

**Grace College Department of Graduate Counseling
Vital Statistics and Program Evaluation Outcome**

Vital Statistics 2019-2020

Enrollment as of 3/31/2020	93
Graduates (Summer 2019-Summer 2020)	32
Completion Rate (% graduated in the timeframe expected)	80%
Licensure/Certification exam pass rate	100%
Job Placement Rate (76.7% at graduation/ 83.3% 3 months post-graduation)	83.3%

Student Outcomes

For 2019-2020, the Department of Graduate Counseling measured 16 program goals associated with student learning as part of its systematic program evaluation. What follows is a summary of these outcomes. The Employer survey data is collected every other year and was not collected in 2019-2020.

Outcomes of Systematic Program Evaluations

Key: *A-achieved, PA-partially achieved, NA-not achieved, NM-Not measured*

Average score on the Likert Scale.

(1=Strongly Disagree 2=Disagree 3=Neither Agree nor Disagree, 4=Agree 5=Strongly Agree)

Program Goals	Assessment Source & Criteria (measures Program Goals)	Results of Assessment	Key
1. Students will be scripturally grounded in order to apply biblical values personally and professionally	<p>Average Score of 4.0 or above on Associated Question</p> <p>Q4: Exit Survey: Q2: Employer Survey: Q1: Alumni Survey:</p> <p>Portfolio: 90% of those submitting portfolios will earn a passing score for the Professional Counselor Identity Research paper and the Case Conceptualization paper</p>	<p>Q4: Exit Survey: 4.83 Q2: Employer Survey: N/A (assessed in 2021) Q1: Alumni Survey: 4.47</p> <p>Portfolio: 94% earned passing scores on both the professional identity paper and the case conceptualization paper</p>	A

<p>2. Students will examine and apply biblical values in their self-as-therapist development</p>	<p>Average Score of 4.0 or above on Associated Question Q5: Exit Survey: Q3: Employer Survey: Q2: Alumni Survey:</p> <p>Portfolio: 90% of those submitting portfolios will earn a passing score for the Professional Counselor Identity Research paper and the Case Conceptualization paper</p>	<p>Q5: Exit Survey: 4.6 Q3: Employer Survey: N/A assessed 2021 Q2: Alumni Survey: 4.53</p> <p>Portfolio: 94% earned passing scores on both the professional identity paper and the case conceptualization paper</p>	<p>A</p>
<p>3. Students will demonstrate an understanding of ethical and legal research, implications, issues, and considerations as applied in individual, group, family, career, crisis, and community counseling and consulting</p>	<p>Site-supervisor Eval: 90% of Practicum, Internship and Advanced Internship will earn a "meets expectations" (2) or above on Ethical Practice item</p> <p>Average score of 4.0 or above on Associated Q Q6: Exit Survey: Q3: Employer Survey: Q3: Alumni Survey:</p> <p>CPCE Exam: 90% will earn a passing score for Core Content Areas C:8 Professional Orientation & Ethical Practice and C:7 Research & Program Evaluation</p>	<p>Site supervisor evaluation: 100% met expectations on question related to ethical practice</p> <p>Q6: Exit Survey: 4.8 Q3: Employer Survey: N/A assessed in 2021 Q3: Alumni Survey: 4.38</p> <p>CPCE Exam: Professional practice: 93% passed this section Research: 87% passed this section</p>	<p>PA</p>
<p>4. Students will demonstrate an understanding of social and cultural diversity research, trends, theories, implications, issues, and considerations as applied in individual, group, family, career, crisis, and community counseling and consulting</p>	<p>Site-supervisor Evaluation: 90% of Practicum, Internship and Advanced Internship will earn a "meets expectations" (2) or above on the Counseling Skills section</p> <p>Average score of 4.0 or above on associated Q Q7: Exit Survey Q5: Employer Survey Q4: Alumni Survey:</p> <p>CPCE: 90% will earn a passing score on the Core Content Area C:2 Social & Cultural Diversity</p>	<p>Site supervisor evaluation: 95.6% met expectations on every question of counseling skills section</p> <p>Q7: Exit Survey: 4.83 Q5: Employer Survey: N/A assessed in 2021 Q4: Alumni Survey: 4.13</p> <p>CPCE Exam: Social/Cultural: 90% passed this section</p>	<p>A</p>

