



2018-2019 Program Evaluation Report

ANNUAL PROGRAM REVIEW

Meeting Held: October 18, 2019
Final Version of Report Published: March 2020

Annual Comprehensive Program Review

The Department of Counselor Education in the School of Education at Gonzaga University (EDCE) faculty have developed and implemented a comprehensive assessment plan that facilitates understanding of program and student outcomes using a systematic approach to data review.

In alignment with the assessment plan, core faculty members meet to review program data at multiple levels. At the beginning of the academic year, the EDCE faculty come together to intentionally review program data from the previous year and make program changes as a result of this review. The following details the data reviewed and information gleaned from this meeting reviewing data from the 2018-2019 academic year for all programs.

The Council for Accreditation of Counseling and Related Educational Programs (CACREP) requires that this report be posted and shared with students, faculty, site-supervisors, and key program stakeholders. The EDCE is currently accredited under the 2009 CACREP standards and are currently completing a self-study to gain accreditation under the 2016 CACREP standards. To accomplish this task, the program faculty have worked diligently over the past two years to create and implement the assessment plan that allows for the use of multiple measures over multiple periods to assess student knowledge, skill, and dispositions. All courses have been mapped to the 2016 standards and Student Learning Outcomes and Key Performance Indicators have been created. In addition, departmental and program mission statements have been adjusted.

The EDCE is currently working to incorporate an assessment management system that will allow for thorough and complete review of program data. The current system used, Foliotek, has been challenging for a variety of reasons. As a result of this meeting, faculty have agreed to move towards a Watermark evaluation system; Via. This new system will be accessed and fully utilized in the Fall 2021 semester.

In addition, the department has identified key points of assessment throughout the student's time in the program. After admission to the program, faculty advisors evaluate and meet with students throughout their program to ensure success of the student and promotion of the profession. Student completion of student learning outcomes through key performance indicators and consistency in dispositions and reflection of dispositions occurs at multiple gates; 1-admission to the program, 2- completion of pre-practicum, 3- completion of practicum, 4- completion of internship/program exit. Student successful completion of gate 3 leads to candidacy and is completed at the end of the first year in the program.

VITAL STATISTICS DATA

During the 2018-2019 academic year, the EDCE graduated 39 students. Of those 39 students, 100% passed their NCE exam. Specific to programs:

1. Clinical Mental Health Counseling (CMHC) program graduated 18 students. Of those who took the NCE, 100% passed the exam. With 20 students initial admitted to the program, the current completion rate is 90%. Also, this group has a 94% job placement rate.

2. Marriage and Family Counseling (MFC) program graduated 11 students with a NCE pass-rate of 100% and a program completion rate of 92%. Of those who graduated during this academic year, 91% had been placed in a job at the time of data collection in early fall.
3. School Counseling (SC) program graduated 10 students with a 100% NCE pass-rate and rate of 91% for program completion. Of those who graduated 80% were employed at the time of data collection.

PROGRAM OBJECTIVES REVIEW

In conjunction with the EDCE assessment plan, the faculty have developed five program objectives. For evaluation of these objectives, core program faculty review a combination of program and student data. The following will provide a detailed look at the evaluation of each objective with a systematic use of data.

Program Objective #1

Personal				
<u>Program Objective:</u> The Department of Counselor Education will create learning opportunities for students that encourage personal reflection to promote deeper intentional understanding of the whole self, awareness of one's impact on the diverse world around one's self, and a healthy capacity for discernment.				
Related KPI/ Program Evaluation	Related Course	Assessment Tool	When Assessed	When Analyzed
<u>KPI 1.1-Self as Counselor</u> Students will understand self in relationship to essential skills and gain awareness of self as counselor.	EDCE 695- Counseling Pre-Practicum	PPE Chart and Reflection	Gate 2	Spring
	EDCE 696- Counseling Practicum	Reflective Journal (SC)	Gate 3	Fall
		PPE Chart and Reflection	Gate 3	Fall
	EDCE 697 A/B- Counseling Internship	PPE Chart and Reflection	Gate 4	Fall/ Spring
EDCE 699- Comprehensive Oral Exam	Oral Exam Rubric	Gate 4	Fall	
<u>KPI 1.2- Personal Counseling Theory</u> Students will identify their own process of understanding nature of a person, psychological constructs and process of counseling, developing a personal theory of counseling and gaining great awareness of self as counselor	EDCE 639- Counseling Theories	Theory Paper	Gate 2	Spring
	EDCE 695- Counseling Pre-Practicum	PPE Chart and Reflection	Gate 2	Spring
	EDCE 696- Counseling Practicum	PPE/ Reflection	Gate 3	Fall
	EDCE 697 A/B- Counseling Internship	PPE/ Reflection	Gate 4	Fall/ Spring
	EDCE 699- Comprehensive Oral Exam	Oral Exam Rubric	Gate 4	Fall

