

Saybrook University
MA Counseling Program
Annual Assessment Report
Report date: June 2024

The program faculty, in the Counseling program, meet annually to review our program, including our Program Learning Outcomes (PLO) data, and the Council for the Accreditation of Counseling and Related Educational Program (CACREP) Key Performance Indicator (KPI) data. During this meeting, we also review survey data of alumni, site supervisors, and current student feedback. This report will describe the data collected and the action steps planned by the program faculty.

Data Collected within the Program

Program Learning Outcomes (PLOs)

The program learning outcomes were directly born out of the department's core values. These PLOs are measured at two points across the curriculum, and the data is used to help inform any curricular changes needed. In addition to the data collected within the program, PLOs are also measured in our external surveys, however data for external surveys are not collected annually and thus not included in this report.

The following table reports the Fall 2023 & Spring 2024 PLO assessment data.

Program Learning Outcome 1 (PLO 1)			
Upon completing the program, students will demonstrate an ability to assess, integrate and respond to individual and relational dynamics within a systemic framework.			
	Assessment In	Results	Reflections and Action Steps
Initial Course Assessed	COUN 2010 Structure and Dynamics of the Family	N=50 0% (n=0) Demonstrating competency 88% (n=44) Developing Competency 12% (n=6) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	COUN 2510 Relationship and Family Intervention	Course not offered in Spring 2024 due to curriculum resequencing.	N/A
Program Learning Outcome 2 (PLO 2)			
Upon completing the program, students will be able to discern the elements of an effective therapeutic alliance and demonstrate the ability to co-construct and maintain a counseling relationship.			
	Assessment In	Results	Reflections and Action Steps
Initial Course Assessed	COUN 2500 Basic Counseling Skills	N= 57 0% (n=0) Demonstrating competency 95% (n=54) Developing Competency 5% (n=3) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.

Secondary Course Assessed	COUN 8152 Counseling Practicum	N= 27 93% (n=25) Demonstrating competency 7% (n=2) Developing Competency 0% (n=0) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Program Learning Outcome 3 (PLO 3) Upon completing the program, students will be able to examine and demonstrate an understanding of diverse experiences and the role of privilege, marginalization, and how aspects of power impact individual, familial, group and community experiences.			
	Assessment In	Results	Reflections and Action Steps
Initial Course Assessed	COUN 2560 Cultural Humility and Responsiveness	N= 20 0% (n=0) Demonstrating competency 85% (n=17) Developing Competency 15% (n=3) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	COUN 2562 Crisis and Trauma Intervention	N= 42 90% (n=38) Demonstrating competency 7% (n=3) Developing Competency 2% (n=1) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Program Learning Outcome 4 (PLO 4) Upon completing the program, students will have demonstrated the ability to critique and synthesize theory as they integrate this knowledge into their counseling practice.			
	Assessment In	Results	Reflections and Action Steps
Initial Course Assessed	COUN 2025 Counseling Theories	N= 57 0% (n=0) Demonstrating competency 96% (n=55) Developing Competency 4% (n=2) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	COUN 8154 Internship II	N= 31 100% (n=31) Demonstrating competency 0% (n=0) Developing Competency 0% (n=0) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Program Learning Outcome 5 (PLO 5) Upon completing the program, students will illustrate their role in advocating for individual and social change by utilizing effective communication skills across dialogues with peers, clients, supervisors and faculty.			
	Assessment In	Results	Reflections and Action Steps
Initial Course Assessed	COUN 6020 Lifespan Development	N= 59 0% (n=0) Demonstrating competency 95% (n=56) Developing Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.

