

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

**Clinical Mental Health Counseling  
School Counseling**

**2023-2024 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>, 2024.

Over 2022 and 2023 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.

CACREP, a specialized body recognized by the Council for Higher Education Accreditation, granted accreditation to both the School Counseling and Clinical Mental Health programs in Villanova's Department of Education and Counseling through October 31, 2032.

### Summary of Program Evaluation Results

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

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

#### Measures used to evaluate Program Objective 2:

- I. Practicum and Internship Site Supervisor Evaluation item that confirms that students led or co-led a counseling or psychoeducational group.
  - A. *Did the student lead or co-lead a counseling or psychoeducational group?*
- II. Site Supervisor Training and Professional Development Module completion rate.
- III. Student Evaluations of Practicum and Internship Sites.
- IV. Student Exit Survey:
  - A. Section 1 item: *Based on your experience in Villanova's Counseling program, please indicate the extent to which the program prepared you in each of the Key Performance Indicators.*
  - B. Section 2 item: *Rate each of the following factors of your academic experience in terms of the quality of the University's performance.*
- V. Key Performance Indicator assessments
- VI. Counselor Education Comprehensive Examination (CECE)
- VII. Program Survey of Alumni, Site Supervisors, & Employers
  - A. 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
  - B. Site Supervisor Survey
    - a. Part 2, Section 2: Counseling Knowledge and Skills
    - b. Part 3: Program feedback to site supervisor's experience
  - C. 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.
  - a. Of the students who graduated in May 2024, 100% (26/26) students led or co-led a counseling or psychoeducational group during either practicum or internship.
  - b. In spring 2024 Practicum, 47.61% (10/21) students led or co-led a counseling or psychoeducational group. Students and site supervisors are aware of the group counseling requirement and plan to complete this requirement during the 2024-2025 internship. Data will be collected during the future internship semesters to ensure students co-lead/lead a group.
  
- II. Site Supervisor Training and Professional Development Module completion rates:
  - a. CMHC Practicum: 100% (19/19) of the site supervisors completed the module (Training included in Supervision Assist).
  - b. CMHC Internship: 90% (18/20) of the site supervisors completed the module.
  - c. SC Practicum: 100% (8/8) of the site supervisors completed the module. (Training included in Supervision Assist).
  - d. SC Internship: 100% (8/8) of the site supervisors completed the module.
  
- III. Student Evaluations of Practicum and Internship Sites.
  - a. Student evaluations were collected by internship and practicum faculty and reviewed by the Program Coordinator and Program Director.
  
- IV. Student Exit Survey: Twenty-six students took the Exit Survey in spring 2024.
  - a. Section 1 item: *Based on your experience in Villanova's Counseling program, please indicate the extent to which the program prepared you in each of the Key Performance Indicators.* 80% or more of students reported feeling either "Well Prepared" or "Adequately Prepared" in each of the Key Performance Indicators.
  - b. Section 2 item: *Rate each of the following factors of your academic experience in terms of the quality of the University's performance.* 80% or more of students gave a rating of "4" or "5" Very Adequate in each of the academic experience items, except for Academic Advising (63.16%), Condition of Classrooms (53.85%), Availability of Funding (68.18%), New Student Orientation (75%), Learning Support Services (69.23%), Practicum and Internship Placement Process (30.77%). 80% or more of students gave a rating of "4" or "5" Very Adequate on items including course registration process, class times, access to library, university computer support services, and on-campus lounges and study spaces. "N/A" responses were excluded from the calculation.
  
- V. Key Performance Indicator assessments

<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 2023	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 2024	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 2024 (CMHC) or Summer 2024 (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 2024	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 2023 (CMHC) or Spring 2024 (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 2024	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 2024	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 2024	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 2023	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 2024	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 2024	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; Mutual Aid Group Paper for CMHC students	Spring 2024	CHR 8873 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 2023 (CMHC) or Spring 2024 (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 2024	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 2024 (SC); Summer 2024 (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 2024	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 2024	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 2024	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	At least 80% of students meet standard	Yes

					Supervisor Evaluation		
<i>10.a Graduates of the SC Program will understand models of school counseling programs.</i>	Knowledge	Brochure Assignment	Fall 2023	CHR 8680	Students will achieve a B or higher on this paper.	At least 80% of students meet standard.	Yes
	Knowledge	Portfolio	Spring 2024	CHR 8694	Students will achieve a B or higher on this paper.	At least 80% of students meet standard.	Yes

- VI. Counselor Education Comprehensive Examination (CECE)
  - a. The passing score for the CECE is determined by the faculty. In 2023-2024, 26 students took the CECE, and 22 students passed. Students who did not pass the CPEE successfully completed a re-test exam.
  