PE- Section E	All	Program Evaluation	Mid/ End of Program	Fall/ Spring
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Data Review

1. EDCE 695, 696, 697- PPE/ Reflection Paper:
 - a. All students scored passing marks on this evaluation. The minimum score of 4 per area of PPE was determined. No student fell below this minimum requirement. I
2. EDCE 639- Theory Paper-
 - a. Faculty experienced difficulty accessing full data for this standard. Data reviewed showed no student falling below expectation
3. Oral Exam Rubric-
 - a. All students successfully completed their oral defense of their Personal Counseling Theory paper. No students fell below expectation on this experience.
4. Program Evaluation-
 - a. Faculty reviewed mid and end of program evaluation data. All students rated all program at acceptable levels on this area of the evaluation. Faculty discussed qualitative data related to this objective.

Recommendations

No program recommendations were made a result of completing review of this data. The only recommendation relevant to this area of program review is to ensure a data collection system that will allow for a comprehensive and efficient review of all program data related to this objective.

Program Objective #2

Intentional				
<u>Program Objective:</u> The Department of Counselor Education will provide intentional academic and field-based learning opportunities to facilitate meaningful and efficient learning in the field and classroom to promote a service-oriented heart in a culturally pluralistic world.				
Related KPI/ Program Evaluation	Related Course	Assessment Tool	When Assessed	When Analyzed
<u>2.1 Developmental Theory</u> Students will identify various theories of development and learning	EDCE588- Human Growth and Development	Personal Development Paper Rubric	Gate 2	Fall
	EDCE 699- Comprehensive Oral Exam	Oral Exam Rubric	Gate 4	Fall
<u>2.2- Differing Abilities</u> Students will understand different abilities of clients and identify ways to work with a variety of clients at various stages	EDCE 588- Human Growth and Development	Four-time frame Interviews/ Observations	Gate 2	Fall
	EDCE 697 A/B- Counseling Internship	Site Supervisor Evaluation	Gate 4	Fall/ Spring

<u>3.1 Career Theories:</u> Students will understand theories and models of career development, including patterns and processes of career development	EDCE 605- Occupational Choice and Career Development	Life Planning Model Paper/ Presentation	Gate 3	Fall
	Comprehensive Written Exam	Comprehensive Written Exam	Gate 4	Fall
<u>3.2- Assessment Tools in Career</u> Students will identify assessment tools useful in career development and utilize these assessments with meaningful and culturally relevant approach	EDCE 605- Occupational Choice and Career Development	Pre-Assignment	Gate 3	Fall
	Comprehensive Written Exam	Comprehensive Written Exam	Gate 4	Fall
<u>5.1 Ethics</u> Students will know and use the ACA Code of Ethics, including ACA supported ethical decision making models and be able to distinguish ethics from laws	EDCE 697 A/B- Counseling Internship	Site Supervisor Evaluation	Gate 4	Fall/ Spring
	EDCE 699- Comprehensive Oral Exam	Oral Exam Rubric	Gate 4	Fall
<u>5.2 Confidentiality</u> Students will identify situations in which confidentiality of a client may be broken and reports the appropriate process in these scenarios.	EDCE 559- Critical Issues in School Counseling EDCE 560- Critical Issues in Clinical/MF Counseling	Interview Rubric	Gate 2	Spring
	Comprehensive Written Exam	Comprehensive Written Exam	Gate 4	Fall
<u>6.1 Group Dynamics</u> Students will understand models and theories of group work, including theories of group development.	EDCE 650- Group Process	Group Proposal Rubric	Gate 2	Fall
	Comprehensive Written Exam	Comprehensive Written Exam	Gate 4	Fall
<u>6.2 Group Facilitation</u> Students will intentionally and effectively utilize culturally appropriate group facilitation skills in a variety of settings	EDCE 664- Group Facilitation	Group Leadership Rubric	Gate 3	Spring
	Comprehensive Written Exam	Comprehensive Written Exam	Gate 4	Fall
<u>9.1 Assessment Identification</u> Students identify appropriate selection of measures given the specifics of the client's or student's situation.	EDCE 565- Assessment in Counseling	Integrated Assessment Report Rubric	Gate 3	Fall
	EDCE 564- Assessment in School Counseling	Case Study and Presentation Rubric	Gate 3	Fall
	Comprehensive Written Exam	Comprehensive Written Exam	Gate 4	Fall
<u>9.2 Diagnosis</u> Students understand and apply ethically sounds diagnostic evaluation when considering assessment reports.	EDCE 616- Psychopathology and Psychopharmacology	Case Vignettes	Gate 3	Fall
	EDCE 565- Assessment in Counseling	Integrated Assessment Report Rubric	Gate 3	Fall

