

**Graduate Program in Counseling  
Department of Education and Counseling  
Villanova University**

**Clinical Mental Health Counseling  
School Counseling**

**2022-2023 Program Evaluation Report**

The following report is written in accordance with CACREP Standard 4.D which states that counseling faculty: *“disseminate an annual report that includes, by program level, (1) a summary of the program evaluation results, (2) subsequent program modifications, and (3) any other substantial program changes.”*

This report is located on the main webpage for Villanova University’s Graduate Program in Counseling. Stakeholders, including program faculty, institutional administrators, and personnel in cooperating agencies were notified that the report is available on November 8<sup>th</sup>, 2023.

Over the past two academic years the Graduate Program in Counseling conducted a self-study to seek reaccreditation from the Council for the Accreditation of Counseling and Related Educational Programs

(CACREP) for the Clinical Mental Health Counseling and School Counseling graduate programs. This process resulted in many changes to the program’s evaluation strategies and measures of student learning. Signature Assignments have now been replaced with assessments of Key Performance Indicators (KPIs). These KPIs are based on CACREP core curricular and specialty area standards and are evaluated using multiple assessments given at different time points. Evaluation results (including KPI data) are organized by four Program Objectives. Modifications based on these findings are presented later in the report. During the 2022-2023 academic year, data collection and program evaluation efforts continued and led to slight changes in the KPI assessment process.

### Summary of Program Evaluation Results

Four **Program Objectives** provide a framework for our assessment efforts:

***1. Villanova’s counseling program will recruit and retain a diverse student body that reflects the diverse communities in which they will be working in as students and after graduation.***

- Measures that assess Program Objective 1:
  - I. Demographics of applicants, admitted students, matriculated students, and graduates.
  - II. TBD: Diversity, Equity, and Inclusion Items in Exit Survey (in development)
  - III. Program Survey of Alumni, Site Supervisors, & Employers Item: *Villanova’s graduate program in counseling recruits and retains a diverse student body that reflects the communities in which they will work. [1 = Strongly Disagree to 5 = Strongly Agree]*
  
- Summary of Results:
  - I. Demographics of applicants, admitted students, and matriculated students.
    - Table 1 contains historical trends of CMHC and SC new students.

**Table 1**

Year of Entrance	# New Students	Concentration	Gender	Race
2014	27	CMH = 18 SC = 9	Female = 20 Male = 7	Caucasian = 24 Other = 3
2015	25	CMH = 18 SC = 7	Female = 20 Male = 5	Caucasian = 23 Other = 2
2016	26	CMH = 19 SC = 7	Female = 20 Male = 4	Caucasian = 24 Other = 2
2017	22	CMH = 16 SC = 6	Female = 16 Male = 6	Caucasian = 15 Other = 6 No data = 1
2018	37	CMH = 23 SC = 14	Female = 31 Male = 6	Caucasian = 28 Other = 5 No data = 4
2019	37	CMH = 20 SC = 17	Female = 32 Male = 5	Caucasian = 32 Other = 4 No data = 1
2020	25	CMHC = 12 SC = 13	Female = 20 Male = 5	Caucasian = 19 Other = 5 No data = 1
2021	38	CMHC = 20 SC = 18	Female = 29 Male = 9	Caucasian = 30 Other = 8

2022	26	CMHC = 20 SC = 6	Female = 23 Male = 3	Caucasian = 19 Other = 7
2023	37	CMHC = 25 SC = 12	Female = 31 Male = 4	Caucasian = 23 Other = 13

- Table 2 contains demographic information from the spring 2023 CMHC and SC admissions cycle. Undergraduate GPA, Race (Caucasian/Other), Gender, and First-Generation College Student Status are reported for all applicants, admitted applicants, and applicants who matriculated as students in fall 2023 (as of October 4, 2023).