- VII. Program Survey of Alumni, Site Supervisors, & Employers
  - a. Alumni Survey
    - i. Part 2, Section 2: Counseling Knowledge and Skills: 80% or more of respondents (n = 52) provided a rating of “Adequately Prepared” (3) or “Well Prepared” (4) on questions that assessed Counseling Knowledge and Skills.
    - ii. Part 3: School Counseling: 83.33% or above of respondents (n = 29-31) provided a rating of “Adequately Prepared” (3) or “Well Prepared” (4) on questions that assessed school counseling-specific areas, except for “Ability to conduct research to improve the school counseling program in which you work” (76.67%).
    - iii. Part 4: Mental Health Counseling: 85.29% or above of respondents (n = 32-34) provided a rating of “Adequately Prepared” (3) or “Well Prepared” (4) on questions that assessed clinical mental health counseling-specific areas.
    - iv. Part 5: Program feedback according to student’s experience:
      - v. Program Strengths themes included high quality instruction, supportive student experience, exceptional faculty, funding opportunities, and collaboration.
      - vi. Suggestions for improvement themes included: site placement process, additional skills training (PK-12 setting-specific), and licensure preparation support.
  - b. Site Supervisor Survey
    - i. Part 2, Section 2: Counseling Knowledge and Skills: Overall, the mean scores for these items ranged from 4 or 3.30 indicating that on average site supervisors believed that students were ‘adequately’ to ‘well prepared’ in knowledge and skills for ethical and effective counseling.
    - ii. Part 3: Program feedback to site supervisor’s experience:
      - 1. Site Supervisors answered the question, “What can be done to strengthen the counseling program?” Themes from responses included: additional skills training, additional skills training (PK-12 setting-specific), practicum and internship preparation, access to faculty, need for digital forms, transparency about admissions process, and additional peer support for students.
      - 2. Site Supervisors provided additional comments. Themes from responses included: well-prepared students, quality incentives for site supervisors, and requirements for returning site supervisors.
  - c. Employer Survey
    - i. Section 2: Counseling Knowledge and Skills: 100% of respondents (n = 4) provided a rating of “Adequately Prepared” (3) or “Well Prepared” (4) in knowledge and skills for ethical and effective counseling.
    - ii. Section 3: Program feedback to employer’s experience
      - 1. Employers answered the question: “What can be done to strengthen the counseling program?” These from responses included: Increase diversity.
      - 2. Employers were asked to provide any additional comments. No responses were provided.



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

Measures that assess Program Objective 2:

- 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:
  - a. CMHC: 100% Pass Rate (13/13)
  - b. SC: 100% Pass Rate (3/3)
  - c. National Pass Rate: 92% (Spring 2024)
- II. Praxis 5422 School Counselor Exam results:
  - a. First time pass rate: 87.50% (7/8)
- III. Job Placement Rates:
  - a. As of November 4, 2024, 100% of the May 2024 graduates reported job placement information and secured employment in a counseling-related position. This percentage represents the employment and doctoral admissions rates of graduates who were actively seeking employment.
    - i. CMHC: 100% (16/16)
    - ii. School Counseling: 100% (8/8)
- IV. Results of Site Supervisor Evaluation endorsement item:
  - a. CMHC and SC Practicum Students: 96.55% (28/29) of the site supervisors answered this question and endorsed students.
  - b. CMHC and SC Internship I Students: 96.15% (25/26) endorsed students to advance onto the next level of their professional training.
  - c. CMHC and SC Internship II Students: 100% (26/26) of the site supervisors answered this question and endorsed students.