	EDCE 564- Assessment in School Counseling	Case Study and Presentation Rubric	Gate 3	Fall
10.1 <u>Basic Principles</u> Students will understand the relevance of research in counseling and basic principles including reliability, validity, measures of central tendency, distribution, and variability.	EDCE 698- Research and Statistics	Final Exam	Gate 2	Spring
	Comprehensive Written Exam	Comprehensive Written Exam	Gate 4	Fall
10.2 <u>Research Informed Practice</u> Students will understand how to use research to inform work with clients, including identification of evidenced-based counseling practice	EDCE 698- Research and Statistics	Research Proposal Rubric	Gate 2	Spring
	EDCE 616- Psychopathology and Psychopharmacology	Case Vignettes Rubric	Gate 3	Fall
Program Evaluation- Section A	All	Program Evaluation	Mid/ End of Program	Fall/ Spring

Data Review

1. EDCE 588- Four-time Frame Interviews/Observations and Personal Development Rubric
 - a. Rubrics were developed this summer, therefore there was no data for review related to this KPI.
2. EDCE 605 Life Planning Model Paper/Presentation and Pre-Assignments
 - a. Scores for pre-assignments indicate no student issues
 - b. Life Planning Paper Rubric was developed this summer and therefore, no data is available for review at this time.
3. EDCE 697- Site Supervisor Evaluations
 - a. Program faculty have reviewed sit supervisor data specific to program. No student concerns were identified as a result of this data.
4. EDCE 559/560- Interview Rubric
 - a. Data related to this rubric was evaluated. No students scored in an unacceptable level on any rubric item.
5. EDCE 650- Group Proposal Rubric
 - a. Data related to this rubric was evaluated. No students scored at an unacceptable level on any item.
6. EDCE 664- Group Leadership Rubric
 - a. No data was available for this standard. The rubric and process were recently revised and data related to this rubric will be evaluated during the program review meeting
7. EDCE 564/565- Integrated Assessment Report/ Case Study and Presentation Rubric

- a. This data was not available for review. Faculty discussed ways to ensure all data is collected in an efficient and accessible fashion to allow for full analysis of program objectives and related data.
- 8. EDCE 616- Case Vignettes
 - a. Faculty agreed to use data from combination of 6 case vignettes instead of evaluation of each vignette. No student fell below expectations related to this data.
- 9. EDCE 698- Final Exam
 - a. No students fell below expectations on overall final exam score. No student issues identified.
 - b. No students fell below expectations with the Research Proposal Rubric.
- 10. Oral Exam
 - a. No students fell below expectation on Oral Exam Rubric
- 11. Written Exam
 - a. All students passed the comprehensive written exam
- 12. Program Evaluation
 - a. Faculty reviewed both qualitative and quantitative data on this area.
 - b. Review of quantitative data revealed student expectations of this objective were met.
 - c. Review of qualitative data shows that students are pleased with the knowledge gained and level of academic rigor expected. Students indicated feeling supported and encouraged in academic studies and found the knowledge to be relevant and useful.

Recommendations:

Faculty will work to ensure comprehensive data collection through identifying wholes in current data and strategies to improve collection.

Faculty will ensure all completed rubrics are in the proper place for data analysis at the next program evaluation meeting.

Faculty will continue to evaluate textbooks used each semester and continue to update and review course information to allow for continued student success.

