteness	4.6	6. Concreteness	4.91
7. Empathy	4.7	7. Empathy	4.93

Method of Assessment 12: Portfolio and Oral Defense

Year	Attempted	Passed	Pass Rate
Fall 2025	2	2	100%
Spring 2026	22	22	100%

Method of Assessment 13: Faculty to Student Ratios

Faculty to Student Ratios by Term	Full-Time Faculty FTE (12 cr) 9 Sum	Full-Time Student (12 cr) 9 Sum	Faculty/Student -1 to X
Fall 2025			10.28 to 1
Spring 2026			10.05 to 1
Summer 2026			12.22 to 1