

Counselor Education Programs
2019-2020 Program Evaluation

Report Vital Statistics

The Council for Accreditation of Counseling and Related Educational Programs (CACREP) requires that programs make certain information publicly available each year.

| | CMHC | PSC |
|--|------|------|
| Currently enrolled first-year students | 20 | 14 |
| Currently enrolled second-year students | 17 | 12 |
| Currently enrolled third-year students | 10 | 2 |
| Graduates in 2019-2020 | 15 | 6 |
| Program completion rate | 98% | 86% |
| Employment rate | 95% | 86% |
| National Counselor Examination Pass | 95% | 100% |
| Professional School Counselor Praxis Pass | N/A | 100% |

- Reports generated for Fall 2019, Spring 2020, Summer 2020
- CMHC = MA in Clinical Mental Health Counseling, PSC = MA in School Counseling completion rate computed on rolling basis and indicates proportion of students who complete degree requirements within expected time to degree (2-3 years for full-time MS students, 3-4 years for part-time MS students)
- Employment rate indicates the proportion of students who desired employment who were employed or engaged in full-time advanced academic study within six months of graduation.

Program Objectives & Major Program Activities

The counseling program faculty engaged in a number of activities relevant to this report. During the 2019-2020 Academic Year (AY19-20):

- Faculty redesigned and fully implemented a comprehensive assessment plan.
- Faculty developed a new Student Performance and Remediation Plan.
- Implemented a new Plan of Study for full and part time students.
- Counseling Programs adopted the departmental diversity statement with a developed strategic plan.
- Developed a comprehensive COVID-19 strategic plan to assist students in maintaining a pathway to graduation. Additionally, provided students in field placement resources and training to successfully complete clinical hours.

Sources of Data

The following sources of data were utilized in developing this report

- Graduate performance on the National Counselor Examination (NCE)
- Graduate performance on the Professional School Counselor Praxis Examination (SC-Praxis)
- Student performance on the Counselor Preparation Comprehensive Examination (CPCE)
- Student performance on final CSDAT ratings from instructors and site supervisors
- Alumni follow-up surveys
- Site-supervisor and employer follow-up surveys
- Admissions, enrollment, and graduation data for the AY19-20 cycle
- Student performance data from TK20 and the CSDAT discussed in the annual Counseling Programs data retreat.

Program Evaluation Findings

Objective 1: Enroll diverse students who demonstrate potential for becoming effective counselors.

- The Counseling Programs admitted 60% of the applicants who identified as non-white in the Fall 2019 cycle.
- All applicants admitted met or exceeded standards set by the Counseling Programs Faculty. This included academic measures and in-person interviews that measure dispositional potential for being a successful counselor.
- In the current total enrollment of the Counseling Programs diversity includes 18% first generation students, 6% veterans, and 11% of students who identify as non-white.

Total Enrollment

| | CMHC | PSC |
|-----------------------|--|--|
| Race | 0 Black/African American | 1 Black/African American |
| | 2 Latinx | 1 Latinx |
| | 0 Native American/ Alaskan Native | 1 Native American/ Alaskan Native |
| | 3 Unknown | 0 Unknown |
| | 46 White | 17 White |
| Gender | 44 Female | 17 Female |
| | 7 Male | 3 Male |
| Veteran | 3 | 1 |
| 1st Generation | 10 | 3 |
| Total | 51 | 20 |

CMHC

| Fall 2019 | Applied | Admitted | Enrolled |
|-----------------------|--------------------------|--------------------------|--------------------------|
| Race | 2 Asian | 0 Asian | 0 Asian |
| | 1 Black/African American | 1 Black/African American | 1 Black/African American |
| | 4 Latinx | 1 Latinx | 0 Latinx |
| | 3 Non-resident Alien | 0 Non-resident Alien | 0 Non-resident Alien |
| | 1 Two or More Races | 1 Two or More Races | 0 Two or More Races |
| | 5 Unknown | 3 Unknown | 1 Unknown |
| | 96 White | 30 White | 19 White |
| Gender | 99 Female | 35 Female | 20 Female |
| | 13 Male | 1 Male | 1 Male |
| Veteran | Unknown | Unknown | Unknown |
| 1st Generation | Unknown | Unknown | Unknown |
| Total | 112 | 36 | 21 |

