

Arcadia University's Graduate Program in Counseling
Annual Assessment of Program Effectiveness for the 2022-23 Academic Year

Description of Assessment

Each year, the Graduate Program in Counseling (GPC) evaluates its effectiveness in meeting its programmatic mission and objectives. This comprehensive multimethod evaluation system was developed by the GPC's core faculty and reviewed by the Master of Psychology and Counseling Accreditation Council (MPCAC) during the program's most recent reaccreditation cycle. Please see below for detailed results on all components of this annual evaluation system.

Summary of Findings

Results for the 2022-23 academic year indicate that the GPC was effective in meeting all targets with two slight exceptions. Specifically, the GPC met all defined targets regarding students' education and training in evidence-based counseling and multicultural competence in counseling. Additionally, the GPC met all but one target in the area of self-care and all but one target in the area of career development. For self-care, the unmet target was, "100% of students enrolled in Internship will have completed their personal counseling requirement by having their provider submit a letter indicating completion of at least six sessions." All but one student (96%) completed their personal counseling requirement prior to the start of the fall semester. For career development, the unmet target was: "100% of enrolled students will complete at least one professional development activity prior to graduation." Overall, 72% of students completed at least one approved professional development activity prior to graduation. Moreover, though these other targets were met, the findings also suggest room for growth in helping students to better learn the regulations to become a Licensed Professional Counselor (LPC) in Pennsylvania and in providing case presentations (as if they were doing so for an interview or job talk).

Planning & Modifications

Based on the results of this evaluation:

1. Students will be provided with additional reminders by program administrators to complete their personal counseling requirement prior to the start of the fall semester of their final year. These reminders will be sent via email and communicated during our yearly Practicum and Internship Workshops.
2. The core faculty recently redesigned the Student Support System for the GPC, starting the next academic year (2023-24). The upcoming changes will create a clearer separation between universal career guidance and targeted academic mentoring, which should provide students with a higher level of support in career guidance. Career guidance meetings will prioritize professional development, including discussion of how students can utilize their professional fund to complete professional development activities prior to graduation.
3. The core faculty will discuss whether changes are necessary in PY570 (Professional Issues of Counseling) to enhance education on the regulations to become a Licensed Professional Counselor (LPC) in Pennsylvania. Since the target was met, no immediate changes will be made until the core faculty is able to discuss this topic during the Fall 2023 semester.
4. The core faculty will discuss whether changes are necessary in PY630 (Internship Seminar) or other earlier courses to enhance training on providing case presentations. Since the target was met, no immediate changes will be made until the core faculty is able to discuss this topic during the Fall 2023 semester.

Detailed Results:

1. Goal: Graduates will demonstrate competency in evidence-based practice in counseling.

Core course: PY521: Research Methods, Design, & Evaluation

Measure: Second Reflection Paper

Students articulate a model of evidence-based counseling

Target: 80% of enrolled students will pass this assignment with a B or better.

Results: Target met: 94% of students passed this assignment with a B or better.

Measure: Final Exam

Students critique research and apply to treatment planning.

Target: 80% of enrolled students will pass this exam with a B or better.

Results: Target met: 94% of students passed this exam with a B or better.

Core course: PY572: Concepts of Mental Health and Mental Illness

Measure: Two Case Studies assignment

Students identify empirically supported treatment options.

Target: 80% of enrolled students will pass this assignment with a B or better.

Results: Target met: 100% of students passed this assignment with a B or better.

Core course: PY586: Theories & Techniques of Counseling

Measure: Second Conceptualization and Treatment Plan

Students apply theories to guide their conceptualization and treatment planning.

Target: 80% of enrolled students will pass this assignment with a B or better.

Results: Target met: 93% of students passed this assignment with a B or better.

Measure: In-person Role-play

Students apply relational skills.

Target: 80% of enrolled students will pass this assignment with a B or better.

Results: Target met: 100% of students passed this assignment with a B or better.

Core course: PY620: Advanced Counseling Techniques

Measure: Second Conceptualization and Treatment Plan

Students apply theories to guide their conceptualization and treatment planning.

Target: 80% of enrolled students will pass this assignment with a B or better.

Results: Target met: 95% of students passed this assignment with a B or better.

Measure: Role-play

Students apply relational skills.

Target: 80% of enrolled students will pass this assignment with a B or better.

Results: Target met: 100% of students passed this assignment with a B or better.

Core course: PY626: Assessment in Counseling

Measure: Test Presentation (Segments 1 & 2)

Students evaluate the strengths and limitations of testing instruments for a hypothetical client and interpret results based on fictional administration.

Target: 80% of enrolled students will pass these assignments with a B or better.

Results: Target met: 100% of students passed this assignment with a B or better.