<p>5. Students will demonstrate an understanding of human behaviors, attitudes, relationships, development, and characteristics that influence individual, group, family, career, crisis, and community counseling and consulting</p>	<p>Site-supervisor Eval: 90% of Practicum, Internship and Advanced Internship will earn a "meets expectations" (2) or above on the Counseling Skills section</p> <p>Faculty supervisor Eval: 90% of Practicum students will earn a score of 3 (target) or above on the Counseling Skills section.</p> <p>Average Score of 4.0 or above on associated Q Q8: Exit Survey Q6: Employer Survey Q5: Alumni Survey</p> <p>Portfolio: 90% of those submitting portfolios will earn a passing score on the written and oral case conceptualization component</p> <p>CPCE Exam: 90% will earn a passing score for Core Content Areas C:1 Human Growth & Development and C:3 Helping Relationships</p>	<p>Site supervisor eval: 95.6% met expectations on every question of the counseling skills section</p> <p>Faculty supervisor eval: 87.6% received only "target" or exemplary" on all questions in the counseling skills section</p> <p>Q8: Exit Survey: 4.73 Q6: Employer Survey: N/A assessed in 2021 Q5: Alumni Survey: 4.41</p> <p>Portfolio: 100% earned passing scores on the written and oral case conceptualization component</p> <p>CPCE Exam: HGD: 87% passed this section Helping Rels.: 97% passed this section</p>	<p>PA</p>
<p>6. Students will demonstrate and apply essential counselor characteristics, behaviors, interviewing and diagnostic skills across diverse academic and clinical settings</p>	<p>Site-supervisor Eval: 90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (2) or above on the Counseling Skills section</p> <p>Faculty supervisor Eval: 90% of Practicum students will earn a score of 3 (target) or above on Counseling skills</p> <p>Candidacy: 90% will pass candidacy and move forward to internship</p> <p>Dispositions Assessment: 90% of students overall will receive "meets expectations" on disposition assessment</p> <p>Average score of 4.0 or above on associated Q Q9: Exit Survey Q7: Employer Survey Q6: Alumni Survey:</p> <p>Portfolio: 90% will earn a passing score for the oral and written case conceptualization component</p> <p>CPCE: 90% will earn a passing score on Core Content Areas C:6 Assessment and C: 8 Professional Orientation and Ethical Practice</p>	<p>Site supervisor eval: 95.6% met expectations on every question of counseling skills section</p> <p>In overall counseling skills, 87.6% received "target" or "exemplary" on every question of counseling skills section in faculty evaluations</p> <p>Candidacy: 100% passed candidacy to move forward to internship</p> <p>Dispositions assessment: 87% of students received meets expectations on every area in each class</p> <p>Q9: Exit Survey: 4.73 Q7: Employer Survey:N/A assessed in 2021 Q6: Alumni Survey: 4.44</p> <p>Portfolio: 100% earned passing scores</p> <p>CPCE: C6: 93.5% passed this section C8: 93.5% passed this section</p>	<p>PA</p>

<p>7. Students will demonstrate an understanding of relevant theories and models related to individual, group, and family systems counseling and consulting</p>	<p>Site supervisor eval: 90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (2) or above on the Counseling Skills section</p> <p>Average Score of 4.0 or above on associated Q Q10: Exit Survey Q8: Employer Survey Q7: Alumni Survey:</p> <p>Portfolio: 90% of those submitting portfolios will earn a passing score for the oral and written Case Conceptualization paper and the Professional Counselor Identity Research paper.</p> <p>CPCE Exam: 90% will earn a passing score on Core Content Areas C:1 Human Growth & Development, C:3 Helping Relationships, C:4 Group Work, C:5 Career Development</p>	<p>Supervision evaluations: 95.6% met expectations on every question in counseling skills section</p> <p>Q10: Exit Survey: 4.83 Q8: Employer Survey: N/A assessed in 2021 Q7: Alumni Survey: 4.28</p> <p>Portfolio: 94% earned passing scores on both the case conceptualization and professional identity paper</p> <p>CPCE Exam: HGD: 87% passed this section Helping rels. 97% passed this section Group: 97% passed this section Career: 97% passed this section</p>	<p>PA</p>
<p>8. Students will demonstrate an understanding of individual and group approaches to assessment and evaluation</p>	<p>Average score of 4.0 or above on associated Q Q11: Exit Survey: Q9: Employer Survey Q8: Alumni Survey:</p> <p>CPCE Exam: 90% will earn a passing score on Core Content Areas C:4 Group Work and C:6 Assessment</p>	<p>Q11: Exit Survey: 4.63 Q9: Employer Survey: N/A assessed in 2021 Q8: Alumni Survey: 4.31</p> <p>CPCE Exam: Group: 97% passed this section Assessment: 97% passed this section</p>	<p>A</p>
<p>9. Students will demonstrate an understanding of the role of research, research methodologies, statistical analysis, and program evaluation as applied to the counseling profession</p>	<p>Average score of 4.0 or above on associated Q Q12: Exit Survey Q10: Employer Survey Q9: Alumni Survey:</p> <p>CPCE Exam:90% will earn a passing score on Core Content Area C:7 Research and Program Evaluation</p>	<p>Q12: Exit Survey: 4.53 Q10: Employer Survey: N/A assessed in 2021 Q9: Alumni Survey: 4.09</p> <p>CPCE Exam: Research: 87% passed this section</p>	<p>PA</p>
<p>10. Students will demonstrate a proficiency in applying computer technology across academic and professional domains</p>	<p>Site-supervisor Eval: 90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (2) or above on the "knowledge of computer technology" skill item</p> <p>Average score of 4.0 or above on associated Q Q13: Exit Survey Q11: Employer Survey Q10: Alumni Survey:</p>	<p>Site supervisor evaluation: 100% met expectations on knowledge of computer technology skill item</p> <p>Q13: Exit Survey: 4.5 Q11: Employer Survey: N/A assessed in 2021 Q10: Alumni Survey: 3.75</p>	<p>PA</p>