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

Measures that assess Program Objective 3:

- I. Professional Performance Review Policy student ratings.
  - a. Collected in Lab in Counseling Skills, Practicum in SC/CMHC, Internship I in SC/CMHC, and Internship II in CMHC.
- II. Student Exit Survey Section 1:
  - a. *Based on your experience in Villanova's Counseling program, please indicate the extent to which the program prepared you for your role as a professional counselor.*
- III. Program Survey of Alumni, Site Supervisors, & Employers

- a. Alumni Survey:
  - i. Part 2, Section 1: Professional Dispositions, Behaviors, and Involvement
  - ii. Part 5: Program feedback according to student's experience
- b. Site Supervisor Survey
  - i. Part 2, Section 1: Professional Dispositions, Behaviors, and Involvement
  - ii. Part 3: Program feedback to site supervisor's experience
- c. Employer Survey
  - i. Section 1: Professional Dispositions, Behaviors, and Involvement
  - ii. Section 3: Program feedback to employer's experience

Summary of Results:

- I. Professional Performance Review (PPR) Policy student ratings.
  - a. Collected in Lab in Counseling Skills, Practicum in SC/CMHC, Internship I in SC/CMHC, and Internship II in CMHC.
    - i. 100% of SC and CMHC students (31/31) scored a 3 or higher on all PPR dispositions and behaviors in Lab in Counseling Skills in fall 2023.
    - ii. 75.86% of SC and CMHC students (22/29) scored a 3 or higher on all PPR dispositions and behaviors in Practicum in spring 2024. Students receiving lower scores were discussed in a program meeting with all counseling faculty present; ongoing observation practices are in place.
    - iii. 100% of SC and CMHC students (29/29) scored a 3 or higher on all PPR dispositions and behaviors during Internship I in fall 2023.
    - iv. 100% of SC and CMHC students (26/26) scored a 3 or higher on all PPR dispositions and behaviors during Internship II in spring 2024.
- II. Student Exit Survey Section 1:
  - a. *Based on your experience in Villanova's Counseling program, please indicate the extent to which the program prepared you for your role as a professional counselor.*
    - i. Twenty-six students took the Exit Survey in spring 2024.
    - ii. 92.31% or more of students reported feeling either "Well Prepared" or "Adequately Prepared" for all items related to the role as a professional counselor.
- III. Program Survey of Alumni, Site Supervisors, & Employers was conducted in Spring 2024.
  - a. Alumni Survey:
    - i. Part 2, Section 1: Professional Dispositions, Behaviors, and Involvement. 100% of respondents (n = 52) provided a rating of "Adequately Prepared" (3) or "Well Prepared" (4) on questions that assessed Professional Dispositions, Behaviors, and Involvement.
    - ii. Part 5: Program feedback according to student's experience
      - 1. Program Strengths themes included high quality instruction, supportive student experience, exceptional faculty, funding opportunities, and collaboration.
      - 2. Suggestions for improvement themes included: site placement process, additional skills training (PK-12 setting-specific), and licensure preparation support.

- b. Site Supervisor Survey:
  - i. Part 2, Section 1: Professional Dispositions, Behaviors, and Involvement. 100% of respondents (n = 33) provided a rating of “Adequately Prepared” (3) or “Well Prepared” (4) on questions that assessed Professional Dispositions, Behaviors, and Involvement.
  - ii. Part 3: Program feedback to site supervisor’s experience
    - 1. Site Supervisors answered the question, “What can be done to strengthen the counseling program?” Themes from responses included: additional skills training, additional skills training (PK-12 setting-specific), practicum and internship preparation, access to faculty, need for digital forms, transparency about admissions process, and additional peer support for students.
    - 2. Site Supervisors provided additional comments. Themes from responses included: well-prepared students, quality incentives for site supervisors, and requirements for returning site supervisors.
- c. Employer Survey
  - i. Section 1: Professional Dispositions, Behaviors, and Involvement: 100% of respondents (n = 4) provided a rating of “Well Prepared” (4) on questions that assessed Professional Dispositions, Behaviors, and Involvement.
  - ii. Section 3: Program feedback to employer’s experience
    - I. Employers answered the question: “What can be done to strengthen the counseling program?” These from responses included: Increase diversity.
    - II. Employers were asked to provide any additional comments. No responses were provided.