Program Objective #3

Relational				
<u>Program Objective:</u> The Department of Counselor Education is aware of the power of relationships and is dedicated to providing a learning experience that centers on relationships and demonstrates the potential of strong working alliances with all individuals.				
Related KPI/ Program Evaluation	Related Course	Assessment Tool	When Assessed	When Analyzed

<u>KPI 1.1-Self as Counselor</u> Students will understand self in relationship to essential skills and gain awareness of self as counselor.	EDCE 695- Counseling Pre-Practicum	PPE Chart and Reflection	Gate 2	Spring
	EDCE 696- Counseling Practicum	Reflective Journal/ Written Prompt (SC)	Gate 3	Fall
		PPE Chart and Reflection	Gate 3	Fall
	EDCE 697 A/B- Counseling Internship	PPE Chart and Reflection	Gate 4	Fall/ Spring
	EDCE 699- Comprehensive Oral Exam	Personal Theory Paper	Gate 4	Fall
<u>KPI 1.2- Personal Counseling Theory</u> Students will identify their own process of understanding nature of a person, psychological constructs and process of counseling, developing a personal theory of counseling and gaining great awareness of self as counselor	EDCE 639- Counseling Theories	Theories Paper	Gate 2	Spring
	EDCE 695- Counseling Pre-Practicum	PPE Chart and Reflection	Gate 2	Spring
	EDCE 696- Counseling Practicum	PPE Chart and Reflection	Gate 3	Fall
	EDCE 697 A/B- Counseling Internship	PPE Chart and Reflection	Gate 4	Fall/ Spring
	EDCE 699- Professional Seminar	Personal Theory Paper	Gate 4	Fall
<u>7.1 Essential Counseling Skills</u> Students will understand, identify, and intentionally utilize essential skills of counseling across a variety of client cultures and issues.	EDCE 695- Counseling Pre-Practicum	Final Exam/ Final Tape	Gate 2	Spring
	EDCE 696- Counseling Practicum	Practicum Site Supervisor Evaluation	Gate 3	Fall
	EDCE 697 A/B- Counseling Internship	Site Supervisor Evaluation of Student	Gate 4	Fall/Spring
<u>8.1 Monitoring the Process</u> Students will identify ways to monitor client progress and the therapeutic relationship.	EDCE 696- Counseling Practicum	Relationship Surveys	Gate 3	Fall
	EDCE 697 A/B- Counseling Internship	Relationship Surveys	Gate 4	Fall/Spring
	EDCE 699- Professional Seminar	Oral Exam Rubric	Gate 4	Fall
PE- Section B, D	All	Program Evaluation	Mid/ End of Program	Fall/ Spring

Data Review

1. EDCE 695, 696, 697- PPE/ Reflection Paper:

- a. All students scored passing marks on this evaluation. The minimum score of 4 per area of PPE was determined. No student fell below this minimum requirement.
- b. EDCE 695- Final Tape/ Exam Rubric
 - i. This rubric is being created this semester and data related to its application will be evaluated in the spring.
- c. EDCE 696, 697- Relationship Surveys
 - i. Faculty agreed last year to ask for a minimum of four surveys from each student during practicum and internship.
 - ii. No student fell below minimum expectations on this program data
- 2. EDCE 639- Theory Paper-
 - a. Faculty experienced difficulty accessing full data for this standard. Data reviewed showed no student falling below expectation
- 3. Oral Exam Rubric-
 - a. All students successfully completed their oral defense of their Personal Counseling Theory paper. No students fell below expectation on this experience.
- 4. Program Evaluation-
 - a. Faculty reviewed mid and end of program evaluation data. All students rated all program at acceptable levels on this area of the evaluation. Faculty discussed qualitative data related to this objective.

Recommendations

Faculty will ensure that all program data is collected efficiently and strategically.

Faculty will continue to assess students' ability to facilitate meaningful and professional relationships.

Faculty will evaluate, revise, and create skills rubrics to evaluate counselor skill in therapeutic relationships.

