Saybrook University
PhD Counselor Education and Supervision
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. Student progress is reviewed through academic performance and Personal and Professional Disposition review. 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 core values, and expand on our MA level learning outcomes. These PLOs are measured at two points in time over the full length of the program, 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. The following table describes the findings from Fall 2023 – Spring 2024.

Fall 2023 – Spring 2024 Program Learning Outcomes Assessment Data

Program Learning Outcome 1 (PLO 1) Demonstrate an advanced 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	Initial Course: CES 7010 Supervision and Consultation (Fall)	N= 3 0% (n=0) Demonstrating competency 100% (n=3) Developing Competency 0% (n=0) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	Final Course: CES 7085 Comprehensive Exam	Not assessed due to assignment change as part of curriculum revisions.	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Program Learning Outcome 2 (PLO 2) Discern the elements of an effective therapeutic alliance and demonstrate the ability to co-construct and maintain a counseling relationship. In addition, students will show a high level of competency in supporting MA level students in gaining these skills-demonstrated in teaching and/or supervision.			
	Assessment In	**Results**	**Reflections and Action Steps**

Initial Course Assessed	Initial Course: CES 7010 Supervision and Consultation (Fall)	N= 3 0% (n=0) Demonstrating competency 100% (n=3) Developing Competency 0% (n=0) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	Final course: CES 7080 Advanced Internship II (Fall & Spring)	N=9 100% (n=9) 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 3 (PLO 3)
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 – including skills in exploring these areas with MA level students.

	Assessment In	**Results**	**Reflections and Action Steps**
Initial Course Assessed	Initial Course: CES 7015 Cultural Responsiveness and Advocacy (Fall)	N=3 0% (n=0) Demonstrating competency 1% (n=33) Developing Competency 67% (n=2) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	Final course: CES 7085 Comprehensive Exam	Not assessed due to assignment change as part of curriculum revisions.	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.

Program Learning Outcome 4 (PLO 4)
Demonstrate an advanced ability to apply, critique, and synthesize theory as they integrate this knowledge into their teaching and supervision

	Assessment In	**Results**	**Reflections and Action Steps**
Initial Course Assessed	Initial Course: 7025 Instructional Theories and Practice (Spring)	N=10 0% (n=0) Demonstrating competency 90% (n=9) Developing Competency 10% (n=1) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	Final Course: CES 7080 Advanced Internship II (Fall & Spring)	N=9 100% (n=9) 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)

Utilize effective communication skills to advocate for individual social change within their advanced clinical work, supervision, and teaching.			
	Assessment In	**Results**	**Reflections and Action Steps**
Initial Course Assessed	Initial Course: CES 7035 Introduction to Counselor Education and Supervision (Fall)	N=7 0% (n=) Demonstrating competency 100% (n=7) Developing Competency 0% (n=0) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	Final Course: CES 7027 Community Leadership and Engagement (Spring)	N=5 100% (n=5) 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 6 (PLO 6) Apply relevant professional ethical codes and ethical decision making to guide their clinical work, supervision, and teaching.			
	Assessment In	**Results**	**Reflections and Action Steps**
Initial Course Assessed	Initial Course: CES 7035 Introduction to Counselor Education and Supervision (Fall)	N=8 0% (n=0) Demonstrating competency 100% (n=8) Developing Competency 0% (n=0) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	Final Course: CES 7020 Leadership, Advocacy, and Ethics (Fall)	N=7 100% (n=7) 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 7 (PLO 7) Utilize professional literature, research knowledge and best practices to generate original research to support counselor development and preparation, as well as to support individual, familial, group and community change.			
	Assessment In	**Results**	**Reflections and Action Steps**
Initial Course Assessed	Initial Course: CES 7050 Quantitative Research Methodologies (Spring)	N=10 0% (n=0) Demonstrating competency 80% (n=8) Developing Competency 20% (n=2) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	Final Course: CES 8000 C Dissertation	N=1 100% (n=1) 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 8 (PLO 8)			

	Describe, demonstrate, and teach MA level students the relationship between their "self" as 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	Initial Course: CES 7000 Advanced Theories and Practice (Spring)	N=5 0% (n=0) Demonstrating competency 100% (n=)5 Developing Competency 0% (n=0) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	Final Course: CES 7085 Comprehensive Exam (Fall)	Not assessed due to assignment change as part of curriculum revisions.	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 5 Key Performance Indicators, and have assessed these at two different points in time. For these measures, some are attached to single assignments, and others are assessed more broadly within a specific course. The following tables report the Fall 2023 and Spring 2024 KPI assessment data.