**Table 2**

	Applicants			Admitted			Matriculated		
	CMHC	SC	Total	CMHC	SC	Total	CMHC	SC	Total
Total	108	24	132	48	21	69	25	12	37
Average GPA	3.67	3.56	3.65	3.69	3.57	3.65	3.67	3.54	3.62
White	69	17	86	29	15	44	15	8	23
Non-White	34	7	41	18	6	24	9	4	13
Male	15	1	16	5	1	6	3	1	4
Female	84	20	104	38	17	55	20	11	31
1st Generation	47	11	58	22	9	31	11	6	17

- In May 2023, 33 students graduated (17 = SC / 16 = CMHC). Twenty-four of these students identify as Caucasian/White; two as Black or African American, one as Asian, one as Hispanic, one as non-resident, three as two or more races, and one unknown. Twenty-six are female, and seven are male.
  - Completion Rate:** Most students intend to graduate in two years; however, students are permitted up to six years to complete their degree. Using the six-year timeframe as the expected time period from admission to graduation, the completion rate for 2022-2023 was 100% (i.e., no students required more than six years to complete the program).
- II. The item: “Villanova’s graduate program in counseling recruits and retains a diverse student body that reflects the communities in which they will work” was added to the Program Survey of Alumni, Site Supervisors, & Employers in spring 2022; because this is completed every three years, new data will be reflected in the next annual report.

**2. Graduates will demonstrate knowledge and skills required for ethical and effective professional counseling with a diversity of clientele.**

- Measures that assess Program Objective 2:

- I. Practicum and Internship Site Supervisor Evaluation item that confirms that students led or co-led a counseling or psychoeducational group.
  - II. Site Supervisor Training and Professional Development Module completion rate.
  - III. Student Evaluations of Practicum and Internship Sites.
  - IV. CLAS Graduate Satisfaction Survey items 15, 16, & 17:
    - Question 15: *“What was the academic value of each of the following experiences that you may have had through your graduate program? If you did not engage in a particular experience, please mark “Not Applicable.”*
    - Question 16: *“In thinking about your overall academic experience in your graduate program, please indicate the extent to which each of the following skills or abilities was enhanced by your experience at Villanova.”*
    - Question 17: *“If you were making your choice of graduate schools, would you again elect to attend Villanova University?”*
  - V. Key Performance Indicator assessments
    - KPI course assignments
    - KPI Final Site Supervisor items
  - VI. Counselor Preparation Comprehensive Examination.
  - VII. Program Survey of Alumni, Site Supervisors, and Employers conducted every 3 years (updated data will be available within the 2024 annual report)
    - Alumni Survey
      - a. Part 2, Section 2: Counseling Knowledge and Skills
      - b. Part 3: School Counseling; Part 4: Mental Health Counseling
      - c. Part 5: Program feedback according to student’s experience
    - Site Supervisor Survey
      - a. Part 2, Section 2: Counseling Knowledge and Skills
      - b. Part 3: Program feedback to site supervisor’s experience
    - Employer Survey
      - a. Section 2: Counseling Knowledge and Skills
      - b. Section 3: Program feedback to employer’s experience
- Summary of Results:
    - I. Practicum and Internship Site Supervisor Evaluation item that confirms that students led or co-led a counseling or psychoeducational group.
      - Because this requirement was introduced in November 2021 (as part of our CACREP self-study) we did not monitor responses to this item during academic year 2021-2022. Responses to this item were first monitored during academic year 2022-2023 as shown below.
      - In spring 2023 Practicum, 76.92% (20/26) students led or co-led a counseling or psychoeducational group. Data will be collected during the future internship semesters to ensure students co-lead/lead a group.
      - In either fall 2022 Internship I or spring 2023 Internship II, 73.53% (25/34) students led or co-led a counseling or psychoeducational group.
    - II. Site Supervisor Training and Professional Development Module completion rates by concentration:
      - CMHC Practicum and Internship: 93.75% (30/32) of the site supervisors completed the module.
      - SC Practicum and Internship: 96% (24/25) of the site supervisors completed the module.
    - III. Student Evaluations of Practicum and Internship Sites.
      - Student evaluations were collected by internship and practicum faculty and reviewed by the Program Coordinator and Program Director.
    - IV. CLAS Graduate Satisfaction Survey items 15, 16, & 17

- The CLAS Graduate Satisfaction Survey was not administered in spring 2022 due to the use of the University-wide graduate experience survey. Data from 2023 has not been received.
- V. Key Performance Indicator assessments
- Counselor Preparation Comprehensive Examination (CPCE): Although the CPCE is no longer used as a KPI, the faculty still use the CPCE as a standardized measure of global learning in the counseling program. The passing score for the CPCE is determined by the faculty. In 2022-2023, 33 students took the CPCE, and 31 students passed. Students who did not pass the CPCE successfully completed a make-up exam.