Program-wide evaluation: Biannual Student Surveys

Measure: Item: *Please rate the level of training you have received so far in each curricular area: Understanding and applying an evidence-based approach in counseling.*

Target: 80% of responding students with 30 credits or more will report Adequate to Excellent.

Results: Target met: 100% of respondents reported Adequate to Excellent.

Program-wide evaluation: Annual Alum Surveys

Measure: Item: *Please rate the level of training you received at Arcadia in each curricular area: Understanding and applying an evidence-based approach in counseling.*

Target: 80% of responding alums will report Adequate to Excellent.

Results: Target met: 100% of respondents reported Adequate to Excellent.

2. Goal: Graduates will demonstrate competency in multicultural practice in counseling.

Core course: PY572: Concepts of Mental Health and Mental Illness

Measure: Two Case Studies assignment

Students describe cultural variations in the presentations of mental illnesses and cultural biases in diagnoses.

Target: 80% of enrolled students will pass this assignment with a B or better.

Results: Target met: 100% of students passed this assignment with a B or better.

Core course: PY626: Assessment in Counseling

Measure: Test Presentation (Segments 1 & 2)

Students evaluate the multicultural sensitivity of testing instruments for a hypothetical client and interpret results based on fictional administration.

Target: 80% of enrolled students will pass these assignments with a B or better.

Results: Target met: 100% of students passed this assignment with a B or better.

Core labs: PY572L and PY688L: Multicultural Self-Awareness Labs

Measure: Six workshops delivered by multicultural experts to promote self-awareness of own identities, privilege, and biases

Students attend all labs and meet participation requirements (or meet make-up requirements).

Target: 100% of enrolled students will pass these labs with an S (Satisfactory).

Results: Target met: 100% of students earned an S (Satisfactory).

Core labs: PY630L and PY631L: Multicultural Knowledge Labs

Measure: Six workshops delivered by multicultural experts on working with clients with various multicultural identities

Students attend all labs and meet participation requirements (or meet make-up requirements).

Target: 100% of enrolled students will pass these labs with an S (Satisfactory).

Results: Target met: 100% of students earned an S (Satisfactory).

Core course: PY688: Cultural Bases of Counseling

Measure: Journal Writing

Students complete five journal reflecting on content from readings and lectures.

Target: 80% of enrolled students will earn B or better average across journals.

Results: Target met: 100% of students passed this assignment with a B or better.

Measure: Critical Interaction/Relationship Analysis

Students are asked to analyze a cross-cultural interaction and apply course concepts and how they could have interacted differently.

Target: 80% of enrolled students will pass this assignment with a B or better.

Results: Target met: 100% of students passed this assignment with a B or better.

Program-wide evaluation: Biannual Student Surveys

Measure: Item: *Please rate the level of training you have received so far in each curricular area: Understanding and applying a multicultural approach in counseling.*

Target: 80% of responding students with 30 credits or more will report Adequate to Excellent.

Results: Target met: 100% of respondents reported Adequate to Excellent.

Program-wide evaluation: Annual Alum Surveys

Measure: Item: *Please rate the level of training you received at Arcadia in each curricular area: Understanding and applying a multicultural approach in counseling.*

Target: 80% of responding alums will report Adequate to Excellent.

Results: Target met: 100% of respondents reported Adequate to Excellent.

3. Goal: Graduates will display competency to pursue their specific careers in counseling

Core course: PY500: Educational and Career Counseling

Measure: Career Assessment

Students complete a career assessment through Arcadia's Career Office to gain knowledge of personal career skills, interests, and options.

Target: 80% of enrolled students will pass these assignments with a B or better.

Results: Target met: 100% of students passed this assignment with a B or better.

Measure: Current CV/Resume and Cover Letter

Students develop resumes and cover letters and seek feedback from peers.

Target: 80% of enrolled students produce resumes and cover letters and receive feedback from classmates.

Results: Target met: 100% of students passed this assignment with a B or better.

Core course: PY570: Professional Issues of Counseling

Measure: Mock/Informational Interview

Students complete a mock interview via Arcadia's Career Office or an informational interview of a professional working in the field.

Target: 80% of enrolled students will pass these assignments with a B or better.

Results: Target met: 100% of students passed this assignment with a B or better.

Measure: Quiz on Pennsylvania Licensure Regulations

Students demonstrate knowledge of regulations to become a Licensed Professional Counselor (LPC) in Pennsylvania.

Target: 80% of enrolled students will pass these assignments with a B or better.

Results: Target met: 82% of students passed this assignment with a B or better.

Core course: PY630 and PY631: Internship

Measure: Securing an Internship position by start of Fall semester

Students search and secure off-campus internship positions with the support of GPC administrators and faculty.

Target: 90% of enrolled students will secure an Internship position by the start of the Fall semester.