PSC

| Fall 2019 | Applied | Admitted | Enrolled |
|------------------|----------------------------------|----------------------------------|----------------------------------|
| Race | 3 Black/ African-American | 3 Black/ African-American | 1 Black/ African-American |
| | 1 Latinx | 1 Latinx | 1 Latinx |
| | 1 Native American/Alaskan Native | 1 Native American/Alaskan Native | 1 Native American/Alaskan Native |
| | 1 Non-resident Alien | 1 Non-resident Alien | 0 Non-resident Alien |
| | 26 White | 18 White | 10 White |

| | | | |
|-----------------------|------------------|------------------|------------------|
| Gender | 29 Female | 22 Female | 11 Female |
| | 3 Male | 2 Male | 2 Male |
| Veteran | Unknown | Unknown | Unknown |
| 1st Generation | Unknown | Unknown | Unknown |
| Total | 32 | 24 | 13 |

Objective 2: Prepare students to demonstrate professional and ethical behavior.

- Assessment of Key Performance Indicators (KPI) related to professional and ethical behavior were assessed using the Counseling Skills and Dispositions Assessment Tool (CSDAT) and Program Rubrics housed in TK20. .
- Data collected for Spring and Summer 2020 indicated that 100% of students assessed met the indicated benchmark for the skill of “Students will demonstrate ethical practice in counseling relationships.”
- Data collected for Spring and Summer 2020 indicated that 100% of students assessed met the indicated benchmark for the knowledge indicator of “Students will understand the role and function of professional counselors and their specialty areas.”

Objective 3: Prepare students who demonstrate knowledge and skills to become competent counselors in their respective specialty areas.

- Assessment of Key Performance Indicators (KPI) related to knowledge and skills necessary to become competent counselors were assessed using the Counseling Skills and Dispositions Assessment Tool (CSDAT) and Program Rubrics housed in TK20.
- Data collected for Spring and Summer 2020 indicated that 100% of students assessed met the indicated benchmark for the skill of “Students will demonstrate ethical practice in counseling relationships.”
- Data collected for Spring and Summer 2020 indicated that 100% of students assessed met the indicated benchmark for the knowledge indicator of “Students will understand the role and function of professional counselors and their specialty areas.”

Objective 4: Foster in students a strong identification with and engagement in the counseling profession.

- While enrolled in the Programs, students were enrolled in the following organizations (# of students):
 - ACA (9)
 - APT (1)
 - ASCA (6)
 - CSI (7)
 - NBCC (1)
 - NCCA (7)

- NCSCA (6)
- While enrolled in the Programs, students presented the following:
 - *Capitalizing on Cultural Assets: Working with immigrant-Origin Students*
 - *Multicultural Considerations for the use of Expressive Arts Therapies*
 - *The Effects of Mindfulness-Based Cognitive Therapy in Aiding Sexual Assault Victims with PTSD Symptomology*
 - *Dance Movement Therapy and Trauma when Working with Children*
 - NCCA Presentations
 - NCCA Research Poster presentations
 - NCSCA Conference on College and Career Readiness for Middle School Students
 - NCSCA Poster Presentations
- Prior to graduation, students are pursuing the following licenses:
 - LCAS (4)
 - LCMHCA (10)
 - NCC (6)
 - NCPSC (5)
 - REAT (1)
- Alumni indicate that they are still involved, showing further evidence of a strong identification with and engagement in the counseling profession that was fostered during their time in the Programs. Alumni are members of the following organizations:
 - AAMFT
 - AASECT
 - ACA
 - APT
 - ASCA
 - CSI
 - Hakomi Institute
 - International Association of Eating Disorder Professionals
 - International Expressive Arts Therapy Association
 - National Association of Colleges and Employers
 - NBCC
 - NCAMFT
 - NCC
 - NCCA
 - NCSCA
 - United States Association for Body Psychotherapy

MS Program Changes, Improvements, and Response

Following the feedback and examination of data from the exit interviews and alumni/supervisor surveys the following adjustments were implemented:

- The CMHC program revised the Site Supervisor Contract to reflect the roles and responsibilities more accurately.
- Both the CMHC and PSC programs have revised the remediation policy to meet CACREP standards and university protocol.
- Both the CMHC and PSC programs increased recruitment efforts for diverse populations by working with faculty, and visiting and presenting at HBCUs.
- Both the CMHC and PSC programs communicated with underrepresented population organizations on campus as well as alumni to address recruitment and retention.
- Both the CMHC and PSC programs were granted approval to use the revised holistic admissions process beginning fall 2021.
- Both the CMHC and PSC programs have amended the respective Professional Orientation to detail professional identity, the history of counseling, and licensure requirements.
- KPIs were implemented into *TK20 by Watermark* software to streamline the assessment process.
- Site Supervisor, Employer, and Alumni Surveys were revised and piloted, and results shared with the programs.