

Clinical Mental Health Counseling Program Annual Report
2022-2023
Springfield College
August 2023

The faculty of the Springfield College Clinical Mental Health Counseling program are dedicated to engaging in ongoing program assessment and evaluation to continuously improve the learning experiences of our students. As part of this process, we are providing an annual report on our program evaluation activities to stakeholders and the public. This annual report is available on our program website in August of each year.

The Counseling Department at Springfield College (Face to Face and Virtual pathways) has eight core counseling faculty, three of whom have specialization in Clinical Mental Health Counseling. The Clinical Mental Health Counseling program is also supported by three adjuncts, two of whom are alumni, and who have extensive clinical experience in community mental health and substance use interventions.

Key Program Statistics from the Past Year

Face-to-Face Pathway, Springfield, MA, Main Campus Clinical Mental Health Counseling Program

The graduate program has a total of 64 students currently enrolled (55 full-time and nine part-time). The program also has eight full-time and three part-time adjunct faculty members who teach the CACREP accredited curriculum.

During the 2022-2023 academic year:

- 20 students graduated from the program, and all found employment.
- Two students withdrew and two took medical leaves of absence.
- Demographic data indicates the program serves approximately 30% of students from marginalized groups.
- The average program completion was (90%) in two years and (100%) within three years.
- The pass rate for the state licensure counselor exam is 91% (based on student self-report).
- The job placement rate for our graduates is 100%.

Virtual Pathway Clinical Mental Health Counseling Program

The virtual campus program has a total of 30 students currently enrolled (24 full-time and six part-time).

During the 2022-2023 academic year:

- Six students graduated from the program.
- Two students took medical leaves of absence.
- Demographic data indicates the program serves approximately 50% of students from marginalized groups.
- The average program completion is (95%) two years and (100%) within three years.
- The pass rate for the state licensure counselor exam is 85% (based on student self-report).
- The job placement rate for our graduates is 100%.

Program Evaluation Activities

As part of the program's commitment to ongoing continuous improvement and program evaluation, each June a comprehensive analysis of data collected throughout the previous year is conducted to evaluate the program's goals, student learning outcomes, and alignment with CACREP standards. Activities include collecting data from key stakeholders such as current students, graduating students, alumni, advisees, employers, clinical experience supervisors, community partners, and program faculty.

Sources of Program Evaluation Data

- Institutional data/student demographics
- Course grades
- Professional dispositions/remediation plans monthly faculty review meetings
- Comprehensive Exam scores
- NCMHCE/NCE exam pass rate
- Student Advising Survey
- Clinical experience evaluations
- Graduating student exit survey
- Alumni survey
- Employer survey
- Advisory Board survey
- Monitoring student engagement with department clubs (e.g. Counselors for Social Justice), professional memberships, and Chi Sigma Iota Honor Society membership rates.

Summary Table of 2022-2023 Program Evaluation Data

Overview of standard accomplishments toward SLO-based program goals (brief/bulleted):

COUNSELING PROGRAM GOALS	STUDENT LEARNING OUTCOMES	OUTCOME DATA 2023
<p>1. Students will obtain the experience and skills necessary to practice as competent professional counselors.</p>	<p>SLO 1: Students will demonstrate professionalism, maturity and positive regard for others through their attitudes and behaviors.</p> <p>SLO 2: Students will demonstrate working knowledge of and adhere to the ACA code of ethics as well as other relevant professional codes of ethics.</p> <p>SLO 3: Students will demonstrate the ability to be critical consumers of research and appropriately translate research to practice.</p> <p>SLO 4: Students will demonstrate competency and relevant skills in assessment, consultation, and program evaluation in their specialty area(s).</p> <p>SLO 5: Students will understand and apply both</p>	<p>Direct Measures:</p> <ul style="list-style-type: none"> ● 100% of graduate students read and signed professional dispositions ● 100% of annual student advising evaluations completed for all first year Counseling students including goal setting, areas for improvement and excellence <p>Graduating Student Surveys</p> <ul style="list-style-type: none"> ● Graduating students rated advising at 4.5/5 on measures related to effectiveness of advisor ● 5 Remediation plans were developed and completed to support student success. ● Regular student of concern meetings (6 student concerns addressed and remediation or interventions were identified) ● 100% of CMHC and RHCN students acquired independent liability insurance through ACA ● 100% of School Counseling Students acquired independent liability insurance through ASCA ● 100% of eligible graduate counseling students completed clinical experience application and were approved ● Graduating Student Surveys: <ul style="list-style-type: none"> ○ Graduating students rated themselves 4.7/5 on measures related to program preparation in the areas of professional and ethical practice (up .1 from 2022 data). ○ Graduating students rated themselves 4.8/5 on measures related to program preparation in the areas of Theories and Skills (up 1.5 from last year). ○ Graduating students rated themselves 4.7/5 on measures related to program preparation in the areas of human growth and development. ○ Graduating students rated themselves 4.7/5 on measures related to program preparation in the area of career development. ○ Graduating students rated themselves 4.8/5 on measures related to program preparation in the area of group counseling. ○ Graduating students rated themselves 4.55/5 on measures related to program preparation in the area of assessment. ○ Graduating students rated themselves 4.6/5 on measures related to program preparation in the area of research and program evaluation.