<b>KPI</b>	<b>Indicator</b>	<b>Assessment</b>	<b>Semester</b>	<b>Course</b>	<b>Standard</b>	<b>Target</b>	<b>Target Met?</b>
1a <i>Graduates will understand ethical standards and key legal issues in counseling</i>	Knowledge	Final Exam	Fall 2022	CHR 8883	Students will achieve a B or higher on this exam	At least 80% of students meet standard.	Yes
1b <i>Graduates will apply ethical standards and key legal issues in counseling.</i>	Skills	Final Site Supervisor Evaluation Section I: Ethical Awareness & Conduct	Spring 2023	CHR 8677 CHR 8682 CHR 8694 CHR 8851	Students will achieve an average rating of 3 (Acceptable) or higher on the items in this section of the Site Supervisor Evaluation.	100% of students meet standard each semester.	Yes
2a <i>Graduates will demonstrate skills in applying multicultural counseling competencies</i>	Skills	Case Study #2	Spring 2023 (CMHC) or Summer 2023 (SC)	CHR 8860	Students will achieve a B or higher on this paper.	At least 80% of students meet standard.	Yes
	Skills	Final Site Supervisor Evaluation	Spring 2023	CHR 8851 CHR 8694	Students will achieve an average rating of 3 (Acceptable) or higher on the six items related to Multicultural Counseling Competencies in the Site Supervisor Evaluation	At least 80% of students meet standard.	Yes
3a <i>Graduates will apply theories of human development to better understand counseling-related issues.</i>	Skills	Client Conceptualization Paper	Fall 2022 (CMHC) or Spring 2023 (SC)	CHR 8884	Students will achieve a B or higher on this paper.	At least 80% of students meet standard.	Yes

	Skills	Case Presentation	Spring 2023	CHR 8851 CHR 8694	Students will achieve a B or higher on this paper.	At least 80% of students meet standard.	Yes
<i>4a Graduates will understand theories and models of career development, counseling, and decision making.</i>	Knowledge	Final Exam	Summer 2023	CHR 8685	Students will achieve a B or higher on this exam.	At least 80% of students meet standard.	Yes
	Knowledge	Professional Counselor Development for CMHC students; School Counseling Portfolio and Mock Interview for SC students	Spring 2023	CHR 8851 CHR 8694	Students will achieve a B or higher on this assignment	At least 80% of students meet standard.	Yes
<i>5a Graduates will understand theories and models of counseling.</i>	Knowledge	Final Exam	Fall 2022	CHR 8687	Students will achieve a B or higher on this exam.	At least 80% of students meet standard.	Yes
<i>5b Graduates will apply theories and models of counseling.</i>	Skills	Case Presentation	Spring 2023	CHR 8677 CHR 8682 CHR 8694 CHR 8851	Students will achieve a B or higher on this paper.	At least 80% of students meet standard.	Yes
<i>6a Graduates will understand the dynamics associated with group process and development.</i>	Knowledge	Final Exam	Spring 2023	CHR 8655	Students will achieve a B or higher on this exam.	At least 80% of students meet standard.	Yes
	Knowledge	Counseling Group Reflection for SC students; Counseling Group Reflection for CMHC students	Spring 2023	CHR 8851 CHR 8694	Students will achieve a B or higher on this paper.	At least 80% of students meet standard.	Yes

