

Outcomes Based Education (OBE) Framework for Assessing Program Achievement

Program Achievement Component	Data collection and preparation for review: who and how	Data review and action: who and how	COI input into review process: who and how	Calendar for review cycle completion
Program Goal #1				
SLO #1: Students will analyze therapeutic problems and challenges of clients using systemic theories and models.	The Assessment Coordinator, in consultation with the Program Director, directs data collection. Data is provided via various assessment measures via feedback from faculty (FTF and adjunct instructors), students, graduates, program clinical supervisors, and clinical site representatives. Assessment measures include the following: 1) Evaluation of student performance on Signature Assignments. 2) Evaluation of Student Performance on the Capstone Case Study. 3) Evaluation of Student Performance on the Advancement Interview. (Added in 2024.) 4) Observation of student functioning via program clinical and site representative evaluations of student performance on the SLO/CDCs.	Data is reviewed by all Full-Time Faculty, inclusive of the Program Director and Assessment Coordinator, and is also reviewed by all other COIs via a written report and a presentation. Annually collected data is reviewed by Administration via a written report and during a meeting with the Program Director and the FTF at an extended faculty meeting in February or March of each year. Other COIs (adjunct instructors, students, grads, program clinical supervisors and clinical site representatives) are asked to review 2 years of collected data in February or March every other year via written report and presentation.	COIs other than FTF and Administration, who review data annually, are provided with a report of the data collected over a 2-year period via email, and are asked to provide feedback on program achievement, and for comments or suggestions for program improvement or input regarding the review process. COIs (students, graduates, adjunct instructors, program clinical supervisors, and clinical site representatives) are also invited to attend a presentation on the data and to provide feedback during that time, and adjunct faculty are also sent the same report and are given a presentation during the Spring Trimester Adjunct Faculty meeting and asked for feedback and comments during that time.	Every year, FTF and Administration review data that has been collected within the last year. Every 2 years, FTF, Administration, and the other COIs (including adjunct instructors, students, graduates, program clinical supervisors, and clinical site representatives) are sent the UMass Global MA MFT Program Bi-Annual Report in February or March. COIs are then invited to attend meetings where program data is presented and COIs may ask questions, provide feedback, or make comments.

	Feedback on the achievement of SLOs/CDCs is also obtained via the following self-report measures: 1) Student Survey 2) Graduate Survey 3) Faculty Survey			
Program Goal #2				
SLO #2: Students and graduates will apply systemic/relational clinical interventions in their work as Marriage and Family Therapists.	The Assessment Coordinator, in consultation with the Program Director, directs data collection. Data is provided via various assessment measures via feedback from faculty (FTF and adjunct instructors), students, graduates, program clinical supervisors, and clinical site representatives. Assessment measures include the following: 1) Evaluation of student performance on Signature Assignments (Capstone Case Study). 2) Evaluation of Student Performance on the Advancement Interview. (Added in 2024.) 4) Observation of student functioning via program clinical and site representative	Data is reviewed by all Full-Time Faculty, inclusive of the Program Director and Assessment Coordinator, and is also reviewed by all other COIs via a written report and a presentation. Annually collected data is reviewed by Administration via a written report and during a meeting with the Program Director and the FTF at an extended faculty meeting in February or March of each year. Other COIs (adjunct instructors, students, grads, program clinical supervisors and clinical site representatives) are asked to review 2 years of collected data in February or March every other year via written report and presentation.	COIs other than FTF and Administration, who review data annually, are provided with a report of the data collected over a 2-year period via email, and are asked to provide feedback on program achievement, and for comments or suggestions for program improvement or input regarding the review process. COIs (students, graduates, adjunct instructors, program clinical supervisors, and clinical site representatives) are also invited to attend a presentation on the data and to provide feedback during that time, and adjunct faculty are also sent the same report and are given a presentation during the Spring Trimester Adjunct Faculty meeting and asked for feedback and comments during that time.	Every year, FTF and Administration review data that has been collected within the last year. Every 2 years, FTF, Administration, and the other COIs (including adjunct instructors, students, graduates, program clinical supervisors, and clinical site representatives) are sent the UMass Global MA MFT Program Bi-Annual Report in February or March. COIs are then invited to attend meetings where program data is presented and COIs may ask questions, provide feedback, or make comments.

