

**Rehabilitation Counseling Program Annual Report
2023-2024
Springfield College
August 2024**

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/graduate-programs/rehabilitation-counseling/program-outcomes>

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 submitted its reaccreditation self-study in the spring of 2024 and is awaiting a date for the CACREP site visit. In summer 2024 the program received notice of approval from CACREP for an online (digitally delivered) pathway for the program.

The program has a US Department of Education long term training grant from the Rehabilitation Services Administration through September 2025 after receiving a 6th year extension. 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

- Nine students were enrolled in the program.
- Two students graduated from the program in May 2024.
- 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 in March and July 2024.

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
- Key Performance Indicators
- 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 2023-2024 Program Evaluation Data

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

2024 Counseling Departmental/Program Assessment Program Goals, Student Learning Outcomes, and Measures

Key Performance Indicators	STUDENT LEARNING OUTCOMES	OUTCOME DATA 2024
1. Students will obtain the experience and skills necessary to practice as competent	<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 students including goal setting, areas for improvement and excellence• Remediation plans developed and completed to support students

<p>professional counselors.</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"> ● Monthly student of concern meetings (5 student concerns addressed, 10 interventions were identified) ● 100% of CMHC and RHCN students acquired independent liability ● 100% of School Counseling Students acquired independent liability ● 95% of eligible graduate counseling students completed fieldwork evaluations approved ● Graduating Student Surveys: <ul style="list-style-type: none"> ○ Graduating students rated themselves on average 4.0/5 on program preparation in the areas of professional and personal growth from our previous year (4.6). ○ Graduating students rated themselves 4.75/5 on measure of preparation in the areas of Theories and Skills, an increase from previous year (4.6). <p>Coursework, Fieldwork & Comprehensive Exams:</p> <ul style="list-style-type: none"> ● 98% of COUN 629 Counseling Skills students received a 3 or above on the CPCE. The two students who did not, were remediated or retook the course. ● 95% of Career Counseling and Development students received assignment. ● 100% pass rate on comprehensive exams (breakdown by star rating) <ul style="list-style-type: none"> ● 3 students had to complete retakes and passed on retest ● All completed fieldwork evaluations for CMHC and Rehabilitation Counseling 100% students were at or above a 2 on all domains (i.e. consistent with expected for students' level of preparation and experience) <p>Indirect:</p> <ul style="list-style-type: none"> ● Employer Surveys were not completed in 2023, they are on a list of measures scores indicated 8.65/10 for professional counseling skills. ● Fieldwork supervisor survey mean score as it relates to Goal 1 ● For additional External Stakeholder data see concentration specific measures.
<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 evidence of structural inequality and how it impacts those they serve.</p>	<p>Direct Measures:</p> <p>Coursework, Fieldwork & Comprehensive Exams</p> <ul style="list-style-type: none"> ● 98% of Counseling Diverse Populations students received a 3 or above ● Identified and placed students in minority serving agencies- p ● Spanish speaking agencies/supervision (an increase of 2 students) ● 100% of students working with clients/students in marginalized communities exceeding outcomes measures in fieldwork evaluations ● The Counselors for Social Justice student organization had 21 members who took part in meetings over the academic year as well as hosted events aimed at promoting inclusion and social justice.

		<ul style="list-style-type: none"> 2023-24 AmeriCorps membership was 19, one Rehabilitation Counseling Graduating Student Surveys: <ul style="list-style-type: none"> Graduating students rated themselves 4.7/5 for preparation in the areas of Multicultural Counseling with an increase of .2 from the previous year. <p>Indirect:</p> <ul style="list-style-type: none"> In the 2023 survey, Employers & supervisors rated at an average 4.5/5 for advocacy skills
<p>3. Students will embody the spirit of humanics and become leaders in the field and in their specialty areas.</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, Clinical Work & Comprehensive Exams:</p> <ul style="list-style-type: none"> 100% of students joined at least one Professional Counseling organization Chi Sigma Iota honor society inducted 21 new members for a total of 100 members Counselors for Social Justice - 19 members who hosted 4 signature events and participated in community engagement events School Counseling - 100 % of first year students signed up for the licensure information session and participated in Licensure information session- 100% of students completed requirements in DESE to ensure licensure preparation. Graduate students were endorsed by Educator preparation for School Counseling and/or School Adjustment Counseling Licensure. All graduates are licensed school counselors. Rehabilitation Counseling: In Foundations of Rehabilitation Counseling, all students successfully completed the Self Definition Assignment that required knowledge of Professional Licensure. 95% of students demonstrated knowledge of the role as a Rehabilitation Counselor (CRC) The one student who did not pass the assignment withdrew from the program after remediation. Clinical Mental Health Counseling: In Foundations of Clinical Mental Health Counseling, all students demonstrated knowledge of state licensing standards.
REHABILITATION COUNSELING Program Goals	SLOs	Outcome Data
<p>1. Students will obtain the knowledge and skills in the various domains of rehabilitation counseling.</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</p>	<p>Direct Measures: Coursework, Clinical Work & Comprehensive Exams:</p> <ol style="list-style-type: none"> 95% of students received a 3 or above in rehabilitation counseling (Foundations, Case Management, Vocational Rehabilitation and Assessment Aspects). Comps 100% pass rate. 6 graduates reported passing the national CRC exam.