<i>7a Graduates will apply ethical and culturally relevant strategies for selecting, administering, and interpreting assessment and test results.</i>	Skills	Assessment Prospectus Paper	Fall 2022 (CMHC) or Spring 2023 (SC)	CHR 8855	Students will achieve a B or higher on this paper.	At least 80% of students meet standard.	Yes
	Skills	Final Site Supervisor Evaluation	Spring 2023	CHR 8851 CHR 8694	Students will achieve an average rating of 3 (Acceptable) or higher on the items in Section 6: Assessment in Counseling	At least 80% of students meet standard.	Yes
<i>8a Graduates will apply knowledge of evidence-based counseling practices</i>	Skills	Evidence-Based Practice Application Paper (CMHC students); Classroom Lesson (SC students)	Spring 2023 (SC); Summer 2023 (CMHC)	CHR 8694 CHR 8874	Students will achieve a B or higher on this assignment	At least 80% of students meet standard.	Yes
	Skills	Case Presentation	Spring 2023	CHR 8677 CHR 8682 CHR 8851 CHR 8694	Students will achieve a B or higher on this paper.	At least 80% of students meet standard.	Yes
<i>9a Graduates of the CMHC program will apply techniques and interventions for prevention and treatment of a broad range of mental health issues.</i>	Skills	Case Presentation	Spring 2023	CHR 8682 CHR 8851	Students will achieve a B or higher on this assignment.	At least 80% of students meet standard	Yes
	Skills	Final Site Supervisor Evaluation	Spring 2023	CHR 8682 CHR 8851	Students will achieve an average rating of 3 (Acceptable) or higher on the items in Section 5: Counseling Skills and Section 7: CMHC Specific Skills of the Site Supervisor Evaluation	At least 80% of students meet standard	No



<i>10.a Graduates of the SC Program will understand models of school counseling programs.</i>	Knowledge	Brochure Assignment	Fall 2022	CHR 8680	Students will achieve a B or higher on this paper.	At least 80% of students meet standard.	Yes
	Knowledge	Portfolio	Spring 2023	CHR 8694	Students will achieve a B or higher on this paper.	At least 80% of students meet standard.	Yes

- VI. Program Survey of Alumni, Site Supervisors conducted in spring 2020
- Alumni Survey: 80% or more of respondents (N = 79) provided a rating of “Adequately Prepared” (3) or “Well Prepared” (4) on questions that assessed counseling and CMHC/SC-specific knowledge and skills, except for *Knowledge and application of current and emerging technological resources for counselors* (40% of respondents said that they felt poorly prepared). See the 2020-2021 Counseling Program Annual Report for discussion of the program modifications that were made based on these findings.
  - Site Supervisor Survey: 80% or more of respondents (N = 34) provided a rating of “Adequately Prepared” (3) or “Well Prepared” (4) on questions that assessed their students’ counseling knowledge and skills.
  - Employer Survey: The survey was sent to 28 employers and 3 of these individuals completed it. Overall, the mean scores for these items were either 4 or 3.5 indicating that on average employers believed that students were ‘adequately’ to ‘well prepared’ to work in the field.

**3. Graduates will be prepared for professional licensure or certification, and employment as Clinical Mental Health or School Counselors.**

- Measures that assess Program Objective 3:
  - I. National Counselor Examination scores of all students.
  - II. Praxis test scores of School Counseling students.
  - III. Annual survey of recent graduates: Job Placement Rates.
  - IV. Site Supervisor Evaluation item: *Do you recommend that this student advance onto the next level of their professional training?*
- Summary of Results:
  - I. National Counselor Examination results:
    - CMHC: 93% (14/15) pass rate on initial attempt. 100% pass rate after second attempt
    - SC: 83% Pass Rate (10/12)
    - National Pass Rate: 81% (Spring 2023)
  - II. Praxis 5421 Professional School Counselor Exam results:
    - First time pass rate: 94% (16/17)
  - III. Job Placement Rates:
    - As of October 9, 2023, 94% (31/33) of the 2023 graduates reported job placement information and secured employment in a counseling-related position.
  - Results of Site Supervisor Evaluation endorsement item:
    - CMHC and SC Practicum Students: 96.15% (25/26) of the site supervisors answered this question and endorsed students. One site supervisor did not answer this question. Of the site supervisors that answered this question, 100% (25/25) endorsed students to advance onto the next level of their professional training.
    - CMHC and SC Internship I Students: 100% (33/33) endorsed students to advance onto the next level of their professional training.
    - CMHC and SC Internship II Students: 94.12% (32/34) of the site supervisors answered this question and endorsed students. Two site supervisors did not answer this question. Of the site supervisors that answered this question, 100% (32/32) endorsed students to advance onto the next level of their professional training.

