GMU Counseling Annual Program Review Meeting

Fall 2024

Reviewing Academic Year 2023-2024: Summer 2023, Fall 2023, & Spring 2024

2023-2024 APRM Overview

- APRM Process
  - Faculty will review of results by program objective
  - Faculty will identify data-drive program changes, including actions, timing, and documentation
  - Our Annual Report will be developed based on this data and recommendations

School Counseling Program Outcomes: 2023-2024

(1) The number of **graduates** for the past academic year (2023-2024) was **16**.

(2) The Virginia Department of Education (VDOE) does not require a **credentialing examination** for school counselors. All students (100%) who graduate from the school counseling program are eligible for a provisional license from VDOE upon graduation.

(3) Data on **completion rates** show that 82% of School Counseling students completed their degree within the 6-year limit. This data is from the most recent group of students to reach the 6-year limit, those students admitted in 2018-2019. The following table shows the length of time it took students in this group to complete the program.

# of 2018-2019 Admits	% Finished in 2 years	% Finished in 3 years	% Finished in 4 years	% Finished in 5 years	% Finished in 6 years	Did Not Complete within 6 years
34	3%	65%	12%	3%	0%	18%

(4) Of the 7 respondents to our alumni survey on **job placement**, 7 (100%) reported being employed in the field of counseling. Of these, all reported being employed as school counselors.

Clinical Mental Health Counseling Program Outcomes: 2023-2024

(1) The number of **graduates** for the past academic year (2023-2024) was **34**.

(2) The National Clinical Mental Health Counseling Examination (NCMHCE) *or* the National Counseling Examination (NCE) are the **credentialing examinations** required to be a Licensed Professional Counselor (LPC) in Virginia. Of the 11 respondents to our alumni survey who took a **credentialing examination** 11 (100%) reported passing the NCMHCE (n=8) or NCE (n=3).

(3) Data on **completion rates** show that 100% of Clinical Mental Health Counseling (formerly Community Agency Counseling) students completed their degree within the 6-year limit. This data is from the most recent group of students to reach the 6-year limit, those students admitted in 2018-2019. The following table shows the length of time it took students in this group to complete the program.

# of 2018-2019 Admits	% Finished in 2 years	% Finished in 3 years	% Finished in 4 years	% Finished in 5 years	% Finished in 6 years	Did Not Complete within 6 years
25	0%	36%	48%	16%	0%	0%

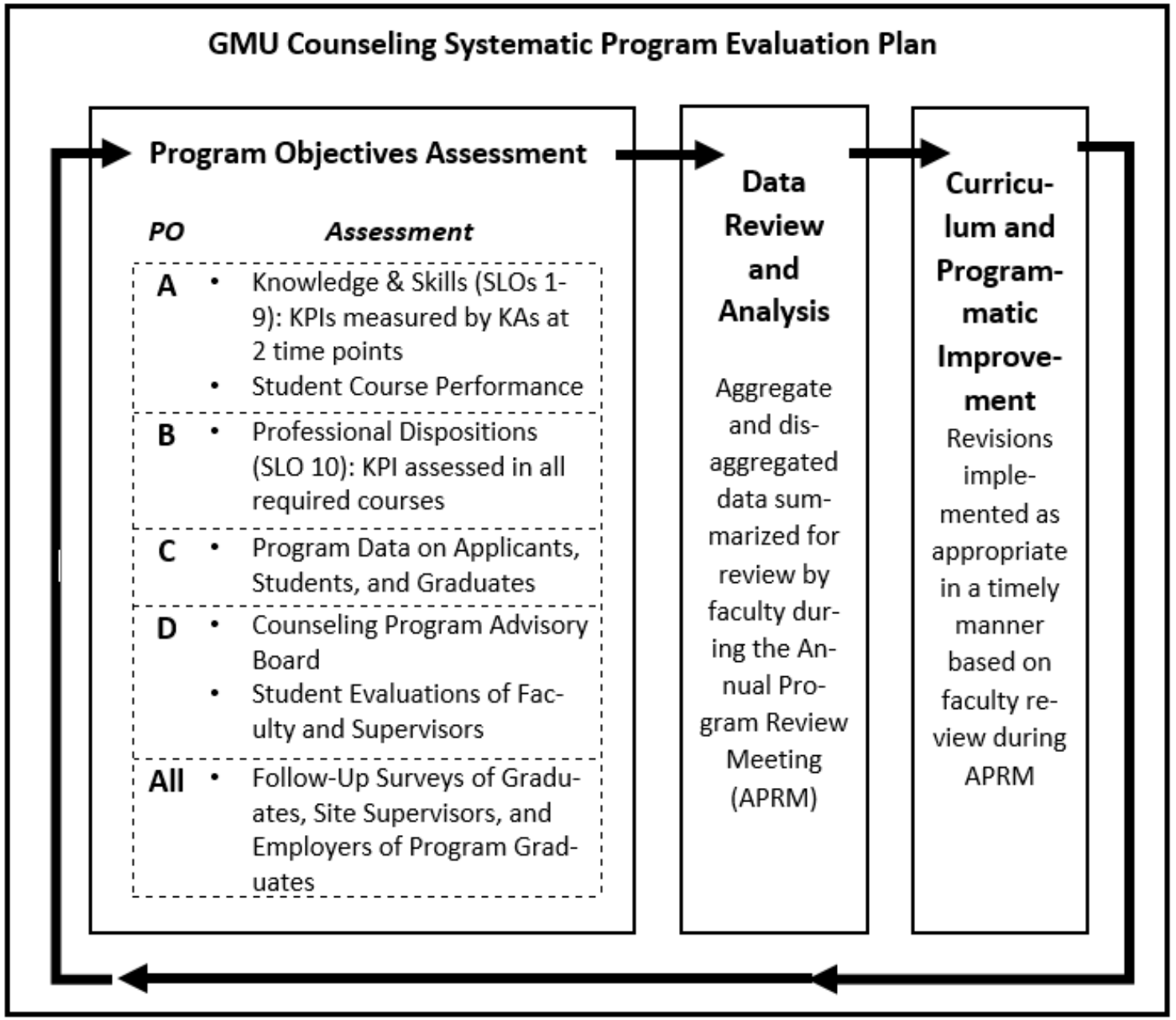
(4) Of the 12 respondents to our alumni survey on **job placement**, 12 (100%) reported being employed in the field of counseling.

Program Objective A: To equip students with the knowledge and skills to become ethical and effective counselors in a complex society with diverse populations, with a concentration on practicing either as a clinical mental health counselor or a school counselor.

Program Objective B: To prepare students with appropriate dispositions to engage in ethical, social justice focused counseling with an intersectional praxis, and to attend to growth, self-awareness, interpersonal relationships, and collaboration.

Program Objective C: To recruit, support, and retain counseling students from diverse backgrounds.

Program Objective D: To provide counseling training that is grounded in the latest knowledge in the field and is responsive to current and changing needs of the communities we serve, including attending to the intersecting identities of our clients/students within a social justice framework.

