

## **Counselor Education 2021-2022 Assessment Report**

### **Elements reviewed:**

- Counselor Preparation Competency Exam (CPCE) scores: The CPCE is a comprehensive examination covering the core areas outlined by our accrediting body, CACREP (Council for the Accreditation of Counseling and Related Educational Programs).
- Assessment data related to CACREP Core and Specialty Standards: The counseling program collects data on all students' mastery of each of the CACREP core and specialty standards, identified by Key Performance Indicators, through various course assessments.
- Demographic data of program applicants, accepted students, and graduates collected by the admissions office
- Survey Data from Recent Graduates, Site Supervisors, and Employers. Each year we survey recent graduates, practicum and internship supervisors and employers of our graduates. (Summary below)
- Feedback and Suggestions given through an Advisory Board comprised of faculty, current students, alumni, and site supervisors held on 5/10/22

### **CPCE Results Review**

Scores in general were close to the national average, with Z scores for all three versions at -.08, +.14, and +.05. 100% of students passed the CPCE within 3 tries, and 80% on the first attempt. While there is some information available regarding student scores in specific CACREP core standards, there was unfortunately not enough consistency to draw any firm conclusions with regard to preparation.

### **Assessment Data Review:**

Currently the review of assessment data cannot be performed due to technical issues with the TaskStream data collection tool. We are working on revising this tool, and aim to have data collected so that this can be revisited later this summer and an addendum added to this report.

### **Demographic Data Review:**

Demographic data of program applicants, admitted students, and graduates was reviewed along the categories of racial identity, gender identity, age, and veteran status. The following trends were noted:

- A larger number of BIPOC applicants withdrew their application (44%) compared to White applicants (17%)

- While the percentage of male applicants (20%) to female applicants (78%) is a bit lopsided (though comparable to what has been seen in past years) acceptance and withdrawal rates between both groups are similar. Acceptance rates for self-identified trans, nonbinary, and genderqueer students were very good (100%), with no withdrawn applications.
- Applicants in the 20-30 year old age group were most represented, and admissions/withdraw/denial rates were comparable between all age groups.
- There were no self-identified veteran applicants, though program faculty are aware of a number of veteran students.
- Graduation data had no significant outliers. It is not yet possible to match graduation rates with admission rates, with regard to demographics, but the collection system that has been put in place will allow this with future reviews.

### **Survey data from recent alumni, site supervisors, and employers:**

Survey data from Site Supervisors, Alumni, and Employers of program graduates was collected via emailed invitations to complete a Qualtrics survey. Survey questions focused on professionalism and preparedness in the 8 core CACREP content areas, as well as CMHC and School Counseling specific content areas. Following are highlights of the results:

#### **Site Supervisors**

2 CMHC & 9 School Counseling Site Supervisors responded

Respondents indicated that interns were either “Very Much” or “Adequately” prepared in almost every content area.

One respondent noted an increased need for preparation in Career Counseling.

#### **Alumni**

5 CMHC & 5 School Counseling Alumni responded

Responses for content areas were mostly at a level of “Very Much” or “Adequate” preparedness.

There were individual notes for additional training on diversity preparedness, career counseling, group counseling, and assessment. One School Counseling respondent also noted a need for additional training in collaboration with schools and community organizations.

#### **Employers**

3 CMHC & 3 School Counseling Employers responded

Responses were overall very positive, at a level of “Very Much” or “Adequate” for professionalism and preparedness in most areas from most respondents.

Individual respondents noted a need for additional preparation in group counseling, evaluation of research, and assessment.

### **Advisory Board Review:**

The Counselor Education Advisory Board meeting was held on May 10<sup>th</sup>, 2022, and consisted of core and adjunct faculty, current students, alumni, site supervisors, and employers connected with our program. The meeting began with a review of current program stats and projects, and then transitioned to discussion on specific program areas and improvements that could be made.

