

## Annual Outcome Data Report 2023

Annual Outcome Data Report Within the Department Human Development Family Studies and Counseling, at Texas Woman's University

Two counseling tracks in the Master of Science Counseling and Development Program are accredited by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP, 2009): Master of Science with an emphasis in Clinical Mental Health Counseling and Master of Science in School Counseling.

Program Graduates In the 2022-2023 Academic Year:

Graduates of both Clinical Mental Health and School Counseling Tracks:

Clinical Mental Health	40
School Counseling Track	5
Total	45

The following table shows the currently enrolled students and withdrawn students 2022-23

	Full Time Students	Part-Time Students	Inactive/ Withdrawn	Total
Clinical Mental Health Counseling Track	88	32	1	121
School Counseling Track	8	9	0	17
<b><i>Master's Students Total</i></b>	96	41	0	138

### Student Assessment-Post Graduation

Based on self-report from former students 6 months post-graduation, our students have an estimated 100% employment rate in both the clinical mental health program and school counseling program.

White: 64.3 %

Black: 7.1%

2 or more 7.1 %

Native Hawaiian/Pac. Islander 7.1 %

Asian 7.1 %

Latinx 7.1 %

- All plan on becoming a LPC or are already a LPC 69.2% plan on it, 30.8% accomplished the goal
- 14.3% are certified school counselors, 71.4% are CLMH 14.3% not sure.
- 100 percent of respondents have taken and passed the NCE

#### Qualitative Feedback from Graduates:

- Thank you, TWU for great program and great faculty and staff!!
- My LPC-Associate supervisor is Dr. Lisa Grubbs :-)
- This program prepared me and my professors gave me the confidence to immediately seek employment and start my journey to become an LPC. I cannot thank you enough for helping me to change the trajectory of my life.
- I'm having a blast in this profession and my clients are making strides
- Best program ever!
- More attention at some point needs to be given to what is going to take place post grad
- I am so proud of graduating from the TWU Counseling program! I think that our program does a great job of preparing us to become counselors. If I were to offer one piece of advice it would be to provide more real-world learning opportunities in the last semester. Whether it is in Portfolio, Internship II, etc. Several colleagues and I had a lot of confusion over the credentialing process, finding a supervisor, securing a job post-grad, and more. I think more preparation for life post-grad would greatly serve students. Thank you! I am happy to provide more information or feedback if needed.
- Grateful to my TWU faculty for preparing me so well! Thank you!
- Already miss hanging out with my cohort <3 Miss the learning environment and great class engagement / discussions too!!!

#### Changes Made to Program Based on Feedback:

- Dr. Grubbs will create a LPC-A panel
- Learning Opportunities are provided through CSI, and Dr. King has created mini-lectures for internship class on topics related to how to get a LPC-Associates license post-graduation and private practice

### **Demographics of Applicants**

#### **C&D Applicants Calendar Year 2023**

#### **219: Total Applicants**

Total Applicants	Total=219
White	112
Hispanic	46
Black	23
Asian	16
International	3
Multi-Racial	16
Not Reported	3

Withdrew Application	Total=24
White	7
Hispanic	8
Black	3
Asian	3
International	1
Multi-Racial	2
Not Reported	0

Accepted	Total=51
White	29
Hispanic	9
Black	4
Asian	7
International	0
Multi-Racial	2
Not Reported	0

Denials	Total=140
White	76
Hispanic	28
Black	14
Asian	6
International	2
Multi-Racial	11
Not Reported	3

Awaiting Department Review	Total=4
White	0
Hispanic	1
Black	2
Asian	0
International	0
Multi-Racial	1
Not Reported	0

**2023: Summary of Program Evaluation Results**

Internship: 10 people completed

Demographics: 10% gender non-conforming

90% female

80% white

10% latino/x

10% multiple heritage

**Development of Counseling skills:**

Good or better: 100%

40% excellent

**Foundations of Clinical Mental Health Counseling:**

Good or better: 100%

30% excellent

**Foundations of School Counseling (if a school counseling student):**

Good or better: 100%

30% excellent

**Implementation of individual counseling skills**

40% excellent

30% very good

20% good

10% fair

**Diagnosis and treatment of clients**

10% excellent

20% very good

40% good

10% N/A

10% fair

**Crisis counseling intervention and/or assessment**

Excellent 40%

Very Good 20%

Good 10%

Fair 20%

**Helping Relationships:**

100% good or better

60% excellent

**Professional Identity**

30% excellent

30% very good

20% good

10% N/A

10% fair

**Human Growth and Dev.**

100% Good or better

40% excellent

**Social and Cultural Diversity**

100% good or better

**Group Work**

100% good or better

40% excellent

**Confidence in Ability to Seek Supervision**

100% good or better

80% excellent

20% very good

**Career Development**

100% good or better

40% excellent

**Research and Program Development**

20% excellent

30% very good

20% good

20% N/A

20% fair

**Foundations of Clinical Mental Health Counseling**

100% good or better

**Assessment**

Excellent 20%

Very Good 30%

Good 40%

Fair 10%

**Practicum and Internship experiences**

Excellent 50%

Very good 30%

Good 10%

Fair 10%

**Appropriateness of course content**

100% good or better

Very good: 70%

Good 30%

**The TWU graduate school application (incoming).**

100% good or better

College of Graduate Studies:

