The second major assessment tool utilized by the MSCP program is the site supervisors’ evaluation of the students. This occurs while the students are at a clinical site. The data represents student performance across three terms. The students are evaluated by the following form, by their supervisor, at the end of Practicum, Internship A and Internship B. The results are a combination of students from mental health, marriage and family, and school counseling.

The site supervisor’s evaluation of the student is essentially an assessment of procedural knowledge (how to do something). While declarative knowledge (theory) is clearly embedded in procedural knowledge, it is the actual performance (procedural knowledge) of the student in a counseling context that is being assessed. In other words, the student is actually performing as a counselor.

The passing rate or Acceptable-Meets Standards or higher across all items of this site supervisors’ evaluation of the students’ inventory is excellent. As the data show the trend for the last three years is quite consistent. Students not only understand theory (see comp exam report) they are also quite proficient in putting it into practice (see analysis below).

Thus students in the MSCP program are able to demonstrate acceptable declarative and procedural knowledge/understanding in regard to the MSCP program student learning outcomes (SLO).

The site supervisors’ evaluation of the student assessment instrument/inventory and analysis for the last three years is below.

The reliability for this inventory over the last three years is quite consistent:

2013 = .972  
2012 = .963  
2011 = .970

Supervisors were asked to respond to the following questions using this scale:

- Not Applicable or not enough information to form a judgment (explain below)
- 1. Far Below Expectations-needs much improvement, a concern (explain below) = 1
- 2. Below Expectations-needs some improvement to meet standards = 2
- 3. Acceptable-meets standards at average level for interns = 3
- 4. Above Expectations-performs above average level for interns = 4
- 5. Far Above Expectations-a definite strength, performs well beyond average levels for interns = 5

Knowledge and Skill Base

1. The student displays understanding of the basic principles of human growth and development and how this facilitates that learning and counseling process.

<table>
<thead>
<tr>
<th>Year</th>
<th>Nsize</th>
<th>Mean</th>
<th>Std. Deviation</th>
<th>Acceptable or above</th>
<th>Above Expectations</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>317</td>
<td>3.7445</td>
<td>.70742</td>
<td>99.4% (59.3% = Far Above)</td>
<td>40.1% = Acceptable</td>
</tr>
<tr>
<td>2012</td>
<td>435</td>
<td>3.8276</td>
<td>.70885</td>
<td>99.8% (66% = Far Above)</td>
<td>33.8% = Acceptable</td>
</tr>
<tr>
<td>2011</td>
<td>275</td>
<td>3.8327</td>
<td>.68430</td>
<td>99.6% (67.6% = Far Above)</td>
<td>32% = Acceptable</td>
</tr>
</tbody>
</table>
2. The student demonstrates a clear and concise understanding of the various counseling theories, techniques, and procedures.
   2013 Nsize = 306  Mean = 3.6601  Std. Deviation = .70956
   Overall = 98.8% of students were evaluated as Acceptable or above
   (57.2% = Far Above Expectations/Above Expectations  41.6% = Acceptable)
   2012 Nsize = 429  Mean = 3.6888  Std. Deviation = .71156
   Overall = 98.8% of students were evaluated as Acceptable or above
   (57.3% = Far Above Expectations/Above Expectations  41.5% = Acceptable)
   2011 Nsize = 267  Mean = 3.7266  Std. Deviation = .70722
   Overall = 99.3% of students were evaluated as Acceptable or above
   (59.2% = Far Above Expectations/Above Expectations  40.1% = Acceptable)

3. Has developed a therapeutic style to counseling that is theory-based.
   2013 Nsize = 300  Mean = 3.67  Std. Deviation = .73682
   Overall = 98.7% of students were evaluated as Acceptable or above
   (53.7% = Far Above Expectations/Above Expectations  45% = Acceptable)
   2012 Nsize = 399  Mean = 3.7043  Std. Deviation = .72136
   Overall = 98.7% of students were evaluated as Acceptable or above
   (57.4% = Far Above Expectations/Above Expectations  41.4% = Acceptable)
   2011 Nsize = 253  Mean = 3.6561  Std. Deviation = .70453
   Overall = 99.2% of students were evaluated as Acceptable or above
   (53.8% = Far Above Expectations/Above Expectations  45.5% = Acceptable)