	<p>individual and group counseling theories.</p> <p>SLO 6: Students will demonstrate developmentally appropriate use of microskills and advanced counseling skills in supervised clinical settings.</p> <p>SLO 7: Students will demonstrate knowledge of and apply theories of human development across the lifespan.</p> <p>SLO 8: Students will demonstrate knowledge of all aspects of diversity including: race, ethnicity, social class, gender, gender identity, sexual orientation, disability, age, religion and how they impact counseling.</p> <p>SLO 9: Students will demonstrate knowledge of the importance of work in American culture and the key theories and models that guide career development.</p>	<ul style="list-style-type: none"> ○ Graduating students rated themselves 4.48/5 on measures related to <i>clinical experiences</i> (faculty and site supervision). <p>Coursework, Clinical Experience, & Comprehensive Exams:</p> <ul style="list-style-type: none"> ● COUN 629 Counseling Skills grades - 86% of students received the grade of an A- or above. ● 75% of students taking Career Counseling and Development scored an A- or above. ● 100% pass rate on comprehensive exams (breakdown by standard below) ● All completed clinical experience evaluations for CMHC and Rehabilitation Counseling program indicate 100% students were at or above a 2 on all domains (i.e. consistently meets the criteria expected for students' level of preparation and experience) <p>Indirect:</p> <ul style="list-style-type: none"> ● Employer Surveys indicated a mean score of 8.65/10 for professional counseling skills (conducted in 2022 will be again in 2025, every 3 years). ● 2023 Clinical Experience supervisor survey mean score as it relates to Goal 1 was 8.7/10 ● For additional External Stakeholder data see concentration specific goals and outcome measures <p>Action:</p> <p>Given that many direct measures mean scores improved we will, for the most part, continue with what we are doing. Any measures mean scores below 4.6 will be reviewed. Qualitative data collected in graduating student surveys in regard to asynchronous courses - informs us to review course work and faculty engagement in Assessment and Human Development</p> <p>Based on our evaluation, moving forward we will have the Skills faculty include the PCPE evaluations for all students this will follow them through to the clinical experience application process and be a baseline assessment of skills which will then be evaluated at Practicum and internship (KPI)</p>
<p>2. <i>Students will obtain the skills and competencies to serve diverse clients in a</i></p>	<p>SLO 10: Students will demonstrate culturally relevant interactions and interventions.</p> <p>SLO 11: Students will</p>	<p>Direct Measures:</p> <p>Coursework, Clinical Experience, & Comprehensive Exams</p> <ul style="list-style-type: none"> ● Counseling Diverse Populations grades indicate 85% of students scored A- or above. ● Comps case study grades (Rehabilitation) and 10 multiple choice on diverse populations: ● CMHC Comps- (90% correct responses to 10 diversity multiple choice questions) ● RHCN 90% average score for 10 question on diversity.

