Mission, Goals, and Outcomes Template

University Mission Statement - Pfeiffer University is a globally engaged, regional university distinctive for its transformational undergraduate experiences and its leadership in professional and graduate programs that fill demonstrated needs. Vested in its history as a United Methodist-related university and propelled forward by an innovative faculty and staff, Pfeiffer prepares its students for a lifetime of achievement, scholarship, spirituality and service. MFT Program Mission — The mission of the Marriage and Family Therapy Program is to provide effective clinical and academic training to students who affirm the dignity and integrity of all individuals and who demonstrate respect for diversity through life-long learning and the ethical competent practice of marriage and family therapy. Program Goal #2: Student Program Goal #1: Diversity Program Goal #3: Clinical Program Goal #4: Academic Program will demonstrate that it Development Effectiveness Achievement prepares graduates to work with Program will demonstrate that Program will demonstrate that Program will demonstrate that it a variety of populations, graduates develop graduates effective clinicians. graduates received effective professionalism in their work and diagnoses, ethnicities, academic training. socioeconomic statuses, and professional relationships. other diversities. **Associated Student Learning** Associated Student Learning Associated Student Learning **Associated Student Learning Outcomes and Benchmarks Outcomes and Benchmarks Outcomes and Benchmarks Outcomes and Benchmarks** SLO #2 - Diversity SLO #1 - Theoretical SLO #3 - Clinical SLO #4 -- Individual and Students will demonstrate an Knowledge/Academic Effectiveness Relational Development awareness of and sensitivity to Training Students will demonstrate Students will demonstrate diversity and other contextual Students will demonstrate effective clinical practice effective interpersonal behavior understanding of family factors across the lifespan, from a systemic perspective. and relational development in including culture, ethnicity, systems and relevant their interactions and work with theoretical and conceptual gender, disability, race, religion, peers, faculty, and supervisors. knowledge. sexual orientation, and socio/economic status.

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Program Goal 1: Diversity

SLO 2: Diversity Benchmarks

<u>A – Clinical Performance</u> Assessment (CPA)*

70% of interns completing the final semester of MMFT 690/MMFT 690A will achieve a minimum score of "3" on the CPA Competency Themes (Client Factors #1: Diversity: Cultural and Contextual Awareness — Conducts assessment and therapy with sensitivity to contextual and systemic dynamics (e.g., gender, age, socioeconomic status, culture/race/ethnicity, sexual orientation, spirituality, religion, larger systems, social context).

<u>B - Professional Fitness Evaluation</u> (PFE)**

70% of interns completing the final semester of MMFT 690/MMFT 690A will achieve a minimum score of "3" on the PFE Professional Behaviors (Individual (Client) Factors) #1 & #2. #1: Diversity. Respects cultural, individual, and role differences (e.g., age, gender)

Program Goal 2: Student Development

SLO 4: Student Development Benchmarks

A – Personal Growth Log
(Annual Commitment to Personal
Growth Counseling through
graduation) 80% of the students will
verify a minimum of 10 hours
annually by proof of personal growth
log submitted.

<u>B – Professional Fitness Evaluation</u> (PFE)

70% of the interns completing the final semester of MMFT 690/MMFT 690A will achieve a minimum score of "3" on the PFE Professional Behaviors (Therapeutic Alliance) #1, #2, #3, & #4 during the semester prior to internship.

#1: Demonstrates interpersonal skills necessary to effectively interact with peers, faculty, and staff.

#2: Demonstrates warmth, personability, and engagement through accurate and congruent facial expressions and body language.

Program Goal 3: Clinical Effectiveness

SLO 3: Clinical Effectiveness

Benchmarks

A – Clinical Performance
Assessment (CPA)*

70% of interns completing the final semester of MMFT 690/MMFT 690A will achieve a minimum score of "3" on the CPA Competency Themes (Therapeutic Alliance) #1 & #2 #1: Therapeutic Relationship — Establish and maintain appropriate

Establish and maintain appropriat and productive therapeutic alliances with clients from a position of cultural humility, recognizing when to involve significant others and extrafamilial systems. \(\tau\) Attend to issues of power, privilege and oppression that impact the therapeutic alliance.

#2: Communication Skills –

Intentionally use non-verbal and verbal communication skills including empathic listening, understanding content and context, responding congruently, and immediacy, with effective

Program Goal 4: Academic Achievement

SLO 1: Theoretical Knowledge/Academic Training Benchmarks

A – Comprehensive Exam
Students will achieve a minimum
passing score of 70% (or 140 out
of 200 Multiple Choice
Questions) on the MMFT
Comprehensive Exam.

B— Theory of Therapy/Change Paper (MMFT 621)

80% of the students will earn a grade of "B" or better on the Theory of Change Paper.

C- Clinical Performance

Assessment (CPA)*

70% of interns completing the final semester of MMFT/MMFT690A will achieve a minimum score of "3" on the CPA Competency Themes (Theory & Models) #1, #2, #3, & #5:

#1: MFT Theories - Apply systems concepts, theories, and techniques of marriage and family therapy.

CPA* Students in their first year of the program are expected to obtain scores of 1 or 2. Students in their second year of the program are expected to obtain scores of 2, 3, and 4, with an average of 3. Students approaching graduation are expected to obtain scores of 3, 4, and 5, with an average of 4.