	<p>Portfolio: 100% will submit portfolios online through the Moodle course shell</p> <p>Time2Track: 100% of Practicum, Internship, and Advanced Internship students will track hours and submit for site supervisor approval using the Time2Track computer software</p> <p>Moodle: 100% of Practicum, Internship, and Advanced Internship students will upload clinical and course documents, review audio/video tapes, and receive supervision feedback online utilizing apps via the Moodle course shell.</p>	<p>Portfolio: 100% of students submitted portfolios online</p> <p>Time2Track: 100% of all clinical course students submitted hours using Time2Track computer software</p> <p>Moodle: 100% of all clinical course students utilized moodle for submitting course documents and records and receiving feedback;</p>	
<p>11. Students will demonstrate critical and creative thinking across academic and professional domains</p>	<p>Average score of 4.0 or above on associated Q Q14 Exit Survey Q12 Employer Survey Q11 Alumni Survey:</p> <p>Candidacy: 90% of students will pass candidacy indicating readiness to move to internship</p> <p>Dispositions assessment: 90% of students will receive "meets expectations" for dispositional assessment</p> <p>Portfolio:90% of those submitting portfolios will earn a passing score signifying they successfully completed the portfolio as an exit competency</p>	<p>Q14: Exit Survey: 4.77 Q12: Employer Survey: N/A assessed in 2021 Q11: Alumni Survey: 4.41</p> <p>Candidacy: 100% passed candidacy</p> <p>Dispositions Assessment: 87% met expectations on every question for every session of the academic year</p> <p>Portfolio: 100% earned a passing score</p>	<p>PA</p>
<p>12. Students will demonstrate core counseling knowledge in Clinical Mental Health Counseling</p>	<p>Site-supervisor Eval: 90% of Practicum, Internship and Advanced Internship will have a passing evaluation (no more than 2 scores lower than a 2 "meets expectations")</p> <p>Faculty supervisor Eval:90% of Practicum students will earn a score of 3 (target) or above on Counseling Skills</p> <p>Average score of 4.0 or above on associated Q Q15: Exit Survey Q13: Employer Survey Q12: Alumni Survey</p> <p>Portfolio: 90% will earn a passing score signifying that they successfully completed portfolio as an exit competency</p> <p>Candidacy: 90% of applicants will pass candidacy</p>	<p>Site supervisor evaluation: 99% passed their final evaluation</p> <p>Faculty supervisor evaluation: In overall counseling skills, 87.6% received "target" or "exemplary" on every question</p> <p>Q15: Exit Survey: 4.8 Q13: Employer Survey: N/A assessed in 2021 Q12: Alumni Survey: 4.59</p> <p>Portfolio: 100% earned passing scores</p> <p>Candidacy: 100% passed candidacy</p>	<p>A</p>

