

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



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| | 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 | | 1 | | |
| SLO #2: Students | * | Data is reviewed by all Full- | | Every year, FTF and |
| and graduates will | | Time Faculty, inclusive of the | Administration, who review data | Administration review |
| 111 2 | | | J / 1 | data that has been |
| [J | | Assessment Coordinator, and is | report of the data collected over a | collected within the last |
| clinical interventions | Data is provided via various | also reviewed by all other COIs | 2-year period via email, and are | year. |
| in their work as | assessment measures via | via a written report and a | asked to provide feedback on | |
| Marriage and Family | feedback from faculty (FTF and | presentation. Annually collected | program achievement, and for | Every 2 years, FTF, |
| Therapists. | adjunct instructors), students, | data is reviewed by | comments or suggestions for | Administration, and the |
| | graduates, program clinical | Administration via a written | program improvement or input | other COIs (including |
| | supervisors, and clinical site | report and during a meeting with | regarding the review process. | adjunct instructors, |
| | representatives. | the Program Director and the | | students, graduates, |
| | | FTF at an extended faculty | COIs (students, graduates, adjunct | program clinical |
| | Assessment measures include | meeting in February or March of | instructors, program clinical | supervisors, and clinical |
| | the following: | each year. | supervisors, and clinical site | site representatives) are |
| | 1) Evaluation of student | | representatives) are also invited to | sent the UMass Global |
| | performance on Signature | Other COIs (adjunct instructors, | attend a presentation on the data | MA MFT Program Bi- |
| | Assignments (Capstone Case | students, grads, program clinical | and to provide feedback during | Annual Report in |
| | Study). | supervisors and clinical site | that time, and adjunct faculty are | February or March. |
| | 2) Evaluation of Student | representatives) are asked to | also sent the same report and are | - |
| | Performance on the | review 2 years of collected data | given a presentation during the | COIs are then invited to |
| | | | Spring Trimester Adjunct Faculty | attend meetings where |
| | in 2024.) | year via written report and | meeting and asked for feedback | program data is presented |
| | 4) Observation of student | presentation. | and comments during that time. | and COIs may ask |
| | functioning via program clinical | | _ | questions, provide |
| | and site representative | | | feedback, or make |
| | | | | comments. |



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

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,

Assessment measures include the following:

graduates, program clinical

supervisors, and clinical site

representatives.

- 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 program achievement, and for data is reviewed by Administration via a written report and during a meeting with regarding the review process. 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 and to provide feedback during 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 comments or suggestions for program improvement or input COIs (students, graduates, adjunct supervisors, and clinical instructors, program clinical supervisors, and clinical site representatives) are also invited to MA MFT Program Biattend a presentation on the data that time, and adjunct faculty are also sent the same report and are given a presentation during the Spring Trimester Adjunct Faculty COIs may ask questions,

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 site representatives) are sent the UMass Global Annual Report in February or March. COIs are then invited to attend meetings where program data is presented and



| | 3) Evaluation of Student | | meeting and asked for feedback | provide feedback, or |
|------------------|----------------------------------|----------------------------------|--------------------------------------|---------------------------|
| | Performance on the | | and comments during that time. | make comments. |
| | 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 | | | |
| Program Goal #5: | | | | |
| Research | | | | |
| | 1 | Data is reviewed by all Full- | COIs other than FTF and | Every year, FTF and |
| employ research | | Time Faculty, inclusive of the | Administration, who review data | Administration review |
| knowledge to | Director, directs data | l – | annually, are provided with a | data that has been |
| enhance clinical | collection. | Assessment Coordinator, and is | report of the data collected over a | |
| practice. | <u> </u> | • | 2-year period via email, and are | year. Every 2 years, FTF, |
| | | | asked to provide feedback on | Administration, and the |
| | | presentation. Annually collected | F = | other COIs (including |
| | 3 | data is reviewed by | comments or suggestions for | adjunct instructors, |
| | 71 6 | | program improvement or input | students, graduates, |
| | _ | report and during a meeting with | | program clinical |
| | representatives. | the Program Director and the | COIs (students, graduates, adjunct | _ · |
| | | FTF at an extended faculty | instructors, program clinical | site representatives) are |
| | | meeting in February or March of | | sent the UMass Global |
| | the following: | each year. Other COIs (adjunct | representatives) are also invited to | |
| | | | attend a presentation on the data | Annual Report in |
| | | program clinical supervisors and | and to provide feedback during | February or March. COIs |

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| 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 COIs may ask questions, meeting and asked for feedback and comments during that time.

are then invited to attend meetings where program data is presented and provide feedback, or make comments.

Graduate Achievement

| Graduation rate | The University of | Ī |
|-----------------|---------------------------------|---|
| | Massachusetts' office of | ľ |
| | Institutional Research provides | 1 |
| | graduation rates to the Program | 4 |
| | Director. | ć |
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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.



| Licensure exam pass | Data is collected by the | Information can be found on the MFT website and is shared with COIs as part of the annual and biannual data reports. Data is reviewed by all Full- | the data collected and asked to provide feedback on graduate performance as a part of the biannual 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. Full-time faculty and | COIs are invited to attend meetings where program data is presented and COIs may ask questions, provide feedback, or make comments. COIs including adjunct |
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| rate | 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 | Time Faculty, inclusive of the Program Director and | administration review graduate data at an extended faculty meeting in February or March of each year. | 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. |
| | 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 biannual 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. |
|--------------------------------------|--|---|--|--|
| framework and its assessment plan | The framework is created by Program Director and Assessment Coordinator in consultation with full-time faculty. | 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 biannual 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. |



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: <u>UMass Global MA in MFT Program Bi-Annual Data Report</u>

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.