**4. *Graduates will demonstrate the dispositions, professional behaviors, and professional involvement required for ethical and effective professional counselors.***

- Measures that assess Program Objective 4:
  - I. Professional Performance Review Policy data collected in Lab in Counseling Skills (Fall Year 1), Practicum in SC/CMHC (Spring Year 1), Internship I in SC/CMHC (Fall Year 2), and Internship II in SC/CMHC (Spring Year 2)
  - II. Program Survey of Alumni, Site Supervisors, & Employers conducted every 3 years (updated data available within 2024 annual report)
    - Alumni Survey: Part 2, Section 1: Professional Dispositions, Behaviors, and Involvement; Part 5: Program feedback according to student's experience
    - Site Supervisor Survey: Part 2, Section 1: Professional Dispositions, Behaviors, and Involvement; Part 3: Program feedback to site supervisor's experience
    - Employer Survey: Section 1: Professional Dispositions, Behaviors, and Involvement; Section 3: Program feedback to employer's experience
- Summary of Results:
  - I. Professional Performance Review Policy data.
    - 100% of SC and CMHC students (23/23) scored a 3 or higher on all eleven professional performance review dispositions and behaviors in lab in counseling skills in fall 2022.
    - 95.65% of SC and CMHC students (22/23) scored a 3 or higher on all eleven professional performance review dispositions and behaviors in lab in group dynamics in spring 2023.
    - 100% of SC and CMHC students (26/26) scored a 3 or higher on all eleven professional performance review dispositions and behaviors in practicum in spring 2023.
    - 100% of SC and CMHC students (33/33) scored a 3 or higher on all eleven professional performance review dispositions and behaviors during internship I in fall 2022.
    - 100% of SC and CMHC students (34/34) scored a 3 or higher on all eleven professional performance review dispositions and behaviors during internship II in spring 2023.
  - II. Program Survey of Alumni, Site Supervisors, & Employers conducted in spring 2020
    - Alumni Survey: 80% or more of respondents (N = 79) provided a rating of "Adequately Prepared" (3) or "Well Prepared" (4) on questions that assessed Professional Dispositions, Behaviors, and Involvement.
    - Site Supervisor Survey: 80% or more of respondents (N = 34) provided a rating of "Adequately Prepared" (3) or "Well Prepared" (4) on questions that assessed Professional Dispositions, Behaviors, and Involvement.
    - Employer Survey: The survey was sent to 28 employers and 3 of these individuals completed it. Overall, the mean scores on from these items were either 4 or 3.5 indicating that on average employers believed that students were adequately to well prepared to work in the field.

**Program Modifications**

- New Faculty Member: A finding from the graduate program's CACREP reaccreditation self-study was that most School Counseling courses during the 2021-2022 academic year had been taught by adjunct instructors. Due to this, a full-time tenure track School Counseling faculty member was hired during the Spring, 2023. Dr. Dana Brookover began teaching during the summer of 2023.