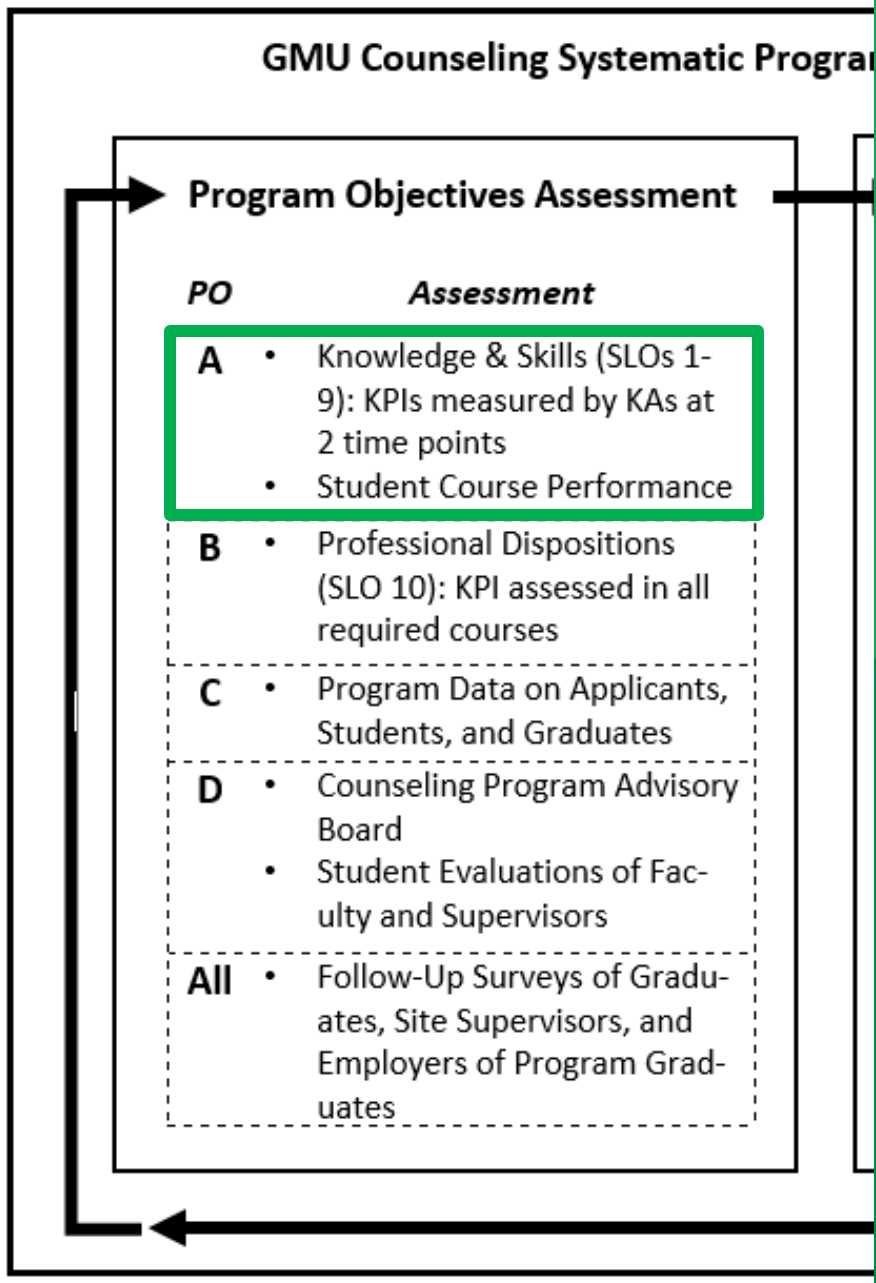


Key to abbreviations: "PO" = Program Objectives; "SLO" = Student Learning Outcome; "KPI" = Key Performance Indicator; "KA" = Key Assignment

Program Objective A: To equip students with the knowledge and skills to become ethical and effective counselors in a complex society with diverse populations, with a concentration on practicing either as a clinical mental health counselor or a school counselor

Data to be reviewed:

- Knowledge and Skills: SLOs 1-9 as measured by KPIs/KAs
  - KPI Data Tables
- Student Course Performance
  - Summary by course level



SLOs 1-9: KPI Slides Overview

Background

- **The following slides provide a summary of each KPI (used to measure SLOs 1-9) by time point overall**
  - For KPIs measured in VIA, data is disaggregated by program concentration, as well as gender and race/ethnicity (internal view only).
  - KPIs measured in Qualtrics are not disaggregated.

Findings

- **Program goal: 15% or less will be "not met" for each KPI**
  - Program goal is met for all KPIs overall
  - Some disparities in disaggregated data
    - Possible action step: have course lead examine assignment & course
  - Not applicable responses in group counseling questions on site sup. assessment
    - Possible action step: P&I Coord. asks Univ. sups. discuss with Site Sups.

PO A

Student Learning Outcome (SLO) 1: Professional Counseling Orientation and Ethical Practice

- Students will develop an understanding of and ability to function effectively within ethical guidelines.

PO A

KPI A.1.a. Students will be able to apply ethical practices and applicable ethical standards to their roles as clinical mental health counselors or school counselors and apply as appropriate [CACREP 2.F.1.i; 2.F.1.b; and 5.C.2.l (CMHC) or 5.G.2.n (SC)]. **Program goal met.**

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 654/611 Ethical Decision Making		*Time 2 750/751 Site Sup. Eval.	
	Met %	Not Met %	Met %	Not Met %
All	98.98% (194)	1.02% (2)	98.88%	1.16%
CMHC (incl. CAC)	100% (136)	0	ND	ND
SC	96.67% (58)	3.33% (2)	ND	ND

*Data from Qualtrics survey: does not include demographic information; "NA" included in "Not Met"

PO A

Student Learning Outcome (SLO) 2: Social and Cultural Diversity

- Students will develop an understanding of the impact of social and cultural factors and recognize opportunities to address social injustices as appropriate.

PO A

KPI A.2.a. Students will articulate multicultural and pluralistic characteristics within and among client/student groups. [CACREP 2.F.2.a; 2.F.2.d]. **Program goal met.**

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 660 Cultural Autobiography Paper		*Time 2 750/751 Univ. Sup. Eval.	
	Met %	Not Met %	Met %	Not Met %
All	**93.60% (161)**	**6.40% (11)**	100%	0%
CMHC (incl. CAC)	**94.44% (102)**	**5.56% (6)**	ND	ND
SC	**86.36% (38)**	**13.64% (6)**	ND	ND

*Data from Qualtrics survey: does not include demographic information; "NA" included in "Not Met"

PO A

KPI A.2.b. Students will generate strategies for identifying and eliminating barriers, prejudices, and processes of intentional and unintentional oppression and discrimination, including power and privilege. [CACREP 2.F.2.h; 2.F.2.e]. **Program goal met.**

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 602 Social Justice Paper		Time 2 628 Social Justice Advocacy Project	
	Met %	Not Met %	Met %	Not Met %
All	**99.21% (125)**	**0.79% (1)**	**95.45% (126)**	**4.55% (6)**
CMHC (incl. CAC)	**98.92% (92)**	**1.08% (1)**	**94.79% (91)**	**5.21% (5)**
SC	**100% (33)**	**0**	**97.22% (35)**	**2.78% (1)**

PO A

Student Learning Outcome (SLO) 3: Human Growth and Development

- Students will develop an understanding of factors that impact human development and strategies for promoting wellness throughout the life span.

PO A

KPI A.3.a. Students will demonstrate knowledge of systemic and environmental factors that affect human development, functioning, and behavior, as well as an understanding of ethical and culturally relevant strategies for promoting resilience and optimum development and wellness across the lifespan [CACREP 2.F.3.f; 2.F.3.i].

Program goal met (marginally).

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 525 Research Paper		Time 2 619 Traumatic Exp. Article Review	
	Met %	Not Met %	Met %	Not Met %
All	**86.81% (125)**	**13.19% (19)**	**98.89% (89)**	**1.11% (1)**
CMHC (incl. CAC)	**87% (87)**	**13% (13)**	**100% (54)**	**0**
SC	**86.36% (38)**	**13.64% (6)**	**97.22% (35)**	**2.78% (1)**

PO A

Student Learning Outcome (SLO) 4: Career Development

- Student will develop an understanding of how to facilitate career development.

