

EMU MAC Faculty Review of Competency Assignment Quality 2020-2021

Faculty review student scores on the competency assignments that comprise the Master Competency Portfolio. Each assignment is evaluated using the mean student score for the assignment across the graduating class, grand means for each class, faculty opinion, and rubric development. Following the review of each assignment, the faculty decide what action needs to be taken and who will complete that action by an appointed date. Competency assignments are rated on a 3-point scale (1 = needs immediate improvement, 2 = needs minor changes, 3 = satisfactory).

2020-2021			
Competency Assignment	Rating	Faculty Discussion	Action
PIFE: Ethics Case/Issue Review	3	Rubric approved. Students report appreciating the assignment, and faculty support the assignment.	No action required.
Career: Professional Development Dossier	3	Rubric approved	No action required
Techniques: Clinical Skill Demonstration	2	Rubric approved As with last year, the faculty noted issues with reliability across raters. Faculty expressed interest in students' self-rating on the scale and how students' self-rating compare and contrast with faculty rating.	Drs. Czystczon and Horst will meet with Manar Fawary, who will complete the clinical skill demonstration form, for rater training. Dr. Czystczon will add items to include student self-rating and self-reflection on the rating scale.
Adv. Multicultural Counseling: Session Analysis and Tx Plan	3	Rubric approved. Dr. Cline revised the rubric last year, and the faculty expressed strong satisfaction with the revisions.	No action required.
HG&D: Human Development	2	The faculty discussed improving the assignment by	Dr. Czystczon will make appropriate changes to

Professional Presentation		connecting the final presentation to content students explore throughout the semester so that the presentation is a culmination of the semester's work.	connect the competency assignment with topic areas in the course, making the presentation a culmination of students' work throughout the course.
Adv. Psychopathology: Case Conceptualization and Tx Plan	3	Dr. Hammond expressed satisfaction with the current rubric, and the full faculty provided support for that decision. This competency assignment has been moved from Psychopathology to Adv. Psychopathology.	No action required.
Theories: Final Paper & Presentation	3	Rubric approved. Students and faculty are satisfied with the assignment and its evaluation.	No action required.
ICP: Clinical Skill Demonstration	2	Rubric approved Faculty noted issues with reliability across raters. As with Techniques Clinical Skill Demonstration, faculty expressed interest in students' self-rating on the scale and how students' self-rating compare and contrast with faculty rating.	Drs. Czyszczon and Horst will meet with Manar Fawary, who will complete the clinical skill demonstration form, for rater training. Dr. Czyszczon will add items to include student self-rating and self-reflection on the rating scale
Practicum: Counselor Assessment Scale - Practicum (CAS-P)	2	Faculty noted that the CAS-P is not as skill-driven as they would prefer. Faculty would like to include more microskills in the CAS-P. Additionally, faculty noted that the instrument does not appear sensitive enough.	Dr. Cline, Professional Practice Coordinator, will add more skill-driven items and work to add more nuance to the items. MAC faculty will create an online rater training for supervisors scoring the

		As was the case last year, issues were noted with inter-rater reliability across site placement supervisors.	CAS-P. Drs. Horst and Cline will lead this effort. Faculty had hoped to achieve this last year, but these efforts were stymied by COVID.
Addictions: Case Study	2	Dr. Czyszczonek will teach this course for the first time this year. Previous instructors have noted satisfaction with the assignment and rubric.	Dr. Czyszczonek will review the rubric this year, as he teaches the course for the first time.
Internship: Counselor Assessment Scale (CAS)	2	Faculty noted that the CAS is not as skill-driven as they would prefer. Faculty would like to include more microskills in the CAS. Additionally, faculty noted that the instrument does not appear sensitive enough. As was the case last year, issues were noted with inter-rater reliability across site placement supervisors.	Dr. Cline, Professional Practice Coordinator, will add more skill-driven items and work to add more nuance to the items. MAC faculty will create an online rater training for supervisors scoring the CAS. Drs. Horst and Cline will lead this effort. Faculty had hoped to achieve this last year, but these efforts were stymied by COVID.
Group: Formal Group Proposal	3	Dr. Cline reviewed this rubric and assignment as “spectacular”, and the faculty concurred.	No action required.
MFT: Genogram and Analysis Paper	3	Rubric was revamped last year, and Dr. Cline indicated satisfaction with last year’s revisions.	No action required.
Assessment and Evaluation Procedures: Comprehensive Assessment Report	3	While faculty and students are satisfied with the assignment and rubric, Dr. Horst noted that the format of the report feels outdated.	While no immediate action is required, Dr. Horst will review the formatting of the evaluation report for more current formats.
Internship II: Counselor	2	See Internship: CAS	See Internship: CAS

