

**Rehabilitation Counseling Program Annual Report
2022-2023
Springfield College
August 2023**

The faculty of the Springfield College CACREP accredited Rehabilitation 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 @ <https://springfield.edu/sites/default/files/inline-files/2022-cacrep-annual-program-report.pdf>

The Counseling Department at Springfield college has eight core counseling faculty, five of whom have specialization in Rehabilitation Counseling. The Rehabilitation Counseling program is also supported by two adjuncts, both alumni, who have extensive field experience in state - federal vocational rehabilitation.

The program continues to be accredited by the Council for the Accreditation of Counseling and Related Programs (CACREP) through October 2025. The program will submit a reaccreditation self-study in the coming year, prior to July 1, 2024.

The program has a US Department of Education long term training grant from the Rehabilitation Services Administration through September 2024. In this year's annual performance review (year four of the grant) the program is meeting 90% of grant goals, we consistently receive a grant continuation award, RSA Project Officer uses program's annual reports as examples for Congress and provides consistent feedback that program is in full compliance with federal regulations.

Key Program Statistics from the Past Year

- Ten students were enrolled in the program.
- Seven students graduated from the program and all seven have secured employment.
- One student withdrew from the program.
- Two students took LOA from the program for personal medical reasons.
- The average program completion was (80%) two years and (100%) within three years.
- Demographic data indicates the program serves more than 50% of students from marginalized groups.
- The pass rate for the certified rehabilitation counselor exam was not available due the CRCC reporting requirements for 5 or more students sitting for the exam. However, three students did self-report passing the CRCC exam.

- The job placement rate for our December 2022 and May 2023 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 our program Advisory Board, current students, graduating students, alumni, advisees, employers, fieldwork 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
- CRC exam pass rate
- Student Advising Survey
- Fieldwork 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><i>1. Students will obtain the experience and skills necessary to practice as competent professional counselors.</i></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>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>

	<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 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 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 fieldwork 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. ○ Graduating students rated themselves 4.48/5 on measures related to fieldwork experiences (faculty and site supervision). <p>Coursework, Fieldwork & 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.
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		<ul style="list-style-type: none"> ● 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 fieldwork 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 Fieldwork 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: Given that many direct measure 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 fieldwork application process and be a baseline assessment of skills which will then be evaluated at Practicum and internship (KPI)</p>
<p>2. Students will obtain the skills and competencies to serve diverse clients in a wide range of settings with a strong social justice and equity focus.</p>	<p>SLO 10: Students will demonstrate culturally relevant interactions and interventions.</p> <p>SLO 11: Students will 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</p>	<p>Direct Measures:</p> <p>Coursework, Fieldwork & 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. ● 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

	<p>evidence of structural inequality and how it impacts those they serve.</p>	<p>outcomes measures in fieldwork evaluations (2.5 on PCPE)</p> <ul style="list-style-type: none"> ● The Counselors for Social Justice student organization had 15 members who took part in 10 campus/community events and 11 eboard meetings over the academic year all aimed at promoting inclusion and social justice.(CSJ 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:</p> <p>Fieldwork 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>3. <i>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 requirements for their specialty area(s).-</p>	<p>Direct Measures: Coursework, Fieldwork & 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.

		<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>
<p>REHABILITATION COUNSELING Program Goals</p>	<p>SLOs</p>	<p>Outcome Data 2023</p>
<p><i>1. Students will obtain the knowledge and skills in the various domains of rehabilitation counseling.</i></p>	<p>SLO 17: Students will be able to demonstrate an understanding of the legislative and social history of the rehabilitation counseling field and the related implications for individuals with disabilities in education, employment, social inclusion and independent living.</p> <p>SLO 18: Students will demonstrate the ability to apply labor market, career development and occupational information in the development of rehabilitation plans and through the counseling process.</p>	<p>Direct Measures: Graduating Student Surveys: <ul style="list-style-type: none"> ○ Graduating students rated themselves 5/5 on measures related to program preparation in all areas of rehabilitation counseling <p>Coursework, Fieldwork & Comprehensive Exams:</p> <ol style="list-style-type: none"> 1. 85% of students scored a grade of A or A- in the four core rehabilitation counseling content courses (Foundations, Case Management, Vocational Rehabilitation and Job Placement and Medical Aspects). (Foundations 80% A or A-) 2. Comps 100% pass rate for Fall 2022 and Spring 2023 (n=7) <p><u>Results from Comprehensive exam sub sections::</u></p> </p>