PO A

KPI A.4.a. Students will formulate strategies and methods of identifying and using tools to assess abilities, interests, values, personality and other factors that contribute to career development, planning, and decision making. [CACREP 2.F.4.e; 2.F.4.i]. **Program goal met.**

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 604 Career Assessment		Time 2 610 Career Dev. and Assess. Paper	
	Met %	Not Met %	Met %	Not Met %
All	**100% (81)**	**0**	**99.56% (224)**	**0.44% (1)**
CMHC (incl. CAC)	**100% (54)**	**0**	**99.43% (174)**	**0.57% (1)**
SC	**100% (27)**	**0**	**100% (50)**	**0**

PO A

Student Learning Outcome (SLO) 5: Counseling and Helping Relationships

- Students will develop skills to facilitate effective counseling relationships and the ability to conceptualize cases and plan interventions with clients/students from multicultural backgrounds.

PO A

KPI A.5.a. Students will evaluate counselor characteristics and behaviors that influence the counseling process and develop personal model of counseling. [CACREP 2.F.5.f; 2.F.5.n]. **Program goal met.**

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 609 Tape Review		Time 2 750/751 Tape Review	
	Met %	Not Met %	Met %	Not Met %
All	**92.91% (485)**	**7.09% (37)**	**99.54% (215)**	**0.46% (1)**
CMHC (incl. CAC)	**92.40% (316)**	**7.60% (26)**	**99.29% (139)**	**0.71% (1)**
SC	**93.89% (169)**	**6.11% (11)**	**100% (76)**	**0**

PO A

KPI A.5.b. Students will develop essential interviewing, counseling, and case conceptualization skills to provide counseling and treatment/intervention planning to clients/students from multicultural backgrounds. [CACREP 2.F.5.g; 2.F.5.h]. **Program goal met.**

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 792/794 Case Conceptualization Present.		Time 2 793/795 Case Conceptualization Present.	
	Met %	Not Met %	Met %	Not Met %
All	**98.19% (272)**	**1.81% (5)**	**99.35% (307)**	**0.65% (2)**
CMHC (incl. CAC)	**97.31% (181)**	**2.69% (5)**	**100% (204)**	**0**
SC	**100% (91)**	**0**	**98.10% (103)**	**1.90% (2)**

PO A

Student Learning Outcome (SLO) 6: Group Counseling and Group Work

- Students will develop an understanding of group dynamics and how to facilitate multicultural/diverse groups.

PO A

KPI A.6.a. Students will analyze the dynamics associated with group process and development and the characteristics and functions of effective group leaders for leading diverse groups. [CACREP 2.F.6.b; 2.F.6.d; and 2.F.6.g]. **Program goal met.**

Time 2 note: 2 students marked as "not applicable" by sup. even with addtl. Clarification.

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 608 Group Facilitation		*Time 2 **793/795 Final Site Sup. Eval.	
	Met %	Not Met %	Met %	Not Met %
All	**100% (240)**	**0**	97.27%	2.73%
CMHC (incl. CAC)	**100% (152)**	**0**	ND	ND
SC	**100% (88)**	**0**	ND	ND

*Data from Qualtrics survey: does not include demographic information – to include program information

** N/A = 2.73%; included in "Not Met" catagory

PO A

Student Learning Outcome (SLO) 7: Assessment and Testing

- Students will develop the ability to utilize assessments appropriately within the counseling process.

PO A

KPI A.7.a. Students will recommend assessments relevant to academic/educational, career, personal, and social development for diagnostic and/or intervention planning purposes. [CACREP 2.F.7.i; 2.F.7.e]. **Program goal met.**

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 604 Career Assessment Review		Time 2 610 Career Dev. and Assess. Paper	
	Met %	Not Met %	Met %	Not Met %
All	**100% (81)**	**0**	**98.89% (89)**	**1.11% (1)**
CMHC (incl. CAC)	**100% (81)**	**0**	**98.57% (69)**	**1.43% (1)**
SC	**100% (81)**	**0**	**100% (20)**	**0**

PO A

Student Learning Outcome (SLO) 8: Research and Program Evaluation

- Students will develop an understanding of research design and how to utilize data.

KPI A.8.a. Students will summarize designs used in research and/or program evaluation, including how to analyze data. [CACREP 2.F.8.g; 2.F.8.i]. **Program goal met.**

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 601 Methods Paper		Time 2 793 Program Eval. / 795 Targeted Intervention	
	Met %	Not Met %	Met %	Not Met %
All	**98.37% (242)**	**1.63% (4)**	**97.78% (132)**	**2.22% (3)**
CMHC (incl. CAC)	**97.70% (170)**	**2.30% (4)**	**96.77% (90)**	**3.23% (3)**
SC	**100% (72)**	**0**	**100% (42)**	**0**

PO A

Student Learning Outcome (SLO) 9: Professional Concentrations

- **9-CMHC: Clinical Mental Health Counseling (CMHC) Professional Concentration**
- Students will develop an understanding of case conceptualization, treatment planning, prevention, and intervention related to mental health counseling.

PO A

KPI A.9-CMHC.a. Students will summarize theories, principles, models, and documentation formats for mental health counseling, including biopsychosocial case conceptualization and treatment planning. [CACREP 5.C.1.c; 5.C.1.b]. **Program goal met.**

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 609 Adv. Counseling Skills Paper		Time 2 792 Case Conceptualization Present.	
	Met %	Not Met %	Met %	Not Met %
CMHC (incl. CAC)	**93.98% (375)**	**6.02% (24)**	**95.16% (59)**	**4.84% (3)**

PO A

KPI A.9-CMHC.b. Students will design techniques and interventions for prevention and treatment of a broad range of mental health issues, including relevant cultural factors. [CACREP 5.C.3.b; 5.C.2.j]. **Program goal met.**

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 656 Treatment Plan		Time 2 793 Program Eval.	
	Met %	Not Met %	Met %	Not Met %
CMHC (incl. CAC)	**97.30% (144)**	**2.70% (4)**	**100% (93)**	**0**

PO A

Student Learning Outcome (SLO) 9: Professional Concentrations

- **9-SC: School Counseling (SC) Professional Concentration**
- Students will develop an understanding of the roles of school counselors and strategies for promoting equity as appropriate.