Score of 3 (Basic): Basic understanding of competency •Competency has been demonstrated •Some opportunities to apply the competency •Requires intermittent supervision of competency

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Program Goal 1: Diversity

demonstrates awareness and sensitivity to others, and #2: Diversity. Demonstrates awareness, sensitivity, and acceptance of perspectives other than own.

<u>C – Stakeholder Feedback</u>
70% of completed surveys will
"Agree" or "Strongly Agree" that
MMFT graduates demonstrate
awareness of and sensitivity to
diversity and other contextual
issues as indicated by Q7: #12.

Program Goal 2: Student Development

#3: Shows concern for the impact of personal words and actions on others.

#4: Responds to peers, faculty, and staff in a respectful manner.

<u>C – Core Values Project (MMFT</u> 610)

70% of the students will earn a minimum score of 80% (or 24 out of 30 points) of designated rubric.

Program Goal 3: Clinical Effectiveness

timing. Establish structure and boundaries for therapy. Use self-disclosure purposefully and appropriately.

<u>B – Client Satisfaction Survey: Part</u> <u>II (The Therapist)</u>

70% of completed surveys will "Agree" or "Strongly Agree" that therapist interns demonstrate effectiveness in the therapy room with an average score of 4.0-5.0.

<u>C – Stakeholder Feedback</u>
70% of completed surveys will
"Agree" or "Strongly Agree" that
MMFT graduates demonstrate
clinical effectiveness as indicated
by Q7: #1, #4, #8, #11, & #14

Program Goal 4: Academic Achievement

#2: Relational Assessment -Assess interpersonal patterns, family history, biopsychosocial functioning, social position as they relate to the presenting problem using genogram, systemic interviewing techniques, structured interview, and symptom inventories to conceptualize treatment systemically and develop relational hypothesis. #3: Selecting Treatment Models - Recognize strengths, limitations, evidence base, and contraindications of marriage and family therapy models consistent with contextual factors, including culture, diagnosis, and trauma history and adapts and integrates models as appropriate for client needs. #5: Treatment, Intervention, & Practice - Deliver systemic interventions that are consistent with model of therapy, evidence base, cultural and contextual dynamics, practice setting, and goals of the treatment plan.

PFE** Students in their first year of the program are expected to obtain scores of 1 or 2. Students in their second year of the program are expected to obtain scores of 2, 3, and 4, with an average of 3. Students approaching graduation are expected to have an average of 4 with no scores below a 3.

Score of 3 (Basic): Basic understanding of competency •Competency has been demonstrated •Some opportunities to apply the competency •Requires intermittent supervision of competency

Mission Goals, and Outcomes Template

Program Goal 1: Diversity

Program Goal 2: Student Development

Program Goal 3: Clinical Effectiveness

Program Goal 4: Academic Achievement

SLO 5: Professional Identity and

Issues Benchmarks: Students will demonstrate professional and ethical behavior and follow legal standards of the profession

A – Clinical Performance Assessment (CPA)*

70% of interns completing the final semester of MMFT 690/MMFT 690A will achieve a minimum score of "3" on the CPA Competency Themes (Therapeutic Alliance) #2 and (Professional Responsibility) #2, #3, & #5.

TA #2: Communication Skills — Intentionally use non-verbal and verbal communication skills including empathic listening, understanding content and context, responding congruently, and immediacy, with effective timing. Establish structure and boundaries for therapy. Use self-disclosure purposefully and appropriately.

PR #2: Law and Ethics – Practice within state, federal, and provincial laws/regulations and professional ethical standards. #3: Ethical Decision Making – Recognize and resolve ethical dilemmas using ethical decision – making processes.

D Stakeholder Feedback

70% of completed surveys will "Agree" or "Strongly Agree" that MMFT graduates demonstrate effective academic training as indicated by Q7: #3 & #10.

SLO 6: Research Benchmarks:

Students will demonstrate the ability to review, analyze, and synthesize current literature and research findings

A – Literature Review (PSYC 625) Students will earn a minimum passing score of 80% (112 points out of 140 points) of designated rubric.

<u>B - Research Poster Presentation</u> (PSYC 625)

Students will earn a minimum passing score of 80% (or 32 out of 40 points) of designated rubric.

Mission, Goals, and Outcomes Template Program Goal 1: Diversity **Program Goal 3: Clinical Effectiveness** Program Goal 4: Academic Achievement Program Goal 2: Student Development #5: Collaboration - Work collaboratively with stakeholders, including family members, other significant persons, and professionals that empower clients to navigate complex systems of care. Develop professional, effective interpersonal relationships with peers, faculty, and supervisors. **B** – Professional Fitness Evaluation (PFE)** 70% of the interns completing the final semester of MMFT 690/690A will achieve a minimum score of "3" on the PFE Professional Behaviors (Feedback) #1 and (Professional Responsibility} #1, & #2. F #1: Demonstrates the ability to receive and use constructive feedback. PR#1: Makes effort to understand & accept necessary changes in policy/protocol. #2: Demonstrates application of program and professional standards as stated in the MFT Student Handbook, AAMFT Code of Ethics, etc. C - Stakeholder Feedback 70% of completed surveys will "Agree" or "Strongly Agree" that MMFT graduates demonstrate professional and ethical behavior and follow legal standards of that profession as indicated by Q7: #13.