	evaluations of student performance on the SLO/CDCs. Feedback on the achievement of SLOs/CDCs is also obtained via the following self-report measures: 1) Student Survey 2) Graduate Survey 3) Faculty Survey			
Program Goal #3				
SLO #3: Students will demonstrate awareness, understanding, sensitivity, and respect for diversity and inclusion.	The Assessment Coordinator, in consultation with the Program Director, directs data collection. Data is provided via various assessment measures via feedback from faculty (FTF and adjunct instructors), students, graduates, program clinical supervisors, and clinical site representatives. Assessment measures include the following: 1) Evaluation of student performance on Signature Assignments. 2) Evaluation of Student Performance on the Capstone Case Study. 3) Evaluation of Student Performance on the Advancement Interview. (Added in 2024.)	Data is reviewed by all Full-Time Faculty, inclusive of the Program Director and Assessment Coordinator, and is also reviewed by all other COIs via a written report and a presentation. Annually collected data is reviewed by Administration via a written report and during a meeting with the Program Director and the FTF at an extended faculty meeting in February or March of each year. Other COIs (adjunct instructors, students, grads, program clinical supervisors and clinical site representatives) are asked to review 2 years of collected data in February or March every other year via written report and presentation.	COIs other than FTF and Administration, who review data annually, are provided with a report of the data collected over a 2-year period via email, and are asked to provide feedback on program achievement, and for comments or suggestions for program improvement or input regarding the review process. COIs (students, graduates, adjunct instructors, program clinical supervisors, and clinical site representatives) are also invited to attend a presentation on the data and to provide feedback during that time, and adjunct faculty are also sent the same report and are given a presentation during the Spring Trimester Adjunct Faculty meeting and asked for feedback and comments during that time.	Every year, FTF and Administration review data that has been collected within the last year. Every 2 years, FTF, Administration, and the other COIs (including adjunct instructors, students, graduates, program clinical supervisors, and clinical site representatives) are sent the UMass Global MA MFT Program Bi-Annual Report in February or March. COIs are then invited to attend meetings where program data is presented and COIs may ask questions, provide feedback, or make comments.

	4) Observation of student functioning via program clinical and site representative evaluations of student performance on the SLO/CDCs. Feedback on the achievement of SLOs/CDCs is also obtained via the following self-report measures: 1) Student Survey 2) Graduate Survey 3) Faculty Survey			
Program Goal #4				
SLO #4: Students will apply ethical and professional decision-making to issues in psychotherapy.	The Assessment Coordinator, in consultation with the Program Director, directs data collection. Data is provided via various assessment measures via feedback from faculty (FTF and adjunct instructors), students, graduates, program clinical supervisors, and clinical site representatives. Assessment measures include the following: 1) Evaluation of student performance on Signature Assignments. 2) Evaluation of Student Performance on the Capstone Case Study.	Data is reviewed by all Full-Time Faculty, inclusive of the Program Director and Assessment Coordinator, and is also reviewed by all other COIs via a written report and a presentation. Annually collected data is reviewed by Administration via a written report and during a meeting with the Program Director and the FTF at an extended faculty meeting in February or March of each year. Other COIs (adjunct instructors, students, grads, program clinical supervisors and clinical site representatives) are asked to review 2 years of collected data in February or March every other year via written report and presentation.	COIs other than FTF and Administration, who review data annually, are provided with a report of the data collected over a 2-year period via email, and are asked to provide feedback on program achievement, and for comments or suggestions for program improvement or input regarding the review process. COIs (students, graduates, adjunct instructors, program clinical supervisors, and clinical site representatives) are also invited to attend a presentation on the data and to provide feedback during that time, and adjunct faculty are also sent the same report and are given a presentation during the Spring Trimester Adjunct Faculty	Every year, FTF and Administration review data that has been collected within the last year. Every 2 years, FTF, Administration, and the other COIs (including adjunct instructors, students, graduates, program clinical supervisors, and clinical site representatives) are sent the UMass Global MA MFT Program Bi-Annual Report in February or March. COIs are then invited to attend meetings where program data is presented and COIs may ask questions,