PO A

KPI A.9-SC.a. Students will summarize school counselor roles as leaders, advocates, and systems change agents in P-12 schools and in multidisciplinary teams. [CACREP 5.G.2.a; 5.G.2.d]. **Program goal met.**

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 613 Equity Access Project		Time 2 795 Targeted Intervention Project	
	Met %	Not Met %	Met %	Not Met %
SC	**100% (28)**	**0**	**96.43% (27)**	**3.57% (1)**

PO A

KPI A.9-SC.b. Students will assess the design and evaluation of school counseling programs that promote equity in student achievement and/or college access. [CACREP 5.G.3.b; 5.G.3.k]. **Program goal met.**

Percentages of Key Assignment criteria "met" or "not met" by student group	Time 1 626 Evidence-Based SC Intervention		Time 2 795 Targeted Intervention Project	
	Met %	Not Met %	Met %	Not Met %
SC	**99.12% (113)**	**0.88% (1)**	**100% (28)**	**0**

Student Course Performance

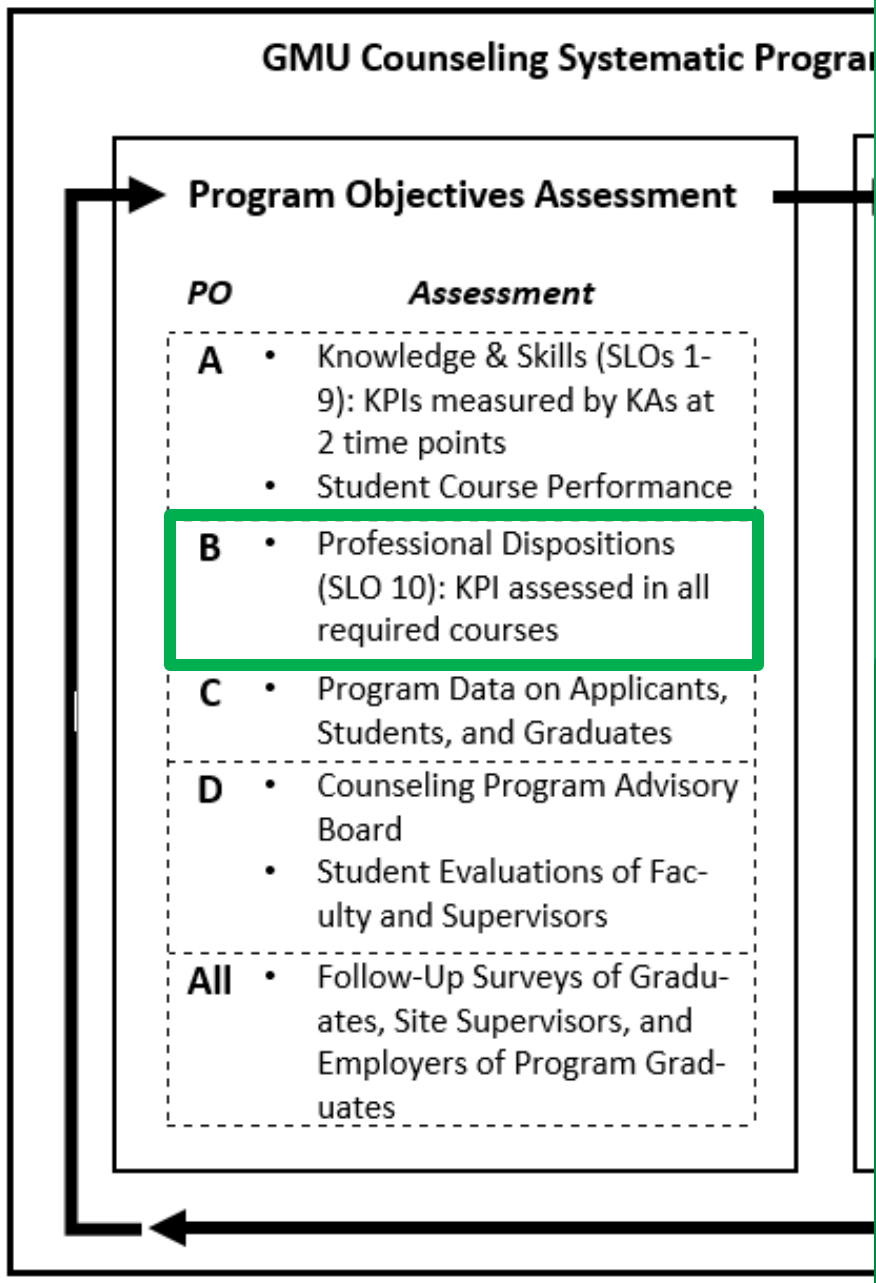
- Background. Measured by student course grades and instructor assessment of satisfactory progress
- Findings. Program goal: 15% or fewer "not met"; **program goal met.**
  - Action step: Address N/A or missing Professional Disposition data (starting Fall 2024)

Professional Disposition Assessment Items	Course Level	Met	Not Met	N/A
6. The student received a final grade of at least a B or better in this class. (Any grade of B- or below is considered "not met").	*All*	98.79% (895)	0.99% (9)	0.22% (2)
	Beginner	98.23% (500)	1.38% (7)	0.39% (2)
	Intermediate	99.63% (269)	0.37% (1)	0
7. I believe this student has made satisfactory progress to move forward in the Counseling Program.	*All*	99.01% (897)	0.77% (7)	0.22% (2)
	Beginner	98.82% (503)	0.79% (4)	0.39% (2)
	Intermediate	99.26% (268)	0.74% (2)	0
8. I believe this student has made satisfactory progress to move forward with clinical experiences.	*All*	98.90% (896)	0.88% (8)	0.22% (2)
	Beginner	98.62% (502)	0.98% (5)	0.39% (2)
	Intermediate	99.26% (268)	0.74% (2)	0

Program Objective B: To prepare students with appropriate dispositions to engage in ethical, social justice focused counseling with an intersectional praxis, and to attend to growth, self-awareness, interpersonal relationships, and collaboration.

Data to be reviewed:

- SLO 10: Professional Disposition Assessment
  - PD Data Table by Course Level



PO B

10. Student Learning Outcome (SLO) 10: Professional Dispositions

- Students will develop professional dispositions that are appropriate for professional counselors.
  - **KPI B.1.a.** Students will demonstrate the ability to adhere to the program's Professional Dispositions, including characteristics, values, beliefs, interpersonal functioning, and behaviors that will facilitate their success as a future counselor.

PO B

SLO 10/KPI B.1.a: Professional Dispositions Assessment

Background

- Measured by instructor assessment of PD criteria “met,” or “not met,” by course level.

Findings

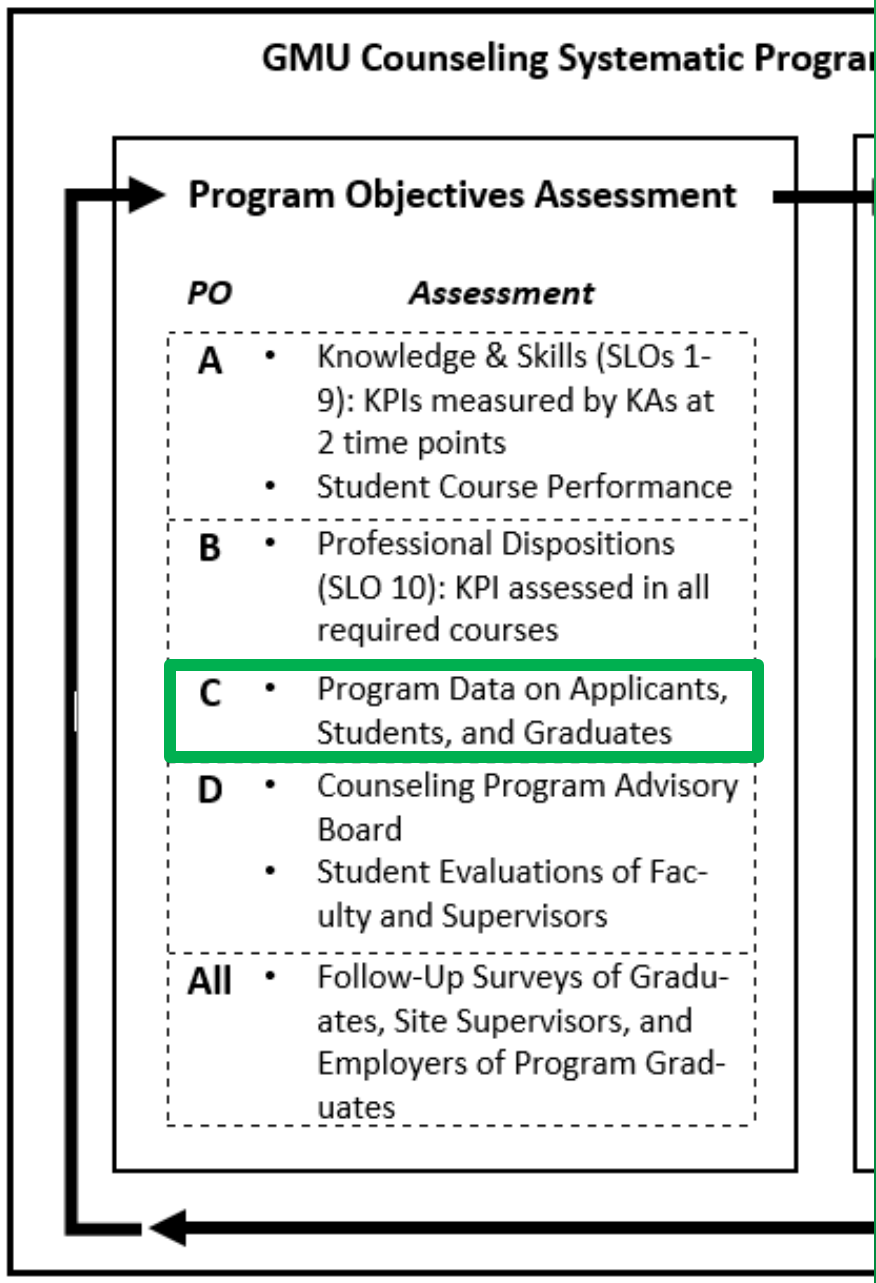
- Program goal: 15% or less will be “not met” for each course level; **program goal met.**
- Action step: Address N/A or missing Professional Disposition data (starting Fall 2024)