		5% (n=3) Limited Competency	
Secondary Course Assessed	COUN 2555 Advanced Child and Adolescent Counseling	N= 80 93% (n=74) Demonstrating competency 4% (n=3) Developing Competency 4% (n=3) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Program Learning Outcome 6 (PLO 6) Upon completing the program, students will be able to apply relevant professional ethical codes to guide their work and ethical decision making.			
	Assessment In	Results	Reflections and Action Steps
Initial Course Assessed	COUN 2650 Professional Orientation and Ethical Practice	N= 54 0% (n=0) Demonstrating competency 85% (n=46) Developing Competency 15% (n=8) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	COUN 2531 Group Counseling and Psychotherapy	N= 33 94% (n=31) Demonstrating competency 3% (n=1) Developing Competency 3% (n=1) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Program Learning Outcome 7 (PLO 7) Upon completing the program, students will use professional literature, research and best practices to support individual, familial, group and community change.			
	Assessment In	Results	Reflections and Action Steps
Initial Course Assessed	COUN 1023 Understanding Research and Evaluation	N= 45 0% (n=0) Demonstrating competency 96% (n=43) Developing Competency 4% (n=2) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	COUN 2050 Psychopathology and Diagnosis	N= 41 98% (n=40) Demonstrating competency 0% (n=0) Developing Competency 3% (n=1) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Program Learning Outcome 8 (PLO 8) Upon completing the program, students will be able to describe the relationship between their "self" as a therapist, their professional identity as a counselor, and their responsibility to serve clients and the community.			
	Assessment In	Results	Reflections and Action Steps
Initial Course Assessed	COUN 2500 Basic Counseling Skills	N= 57 0% (n=0) Demonstrating competency 95% (n=54) Developing Competency 5% (n=3) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.

Secondary Course Assessed	8154 Internship II	N= 31 100% (n=31) Demonstrating competency 0% (n=0) Developing Competency 0% (n=0) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
--	--------------------	--	--

Key Performance Indicators

As required in the CACREP standards, the program faculty identified nine Key Performance Indicators, eight in the core standards, and one in the mental health standards, and have assessed these at two different points in time. Each KPI is measured in a specific assignment in the course.

The following table reports the Fall 2023 & Spring 2024 KPI assessment data.

Key Performance Indicator 1 (KPI 1) 2.F.1.i - ethical standards of professional counseling organizations and credentialing bodies, and applications of ethical and legal considerations in professional counseling				
	Assessed In	Assignment	Results	Reflections and Action Steps
Initial Course Assessed	COUN 2650 Professional Orientation and Ethical Practice.	Ethics Forums, Ethical Decision Making Collaborative Presentation	N= 54 0% (n=0) Demonstrating competency 98% (n=53) Developing Competency 2% (n=1) Limited Competency	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	COUN 8154 Internship II	Written Case Study	N= 31 100% (n=31) Demonstrating competency 0% (n=0) Developing Competency 0% (n=0) Limited Competency	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Key Performance Indicator 2 (KPI 2) 2.F.2.c - multicultural counseling competencies				
	Assessed In	Assignment	Results	Reflections and Action Steps
Initial Course Assessed	COUN 2560 Cultural Humility and Responsiveness	Culturally Responsive Counselor Identity and Growth Reflection	KPI was not assessed due to assignment change as part of curriculum revisions.	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	COUN 2562 Crisis and Trauma Intervention	Trauma Theory & Intervention Case Study Paper	N= 42 79% (n=33) Demonstrating competency 19% (n=8) Developing Competency 2% (n=1) Limited Competency	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Key Performance Indicator 3 (KPI 3) 2.F.3.f - systemic and environmental factors that affect human development, functioning, and behavior				

	Assessed In	Assignment	Results	Reflections and Action Steps
Initial Course Assessed	COUN 6020 Lifespan Development	Interview 2	KPI was not assessed due to assignment change as part of curriculum revisions.	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	COUN 2555 Advanced Child and Adolescent Counseling	Special Topic Presentation	KPI was not assessed due to assignment change as part of curriculum revisions.	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Key Performance Indicator 4 (KPI 4) 2.F.4.e - strategies for assessing abilities, interests, values, personality and other factors that contribute to career development				
	Assessed In	Assignment	Results	Reflections and Action Steps
Initial Course Assessed	COUN 2532 Career Development	Career Review/ Interview	Course offered in Sum 24, not included in AY 23-24 report.	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	COUN 2031 Assessment and Testing	Week 6 Paper	Course offered in Sum 24, not included in AY 23-24 report.	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Key Performance Indicator 5 (KPI 5) 2.F.5.g - essential interviewing, counseling, and case conceptualization skills				
	Assessed In	Assignment	Results	Reflections and Action Steps
Initial Course Assessed	COUN 2500 Basic Counseling Skills	Mock Session Self Critique	N= 57 0% (n=0) Demonstrating competency 91% (n=52) Developing Competency 9% (n=5) Limited Competency	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	8154 Internship II	Written Case Study	N= 31 100% (n=31) Demonstrating competency 0% (n=0) Developing Competency 0% (n=0) Limited Competency	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Key Performance Indicator 6 (KPI 6) 2.F.6.d - characteristics and functions of effective group leaders				
	Assessed In	Assignment	Results	Reflections and Action Steps