100% Good or better

**Advising-accuracy of information given:**

Very good 70%

Good 20%

Fair 10%

**Advising-availability of faculty advisor**

Very good 50%

Good 30%

Fair 20%

**Counseling and Development website**



Good 40%

Very good 40%

Fair 20%

### **Course Availability**

100% good or better

### **University Library services**

Very good 20%

Good 50%

Fair 20%

Poor: 10%

Qualitative Feedback:

**Please share your feedback regarding the format and your experience(s) with online instruction in the C& D program.**

10 responses

I have enjoyed the more work-at-your-own-pace and the availability of instructors to give feedback and promptly being able to communicate with them.

I would like it to be more immersive, I get tired of reading and want to see peoples faces

When there is professor videos to watch it is helpful. I had an online class where the professor did nothing. Nothing weekly, no direction. just a syllabus.

Online format is great when the teacher is clear in their recordings. Some classes I took were only online due to COVID so I do fear that I missed out on some vital information and practice due to that.

Very excellent experiences

My online instruction has worked very well with my schedule and I appreciate the flexibility

The classes that were chosen as online only were appropriate and instruction was very good

The online program is an effective platform for this program. My professors have been top notch and the program has been rigorous and what is expected for graduate school. I have felt very supported by my professors and they have been extremely knowledgeable in the field I am pursuing. I am very happy with the program at TWU.

Online instruction has been positive. I like the convenience as someone who commutes about an hour to campus

I have LOVED the flexibility to earn a master's degree in school counseling on an online platform.

**What aspects of the TWU Counseling and Development program do you like the best?**

10 responses

The professors are what really makes this program. Each one has made me feel so welcomed and cared for versus just another number in the student population. They are a fantastic group of individuals I feel exceedingly comfortable being vulnerable with and accept help from.

most!

Small class sizes.

The professors. While I started the program fully online due to COVID and didn't get to meet and form a relationship with many of them, the professors I did connect with were extremely helpful and inspired me (shout out to Dr. Grubbs and Dr. Pena).

The feedback

I appreciate the diversity and opportunity to learn from so many different perspectives.

The professors

My favorite part of the program thus far has been the classes where I get to apply the skills and knowledge I have learned, such as Pre-Prac and Internship. I also like that it has been a collaborative experience and I have enjoyed the way that, although it is an online program, I feel connected to my cohort and class members.

Supportive classmates and professors

The online part--and that there is still a cohort for support.

**What aspects of the TWU Counseling and Development program do you like the least?**

10 responses

How long it is

There is no help with career counseling, looking for a counseling position, and help doing that. Very little help working with clients with trauma. Counseling internship sites are lacking. Little to no support when struggling with site and supervisors.

The forms. I am a very organized person which can be difficult when expectations aren't made clear across the board or vary based on the professor.

Updates to the handbook could be made more often especially considering the change in technology usage for the program. However, this is more of a nitpick response because I have enjoyed the program, and I understand that some people do need to get better with organization, forms, etc. before becoming a counselor as it is can make one's life a lot easier!

### **Resources for Research**

The process of finding a practicum and internship site was stressful and I feel like we should have learned about the expectations of the search a semester earlier.

The handbook is out of date and it was difficult to know what was old information and what was current information. Definitely needs an overhaul. During our application to internship, I felt a bit lost with the paperwork that was required, and also the difficulty relying on others that was connected to a grade. My site supervisor was difficult to find in my district. Several counselors that weren't willing to help me and my school counselor did not meet the criteria to supervise. It was a stressful situation that ended up working out in the end, but it was difficult for everyone in my cohort with similar situations. I also think the pdf with all the counseling paperwork is a phenomenal resource, but having a pdf that is separate with the forms that are to be filled out would be very helpful. Finally, our TWU library is awful. I will not mince words here. The data base collection that is offered is terrible and not helpful at the graduate level (or any level in my opinion). The requirements for our papers were realistic (scholarly, peer reviewed etc), but upon using the TWU library, the resources that would pop up were not helpful or applicant to the search. I was very fortunate to be able to utilize the Texas State University databases and online library because my daughter is a student there. It is the only way I found quality resources to support my papers.