Professional Disposition Item	Course Level	Met	Not Met	N/A
1. Professional & Ethical Attitudes and Behaviors: The student engaged in appropriate professional and ethical attitudes and behaviors.	*All*	99.12% (898)	0.77% (7)	0.11% (1)
	Beginner	98.62% (502)	1.18% (6)	0.20% (1)
	Intermediate	99.63% (269)	0.37% (1)	0
2. Multiculturalism & Social Justice: The student engaged in attitudes and behaviors aligned with multiculturalism and social justice.	*All*	99.56% (902)	0.33% (3)	0.11% (1)
	Beginner	99.21% (505)	0.59% (3)	0.20% (1)
	Intermediate	100% (270)	0	0
3. Professional & Personal Growth: The student engaged in attitudes and behaviors consistent with professional and personal growth.	*All*	98.57% (893)	1.32% (12)	0.11% (1)
	Beginner	98.43% (501)	1.38% (7)	0.20% (1)
	Intermediate	99.26% (268)	0.74% (2)	0
4. Self-Awareness & Self-Care: The student engaged in attitudes consistent with appropriate self-awareness and self-care.	*All*	99.12% (898)	0.77% (7)	0.11% (1)
	Beginner	98.82% (503)	0.98% (5)	0.20% (1)
	Intermediate	99.63% (269)	0.37% (1)	0
5. Interpersonal Relationships & Collaboration: The student engaged in behaviors consistent with appropriate interpersonal relationships and collaboration.	*All*	98.79% (895)	1.10% (10)	0.11% (1)
	Beginner	98.43% (501)	1.38% (7)	0.20% (1)
	Intermediate	100% (270)	0	0

Program Objective C: To recruit, support, and retain counseling students from diverse backgrounds.

Data to be reviewed:

- Program data on applicants, students, and graduates
  - Data Tables for Applicants, Students, and Graduates



PO C

Applicant Data

Master's Program Applicants to Start Fall 2023

Who applied to our program?

Out of a total of 156 completed applications, sub-groups were represented as follows:

Applications by Concentration

	Completed Applications	
	n	%
School Counseling	34	21.79%
Clinical Mental Health Counseling	122	78.21%
Total	156	100%

Applications by Enrollment Status

	Completed Applications	
	n	%
Part time	133	85.26%
Full time	23	14.74%
Total	156	100%

Applications by Gender

	Completed Applications	
	n	%
Female	136	87.18%
Male	20	12.82%
Total	156	100%

Applications by Race

	Completed Applications	
	n	%
American Indian or Alaska Native	3	1.92%
Asian	17	10.90%
Black or African American	19	12.18%
Native Hawaiian/ Other Pacific Islander	0	0%
White	87	55.77%
Multi-racial/ethnic	6	3.85%
Prefer not to answer	11	7.05%
Did not report	13	8.33%
Total	156	100%

Applications by Hispanic Identification

	Completed Applications	
	n	%
Identified Hispanic	34	21.79%
Identified non-Hispanic	122	78.21%
Total	156	100%

Applications by Age

	Completed Applications	
	n	%
26 or younger	89	49.7%
27-30	33	18.4%
31-40	28	15.6%
41-50	14	7.8%
51-60	9	5%
61 and older	0	0%
Total		X%

PO C

Applicant Data

What were the outcomes from our admissions process?

Based on completed applications overall and for each sub-group, we calculated the rate for each admissions outcome overall and by sub-group.

For instance, of all completed Part time applications, 7.4% were admitted and enrolled.

Admission Decision for All Applicants (% is rate of admission for all applicants)

	Completed Applications	*Admitted: Enrolled*		*Admitted: Did not enroll*		*Denied*		*Withdrew prior to admission decision*	
	n	***n***	***%***	***n***	***%***	***n***	***%***	***n***	***%***
All Applicants	156	74	47.44%	4	5.41%	33	21.15%	49	31.41%

Admission Decision by Concentration (% is rate of admission outcome for subgroup)

	Admitted: Enrolled (N = 74)		*Admitted: Did not enroll (N = 4)*		*Denied (N = 33)*		*Withdrew prior to admission decision (N = 49)*	
	n	***%***	***n***	***%***	***n***	***%***	***n***	***%***
School Counseling	17	23%	0	0%	5	15.15%	12	35.29%
Clinical Mental Health Counseling	54	73%	4	100%	28	84.85%	37	30.33%

Admission Decision by Enrollment Status (% is rate of admission outcome for subgroup)

	Admitted: Enrolled (N = 74)		*Admitted: Did not enroll (N = 4)*		*Denied (N = 33)*		*Withdrew prior to admission decision (N = 49)*	
	n	***%***	***n***	***%***	***n***	***%***	***n***	***%***
Part time	10	7.4%	0	0%	6	18.18%	5	10.2%
Full time	64	86.5%	4	100%	27	81.82%	44	89.8%

PO C

Student Data

Gender of Students

	Total Students	Female		Male		Gender not reported	
Semester	n	n	%	n	%	n	%
Fall 2023	197	167	85%	30	15%	0	0%
Fall 2022	210	183	87	27	13%	0	0%
Fall 2021	187	165	88%	22	12%	0	0%
Fall 2020	154	136	88%	18	12%	0	0%
Fall 2019	137	116	85%	21	15%	0	0%
Fall 2018	138	119	86%	19	14%	0	0%
Fall 2017	140	117	84%	23	16%	0	0%

Domicile of Students

	Total Students	In state		Out of state	
Semester	n	n	%	n	%
Fall 2023	197	179	91%	18	9%
Fall 2022	210	189	90%	21	10%
Fall 2021	187	169	90%	18	10%
Fall 2020	154	148	96%	6	4%
Fall 2019	137	130	95%	7	5%
Fall 2018	138	127	92%	11	8%
Fall 2017	140	127	91%	13	9%