Results: Target met: 100% of students secured an Internship position by the start of the Fall 2022 semester.

Measure: Case Presentation (PY630)

Students provide a case presentation as if they were doing so for an interview or *job talk*.

Target: 80% of enrolled students will pass these assignments with a B or better.

Results: Target met: 88% of students passed this assignment with a B or better. Of note, this target was met in 3 of 4 Internship Seminar (PY630) sections. In the section that did not meet this target, 5 of 8 students (63%) passed with a B or better.

Measure: Process Recording Presentation (PY631)

Students provide a case presentation as if they were doing so for an interview or *job talk*.

Target: 80% of enrolled students will pass these assignments with a B or better.

Results: Target met: 100% of students passed this assignment with a B or better.

Measure: Interview of Distinguished Alum

Students conduct an interview of a recent alum of Arcadia's GPC to gather information about pursuing licensure and counseling careers.

Target: 80% of enrolled students will pass this assignment with an S (Satisfactory).

Results: Target met: 100% of students passed this assignment with an S (Satisfactory).

Measure: Professional Development

Students complete professional development activities (e.g., workshops, presentations, webinars, conferences, etc.) with the aid of their professional development fund.

Target: 100% of enrolled students will complete at least one approved professional development activity prior to graduation.

Results: Target unmet: 72% of students completed at least one approved professional development activity prior to graduation.

Measure: Successfully completing an Internship by end of the spring semester

Students complete their target hours and attend an Internship Seminar course.

Target: 90% of enrolled students will earn final grades of B or better in both PY630 and PY631.
Results: Target met: 96% of students passed PY630 and 100% of students passed PY631 with a B or better.

Program-wide evaluation: Biannual Student Surveys

Measure: Item: *Please rate the level of training you have received at Arcadia so far in each curricular area: Understanding and applying career development strategies to attain desired position in the field.*

Target: 80% of responding students with 30 credits or more will report Adequate to Excellent.

Results: Target met: 88% of respondents reported Adequate to Excellent.

Measure: Item: *Please rate the level of education you have received so far in each area: Understanding state requirements for licensure.*

Target: 80% of responding students with 30 credits or more will report Adequate to Excellent.

Results: Target met: 100% of respondents reported Adequate to Excellent.

Program-wide evaluation: Annual Alum Surveys

Measure: Item: *Please rate the level of training you received at Arcadia in each curricular area: Understanding and applying career development strategies to attain desired position in the field.*

Target: 80% of responding alums will report Adequate to Excellent.

Results: Target met: 89% of respondents reported Adequate to Excellent.

Measure: Items: *Are you currently licensed to practice professional counseling in the United States (LPC or equivalent)?*

Target: 65% of responding alums who graduated at least three years ago (and indicated that their current or intended job requires a license) will report that they are currently licensed (LPC or equivalent).

Results: 100% of respondents who graduated at least three years ago (and indicated that their current or intended job requires a license) reported that they are currently licensed (LPC or equivalent).

4. Goal: Graduates will exhibit skills needed to incorporate self-care into their careers.

Core course: PY570: Professional Issues of Counseling

Measure: Self-care Plan assignment

Students design, implement, and track a personal self-care plan.

Target: 80% of enrolled students will pass these assignments with a B or better.

Results: Target met: 100% of students passed this assignment with a B or better.

Core labs: PY572L and PY688L: Multicultural Self-Awareness Labs

Measure: Six workshops delivered by multicultural experts to promote understanding of the impacts of oppressions on self and others

Students attend all labs and meet participation requirements (or meet make-up requirements).

Target: 100% of enrolled students will pass these labs with an S (Satisfactory).

Results: Target met: 100% of students earned an S (Satisfactory).

Program-wide policy: Personal Counseling Requirement

Measure: Personal Counseling (students matriculated in Fall 2017 and beyond)

Prior to starting PY630 (Internship), students complete at least six sessions of individual counseling.

Target: 100% of students enrolled in Internship will have completed their personal counseling requirement by having their provider submit a letter indicating completion of at least six sessions.

Results: Target unmet: All but one student (96%) completed their personal counseling requirement prior to the start of the fall semester.

Program-wide evaluation: Biannual Student Surveys

Measure: Item: *Please rate the level of training you have received so far in each curricular area: Understanding and applying personal self-care for counselors.*

Target: 80% of responding students with 30 credits or more will report Adequate to Excellent.

Results: Target met: 88% of respondents reported Adequate to Excellent.

Program-wide evaluation: Annual Alum Surveys

Measure: Item: *Please rate the level of training you received at Arcadia in each curricular area: Understanding and applying personal self-care for counselors.*

Target: 80% of responding alums will report Adequate to Excellent.

Results: Target met: 93% of respondents reported Adequate to Excellent.