Initial Course Assessed	COUN 2531 Group Counseling and Psychotherapy	Group Counseling Proposal	KPI was not assessed due to assignment change as part of curriculum revisions.	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	8154 Internship II	Written Case Study	N= 31 100% (n=31) Demonstrating competency 0% (n=0) Developing Competency 0% (n=0) Limited Competency	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Key Performance Indicator 7 (KPI 7) 2.F.7.c - procedures for assessing risk of aggression or danger to others, self-inflicted harm, or suicide				
Initial Course Assessed	Assessed In	Assignment	Results	Reflections and Action Steps
	COUN 2500 Basic Counseling Skills	Week 11&12 Discussion	N= 57 0% (n=0) Demonstrating competency 95% (n=54) Developing Competency 5% (n=3) Limited Competency	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	COUN 2562 Crisis and Trauma Intervention	Crisis Intervention Role Play	N= 42 71% (n=30) Demonstrating competency 21% (n=9) Developing Competency 7% (n=3) Limited Competency	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Key Performance Indicator 8 (KPI 8) 2.F.8.a - the importance of research in advancing the counseling profession, including how to critique research to inform counseling practice				
Initial Course Assessed	Assessed In	Assignment	Results	Reflections and Action Steps
	COUN 1023 Understanding Research and Evaluation	Scholar-Practitioner Paper	KPI was not assessed due to assignment change as part of curriculum revisions.	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	COUN 2950 Psychopathology and Diagnosis	Case Study Paper	N= 41 95% (n=39) Demonstrating competency 2% (n=1) Developing Competency 2% (n=1) Limited Competency	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Key Performance Indicator 9 (KPI 9) 5.C.3.a - intake interview, mental status evaluation, biopsychosocial history, mental health history, and psychological assessment for treatment planning and caseload management				

	Assessed In	Assignment	Results	Reflections and Action Steps
Initial Course Assessed	COUN 2050 Psychopathology and Diagnosis	Case Study Paper	N= 41 83% (n=34) Demonstrating competency 12% (n=5) Developing Competency 5% (n=2) Limited Competency	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	8154 Internship II	Written Case Study	N= 31 100% (n=31) Demonstrating competency 0% (n=0) Developing Competency 0% (n=0) Limited Competency	All courses and KPIs placements are being assessed as part of the 2024 CACREP self-study.

Overall Findings

In the 2023-2024 academic year, KPI and PLO assessment was conducted as a collaborative approach between instructional faculty and the Associate Department Chair overseeing program assessment. This yielded greater consistency in developmental competency ratings across course sections. As a result, each rating spread for the PLO and KPIs demonstrated a better assessment of the cumulative student developmental progression. Ratings now more clearly show majority of students as accurately assessed as developing competency at the first point of assessment and as demonstrating competency at the second point of assessment. Students who were rated as limited competency at each point were also identified by faculty as needing additional personal and professional developmental support. Most of these students were engaged in a remediation process to aid their development.

All courses are in the process of curriculum review and several KPIs and PLOs were not assessed in the 2023-2024 academic year due to revision in preparation for the department's 2025 CACREP self-study. The department is currently in the process of identifying new KPIs for alignment with the 2024 CACREP standards. New KPIs will be integrated into the 2024-2025 curriculum and assessed in the next academic year.

Throughout the 2023-2024 AY, the program assessment process was reviewed for areas of strength and of challenges in preparation for the 2024 CACREP standards revisions. Additionally, Saybrook University will begin piloting new assessment data collection and reporting Canvas integration software. Planned changes to the program assessment process include a new scoring rubric to better control interrater reliability, new KPIs with related assignments, and new Canvas rubrics to allow for assessment within course assignments. In addition to cumulative student assessment, the new assessment process will be better suited to track and report individual student progression.

External Survey Data

In addition to the internal data that is collected, the program faculty surveys graduates of the program, as well as their site supervisors. The surveys align with our program objectives and CACREP assessment areas were launched in Spring 2016. Given the geographic diversity of our student population, sites are infrequently reused. We send out our graduate and alumni surveys biannually in the summer, with the hope of an increase in response rate, but the most recent attempt to survey both groups yielded little to no data. Our return rate was too low for any meaningful results. As part of the 2025 CACREP self-study, we are reviewing our survey process with the Office of Institutional Research to improve response rates.