Race/Ethnicity of Students

	Total Students	African American		Asian American		Hispanic American		Native American		White American		Not Reported		Non resident		Two or more		Pacific Islander	
Semester	n	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Fall 2023	197	32	16%	17	9%	42	21%	0	0%	92	47%	7	4%	4	2%	0	0%	0	0%
Fall 2022	210	35	17%	19	9%	36	17%	0	0%	106	51%	8	4%	0	0%	0	0%	0	0%
Fall 2021	187	35	19%	19	10%	32	17%	0	0%	91	49%	10	5%	0	0%	0	0%	0	0%
Fall 2020	154	26	17%	17	11%	30	19%	0	0%	80	52%	4	1%	0	0%	2	1%	0	0%
Fall 2019	137	20	15%	20	15%	30	22%	0	0%	61	45%	2	1%	1	1%	3	2%	0	0%
Fall 2018	138	22	16%	20	14%	21	15%	0	0%	65	47%	2	1%	4	3%	4	3%	0	0%
Fall 2017	140	30	21%	17	12%	23	16%	1	1%	56	40%	4	3%	3	2%	5	4%	1	1%

Concentration of Students

	Total Students	SC		CMHC (incl. CAC)	
Semester	n	n	%	n	%
Fall 2023	197	60	30%	137	70%
Fall 2022	210	79	38%	130	62%
Fall 2021	187	72	39%	115	61%
Fall 2020	154	80	52%	74	48%
Fall 2019	137	66	48%	71	52%
Fall 2018	138	79	57%	59	43%
Fall 2017	140	76	54%	63	45%

Enrollment Status of Students

	Total Students	Full time		Part time	
Semester	n	n	%	n	%
Fall 2023	197	99	50%	98	50%
Fall 2022	210	113	54%	97	46%
Fall 2021	187	94	50%	93	50%
Fall 2020	154	68	44%	86	56%
Fall 2019	137	60	44%	77	56%
Fall 2018	138	54	39%	84	61%
Fall 2017	140	50	36%	90	64%

PO C

Graduate Data

Race/Ethnicity of Graduates

		Total Graduates	African American		Asian American		Hispanic American		Native American		White American		Other/ unknown		Non resident		Multi-racial		Pacific Islander	
Year		*n*	*n*	*%*	*n*	*%*	*n*	*%*	*n*	*%*	*n*	*%*	*n*	*%*	*n*	*%*	*n*	*%*	*n*	*%*
2023-2024		50	7	14%	5	10%	12	24%	0	0%	23	46%	1	2%	1	2%	1	2%	0	0%
2022-2023		55	8	15%	3	5%	12	22%	0	0%	29	53%	3	5%	0	0%	0	0%	0	0%
2021-2022		38	7	18%	6	16%	6	16%	0	0%	19	50%	0	0%	0	0%	0	0%	0	0%
2020-2021		42	6	14%	6	14%	7	17%	0	0%	22	52%	0	0%	0	0%	0	0%	0	0%
2019-2020		46	8	17%	8	17%	8	17%	0	0%	19	41%	1	2%	1	2%	1	2%	0	0%
2018-2019		45	9	20%	5	11%	7	16%	0	0%	21	47%	1	2%	2	4%	0	0%	0	0%
2017-2018		48	11	23%	7	15%	9	19%	1	2%	16	33%	2	4%	0	0%	2	4%	0	0%

Sex/Gender of Graduates

	Total Graduates	Female		Male	
Year	*n*	*n*	*%*	*n*	*%*
2023-2024	50	41	82%	9	18%
2022-2023	55	51	93%	4	7%
2021-2022	38	33	87%	5	13%
2020-2021	42	35	83%	7	17%
2019-2020	46	38	83%	8	17%
2018-2019	45	39	87%	6	13%
2017-2018	48	39	81%	9	19%

Domicile of Graduates

	Total Graduates	In state		Out of state	
Year	*n*	*n*	*%*	*n*	*%*
2023-2024	50	43	86%	7	14%
2022-2023	55	52	95%	3	5%
2021-2022	38	37	97%	1	3%
2020-2021	42	39	91%	3	7%
2019-2020	46	43	93%	3	7%
2018-2019	45	40	89%	5	11%
2017-2018	48	43	90%	5	10%

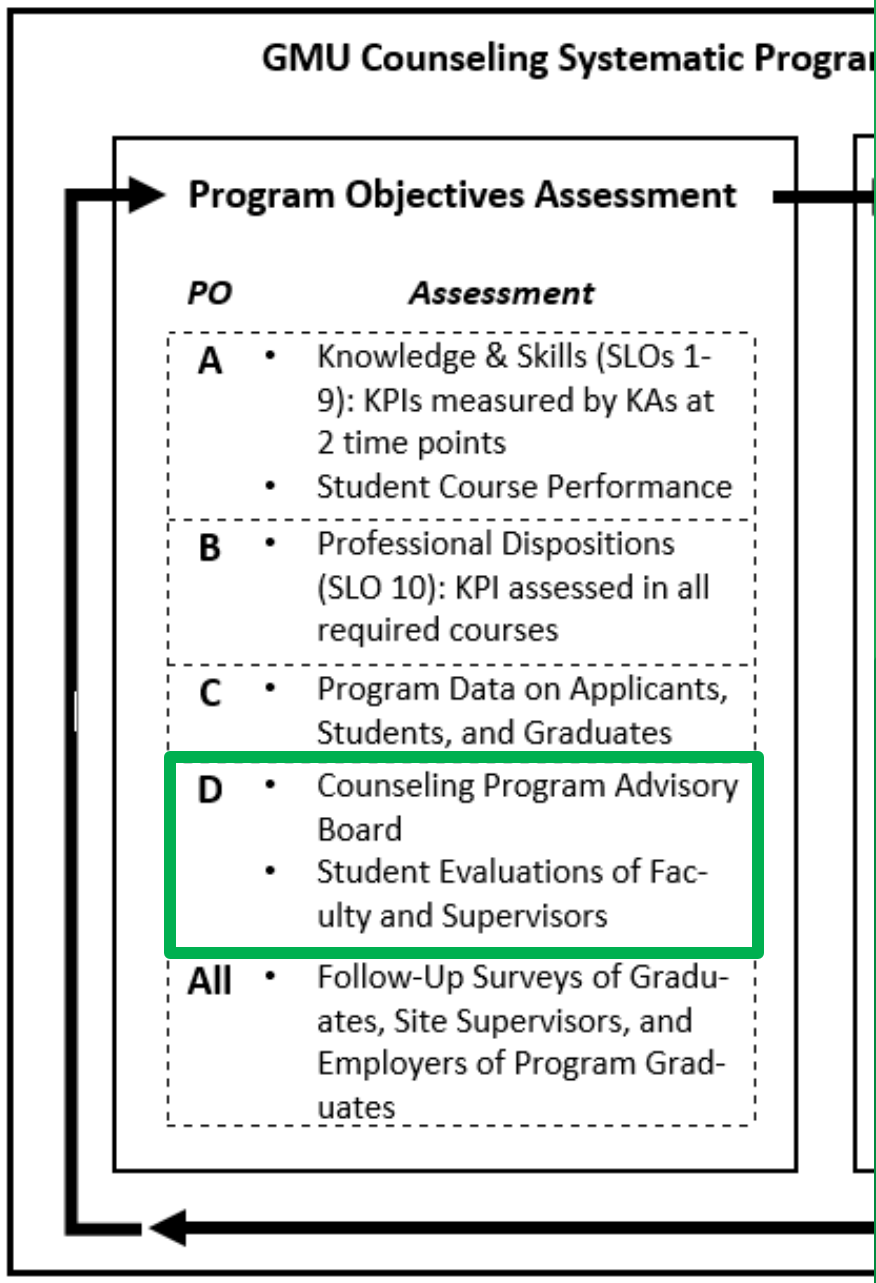
Concentration of Graduates

	Total Graduates	SC		CMHC (incl. CAC)	
Year	*n*	*n*	*%*	*n*	*%*
2023-2024	50	16	32%	34	68%
2022-2023	55	28	51%	27	49%
2021-2022	38	10	26%	28	74%
2020-2021	42	30	71%	12	29%
2019-2020	46	19	41%	27	59%
2018-2019	45	31	69%	14	31%
2017-2018	48	27	56%	21	44%

Program Objective D: To provide counseling training that is grounded in the latest knowledge in the field and is responsive to current and changing needs of the communities we serve, including attending to the intersecting identities of our clients/students within a social justice framework.