- Graduate Program Coordinator: The Department's "Graduate Program Coordinator" historically engaged in coordination efforts for the graduate programs in both counseling and education. During the past year, the Department hired two coordinators to replace the departing staff member previously in that role. This change was made due to the 2024 CACREP Standards. Currently and moving forward Sara Elliott is the Counseling Graduate Program Coordinator/Practicum and Internship Coordinator. Sara has her master's degree in counseling and her experience and efforts have already benefited students and the program as a whole.
- Updated and Revised Affiliation Agreement: Program Director and faculty worked in conjunction with university general council to update the agreement that the program uses with all practicum and internship sites.
- Data Collection and Management: With the transition to the 2016 CACREP Standards, there are now several additional data points that must be collected, aggregated, and studied by the faculty as part of the counseling program's systematic student assessment and program evaluation efforts. Implementing the new standards this past year revealed several challenges with collecting and aggregating specific assessments. To improve data collection and storage, the faculty have sought the help of Villanova University's Office of General Counsel and Information Security staff to identify an external vendor that can help collect and manage practicum and internship paperwork. As a result of these efforts, we are phasing in the use of Supervision Assist starting Spring 2024.
- Site Supervisor Training and Professional Development Module: As part of the counseling program's transition to the 2016 CACREP Standards, the faculty developed an online training and professional development program for all practicum and internship site supervisors. The module consists of six separate mini-lectures on training policies, supervision procedures and models, and professional development topics related to evidence-based relationships and routine outcome monitoring in counseling. Previously, nearly 70% of Site Supervisors completed the entire series of videos. To improve completion rates, the module was restructured into one continuous video; completion rates increased to above 90% over the past year. The request to complete the module will now come directly through Supervision Assist rather than from the course instructors or the CACREP Liaison.
- Counselor Preparation Comprehensive Examination (CPCE): In 2022-2023, the faculty replaced the CPCE as a program evaluation and student assessment tool with eight course assignments (see table) that more precisely measure the counseling program's key performance indicators. While the CPCE is no longer a KPI measure, the faculty still require it as a summative global assessment of student learning in the counseling program. As in previous years, students completed the CPCE as a graduation requirement. Based on recent student feedback about the logistical challenges taking the CPCE, the faculty are currently exploring other standardized testing options for the comprehensive exam.
- Counseling and Psychoeducational Groups: Currently the standard to co-lead or lead a psychoeducational or counseling group is tracked via the Practicum and Internship Site Supervisor Evaluation item. Because this requirement was introduced in November 2021 (as part of our CACREP self-study) we did not monitor responses to this item during academic year 2021-2022. Responses to this item were first monitored during academic year 2022-2023 and therefore, the data may not accurately capture if a student co-led or led a group earlier in their field experience during Practicum. Faculty will ensure students who have not yet co-led or led a group during Practicum, will do so during Internship I and/or Internship II. The following steps have been taken to ensure that all future students complete this requirement. The Orientation class

handout was revised and educates students about specific CACREP standards related to practicum and internship, specifically co-leading and leading a group/direct service, site supervisor requirements, audio/video recordings, liability insurance. This handout was distributed to both CMHC and SC students in fall 2023 during the Orientation class visits. Intentional communication to potential sites about program requirements for practicum and internship is ongoing. In addition, the adoption of Supervision Assist starting in Spring 2024 will allow the coordinator and practicum and internship faculty to effectively track group hours to ensure this standard continues to be met.

- Exit Survey: We are developing an exit survey to gather feedback on the program from students who are graduating. These student perception questions have historically been asked through an annual Graduate Studies survey, but they have recently decided to administer it bi-annually. We are considering how this exit survey could also help us collect additional data on DEI related topics.
- Site Supervisor Evaluations of Students: Due to a lower-than-average return rate in the past year (80%), we reviewed and are finalizing revisions to the site supervisor evaluation to ensure that the items accurately capture CMHC knowledge and skills (the items in section 7 needed to be clarified further).
- Professional Counseling Ethics and Professional Orientation Key Performance Indicator (KPI): In 2021-2022, the target for KPI 1b was not met. To help address this issue, a new video was added to the site supervisor module to (1) increase site supervisor awareness of how to evaluate student performance using the Site Supervisor Evaluation, (2) introduce site supervisors to the professional behaviors and dispositions outlined in the Professional Performance Review Policy, and (3) strengthen communication between site supervisors and course instructors. Our efforts were successful as evidenced by the fact that in 2022-2023 KPI was met.
- 60 Credit School Counseling Program: To comply with the 2016 CACREP Standards, the School Counseling program required sixty credits beginning in fall 2023. This change from 54 to 60 credits was communicated via all institutional media in 2022-2023, including in materials for the upcoming 2023 admissions cycle. SC students enrolled in fall 2023 are now required to take six elective credits.