4. Understands the dynamics of the individual behavior in the counseling process and is knowledgeable about techniques of behavior change.
   2013 Nsize = 316  Mean = 3.7897  Std. Deviation = .73750
   Overall = 98.7% of students were evaluated as Acceptable or above
   (62.7% = Far Above Expectations/Above Expectations  36.1% = Acceptable)
   2012 Nsize = 426  Mean = 3.8451  Std. Deviation = .71911
   Overall = 99.1% of students were evaluated as Acceptable or above
   (67.1% = Far Above Expectations/Above Expectations  31.9% = Acceptable)
   2011 Nsize = 270  Mean = 3.7926  Std. Deviation = .73263
   Overall = 98.5% of students were evaluated as Acceptable or above
   (63.7% = Far Above Expectations/Above Expectations  34.8% = Acceptable)

5. Is able to accurately assess client needs, reach an appropriate diagnosis, and develop a coherent treatment plan.
   2013 Nsize = 271  Mean = 3.6937  Std. Deviation = .76879
   Overall = 97.8% of students were evaluated as Acceptable or above
   (55% = Far Above Expectations/Above Expectations  42.8% = Acceptable)
   2012 Nsize = 385  Mean = 3.7779  Std. Deviation = .72216
   Overall = 98.77% of students were evaluated as Acceptable or above
   (62.9% = Far Above Expectations/Above Expectations  35.9% = Acceptable)
   2011 Nsize = 256  Mean = 3.7207  Std. Deviation = .75740
   Overall = 98.8% of students were evaluated as Acceptable or above
   (55.9% = Far Above Expectations/Above Expectations  43% = Acceptable)

6. Can communicate effectively with clients and assist clients in integrating information into their current lifestyle.
   2013 Nsize = 327  Mean = 3.9388  Std. Deviation = .78086
   Overall = 97.9% of students were evaluated as Acceptable or above
   (70.6% = Far Above Expectations/Above Expectations  27.2% = Acceptable)
   2012 Nsize = 443  Mean = 4.0361  Std. Deviation = .72981
   Overall = 99.3% of students were evaluated as Acceptable or above
   (76.5% = Far Above Expectations/Above Expectations  22.8% = Acceptable)
   2011 Nsize = 276  Mean = 4.0399  Std. Deviation = .73500
Overall = 99.3% of students were evaluated as Acceptable or above
(76.4% = Far Above Expectations/Above Expectations  22.8% = Acceptable)

Personal and Social Skills
7. Is empathetic, understanding and genuine in interactions with clients, projects acceptance of client behaviors and value systems even when different from one's own.
   2013 Nsize = 336  Mean = 4.1369  Std. Deviation = .73241
   Overall = 99.5% of students were evaluated as Acceptable or above
   (80.4% = Far Above Expectations/Above Expectations  19% = Acceptable)
   2012 Nsize = 452  Mean = 4.1771  Std. Deviation = .73157
   Overall = 99.8% of students were evaluated as Acceptable or above
   (81% = Far Above Expectations/Above Expectations  18.8% = Acceptable)
   2011 Nsize = 278  Mean = 4.1871  Std. Deviation = .68578
   Overall = 99.6% of students were evaluated as Acceptable or above
   (84.9% = Far Above Expectations/Above Expectations  14.7% = Acceptable)

8. Develops and maintains supportive relationships with others including staff, supervisors, and other professionals.
   2013 Nsize = 336  Mean = 4.0625  Std. Deviation = .78738
   Overall = 98.2% of students were evaluated as Acceptable or above
   (77.5% = Far Above Expectations/Above Expectations  20.8% = Acceptable)
   2012 Nsize = 459  Mean = 4.1013  Std. Deviation = .78543
   Overall = 98.9% of students were evaluated as Acceptable or above
   (76.5% = Far Above Expectations/Above Expectations  22.4% = Acceptable)
   2011 Nsize = 280  Mean = 4.1321  Std. Deviation = .72367
   Overall = 99.6% of students were evaluated as Acceptable or above
   (80.4% = Far Above Expectations/Above Expectations  19.3% = Acceptable)

9. Demonstrates emotional stability, security, confidence and an ability to take initiative.
   2013 Nsize = 338  Mean = 4.0089  Std. Deviation = .83502
   Overall = 97% of students were evaluated as Acceptable or above
   (73.4% = Far Above Expectations/Above Expectations  23.7% = Acceptable)
   2012 Nsize = 462  Mean = 4.04  Std. Deviation = .80469
   Overall = 97.6% of students were evaluated as Acceptable or above
   (74.9% = Far Above Expectations/Above Expectations  22.7% = Acceptable)
   2011 Nsize = 279  Mean = 4.0287  Std. Deviation = .78605
   Overall = 97.8% of students were evaluated as Acceptable or above
   (74.9% = Far Above Expectations/Above Expectations  22.9% = Acceptable)