Data to be reviewed:

- Student Evaluations of Faculty and Supervisors
  - Student Evaluation of Teaching
  - Student Evaluation of P&I



PO D

CPAB Assessment

- In-person Advisory Board meetings ceased in 2021 due to COVID-19; the last in-person meeting was in March 2020.
- Since then, annual program updates and feedback requests have been sent via email. The most recent email was distributed to 2024–2025 Council/Board members in October 2024.
- Response rates to the program feedback survey have been consistently low.
- New Advisory Board members have been recruited for the current term and will meet for the first time in May 2025. This in-person meeting is intended to:
  - Reintroduce members to the program,
  - Foster new connections,
  - Improve engagement and future survey response rates.
- All members will receive the annual newsletter in August (also sent to students, faculty, and alumni).
- A second Advisory Board meeting (in person or virtual) is planned for fall 2025.

PO D

Student Evaluations of Faculty and Supervisors: Supervision

Background. In field experience courses, students complete the Counseling Program's Student Evaluation of P&I for Site and University Supervisors, with the following items:

- Overall, I was satisfied with the supervision I received from my Site Supervisor this semester.
- Overall, I was satisfied with the supervision I received from my University Supervisor this semester.

Findings. Program goal: 15% of fewer below 3; **program goal met.**

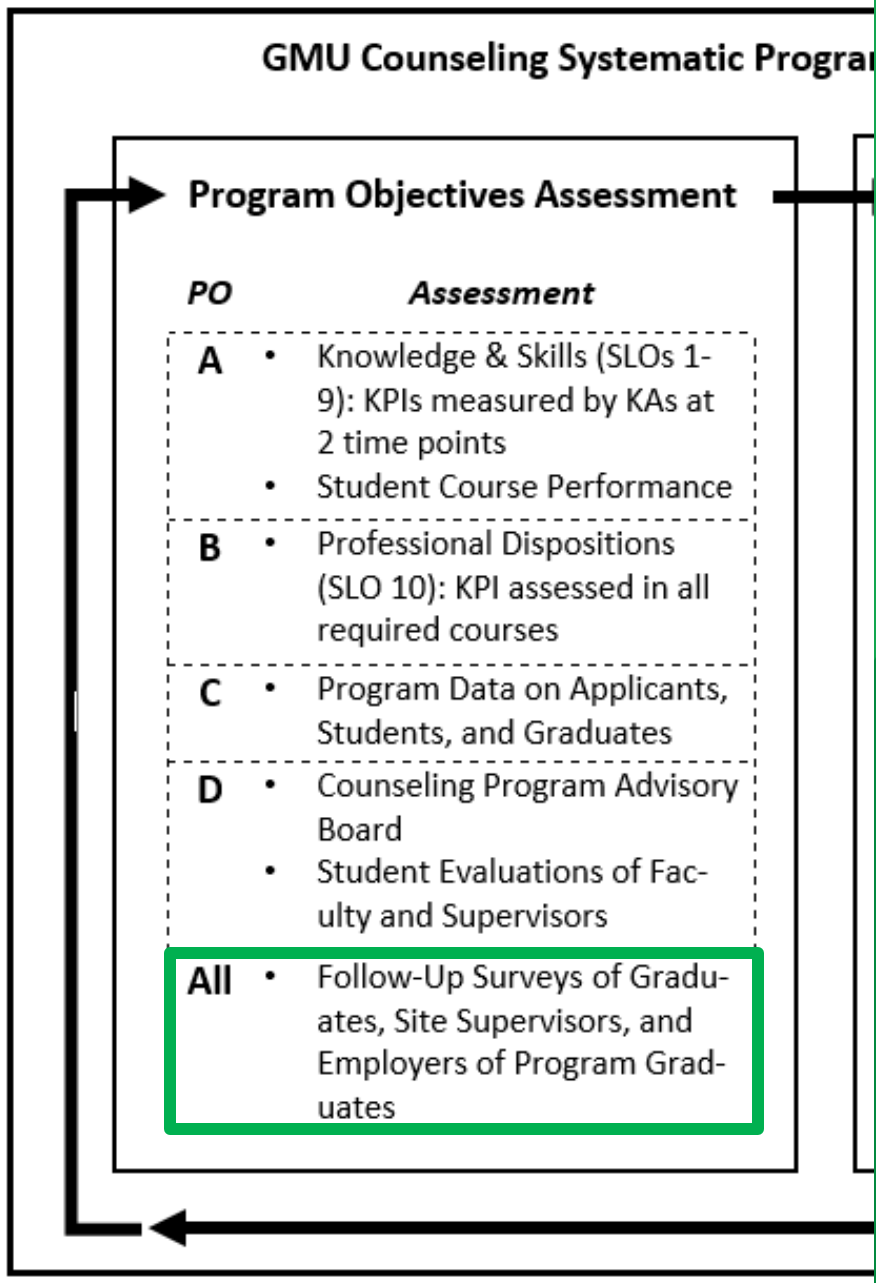
	Site Supervisor	University Supervisor
Strongly agree (5)	66%	82%
Agree (4)	21%	14%
Neutral (3)	10%	2%
Disagree (2)	4%	1%
Strongly disagree (1)	0%	1%

All Program Objectives:

- Program Objective A: To equip students with the knowledge and skills to become ethical and effective counselors in a complex society with diverse populations, with a concentration on practicing either as a clinical mental health counselor or a school counselor.
- Program Objective B: To prepare students with appropriate dispositions to engage in ethical, social justice focused counseling with an intersectional praxis, and to attend to growth, self-awareness, interpersonal relationships, and collaboration.
- Program Objective C: To recruit, support, and retain counseling students from diverse backgrounds.
- Program Objective D: To provide counseling training that is grounded in the latest knowledge in the field and is responsive to current and changing needs of the communities we serve, including attending to the intersecting identities of our clients/students within a social justice framework.

Data to be reviewed:

- Follow-Up Surveys of Graduates, Site Supervisors, and Employers



All POs

Follow Up Surveys of Graduates: Counseling Exit Survey

- Dec. 2023 and May 2024 graduates responded as follows (n = 46):

Evaluation Prompt:	Average
The Practicum and Internship Handbook helped me understand P&I	4.28
Expectations for the P&I process were clearly communicated.	4.37
Prior GMU Counseling Program coursework prepared me for P&I.	4.28
The practicum orientation meeting was helpful and covered necessary P&I elements	4.30
Program Objective A (knowledge & skills)	4.54
Program Objective B (dispositions)	4.61
Program Objective C (recruit & retain)	4.50
Program Objective D (current knowledge)	4.37

- Findings. Program goal: at least 3.0 out of 5.0; program goal met.
- Additional data: 76.09% are members of a counseling professional organization; 54% attended a program-sponsored professional/personal development activity

All POs

Follow Up Surveys of Graduates: **Alumni Placement Update Survey (8-13 mos. out)**

- Dec. 2023 and May 2024 graduates surveyed:
  - Total respondents = 35
    - Master's in school counseling = 11; CMHC/CAC = 24
  - Job placement: 97% (n=34) employed in counseling field
  - Credentialing exams: 100% of those who took a credentialing exam reported passing the exam (12 out of 12)
  - Two comments around improving preparation for licensure and navigating post-graduate professional steps.