	<p>rehabilitation plans and through the counseling process.</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>4. All students enrolled in fieldwork met or exceeded standards PCPE evaluation. (The PCPE evaluation reflects CACREP standards the rehabilitation counseling specialty area).</p> <p>5. COUN 650 Vocational Rehabilitation and Job Placement graded or above on KPI assignment.</p> <p>Indirect:</p> <p>Advisory Board Data, CRC Pass rate</p> <p>95% of advisory board strongly agree that the objectives of the Rehabilitation program are appropriate</p> <p>100% agree or strongly agree that the program works with agency to improve</p> <p>100% agree or strongly agree the program effectively communicated with clients, improvements, changes and objectives.</p> <p>Qualitative: Program has implemented more private rehab content, intern experiences, Partnership is well organized, effective communication, client satisfaction and pleasure! CACREP focus takes away from VR and threatens the field.</p>
<p>2. Students will obtain the competencies needed to effectively work with individuals with disabilities in improving their quality of life.</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>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>Direct Measures:</p> <p>Coursework, Clinical Work & Comprehensive Exams:</p> <ol style="list-style-type: none"> 1. 95% of students received a 3 or above in rehabilitation counseling (Foundations, Case Management, Vocational Rehabilitation and Job Placement Aspects). 2. Comp case study portion indicated 100% competency in identifying disabilities and developing treatment and VR plan. 3. Student exit survey for graduating students <u>across all programs</u> agreed that they were prepared to understand ableism and its impact on the counseling process. 4. Student exit survey indicated 100% of rehabilitation counseling students the program prepared them across all identified rehabilitation competencies. <p>Indirect:</p> <p>Advisory Board Data, CRC Pass rate</p>

Clinical Placements

There were six new fieldwork placements this past year, three in state VR agencies and three with community agencies. All fieldwork students met or exceeded all competency domains in the PCPE evaluation.

Recruitment and Applicant Selection Activities:

- Bi-monthly Zoom/in person Counseling Program information sessions.
- Rehabilitation Counseling specific information sessions (new).
- 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)
- Recruiting e mails to regional colleges with relevant undergraduate majors in VT, NH, RI and CT.
- Worked closely with recruitment and admission coordinator to strategize for increasing quality applicants.
- Intensive recruiting for online program and for Post Masters Certificate.
- 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 2024 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 importance of continuing emphasis on private sector VR as well as raised concerns about CACREP impacting identity and focus as a profession. We will continue to balance meeting CACREP standards while including content important for private VR and other less clinical settings.

Curriculum changes initiated/implemented this year.

The online program was launched in Fall 2023 with recruiting taking place in spring/summer 2024.

Curricular changes included adding more private sector content to all rehabilitation core courses. Career Counseling and Development included new content on trauma informed workplaces and specific issues related to Gen Z.

Notable Faculty, Student, and Alumni Accomplishments

- Rehabilitation counseling faculty engaged in significant scholarly activity presenting at two national conferences, publishing a book chapter, editing a textbook, and two published manuscripts.
- Program faculty represented the program and field at campus Disability Awareness events and the annual SEAT at the Table event.
- Program faculty engaged with the local community through service on disability related boards and committees.
- Dr. Fullmer received tenure and promotion to Associate Professor. Dr. Green was approved for a sabbatical leave for fall 2024.

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. We have valued alumni with extensive field experience teaching our Case Management and Vocational Rehabilitation courses.

Goals for Next Year

- Continue monitoring program and modify curricular offerings.
- Work to increase identity or program/field.
- Host reaccreditation site visit
- 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.