<p><i>wide range of settings with a strong social justice and equity focus.</i></p>	<p>demonstrate the ability to understand multiple perspectives and worldviews in working with others.</p> <p>SLO 12: Students will demonstrate awareness and appreciation of cultural differences and an ongoing commitment to personal and professional growth in this area.</p> <p>SLO 13: Students will be able to identify and articulate evidence of structural inequality and how it impacts those they serve.</p>	<ul style="list-style-type: none"> ● Identified and continued to place students in minority serving agencies- placed 2 bilingual students in Spanish speaking agencies/supervision ● 100% of students working with clients/students in marginalized groups- 100% meeting or exceeding outcomes measures in clinical experience evaluations (2.5 on PCPE) ● The Counselors for Social Justice student organization had 15 members who took part in 10 campus/community events and 11 e-board meetings over the academic year all aimed at promoting inclusion and social justice. (CSJ-SC membership increased by 5 members from 2022). ● AmeriCorps Membership- students serve in Springfield Public Schools 2022-23: <ul style="list-style-type: none"> ○ 18. 17 were school counselors, one was CMHC. ● Graduating Student Surveys: <ul style="list-style-type: none"> ○ Graduating students rated themselves 4.7/5 on measures related to program preparation in the areas of Multicultural Competence and Practice (up .2 from 2022) <p>Indirect: Clinical Experience Supervisors rated at an average of 8/10 in diversity and advocacy skills</p> <p>Action: Overall, both direct and indirect measures indicate that the desired outcomes are being met. We will continue to keep updated on social justice and diversity content, language and emerging issues.</p>
<p><i>3. Students will embody the spirit of humanics and become leaders in the field and in their specialty areas.</i></p>	<p>SLO 14: Students will join and become active in relevant professional organizations.</p> <p>SLO 15: Students will engage in service/professional activities on campus or in the surrounding communities.</p> <p>SLO 16: Students will demonstrate knowledge of state and national licensure/certification</p>	<p>Direct Measures: Coursework, Clinical Experience, & Comprehensive Exams</p> <ul style="list-style-type: none"> ○ Graduating students rated themselves 4.5/5 on measures related to humanics ○ Graduating students rated themselves 4.75/5 on measures related to critical thinking skills ○ Graduating students rated themselves 4.6/5 on measures related to ableism and disabling conditions ○ Graduating students rated themselves 4.7/5 on measures related to advocacy ○ Graduating students rated themselves 4.8/5 on measures related to readiness to practice in their chosen field. <ul style="list-style-type: none"> ● 100% of students joined at least one Professional Counseling Organization (ACA or ASCA) ● Chi Sigma Iota honor society inducted 22 new members (5 fall 17 spring), total membership for the year was 34.

	requirements for their specialty area(s).	<ul style="list-style-type: none">• Counselors for Social Justice second year- 15 members who hosted 10 significant on and off campus community engagement events• School Counseling: 100 % of first year students signed up for ELAR account on the DESE web site and participated in Licensure information session- 100% of graduating school counseling students completed requirements in DESE to ensure licensure- and 100% of graduates were endorsed by Educator preparation for meeting all requirements for School Counseling and/or School Adjustment Counseling Licensure• Rehabilitation Counseling: In Foundations of Rehabilitation Counseling, 4 out of 5 students successfully completed the Self Definition Assignment that requires understanding of professional credentialing. 100% of students demonstrated knowledge of Steps to become Certified as a Rehabilitation Counselor (CRC).• Clinical Mental Health Counseling: In Foundations of Clinical Mental Health Counseling 100% of Students demonstrated knowledge of state licensing standards. <p>Action: Given the 4.5 score on Humanics content, and 4.6 on Ableism - we will have a stronger emphasis on humanics in our foundations courses as well as infusing disability and ableism across all courses- this will be addressed at faculty retreat.</p>
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CLINICAL MENTAL HEALTH COUNSELING FACE TO FACE PATHWAY AND VIRTUAL PATHWAY	STUDENT LEARNING OUTCOMES	OUTCOME DATA 2023
<p>1. <i>Students will have the knowledge and competencies to be effective clinical mental health counselors.</i></p>	<p>SLO 17mh: Students will demonstrate an understanding of the history of clinical mental health counseling and the identity, roles, settings and functions of clinical mental health counselors today.</p> <p>SLO18mh: Students will be able to identify and apply key traditional and contemporary theories and models and techniques common to the practice of Clinical Mental Health Counseling and Psychotherapy.</p> <p>SLO19mh: Students will be able to incorporate their understanding of the medical, psychosocial, and neurobiological aspects impacting clients into case conceptualization and treatment planning.</p> <p>SLO20mh: Students will be able to effectively conduct an intake interview, assess mental status, biopsychosocial and mental health history factors, and conduct psychological assessment for treatment planning and caseload management functions.</p> <p>SLO21mh: Students actively advocate for clients' well-being through networks of service professionals and through the use of effective techniques and</p>	<p>Direct Measures: Coursework, Clinical Experience, & Comprehensive Exams</p> <ol style="list-style-type: none"> 1. All students enrolled in clinical experiences met or exceeded standards across all domains in their final PCPE evaluation. (The PCPE evaluation reflects CACREP standards for both core counseling and the clinical mental health counseling specialty area). Specifically, CMHC students scored an average of 2.4 out of 3 for the Fall 2022 student and supervisor final PCPE evaluations and a mean of 2.45 for the Spring 2023 student and supervisor evaluations. 2. In Coursework, the following grades were reported: <ul style="list-style-type: none"> o Foundations course, CMHC 601- Foundations of CMH Counseling 95% of CMHC students scored grades of A or A- o COUN 675 – Advanced Clinical Skills (Clin Seminar) - 90% received grades of A or A- o COUN 617 – Psychopathology: Diag & Treatment 90% scored grades of A or A- o COUN 623 - Trauma and Crisis - 80% scored grades of A or A- o COUN 622 - Counseling Theories grades - 85% received grades of A or A- o CMHC 684 - Counseling Practicum - 85% received grades of A or A- o CMHC 686 – Internship in Clinical Mental Health Counseling - 90% received grades of A or A- o COUN 613 - Professional Orientation and Ethical Practice in

interventions developed for the treatment of a broad range of clinical mental health needs.