Note: No program objective assessment on this survey

All POs

Follow Up Surveys of Graduates: **Alumni Satisfaction Survey (2-3 years out)**

- Dec. 2021 and May 2022 graduates responded as follows (n = 26):
  - SC master's = 12; CMHC/CAC master's = 13; certificate = 1
  - Job placement: 25/out of 26 employed in counseling field (96.15%)
  - Credentialing exams: 100% of those who took an exam reported passing (11/out of 11)
  - 7 respondents (30.43%) had received promotions, awards, or recognitions since graduating *(Note: 7 out of 23; 2 responses left blank and one 'N/A')*
  - 14 respondents (63.63%) have been involved in leadership, advocacy, or social justice professionally or personally since graduating *(Note: 14 out of 22; 3 'N/A' and one blank)*

PO A Average (knowledge & skills)	PO B Average (prof. disp.)	PO C Average (recruit & retain)	PO D Average (current knowledge)
4.5	4.67	4.65	4.73

- Findings. Program goal: at least 3.0 out of 5.0; goal was met.

All POs

Follow Up Surveys of Graduates: **Alumni Satisfaction Survey (2-3 years out)**

Anything else you'd like to share? (summary of comments)

- **Strong Program Impact**
  - "Excellent preparation for my current position."
  - "The program was relevant and current."
  - "Made me a better person and a better counselor."
- **Confidence and Career Readiness**
  - Alumni feel well-prepared to serve diverse populations.
  - Program focus on multiculturalism, social justice, and ethics cited as key strengths.
  - Internship experience described as "imperative to professional success."
- **Faculty and Coursework**
  - Instructors described as "amazing."
  - Courses seen as "thoughtful and enriching."
- **Professional Achievements**
  - Alumni presented at **NASPA 2023** and **ACPA 2024**.
  - Earned a **coaching certification** from InsideTrack.

All POs

Follow Up Survey of Site Supervisors: **Annual Site Supervisor Survey**

- Site supervisor respondents from AY 2023-2024 (Sum/Fall 23, Spr 24); n = 47
  - 20/40 respondents (50%) were also employers of GMU counseling grads (7 'unsure')

PO A Average (knowledge & skills)	PO B Average (prof. disp.)	PO C Average (recruit & retain)	PO D Average (current knowledge)
4.46	4.64	4.56	4.65

- Findings. Program goal: at least 3.0 out of 5.0; goal was met.

All POs

Follow Up Survey of Employers: **Employer Survey**

- Employer respondents of Dec. 22 and May 23 grads; n = 3

PO A Average (knowledge & skills)	PO B Average (prof. disp.)	PO C Average (recruit & retain)	PO D Average (current knowledge)
4.5	4.5	5	5

- Findings. Program goal: at least 3.0 out of 5.0; goal was met.
- Note: employer response rate was low; added an indicator on the site supervisor survey:
  - 100% of site supervisor respondents (n=3) were also employers – used this data as indicator of Employer feedback towards POs

Discussion of Program Modifications

- What assessment and/or processes should we revise?
- How do we ensure proposed changes get implemented?
- What changes to our program should we make based on the APRM data review?
- What additional program changes should we make?

CACREP 4.B. The counselor education program faculty demonstrate the use of the following to evaluate the program objectives: (1) aggregate student assessment data that address student knowledge, skills, and professional dispositions; (2) demographic and other characteristics of applicants, students, and graduates; and (3) data from systematic follow-up studies of graduates, site supervisors, and employers of program graduates.

Use table on following slide to document and ensure we are using all data

Summary of Annual Program Review Findings 2024

Overall Summary

- All program goals were met across student knowledge, skill, and disposition assessments.
- Strong graduate outcomes in employment, licensure, and satisfaction.
- Faculty teaching, supervision quality, and internship experience were positively rated.
- Advisory board engagement is being renewed to improve feedback.
- Areas for action include better tracking of “N/A” or missing data and attention to disaggregated outcome trends.

Graduation, Credentialing, and Job Placement Outcomes School Counseling:

- 16 graduates in 2023–2024.
- 100% eligibility for VDOE provisional licensure.
- 82% of students admitted in 2018–2019 completed within 6 years.
- 100% of surveyed alumni employed as school counselors.

Graduation, Credentialing, and Job Placement Outcomes Clinical Mental Health Counseling:

- 34 graduates in 2023–2024.
- 100% pass rate on NCMHCE or NCE (n=11).
- 100% of students from the 2018–2019 cohort completed within 6 years.
- 100% of surveyed alumni employed in counseling roles.

Summary of Annual Program Review Findings 2024 (cont.)

Program Objectives and Student Learning Outcomes (SLOs)

Program Objective A: Knowledge and Skills

- All **Key Performance Indicators (KPIs)** met the goal: ≤15% rated "Not Met."
- Disaggregated data (internal use) indicated possible disparities; action steps proposed.
- **All 9 SLOs met the program goal**, including Ethical practice, Cultural diversity, Human development, Career development, Counseling relationships, Group work, Assessment, Research, & CMHC and SC specialization skills

Program Objective B: Professional Dispositions

- Goal met across course levels for **SLO 10** (Professional Dispositions).
- Action step: Address missing or "N/A" PD data starting Fall 2024.

Program Objective C: Diversity Recruitment and Retention

- Applicant and student demographic data were reviewed (internal).
- Admission outcomes tracked by sub-group.
- Graduate data suggest successful outcomes in retention and graduation for diverse students.

Program Objective D: Responsive, Social Justice-Oriented Training

- **Teaching Evaluations**: All instructors received scores ≥3.0 (out of 5.0); goal met.
- **Supervision Evaluations**: Site and university supervisors received ≥3.0 satisfaction; goal met.
- **Advisory Board**: Limited engagement post-COVID; in-person meetings will resume May 2025.

Summary of Annual Program Review Findings 2024 (cont.)

Follow-Up Surveys: Exit Survey (n = 46):

- Average score ≥3.0; goal met.
- 97% job placement, 100% exam pass rate (n=12).
- 76% membership in professional orgs; 54% attended development events.

Follow-Up Surveys: 8-13 Month Alumni Survey (n = 26):

- 96.2% employed in counseling.
- 100% pass rate on credentialing exams (n=11).
- 30% reported professional awards; 64% involved in leadership or advocacy.

Follow-Up Surveys: 2-3 Year Alumni Survey:

- Goal of ≥3.0 met.
- Alumni praised:
  - Preparation for diverse settings.
  - Faculty and curriculum.
  - Internship experience.
  - Social justice and multicultural focus.

Site Supervisor Survey (n = 47):

- Program goals met.
- 50% also serve as employers.

Employer Survey:

- Goal met, but response rate was low.
- Supplemented by data from site supervisors who also serve as employers.

Prior APRMs

- APRM Fall 2021.pptx
- APRM Fall 2022.pptx
- APRM Fall 2023.pptx