	3) Evaluation of Student Performance on the Advancement Interview. (Added in 2024.) 4) Observation of student functioning via program clinical and site representative evaluations of student performance on the SLO/CDCs. Feedback on the achievement of SLOs/CDCs is also obtained via the following self-report measures: 1) Student Survey 2) Graduate Survey 3) Faculty Survey		meeting and asked for feedback and comments during that time.	provide feedback, or make comments.
Program Goal #5: Research				
SLO # Students will employ research knowledge to enhance clinical practice.	The Assessment Coordinator, in consultation with the Program Director, directs data collection. Data is provided via various assessment measures via feedback from faculty (FTF and adjunct instructors), students, graduates, program clinical supervisors, and clinical site representatives. Assessment measures include the following:	Data is reviewed by all Full-Time Faculty, inclusive of the Program Director and Assessment Coordinator, and is also reviewed by all other COIs via a written report and a presentation. Annually collected data is reviewed by Administration via a written report and during a meeting with the Program Director and the FTF at an extended faculty meeting in February or March of each year. Other COIs (adjunct instructors, students, grads, program clinical supervisors and	COIs other than FTF and Administration, who review data annually, are provided with a report of the data collected over a 2-year period via email, and are asked to provide feedback on program achievement, and for comments or suggestions for program improvement or input regarding the review process. COIs (students, graduates, adjunct instructors, program clinical supervisors, and clinical site representatives) are also invited to attend a presentation on the data and to provide feedback during	Every year, FTF and Administration review data that has been collected within the last year. Every 2 years, FTF, Administration, and the other COIs (including adjunct instructors, students, graduates, program clinical supervisors, and clinical site representatives) are sent the UMass Global MA MFT Program Bi-Annual Report in February or March. COIs

	1) Evaluation of student performance on Signature Assignments. 2) Evaluation of Student Performance on the Capstone Case Study. 3) Evaluation of Student Performance on the Advancement Interview. (Added in 2024.) 4) Observation of student functioning via program clinical and site representative evaluations of student performance on the SLO/CDCs. Feedback on the achievement of SLOs/CDCs is also obtained via the following self-report measures: 1) Student Survey 2) Graduate Survey 3) Faculty Survey	clinical site representatives) are asked to review 2 years of collected data in February or March every other year via written report and presentation.	that time, and adjunct faculty are also sent the same report and are given a presentation during the Spring Trimester Adjunct Faculty meeting and asked for feedback and comments during that time.	are then invited to attend meetings where program data is presented and COIs may ask questions, provide feedback, or make comments.
Graduate Achievement				
Graduation rate	The University of Massachusetts' office of Institutional Research provides graduation rates to the Program Director.	Data is reviewed by all Full-Time Faculty, inclusive of the Program Director and Assessment Coordinator, and is also reviewed by other COIs to include adjunct faculty, students, grads, program clinical supervisors and clinical site representatives.	Full-time faculty and administration review graduate data at an extended faculty meeting in February or March of each year. Other COIs including adjunct faculty, program clinical supervisors, students, graduates and clinical site representatives are sent a report every 2 years of	COIs including adjunct faculty, program clinical supervisors, students, graduates, and clinical site representatives are sent the data report in February or March every other year as part of the UMass Global MA MFT Program Bi-Annual Report.

		Information can be found on the MFT website and is shared with COIs as part of the annual and biannual data reports.	the data collected and asked to provide feedback on graduate performance as a part of the bi-annual evaluation and are asked for comments or suggestions for program improvement during the COI meetings held in March or April. COIs can also provide feedback through email.	COIs are invited to attend meetings where program data is presented and COIs may ask questions, provide feedback, or make comments.
Licensure exam pass rate	Data is collected by the Accreditation and Program Specialist in consultation with the Assessment Coordinator, and Program Director. Data is collected via a survey sent to graduates of the program, direct phone calls to grads, review of LinkedIn pages, and employment webpages.	Data is reviewed by all Full-Time Faculty, inclusive of the Program Director and Assessment Coordinator, and is also reviewed by other COIs to include adjunct faculty, students, grads, program clinical supervisors and clinical site representatives. Information can be found on the MFT website and is shared with COIs as part of the annual and biannual data reports.	Full-time faculty and administration review graduate data at an extended faculty meeting in February or March of each year. Other COIs including adjunct faculty, program clinical supervisors, students, graduates and clinical site representatives are sent a report every 2 years of the data collected and asked to provide feedback on graduate performance as a part of the bi-annual evaluation and are asked for comments or suggestions for program improvement during the COI meetings held in March or April. COIs can also provide feedback through email.	COIs including adjunct faculty, program clinical supervisors, students, graduates, and clinical site representatives are sent the data report in February or March every other year as part of the UMass Global MA MFT Program Bi-Annual Report. COIs are invited to attend meetings where program data is presented and COIs may ask questions, provide feedback, or make comments.
Job placement rate	Data is collected by the Accreditation and Program Specialist in consultation with the Assessment Coordinator, and Program Director.	Data is reviewed by all Full-Time Faculty, inclusive of the Program Director and Assessment Coordinator, and is also reviewed by other COIs to	Full-time faculty and administration review graduate data at an extended faculty meeting in February or March of each year.	COIs including adjunct faculty, program clinical supervisors, students, graduates, and clinical site representatives are