10. Recognizes personal limitations and is open to appropriate supervision.
    2013 Nsize = 338  Mean = 4.0621  Std. Deviation = .76978
    Overall = 98.8% of students were evaluated as Acceptable or above
    (76.6% = Far Above Expectations/Above Expectations  22.2% = Acceptable)
    2012 Nsize = 461  Mean = 4.0640  Std. Deviation = .70843
    Overall = 99.3% of students were evaluated as Acceptable or above
    (79% = Far Above Expectations/Above Expectations  20.4% = Acceptable)
    2011 Nsize = 279  Mean = 4.0609  Std. Deviation = .70955
    Overall = 99.3% of students were evaluated as Acceptable or above
    (79.2% = Far Above Expectations/Above Expectations  20.1% = Acceptable)

11. Demonstrates understanding and respect for diverse cultural, ethnic, sexual, and social backgrounds with clients.
    2013 Nsize = 335  Mean = 4.0448  Std. Deviation = .75488
    Overall = 99.4% of students were evaluated as Acceptable or above
    (75.8% = Far Above Expectations/Above Expectations  23.6% = Acceptable)
    2012 Nsize = 459  Mean = 4.0829  Std. Deviation = .75179
Overall = 99.8% of students were evaluated as Acceptable or above
(76.7% = Far Above Expectations/Above Expectations  23.1% = Acceptable)

2011  Nsize = 278  Mean = 4.1151  Std. Deviation = .68590
Overall = 100% of students were evaluated as Acceptable or above
(81.7% = Far Above Expectations/Above Expectations  18.3% = Acceptable)

Professional and Ethical Standards

12. Conducts oneself in a professional manner with clients; respects the rights of others.

2013  Nsize = 331  Mean = 4.1027  Std. Deviation = .78336
Overall = 99.1% of students were evaluated as Acceptable or above
(76.7% = Far Above Expectations/Above Expectations 22.4% = Acceptable)

2012  Nsize = 459  Mean = 4.1580  Std. Deviation = .73481
Overall = 100% of students were evaluated as Acceptable or above
(79.5% = Far Above Expectations/Above Expectations  20.5% = Acceptable)

2011  Nsize = 279  Mean = 4.1362  Std. Deviation = .67008
Overall = 100% of students were evaluated as Acceptable or above
(83.5% = Far Above Expectations/Above Expectations  16.5% = Acceptable)

13. Establishes and maintains counseling relationships consistent with ethical standards established by the American Counseling Association (e.g., maintains client confidentially, obtain appropriate consent, etc.).

2013  Nsize = 319  Mean = 3.9937  Std. Deviation = .80092
Overall = 98.7% of students were evaluated as Acceptable or above
(71.2% = Far Above Expectations/Above Expectations 27.6% = Acceptable)

2012  Nsize = 441  Mean = 4.0669  Std. Deviation = .73435
Overall = 99.5% of students were evaluated as Acceptable or above
(76.9% = Far Above Expectations/Above Expectations  22.7% = Acceptable)

2011  Nsize = 279  Mean = 4.0407  Std. Deviation = .69665
Overall = 99.6% of students were evaluated as Acceptable or above
(83.5% = Far Above Expectations/Above Expectations  16.5% = Acceptable)

14. Completes assigned responsibilities in a timely and competent manner; maintains accurate records on the client and their professional practice.

2013  Nsize = 329  Mean = 2.9726  Std. Deviation = .83146
Overall = 97.6% of students were evaluated as Acceptable or above
(69.9% = Far Above Expectations/Above Expectations 27.7% = Acceptable)

2012  Nsize = 447  Mean = 4.0011  Std. Deviation = .79411
Overall = 98.4% of students were evaluated as Acceptable or above
(72.3% = Far Above Expectations/Above Expectations  26.2% = Acceptable)

2011  Nsize = 278  Mean = 3.9784  Std. Deviation = .78310
Overall = 97.8% of students were evaluated as Acceptable or above
(72.7% = Far Above Expectations/Above Expectations  25.2% = Acceptable)

15. Is willing and able to make referrals to other professionals when faced with issues beyond one’s level of training or expertise.

2013  Nsize = 291  Mean = 3.9347  Std. Deviation = .81740
Overall = 98.3% of students were evaluated as Acceptable or above
(67.7% = Far Above Expectations/Above Expectations 30.6% = Acceptable)

2012  Nsize = 385  Mean = 3.9896  Std. Deviation = .75339
Overall = 100% of students were evaluated as Acceptable or above
(71.2% = Far Above Expectations/Above Expectations  28.8% = Acceptable)

2011  Nsize = 249  Mean = 3.8755  Std. Deviation = .80106
Overall = 98.4% of students were evaluated as Acceptable or above
(66.7% = Far Above Expectations/Above Expectations  31.7% = Acceptable)