### **Practicum Fall 2023 completed.**

100% female

80% white

20% black

### **Development of Counseling Skills:**

100% good or better

Excellent 20%

Very Good 40%

Good 40%

## **Foundations of Clinical Mental Health Counseling**

100% good or better

Foundations of School Counseling (if a school counseling student)

100% N/A

## **Implementation of individual counseling skills**

100% good or better

## **Diagnosis and treatment of clients**

100% good or better

## **Crisis counseling intervention and/or assessment**

20% Excellent

20% Good

20% Fair

40% Have not taken

## **Helping Relationships**

100% good or better

## **Professional Identity**

Excellent 40%

Very Good 20%

Good 20%

Fair 20%

## **Human Growth and Development**

100% good or better

## **Social and Cultural Diversity**

100% Good or better

## **Group Work**

100% Good or better

**Confidence in Ability to Seek Supervision**

100% good or better (80% excellent)

**Career Development**

100% good or better (20% not yet taken)

**Research and Program Development**

100% good or better (40% not yet taken coursework)

**Foundations of Clinical Mental Health Counseling**

100% good or better

**Assessment**

100% good or better

**Practicum and Internship experiences**

100% good or better (80% excellent)

**Appropriateness of course content**

100% very good

**The TWU graduate school application (incoming).**

100% good or better

**College of Graduate Studies**

100% good or better

**Advising-accuracy of information given**

100% very good

**Advising-availability of faculty advisor**

100% good or better

**Counseling and Development website**

100% good or better

**Availability of courses**

100% good or better

## **University Library services**

100% good or better

### **Qualitative Comments:**

**Please share your feedback regarding the format and your experience(s) with online instruction in the C& D program.**

3 responses

Many of the online classes have been formatted well with online powerpoint lectures with voiceovers.

I think online instruction depends on the teacher but for the most part, I have had a positive experience.

I have had a very positive experience with online courses, I have no complaints!

**What aspects of the TWU Counseling and Development program do you like the best?**

3 responses

Small, intimate classes to cover appropriate material while having opportunity to discuss and ask questions.

The advisors and teachers are the best part about this program. In my experience they make sure everyone is supported in their needs.

The Professors and overall structure of the courses in the program.

**What aspects of the TWU Counseling and Development program do you like the least?**

3 responses

Majority of the students welcome conversation; however, some students have demonstrated to be judgmental regarding certain ideas.

Some of the clinical sites on the list tend to forget that our classes are at night and that can make it difficult to get hours (like at the CAC).

The classes are all located in the evening time

**Pre-Practicum Fall 2023: 11 Respondents**

60% female

30% male

10% Gender non-conforming

White: 54.5

Black: 10%

Latino/a/x 27%

Asian 10%

Please rate your skills in the following areas as a result of your education to this point in the TWU Counseling and Development Program.

**Development of Counseling Skills:**

100% good or better

**Foundations of Clinical Mental Health Counseling**

80% good or better, 20% have not taken it yet

**Foundations of School Counseling (if a school counseling student)**

90% N/A (CLMHC track) 10% excellent

**Implementation of individual counseling skills**

40% very good

50% good

10% fair (makes sense as they have not practiced with clients yet)

**Diagnosis and treatment of clients**

Excellent 10%

Very good 40%

Good 30%

Fair 27%

**Crisis counseling intervention and/or assessment**

45.5% had not taken

18.2% very good

19.1% good

27% Fair

**Helping Relationships**

9.1% Excellent

45% Very good

18.2 Good

9.1% fair

### **Professional Identity**

91% good or better, 9.1% have not taken coursework

### **Human Growth and Development**

91% good or better, 9.1% have not taken coursework

### **Social and Cultural Diversity**

100% good or better

### **Group Work**

81.8% good or better

18.2% have not taken

### **Confidence in Ability to Seek Supervision**

81.8% good or better

18.2% fair

### **Career Development**

45.5% have not taken

54.5% good or better

### **Research and Program Development**

72.7% have not taken it

Excellent 9.1%

9.1% good

9.1% fair

### **Foundations of Clinical Mental Health Counseling**

18.2% have not taken

81.8% good or better



**Assessment**

36.4% not taken

9.1% excellent

9.1% very good

36.4% good

9.1% fair

**Practicum and Internship experiences**

18.2% good or better

81.8% have not taken yet

**Appropriateness of course content**

100% good or better

**The TWU graduate school application (incoming).**

18.2% N/A

81.8% good or better

**College of Graduate Studies**

90% good or better

10% fair

Advising-accuracy of information given

100% good or better

**Counseling and Development website**

100% good or better

**Availability of courses**

100% good or better

**University Library services**

9.1% fair

90.9 good or better

**Qualitative Feedback:**

Online Instruction:

It has been good.