Program Objective #4

Transformational				
<u>Program Objective:</u> The Department of Counselor Education faculty will be engaged in the greater community through service and dissemination of knowledge to promote greater good in our diverse local, regional, state, and national communities.				
Related KPI/ Program Evaluation	Related Course	Assessment Tool	When Assessed	When Analyzed
<u>2.2- Differing Abilities</u> Students will understand different abilities of clients and identify ways to work with a variety of clients at various stages	EDCE 588- Human Growth and Development	Four-time frame Interviews/ Observations	Gate 2	Fall
	EDCE 697 A/B- Counseling Internship	Site Supervisor Evaluation	Gate 4	Fall/Spring
<u>4.1 Global Perspective</u> Students will gain a global perspective of diversity and	EDCE 695- Counseling Pre-Practicum	Multicultural Checklist	Gate 2	Spring

culture, incorporating this knowledge to increase effectiveness with various groups and cultures	EDCE 696- Counseling Practicum	Multicultural Checklist	Gate 3	Fall
	EDCE 697 A/B- Counseling Internship	Multicultural Checklist	Gate 4	Fall/ Spring
	EDCE 550 Multicultural Counseling	MAP Rubrics	Gate 4	Fall
	Comprehensive Written Exam	Comprehensive Written Exam	Gate 4	Fall
<u>4.2. Social Justice</u> Students will identify ways that social injustice and multicultural incompetence impacts systems, clients, and the counseling process	EDCE 695- Counseling Pre-Practicum	Multicultural Checklist	Gate 2	Spring
	EDCE 696 Counseling Practicum	Multicultural Checklist	Gate 3	Fall
	EDCE 697 A/B- Counseling Internship	Multicultural Checklist	Gate 4	Fall/ Spring
	EDCE 550 Multicultural Counseling	MAP Rubrics	Gate 4	Fall
	Comprehensive Written Exam	Comprehensive Written Exam	Gate 4	Fall
PE- Section A, C	All	Program Evaluation	Mid/ End of Program	Fall/ Spring

Data Review

1. EDCE 588- Four-time frame Interviews/ Observations Rubric
 - a. This rubric was developed this summer and data related to the implementation will be reviewed during the program evaluation meeting next fall.
2. EDCE 697- Site Supervisor Evaluation
 - a. Program faculty reviewed site supervisor evaluation data. No student fell below expectations related to this data
3. EDCE 695, 696, 697- Multicultural Checklist
 - a. Data related to this standard was reviewed by course instructor. No student fell below expectations related to MCC
4. EDCE 550- MAP Rubric
 - a. Course instructor evaluated this data. No student fell below expectations related to the MAP rubric.
5. Comprehensive Written Exam
 - a. All students successfully passed the comprehensive written exam this academic year.
6. Program Evaluation:

- a. Faculty reviewed mid and end of program evaluation data. All students rated all program at acceptable levels on this area of the evaluation. Faculty discussed qualitative data related to this objective.

Recommendations

Faculty will evaluate site supervisor evaluations this academic year to ensure they are capturing necessary information and that the process is efficient and meaningful for students and site supervisors.

Faculty will review assessment and assignments used in EDCE 695, 696, and 697 to ensure alignment with educational materials in EDCE 550.

Faculty will continue to promote immersion experiences and community volunteer work.

Program Objective #5

Kind				
Program Objective: The Department of Counselor Education will consistently approach students from a place of kindness and caring to not only model this trait but to also create a safe and welcoming environment for all.				
Related KPI/ Program Evaluation	Related Course	Assessment Tool	When Assessed	When Analyzed
Program Evaluation- Section B, D, E	All	Program Evaluation	Mid/ End of Program	Fall/ Spring

Data Review

1. Program Evaluation:
 - a. Faculty reviewed mid and end of program evaluation data. All students rated all program at acceptable levels on this area of the evaluation. Faculty discussed qualitative data related to this objective.

Recommendations

Based on program evaluation data, students appear to be pleased with the care and kindness demonstrated by the EDCE faculty and staff.

Faculty will work to strengthen inclusive activities and identify further ways to promote community within the department

Other Considerations

- Program Evaluation data will now be captured using Qualtrics to allow for anonymity in collection
 - o Data will be gathered before oral exam and at the conclusion of EDCE 699
 - o Students will bring certificate of completion to their Oral Exam.

- Program Evaluation Report will be disseminated via posting to the website and notifying key stakeholders of this location through email.
- Discussed and planned for addressing student concern of difficulty being a minority student in the program
 - o Literature review to strength approach and develop plan for addressing
- Faculty will ask for University support in moving assessment system from Foliotek to Via starting in the 2021 academic year.