**Program Modifications 2023-2024:**

Program Evaluation: Removal of Program Objective #1 “Villanova’s counseling program will recruit and retain a diverse student body that reflects the diverse communities in which they will be working as students and after graduation”. Due to recent federal legislation affecting the use of diversity considerations in higher education recruitment and retention practices, the program has removed Objective #1 from our evaluation plan. This objective, initially aimed at cultivating a student body representative of the communities our graduates will serve, now brings us into compliance with these federal guidelines. The program remains committed to fostering an inclusive and supportive learning environment for all students.

Revision of Student Retention and Remediation Policy: During the past year, our graduate counseling program undertook a significant revision of the Student Retention and Remediation Policy, which has been in place for over a decade. This update was designed to more thoroughly address the evolving needs of our students, enhance program efficacy, and align with current professional standards. The policy now integrates refined protocols for identifying, supporting, and guiding students who encounter academic or clinical challenges. Through these adjustments, we aim to reinforce our commitment to producing well-prepared, resilient graduates who meet the demands of the counseling profession. This revision reflects our dedication to continuous improvement and student-centered support, ensuring the highest standards for both our students and the field at large.

In assessing the dispositions for our Spring 2024 Practicum cohort, we observed that 75.86% of students achieved a score of 3 or higher. While this metric falls below an ideal threshold, it is both expected and appropriate, given that these are first-year students still building their foundational understanding of key professional dispositions. This early stage in their training naturally includes areas for growth, and our program is designed to provide the targeted support they need to address these areas. Identifying these

dispositional challenges now allows us to intervene proactively, ensuring that students have the guidance and opportunities necessary to develop these essential qualities through continued coursework and focused mentorship over the summer and into their second year. In fact, this early identification underscores our program's commitment to fostering well-rounded, self-aware professionals prepared to meet the standards of the counseling field.

Comprehensive Exam: Passing the comprehensive exam is a requirement of the program to graduate. Previously, the program has utilized the Counselor Preparation Comprehensive Examination (CPCE). Effective with the Spring 2024 semester, the program changed to using the Counselor Education Comprehensive Examination (CECE). The CECE is free to students and consists of 120 multiple-choice questions (15 questions from each of the 8 core areas).

Supervision Assist: Effective in the Spring 2024 semester, the program started using Supervision Assist, a comprehensive, HIPAA-secure digital platform for practicum and internship documentation. Once a student secures a field site, students submit a Placement Application prior to the start of the Practicum and Internship I semesters. The Placement Application includes 1) digital practicum and internship forms signed by the student, site supervisor, and faculty instructor, 2) evidence of the student's professional liability insurance, and 3) completion of the site supervisor training. Placement Applications are reviewed for approval by the Practicum & Internship Coordinator and are only approved once all digital forms are signed, evidence of current professional liability insurance is provided, the site supervisor meets all CACREP requirements, and the site supervisor has completed the relevant training. In the past, the site supervisor training was provided after the start of the semester start. However, the addition of the site supervisor training in the Placement Application will result in site supervisors completing it prior to the Practicum or Internship semester start as well as a 100% completion rate.

Practicum and Internship Placement Process: In recent evaluations of practicum and internship sites, 31% of students rated the placement process as *Adequate* or *Very Adequate*. Although we are committed to achieving higher satisfaction in this area, it's important to note that several enhancements were implemented last year to improve the placement experience—changes that the surveyed cohort had limited opportunity to fully benefit from. We anticipate that these improvements will yield more positive feedback in future evaluations as students experience the enhanced support provided throughout the placement process.

Counseling and Psychoeducational Groups: This was a modification made last year; we're noting it here as the implementation process continues. The steps taken to ensure that all future students complete this requirement are as follows. 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 is distributed to both CMHC and SC students 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 (Spring 2024) allows the coordinator and practicum and internship faculty to effectively track group hours to ensure this standard continues to be met.

Exit Survey: We have developed a new exit survey for students to complete during Internship II. Administered through Supervision Assist, this survey enables us to gather direct feedback from graduating students. Previously, student perception data was primarily collected through an annual Graduate Studies survey, which is now moving to a bi-annual schedule. Our exit survey aims to supplement this by providing timely insights, and we are also exploring ways to capture additional data related to diversity, equity, and inclusion (DEI). This approach will allow us to gain a more comprehensive understanding of our program's impact on students and address DEI considerations more effectively.