	<p>CPCE Exam: 85% will earn a passing score for 7/8 Core Content Areas of the exam,</p> <p>90% will earn a passing total score for the exam</p>	<p>CPCE Exam: Core content areas: 87% earned a passing score on 7/8 content areas of the exam</p> <p>Total score: 100% earned total passing scores</p>	
<p>13. Students will demonstrate knowledge of risk due to crisis, disaster, trauma, addiction, and/or co-occurring mental disorders</p>	<p>Average score of 4.0 or above on associated Q</p> <p>Q16: Exit Survey Q14: Employer Survey Q13: Alumni Survey:</p> <p>CPCE Exam: 90% will pass Core Content Area C:6 Assessment</p>	<p>Q16: Exit Survey: 4.73 Q14: Employer Survey: N/A assessed in 2021 Q13: Alumni Survey: 4.03</p> <p>CPCE Exam: Assessment: 97% passed this section</p>	A
<p>14. Students will demonstrate effective, culturally responsive counseling relationships</p>	<p>Site-supervisor Eval:90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (2) or above on "practices sensitivity to diversity issues"</p> <p>Average score of 4.0 or above on associated Q</p> <p>Q18: Exit Survey Q15: Employer Survey: Q14: Alumni Survey</p>	<p>Site supervisor evaluation: 100% met expectations on sensitivity to diversity issues</p> <p>Q18: Exit Survey: 4.77 Q15: Employer Survey: N/A assessed in 2021 Q14: Alumni Survey: 4.16</p>	A
<p>15. Students will demonstrate the ability to receive and integrate critical feedback as it relates to their professional development</p>	<p>Site-supervisor Eval: 90% earn a "meets expectations" (2) on "open to new ideas" and "handles criticism well" items</p> <p>Dispositions Assessment: 90% of students will receive "meets expectations" on the dispositional assessment.</p> <p>Average score of 4.0 or above on associated Q</p> <p>Q19 Exit Survey: Q16: Employer Survey: Q15: Alumni Survey:</p>	<p>Site supervisor evaluation: 100% met expectations on openness to new ideas; 100% met expectations on ability to handle criticism constructively</p> <p>Dispositions Assessment: 87% met expectations on every question, in every class, in every session</p> <p>Q19: Exit Survey: 4.87 Q16: Employer Survey: N/A assessed in 2021 Q15: Alumni Survey: 4.53</p>	PA

<p>16. Students will demonstrate effectiveness in interpersonal functioning as it applies to academic and clinical settings</p>	<p>Site-supervisor Eval:90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (2) or above in Personal and Professional Responsibilities section</p> <p>Dispositional Assessment: 90% of students will earn "meets expectations" on the dispositional assessment</p> <p>Average score of 4.0 or above on associated Q Q17 Exit Survey Q17: Employer Survey: Q16: Alumni Survey</p>	<p>site supervisor evaluation: 99% met expectations on all questions in personal and professional responsibilities section</p> <p>Dispositional Assessment: 87% met expectations in every class, in every session,</p> <p>Q17: Exit Survey: 4.8 Q17: Employer Survey: N/A assessed in 2021 Q16: Alumni Survey: 4.5</p>	<p>PA</p>
--	---	--	-----------

Proposed program changes 2020-2021

The faculty have reviewed assessment data from 2019-2020 and made recommendations for program changes. The advisory board which includes alumni, current students, site supervisors, and employers met in June 2020 and also made recommendations for change that were considered by the faculty. Assessment data from 2019-2020 was considered from a variety of sources, including student program assessment, site supervisor program assessment, student disposition assessment, clinical evaluations, Key Performance Indicator assessment, CPCE scores, alumni surveys, exit surveys, and demographic data. The following are proposed changes for the 2020-2021 academic year.

- The Key Performance Indicators will be re-assessed by each faculty to determine how well these measures reflect our objectives. Any recommended updates will be considered by faculty and updated.
- All courses will be reflected on the KPI assessment process. Theological Foundations and Marriage and Family Counseling measures will be added.
- Objectives that are not represented on the KPI chart will be assessed and added.
- With student dispositional assessments each session, faculty will notify students who are not meeting the standard, either through a meeting or written communication, and for more significant concerns, a Notice of Concern or Professional Development Notification could be used.
- The standard for measuring dispositional success is stringent, with a student either meeting the standard on every dispositional item in all classes for the academic year or not. Faculty will re-evaluate this standard to assess whether it accurately reflects student success.
- The department will review resources to update the software used for the student disposition self-assessment so that data is easier to manage.
- The department will consider using the student disposition self-assessment as a facet of candidacy or portfolio processes.
- In 2020-2021, more continuing education will be created for site supervisors to facilitate their supervision experience and process.
- In 2020-2021, more diagnostic training will be incorporated in practicum to increase student confidence and knowledge.
- The advisory board and the site supervisor program evaluations suggested that students be provided with more business training before graduating. In 2020-2021, plans for a counseling business webinar for all students will be implemented to better prepare students for the business aspects of their work.
- Student program evaluations indicate an interest in increasing the number of synchronous sessions per course. Faculty will evaluate the need for more synchronous sessions and add those for 2020-2021.

- The department will work with the college's alumni services to improve services and networking to graduate counseling alumni.
- The department will work with admissions to improve strategies for recruiting more diversity within the program.