Assessment Scale (CAS)			
IRB Proposal and Literature Review	3	Rubric approved. Drs. Hammond and Horst expressed satisfaction with the assignment and rubric, and Drs. Cline and Czyszczon concurred.	No action required.
Capstone Paper and Presentation	3	Rubric approved.	MA in Counseling students' capstone requirement will now be met in Internship 1 and 2 through a presentation of students' clinical development and a comprehensive case presentation. Dr. Horst created a rubric for this new capstone assignment, and the Professional Practice Coordinator, Dr. Cline, will oversee the capstone process in collaboration with the Program Director, Dr. Horst, and Internship I & II instructors, currently Drs. Cline and Czyszczon.

Completed Summer (August) 2021 by Michael Horst

2019-2020			
Competency Assignment	Rating	Faculty Discussion	Action
Ethics Case/Issue Review	3	Rubric approved	Dr. Horst will upgrade rubric to reflect APA v.7
Professional Development Dossier	3	Rubric approved	No action required
Clinical Skill Demonstration	2	Rubric approved Faculty noted issues with reliability across raters.	Drs. Czystczon and Horst will meet with Dr. George, who will complete the clinical skill demonstration form, for rater training.
Multicultural Counseling: Session Analysis and Tx Plan	3	Rubric approved	Dr. Cline will update rubric to reflect APA v.7
Human Development Professional Presentation	3	Rubric approved	Dr. Czystczon will update rubric to reflect APA v.7
Psychopathology: Case Conceptualization and Tx Plan	2	Dr. Hammond expressed dissatisfaction with an item on the current rubric. Otherwise, the rubric is approved	Dr. Hammond will revise and replace item 5 on the rubric.
Theories: Final Paper & Presentation	3	Rubric approved	Dr. Hammond will update rubric to reflect APA v.7
ICP: Clinical Skill Demonstration	2	Rubric approved Faculty noted issues with reliability across raters.	Drs. Czystczon and Horst will meet with Dr. George, who will complete the clinical skill demonstration form, for rater training.
Practicum CAS	2	Faculty are satisfied with the Counselor Assessment Scale - Practicum [CAS-P]. However, issues were noted with inter-rater reliability across site placement supervisors.	MAC faculty will create an online rater training for supervisors scoring the CAS-P. Drs. Horst and Cline will lead this effort.

Addictions: Case Study	3	Rubric approved	Dr. Cline will update rubric to reflect APA v.7
Internship: CAS	2	Faculty are satisfied with the Counselor Assessment Scale - Internship [CAS-I]. However, issues were noted with inter-rater reliability across site placement supervisors.	MAC faculty will create an online rater training for supervisors scoring the CAS-I. Drs. Horst and Cline will lead this effort.
Group: Formal Group Proposal	3	Rubric approved	Dr. Cline will update rubric to reflect APA v.7
MFT: Genogram and Analysis Paper	3	Rubric approved	Dr. Cline will update rubric to reflect APA v.7
Comprehensive Assessment Report	3	Rubric approved	Dr. Horst will update rubric to reflect APA v.7
Internship II: CAS	3	Faculty are satisfied with the Counselor Assessment Scale - Internship [CAS-I]. However, issues were noted with inter-rater reliability across site placement supervisors.	MAC faculty will create an online rater training for supervisors scoring the CAS-I. Drs. Horst and Cline will lead this effort.
IRB Proposal and Literature Review	3	Rubric approved	Drs. Hammond and Horst will update the rubric to reflect APA v.7
Capstone Paper and Presentation	1	Rubric eliminated	The EMU MA in Counseling department has removed COUN 537 and COUN 618 and replaced them with COUN 530 and COUN 610. MA in Counseling students' capstone requirement will now be met in Internship 1 and 2 through a presentation of students' clinical development and a case example. Dr. Horst will create

			a rubric for this new capstone assignment, and the Professional Practice Coordinator, currently Dr. Horst, will oversee the capstone process.
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Completed Summer (May) 2020 by Michael Horst