SLO22mh: Students will demonstrate competencies in assessment, diagnosis and treatment planning using the Diagnostic and Statistical Manual of Mental Disorders (DSM) and the International Classification of Diseases (ICD) and an understanding of the classifications, indications, and contraindications of commonly prescribed psychopharmacological medications.

SLO23mh: Students will develop skills and understanding of the neurological impact of substance use, trauma and crisis on mental health.

SLO24mh: Students will gain skills in record keeping, third party reimbursement, and other relevant means of documentation in the clinical mental health counseling field.

SLO25mh: Students will have knowledge of relevant legal and ethical considerations and legislation and government policies that affect treatment and outcomes of mental health clients.

SLO22mh: Students will demonstrate competencies in assessment, diagnosis and treatment planning using the Diagnostic and Statistical Manual of Mental Disorders (DSM).

Counseling - 85% of students received grades of A or A-

3. Comprehensive Exam(s) had 100% pass rate, with mean scores on each subsection meeting breakdown below:

Results from Comprehensive exam sub sections (Face to Face Main Campus and Virtual Pathway Programs combined):

- Professional Counseling Orientation And Ethical Practice - 84%
- Social And Cultural Diversity - 88%
- Human Growth And Development - 79%
- Career Development - 70%
- Counseling And Helping Relationships - 87%
- Group Counseling And Group Work - 85%
- Assessment And Testing - 88%
- Research And Program Evaluation - 76%
- Clinical Mental Health Counseling - 80%

Indirect:

Employer/supervisor survey data

- 100% of supervisors completed evaluation of students, rating all students as meeting or exceeding the standard

Action:

Students reported in qualitative responses at the end of the program- needing more confidence in treatment planning. We will be looking at the clinical sequence to ensure students have more practice and become competent in this area. Additionally, to better prepare students for courses and set them up for success in the program, there will be significant changes to the 601 course. More faculty engagement in Foundations to build cohort- faculty in program need to be on the same page and deliver consistent curricular information- this will be addressed through a CMHC committee and regular meetings.

Clinical Experience

There were six new clinical experience placements this past year, four community mental health agencies, and two college counseling centers. All clinical experience students met or exceeded all competency domains in the PCPE evaluation. At least 85% of graduates were hired at their clinical experience sites upon graduation. Partnerships were developed with three new clinical experience sites.

Recruitment and Applicant Selection Activities:

- Bi-monthly Zoom/in person information sessions.
- Individual meetings with prospective students.
- Guest lectures in relevant programs at Springfield College (e.g. Athletic Counseling and Sports Psychology).
- Targeted outreach to undergraduate programs at Springfield College with updated marketing materials (i.e., psychology department).
- Marketing materials updated, shared widely to bring more awareness to the field, career outcomes, added QR codes with links to program website.
- Worked closely with recruitment and admission coordinator to strategize for increasing quality applicants.
- Program applications up significantly this year (89 applicants vs 63 in 2021-22; 45 acceptances vs 37 in 2021-22).
- Continued to require Zoom interviews (individual and group formats) for all qualified program applicants this year.

Notable Faculty, Student, and Alumni Accomplishments

- Clinical Mental Health Counseling faculty engaged in significant scholarly activity such as presenting at local and national conferences and submitting an edited book, book chapters, manuscripts for publication, and serving as a CACREP site visitor.
- All program graduates from this year have secured employment.
- Program faculty represented the program and field at campus mental health awareness events.
- Program faculty engaged with the local community through service on community mental health advisory boards and community-engagement committees, as well as part-time employment.

Alumni Engagement

The program continues to maintain contact with alumni. Letters of recommendation, endorsement of state licensure applications, and job references were provided for alumni upon request. Guest lectures from alumni in core classes, employment and a clinical experience open house inviting alumni employers/supervisors, informal meet ups with alumni and ongoing sharing of job postings with alumni. Alumni are contacted for marketing materials and testimonials for program marketing materials.

Goals for Next Year

- Continue monitoring program and modify curricular offerings.
- Submit accreditation self-study.
- Ongoing advising and information regarding licensure - develop bi-annual memo (beginning of each semester) to students in program detailing licensure and comprehensive exam info and other important dates and deadlines which students will be required to read and sign.
- Develop an advisory board consisting of representatives from the program and community partners with diverse identities and viewpoints.
- Partner with local agencies to match students for clinical experiences and employment.
- Develop partnerships with at least 3-5 new clinical experience sites.