Online instruction is made accessible through Canvas but can be overwhelming when multiple courses are online at once, with a multitude of assignments

Compared to in person classes, I have had a harder time feeling connected with the professors and the coursework.

Very easy to understand. Quick response if needed.

love it

Personally I enjoy how some of the classes are online and use Panopto instead of it being in person since I feel like it's not a class that really has to be in person. With Panopto I also enjoy when lectures are broken down into 20/25 minute videos instead of 45+ ones, it makes it more convenient since you can fit a 20 min lecture into a schedule rather than a hour long one. Also the profs are really great with responding quickly and answering questions via email.

Farming out to adjuncts leads to mixed quality of education.

I like the courses that post Panopto lectures, but the ones where the teacher just posts a power point and does nothing else were not fun or helpful.

It has been challenging connecting with the coursework and professors with online instruction. I much prefer in person lectures. In my experience, online instruction has lacked quality (overall.)

**What aspects of the TWU Counseling and Development program do you like the best?**

the faculty and their teaching styles. especially in person courses

The level of care for students within the faculty and comradely within fellow students in the program

I love the supportiveness and authenticity of the professors.

The pre-prac/group section since it draws in a smaller class size (in my experience) and it allows us to really get to know one another and create better and deeper connections with one another. Couldn't imagine being in group or pre with a class larger than 12 at the most.

The quality of the core faculty. Wish I could've always had core faculty instead of adjuncts.

Meeting in person with classmates. Without my classmates, I'd have burnt out long ago.

The engagement with other peers and being in-person.

caring professors

I love the faculty and my classmates.

### **What aspects of the TWU Counseling and Development program do you like the least?**

Some of the content feels as if it's being taught as to appease the KCREP guidelines and some of the staff teach it so. Instead of teaching the information from a point of view of their theoretical background or framework they teach it from a neutral perspective and it's more obvious. I understand the need/reasoning behind it but just not a fan. That and using a syllabus they didn't create or one they were given to teach from.

Small faculty with varying levels of expertise/ability to teach.

The intensity of the program, but this is to be expected

not enough Classes offered in spring

I do not have any complaints.

The online classes.

Nothing , so far.

Online classes

An aspect that I didn't expect to not like is online instruction. I think what has marked the difference in my experience is lecture (recorded or live.) Otherwise, online learning feels very disconnected.

### **KPI Review:**

All students received 3's or 4's except for two students. One student was removed from the program for failure to keep up with academic coursework, and the other we determined could have been a fluke or mistake, as they performed well in every other area other than the one assignment.

### **Student Dispositions**

Student dispositions were reviewed and discussed in the meeting. The individual concerns were addressed, but not shared here to protect student confidentiality.

### **Changes Made to Program Based on Feedback from Data Collected in 2023:**

**Crisis Assessment:** Dr. King will create a video training on SI and CPS reporting to share

**Advising:** The dept. Hired a general advisor to support core faculty. Faculty have implemented calendly as a tool to support students in scheduling advising appointments as needed with ease.

**Diagnosis and Treatment Planning:** Dr. Jarrett will work on a case conceptualization with a diagnosis component for the clinical courses, with the exception of pre-prac. Class

**Online Class Improvement:** University standards prevent online class negligence to a certain degree, but Dr. Joel Muro reviewed expectations for online courses in the first staff meeting of the year (Fall 24).

Also, Some limitations with regard to online teaching competence were previously addressed with specific faculty. Professional development is provided through the university to help improve online teaching QM-Quality Matters (CFTE )

**Counseling and Development Website:** We do not have say as a program to change the layout or functionality of the website, so no changed can be made in this respect.

**Student Handbooks:** Student handbooks were revised and reviewed by faculty, and are reviewed annually for updates and program changes

**Obtaining Internship Sites:** Students should be interviewing the semester eboer clinicals start. Dr. Grubbs provides a timeline in pre-practicum class to help them manage finding a site. Dr. Grubbs encourages students to apply for 7 sites. This is also discussed at orientation.

**Overwhelm and Stress:** Information related to self-care and the overwhelm that can emerge for students during clinicals is covered in orientation and throughout the program in almost every class. Students are monitored if concerns emerge and referred to counseling services if needed.

**Professional Identity:** There was some confusion around this question on the survey, and changed will be made to get more clarity in this area.

**Class offerings:** The ageing class was moved to the Spring to help the course make. University restrictions prevent offering more Spring classes. The option of moving Career, Crisis and CLMH to the spring was explored. We will need to see if coverage is available.