Fall 2023 – Spring 2024 Key Performance Indicator Assessment Data

Key Performance Indicator 1 (KPI 1) CACREP Standard 6.B.1.f: Ethical and culturally relevant counseling in multiple settings				
	Assessed In	**Assignment**	**Results**	**Reflections and Action Steps**
Initial Course Assessed	CES 7000 Advanced Theories and Practice (Spring)	Theories Paper	N=5 0% (n=0) Demonstrating competency 80% (n=4) Developing Competency 20% (n=1) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	CES 7070 Advanced Practicum	Final Reflection Paper	Course offered in Sum 24, not included in AY 23-24 report.	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Key Performance Indicator 2 (KPI 2) CACREP standard 6.B.2.i: Evaluation, remediation, and gatekeeping in clinical supervision				
	Assessed In	**Assignment**	**Results**	**Reflections and Action Steps**
Initial Course Assessed	CES 7010 Supervision and Consultation	Week 2 Discussion/ Collaboration	N=4 0% (n=0) Demonstrating competency	All courses and PLO placements are being assessed as part of the

		Padlet: Gatekeeping	100% (n=4) Developing Competency 0% (n=0) Limited Competency	2024 CACREP self-study.
Secondary Course Assessed	CES 7080 Advanced Internship II (Fall and Spring)	Personal Learning Reflection Paper	N=9 100% (n=9) 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 Indicator 3 (KPI 3)
CACREP standard 6.B.3.b: Pedagogy and teaching methods relevant to counselor education

	Assessed In	Assignment	Results	Reflections and Action Steps
Initial Course Assessed	CES 7025 Instructional Theories and Practice (Spring)	Teaching Philosophy Statement	N=10 0% (n=0) Demonstrating competency 100% (n=10) Developing Competency 0% (n=0) Limited Competency	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	CES 7080 Advanced Internship II (Fall and Spring)	Personal Learning Reflection Paper	N=9 100% (n=9) 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 Indicator 4 (KPI 4)
CACREP standard 6.B.4.l: Ethical and culturally relevant strategies for conducting research

	Assessed In	Assignment	Results	Reflections and Action Steps
Initial Course Assessed	CES 7055 Qualitative Research Methodologies (Fall)	Research Method Review and Paper and Presentation	Not assessed due to assignment change as part of curriculum revisions.	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	CES 8000C Dissertation	Dissertation	N=1 100% (n=1) 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 Indicator 5 (KPI 5)
CACREP standard 6.B.5.k: Strategies of leadership in relation to current multicultural and social justice issues.

	Assessed In	Assignment	Results	Reflections and Action Steps
Initial Course Assessed	CES 7015 Cultural Responsiveness and Advocacy (Fall)	Final Paper: Integration of Anti-oppressive and Culturally Responsive Practice in CES	Not assessed due to assignment change as part of curriculum revisions.	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.
Secondary Course Assessed	CES 7085 Comprehensive Exam	Exam	Not assessed due to assignment change as part of curriculum revisions.	All courses and PLO placements are being assessed as part of the 2024 CACREP self-study.

Overall Findings

Spring of 2024 marked our first dissertation defense in the Counselor Education and Supervision PhD program. As a result, we were able to include our final assessment point for KPI 4. Additionally, our sample sizes are larger in the 2023-2024 academic year due to increased enrollment allowing for more meaningful assessment in most KPIs and PLOs. Assessment data shows the majority of students are 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.

The KPI and PLOs for the CES 7085 Comprehensive Exam were not assessed in the 2023-2024 academic year. The exam process in CES 7085 Comprehensive Exam course was determined to not adequately meet the KPI and PLO learning objections, nor adequately prepare students for dissertation scholarship. A new Comprehensive Exam process was developed and is better aligned with the program goals of evaluating CES identity development and rigorous scholarship, however, it no longer aligns with the previous KPI or PLOs. This course will be included in the curriculum review to determine placement of KPIs and PLOs for alignment with the 2024 CACREP standards.

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 course revision in preparation for the department's 2025 CACREP self-study. The counseling department is currently in the process of identifying and assigning new KPIs to courses 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

No external data were collected during this academic year. At this point in our program, we do not have any program graudates, and a very small group of site supervisors, which is too small to protect privacy or have meaningful data to review. Our first student defended their dissertation in Spring 2024 and is expected to graduate in Summer 2024. Additionally, we have several students in the following cohorts who are expected to complete the degree program in the upcoming year. We anticipate being able to collect data from our graduates in the upcoming year. As part of the 2025 CACREP self-study, we are reviewing our survey process with the Office of Institutional Research to improve the collection of meaningful data from site supervisors.