	Data is collected via a survey sent to graduates of the program, direct phone calls to grads, review of LinkedIn pages, and employment webpages.	include adjunct faculty, students, grads, program clinical supervisors and clinical site representatives. Information can be found on the MFT website and is shared with COIs as part of the annual and biannual data reports.	Other COIs including adjunct faculty, program clinical supervisors, students, graduates and clinical site representatives are sent a report every 2 years of the data collected and asked to provide feedback on graduate performance as a part of the bi-annual evaluation and are asked for comments or suggestions for program improvement during the COI meetings held in March or April. COIs can also provide feedback through email.	sent the data report in February or March every other year as part of the UMass Global MA MFT Program Bi-Annual Report. COIs are invited to attend meetings where program data is presented and COIs may ask questions, provide feedback, or make comments.
Evaluation of OBE framework and its assessment plan	The framework is created by Program Director and Assessment Coordinator in consultation with full-time faculty.	Data is reviewed by all Full-Time Faculty, inclusive of the Program Director and Assessment Coordinator, and is also reviewed by other COIs (adjuncts, students, grads, program clinical supervisors and clinical site representatives). This information is included in the data reports.	Full-time faculty and administration review graduate data at an extended faculty meeting in February or March of each year. Other COIs (including adjunct faculty, program clinical supervisors, students, graduates and clinical site representatives) are sent a report every 2 years of the data collected and asked to provide feedback on graduate performance as a part of the bi-annual evaluation and are asked for comments or suggestions for program improvement.	The OBE framework and assessment plan are evaluated every four (4) years by all COIs and revisions are made at that time relative to identified needs and feedback from COIs.

If needed, provide narrative and/or contextual information to clarify the assessment plan for Student Learning Outcome data:

The assessment plan consists of multiple components: assessments, reports, and feedback from Communities of Interest (COIs).

Full-time faculty and program administration receive annual reports that include assessment data and updates on action plans. They also provide feedback on the data and the effectiveness of implemented plans. This feedback is used to refine future action steps and assessment strategies.

Other COIs—including adjunct faculty, students, graduates, program clinical supervisors, and clinical site representatives—provide feedback on various aspects of the program each year via surveys. Every two years, they are provided with a comprehensive data report covering the previous two years of assessment results. These stakeholders may provide feedback via email or during meetings in which the data is presented. During these meetings, they can offer verbal input on the findings and the review process, and recommendations for future action plans. The COIs may provide feedback via email following the presentation meetings.

This schedule allows the program to implement action plans and evaluate their impact over a two-year period before reporting outcomes to COIs outside of full-time faculty and administration. This structured cycle ensures meaningful feedback and supports data-informed improvements.

Here is a link to the Bi-Annual Data Report: [UMass Global MA in MFT Program Bi-Annual Data Report](#)

If needed, provide narrative and/or contextual information to clarify the assessment plan for Graduate Achievement data:

At the University of Massachusetts Global, the assessment of graduate achievement data for the Marriage and Family Therapy (MFT) program is an integral part of ongoing program evaluation and improvement. This process includes the systematic collection, review, and dissemination of key outcome metrics such as graduation rates, licensure rates, and employment rates.

Graduation rate data is provided annually by the University's Office of Institutional Research. This data reflects program completion within a specified timeframe and serves as a foundational indicator of student success.

Licensure and employment outcomes are gathered through a multi-method approach to ensure accuracy and comprehensiveness. Data is collected via:

- Annual surveys sent directly to program graduates
- Follow-up phone calls to graduates
- Review of graduates' professional LinkedIn profiles
- Monitoring of employment websites and publicly available online information

All collected data is published on the University's MFT program website to ensure transparency and accessibility. Reports are shared with relevant Communities of Interest (COIs), which include full-time and adjunct faculty, university administration, current students, alumni, program clinical supervisors, and clinical site representatives.

- Full-time faculty and administration receive and review graduate achievement data on an annual basis.

- All other COIs are provided with a biannual summary report that includes two years of aggregated data.

Stakeholder feedback is collected through surveys, email correspondence, and virtual meetings where data is presented and discussed. COIs are invited to offer insights on trends, raise concerns, and suggest areas for improvement. If applicable, feedback is formally incorporated into the program's action plans and plays a critical role in enhancing program quality and responsiveness to evolving professional and community needs. This comprehensive and collaborative assessment process supports continuous program development and ensures that the MFT program remains aligned with its mission, accreditation standards, and the needs of its diverse stakeholders.

If needed, provide narrative and/or contextual information to clarify the review of the OBE framework and its Assessment Plan:

The assessment plan is scheduled to be reviewed by COIs in 2027.