

*15th Annual Clinical Mental Health Counseling Program Faculty Retreat
9/16/20*

Note: This retreat was held in September 2020 rather than May 2020 due to complications and delays experienced from the pandemic. The Spring 2020 semester was interrupted in March by the need to deliver all classes remotely. In addition, all meetings and annual events that typically occur “on the ground” were either cancelled or re-formatted.

1. Immediate needs

a. Comps update

- i. Local testing site spaces were not available to students for a Fall administration of the CPCE. Dr. McCurdy investigated options to use other instruments for comps. Faculty voted on the CECE (Counselor Education Comprehensive Exam) paper/pencil administration as a pilot.

2. Program outcomes and Data review

Review Current Assessment Plan

- Counselor Preparation Comprehensive Examination (CPCE-comps):
 - 100% of students passed; scores are closer to national average than ever before
- National Counselor Exam:
 - There are significant changes in the percentage of test questions from each core area; Dr. McCurdy will contact NBCC to ask about the structure of future administrations. 100% of students passed the NCE
- Counselor Skills Scale:
 - All Practicum students in Fall 2019 had satisfactory to excellent ratings.
- Counselor Skill & Personal Development Form (CSPD-RF)
 - All Internship students in Spring 2020 had satisfactory to excellent ratings.
- Supervisor Feedback Form:
 - Faculty reviewed feedback of students to site supervisors.
- Multicultural Counseling Knowledge and Awareness Scale (MCKAS):
 - results for 2019-2020:
 - Incoming FA 2017 mean: 69% (156/224)
 - Outgoing SP 2020 mean: 77% (174/224)
 - =12% increase: Program outcome met
- Employers of Graduates Survey (scheduled 2018-2019 but rescheduled for Spring 2021)
- Site supervisor Survey (scheduled 2019-2020 but rescheduled for Spring 2021) Interns will deliver these surveys by hand where convenient; faculty will identify supervisors and employers that are recent/current; Alumni will be asked through Facebook to deliver the survey to their current/former employers
- Alumni Survey (done 2017-2018)
- Site Supervisor Feedback from students-All faculty reviewed this feedback. Students reported an extremely high level of satisfaction with the quality of their site supervisor’s performance.
- Graduating Student Survey: Summary:
 - Graduating students endorsed the items on the survey generally between the “somewhat strong” and “very strong” likert scale rating. This indicated a high level of satisfaction with their experience in the program. Graduating students had a few

specific curricular suggestions and endorsed the increased emphasis on a trauma-focus. The support of faculty and the cohort group model were noted as significant. Students suggested that face to face vs. online courses were appreciated and preferred, and seemed to them to be a factor in their high level of preparedness for internship compared to other programs.

- Graduating Student Focus Group: Summary:
Graduating students generally reported a high level of satisfaction with their experience in the program. They reported a very diverse range of career plans. One theme was the level of appreciation for lab work and faculty observation and feedback. There was a variety of suggestions and an eagerness for more information on a range of some specific clinical interventions. There was appreciation expressed for the cohort model, smallness of the program, the support of having a close group, and the support from professors.

- Career Placement Data: 100% of graduates employed
- Faculty Evaluations: Data reported here is for Fall 2019 and Spring 2020. This does not include adjunct's evaluations, summer evaluations, and or evaluations for courses taught by faculty at the undergraduate level. The three most general rating categories are here (based on a 5 point scale):

Overall Learning – mean = 3.91 or 81%

Faculty overall – mean = 4.02 or 80.4%

Overall Quality – mean = 3.51 or 70.2%

*Note: The University is in the midst of a transition to a new course evaluation system. The scores here represent a very low response rate, of sometimes only one or two students in a class—which is one of the reasons why the transition is needed. In addition, the metrics used in the current evaluation system differ from the previous system. These ratings, although statistically correct, do not reflect the overall positive feedback reported by other data such as the graduating students survey and focus group, the site supervisor survey, and a historical track record of scores in the 4-5 point range.

- Enrollment management
 - Faculty/Student ratio: 1.0: 9.27
- Program Student Learning Outcomes (PSLOs): all SLOs were met
- Program Assessment Plan: all measures of the program assessment were met
- Vital Statistics
 - # of graduates from past year: 10
 - Completion rate: 75%
 - Licensure or certification exam pass rate: 100%
 - Employment rate: 100%

- Annual events review & future plans
 - Supervisor orientation/ training: Integrated and implemented role plays as part of training; site supervisors used counseling labs; positive feedback from supervisors
 - Student Orientation: Student feedback was positive; suggestion reflected below
 - Agency Night: Not conducted; change of instructors
 - Advisory Board Meeting: Not conducted due to pandemic; rescheduled for March 25, 2021

3. Feedback action items

- a. Student orientation shortened to allow students to access campus offices on that day.
- b. Decision made to not conduct Family and Crisis courses on-line based on student feedback
- c. Decision made to retain a 3-year program model based on:
 - i. Clinical placements
 - ii. Standardized assessments timing
 - iii. Faculty teaching loads
- d. Pandemic required course delivery changes

4. CACREP data gathering

- a. Prepared for and submitted mid-cycle report

5. Future planning

- Faculty retirement planning
- Need for technology updates for labs

6. Trauma infusion

- Faculty are completing trauma focused training
- Introduced trauma related modules into Crisis and Professional Counseling
- Plans to coordinate this effort so that there are connections throughout curriculum
- Kick-off with Erie Coalition for a Trauma Informed Community-Gannon alumni speakers