- Overall, participants praised the counselor education programs for their rigorous training program and responsiveness to the continuing challenge of the COVID19 pandemic. PSU's program holds a good reputation statewide, and both site supervisors and employers noted consistent positive interactions with PSU students, interns, and faculty. Alumni felt well prepared for their current jobs.
- Counselor Education faculty discussed a proposed project to create a consistent and fixed course schedule, where classes would be offered at consistent times and modalities throughout the year. The advisory board agreed that this would make planning far easier for students, faculty, and others involved, and in doing so increase accessibility of the program for all students.
- Discussion on course modalities (online vs in-person) was also a significant topic. Members of the board agreed that it was important to balance accessibility and convenience, with the rigor of education and our programs' identity as in-person offerings. The introduction of Zoom classes due to the pandemic has provided the opportunity to diversify course offerings, and a workgroup will be created to ensure that this is done so carefully.
- CMHC students, faculty, alumni, and site supervisors noted a continuing need for training in addressing suicidality with clients. Program faculty noted the numerous areas where this topic is covered, and there was some discussion on ways current training could be enhanced, including more use of simulated client experiences.
- School Counseling students, faculty, alumni, and site supervisors noted the continuing need for school counselors in New Hampshire, and lower enrollment numbers in the School Counseling program. Strategies for increasing admission, including coordinating outreach with PSU's admissions office and visiting undergraduate programs, were reviewed.
- All present also were in favor of the development of CE-granting skill-based workshops for current and former students, and site supervisors. The first of these is being organized for the summer of 2022.

## Summary of all Data Reviews

### Strengths

- **Demographic data** shows relatively low numbers of withdrawn applications overall. Acceptance and matriculation rates for gender minority and female students was very high, and students of all age groups are well represented.
- Student performance on the **CPCE** remains consistently close or over the national average of all students who use this as an exit examination.
- Feedback from **Advisory Board** Site Supervisors, Employers, Faculty, and Alumni was generally positive regarding the training and preparation of students.
- **Survey data** from recent alumni, site supervisors, and employers support the general strength of the Counselor Education programs, and preparation in most areas was rated highly.
- **Employment data** shows continued very high levels of post-graduate employment for graduates from both programs. In addition, incidental reports from CMHC students continue to show high pass rates for the NCMHCE – used as the licensure examination by New Hampshire.

### Specific Programmatic Improvement Plans

- The program will work with CSI, the counseling student honor society, to create an outreach program for new students to address BIPOC enrollment rates & retention. This outreach may include an initial email to applicants, inviting a chance to speak with a current student, and another email to accepted students to welcome them to the program. More specific outreach may occur with BIPOC students and those coming from out of state.
- The Counselor Education program will continue to hold regular discussions with PSU's chief diversity officer, Alberto Ramos, regarding our programs' outreach to, recruitment, and retention of diverse students and faculty. In addition, we will also ensure we are a consistent voice in the creation of new resources for diverse students, ensuring that resources are as accessible to graduate students as well as undergraduates.
- The Counselor Education programs have created a workgroup consisting of faculty and current students to begin the creation of a fixed, consistent course

schedule. This workgroup will also continue exploration of course modalities, incorporating that discussion into this planning as the two topics overlap significantly. This will be an ongoing project throughout the summer and early fall, with a goal of rolling out this new schedule with the Spring 2023 semester.

- A Counselor Education and School Psychology workgroup on our Personal and Professional Performance Rubric has already begun meeting. The aim is to revamp the rubric, and how often it is used, in an effort to respond to feedback and make it more useful for students.
- Counselor Education core faculty will review the Career Counseling, Group Counseling, and Assessment courses with the adjuncts that teach them. Opportunities for greater depth in specific topics, including addressing suicidality and more opportunities for hands-on skill based training will be discussed.
- The Qualtrics surveys sent out to Alumni, Site Supervisors, and Employers will be adjusted to allow more opportunities for written feedback. In particular, participants will be asked to give more information when an area is marked saying that students are less than “Adequately” prepared. While the current survey did help in identifying areas to revisit, the lack of specific information on just what is needed limits the usefulness of this survey.