	<p>SLO 19: Students will identify psychosocial implications of a wide range of chronic illnesses and disabilities applying these factors as well as counseling theory in case conceptualization and rehabilitation planning in a wide range of settings.</p> <p>SLO 20: Students will demonstrate advocacy skills through participation in campus or community service activities.</p>	<p>Professional Counseling Orientation and Ethical Practice - 90%</p> <p>Social And Cultural Diversity - 95%</p> <p>Human Growth and Development - 75%</p> <p>Career Development - 85%</p> <p>Counseling And Helping Relationships - 80%</p> <p>Group Counseling and Group Work - 75%</p> <p>Assessment And Testing - 85%</p> <p>Research And Program Evaluation - 80%</p> <p>Rehabilitation Counseling - 87%</p> <ol style="list-style-type: none"> 3. 3/4 of graduates self-reported passing the national CRC exam (official report not available). 4. All students enrolled in fieldwork met or exceeded standards across all domains in their final PCPE evaluation. (The PCPE evaluation reflects CACREP standards for both core counseling and the rehabilitation counseling specialty area). For Rehabilitation Counseling, students and supervisors scored an average of 2.6 out of 3 for the spring of 2023 PCPE evaluations. 5. COUN 650 Vocational Rehabilitation and Job Placement grades - 80% of students scored an A- or above. <p>Indirect:</p> <p>2023 US News #19 ranked for rehabilitation counseling</p> <p>Advisory Board annual assessment 75% indicated stakeholders agree or strongly agree that the program objectives meet their agency needs/demands, 25% indicated somewhat agree and noted a desire for more emphasis on private sector rehabilitation counseling.</p> <p>Action: Based on Foundations Grades and Other student data, a more selective admissions process will be implemented for Rehabilitation Counseling. More content will be added on private sector rehabilitation as well as consideration of the development of an elective course focused on private forensic rehabilitation to be offered every second year. Additionally, conversations with State VR indicate a need for more graduates with a focus on transition services which will seek to propose a course offering and infuse transition concepts.</p>
<p><i>2. Students will obtain the competencies needed to effectively work with individuals with disabilities</i></p>	<p>SLO 21: Through the application of counseling techniques and skills, students will be able to work collaboratively with clients and stakeholders in the counseling and goal setting process.</p>	<p>Direct Measures:</p> <p>Coursework, Fieldwork & Comprehensive Exams:</p> <ol style="list-style-type: none"> 1. Foundations final grades indicate 80% scored A or A-. 2. Comp case study portion indicated 100% competency in identifying needs specific to disabilities and developing treatment and VR plan.

<p><i>in improving their quality of life.</i></p>	<p>SLO 22: Students will demonstrate the ability to work collaboratively with clients, their families, community partners, and other relevant stakeholders in efficient case- management in order to assist the client in reaching their identified personal, educational, career, or independent living goals.</p> <p>SLO 23: Students will be able to identify quality of life indicators to specific individuals with disabilities through research, interviewing, assessment, and application of counseling skills.</p> <p>SLO 24: Students will demonstrate the ability to identify and utilize community resources and interprofessional collaboration to assist clients in meeting their goals.</p>	<p>3. Student exit survey indicated 100% of rehabilitation counseling program students agree that the program prepared them across all identified rehabilitation counseling program outcomes.</p> <p>Indirect:</p> <p>Advisory Board annual assessment 75% indicated stakeholders agree or strongly agree that the program objectives meet their agency needs/demands. CRC exam pass rate self reported $\frac{3}{4}$ passed on first attempt, higher than national average.</p> <p>Action: See above, same plan applies for this goal.</p>
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Fieldwork

There were seven new fieldwork placements this past year, three in state VR agencies, three with community agencies, and one with a community college Disability Services office. All fieldwork students at met or exceeded all competency domains in the PCPE evaluation. Two graduates were hired at their fieldwork sites upon graduation.

Recruitment and Applicant Selection Activities:

- Bi-monthly Zoom/in person information sessions.
- Individual meetings with prospective students.
- Guest lectures in relevant undergraduate programs at Springfield College (e.g. Psychology, Health Sciences).
- Targeted outreach to undergraduate programs nationally with updated marketing materials.
- Visits to local undergraduate institutions for information sessions (AIC, MCLA)
- Travel to California to market program to relevant undergraduate programs.
- Recruiting e mails to regional colleges with relevant undergraduate majors in VT, NH, RI and CT.
- 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 (20 applicants).
- Strategized with Rehabilitation Counseling programs across the nation to identify ways to increase knowledge about the field of rehabilitation counseling in general.
- Continued to require Zoom interview for all qualified program applicants this year.

Advisory Board Assessment

Rehabilitation Counseling Advisory Board Annual Assessment data from Spring 2023 indicated the majority of respondents strongly agree that the objectives of the program are appropriate with their agency needs. All respondents agreed, or strongly agreed that the program works with their agency to determine current needs in the field, 100% of respondents agreed or strongly agreed that the program effectively communicates program changes, improvements and objectives. Qualitative feedback included suggestions for more focus on private sector rehabilitation content.

Curriculum changes initiated/implemented this year.

The CACREP digital delivery substantive change request was submitted in June 2023.

Curricular changes included adding more private sector content to Foundations, Case Management and Vocational Rehabilitation and Job Placement. Invited private forensic guest speaker to courses. Increased readings on life care planning and disability management. Content on self-employment and customized employment added to the COUN 650 VR course.

Notable Faculty, Student, and Alumni Accomplishments

- Rehabilitation counseling faculty engaged in significant scholarly activity presenting at two national conferences and submitting a manuscript for publication.
- All program graduates from this year have secured employment.
- Program faculty represented the program and field at campus Disability Awareness events.
- Program faculty engaged with the local community through service on disability related boards and committees.

Alumni Engagement

The program continues to maintain contact with alumni. Letters of recommendation and job references were provided for alumni, bi-annual Advisory Board meetings including many alumni, guest lectures from alumni in core classes, employment and fieldwork 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 reaccreditation self-study.
- Incorporate new content areas identified by CRCC report.
- Based on Advisory Board feedback, we will continue to incorporate more private sector content into courses.
- Ongoing advising and information regarding certification/licensure- develop bi-annual memo 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.
- Partner with local agencies to match students for fieldwork and employment.