

Grace College
Department of Graduate Counseling
Vital Statistics and Program Evaluation Outcomes
Vital Statistics 2024-2025

Enrollment (3/30/2025)	162
Graduates (May 2025)	38
Completion Rate (% graduated in expected time)	78%
Licensure/Certification exam pass rate (Based on NBCC/NCE data and student reports 3 months post-graduation)	92%
Job Placement Rate (student reports/ 3 months post-graduation)	86%

Demographic Report

Gender summary

42 males
121 females

Race/ethnicity summary / Spring 2025

Race	Total	Percentage
White	133	81.60%
Black or African American	6	3.68%
Native Hawaiian or Other Pacific Islander	2	1.23%
Hispanics of any race	8	4.91%
Asian	4	2.45%
Two or more races	5	3.07%
American Indian or Alaska Native	1	0.61%
IPEDs value not calculated	1	0.61%
Race and Ethnicity unknown	3	1.84%

Assessment Measures

The Department of Graduate Counseling utilizes multiple assessment measures to evaluate program effectiveness and outcomes. The following assessments are utilized in annual program reviews:

- Key Performance Indicator measures
- Student Disposition assessments
- Student program evaluations
- CPCE results
- Clinical evaluations/ practicum and internship / faculty and site supervisors
- Student/applicant demographic data
- Post-residency surveys

- Post-graduation surveys
- Exit surveys
- Site supervisor program evaluations
- Curriculum reviews
- Advisory council feedback
- Alumni surveys
- Employer surveys

The following chart represents program assessment and measures of department program outcomes. Following the chart are program modifications and proposed changes based on the review of assessment data for 2024-2025.

Feedback from students, alumni, site supervisors, employers, and other stakeholders has been positive with high ratings on satisfaction, preparedness, and support.

Following this outcomes chart, there is a summary of program modifications completed in 2024-2025 as well as proposed program changes for 2025-2026 based on program assessments.

Program Objectives	<i>Assessment Source & Criteria (measures Program Outcomes)</i>	Results (averaged)	Use of Results
Students will use a biblical worldview and biblical values to examine counseling theories, counseling concepts, and their self-as-therapist development, including critical thinking and interpersonal functioning. (Objective 10; KPI 4)	Average Score of 4.0 or above on Associated Question Q7: Exit Survey: Q4: Student program evaluation: Key Performance Indicator: 85% of students will pass KPIs under Objective 10 Portfolio: 90% of those submitting portfolios will earn a passing score for the sections on faith integration in the Professional Counselor Identity Research paper	Q7: Exit Survey: 4.85 Q4: Student program evaluation: 4.52 KPI passing rate for objective 10 = 100% met expectations Portfolio: 100% earned passing scores on the faith integration section of the professional identity paper	Goal Achieved Maintain quality of education and training
Students will apply ethical, legal, and professional knowledge to counseling and consulting issues	Site-supervisor Eval: 90% of Practicum, Internship and Advanced Internship will earn a "meets expectations" (2) or above on Ethical Practice item	Site supervisor evaluation: 100% met expectations on question related to ethical practice	Goal Achieved Maintain quality of education and training;

and practice. (Objective 2; KPI 1. 2)	Average score of 4.0 or above on Associated Q Q13 Exit Survey: Q5 Exit Survey: Q2 Student Program Evaluation: Q10 Student program evaluation: Key Performance Indicators: 85% will pass KPIs related to Objective 2. CPCE Exam: 85% will earn a passing score for Core Content Areas Professional Orientation & Ethical Practice	Q13 Exit Survey: 4.81 Q5 Exit Survey: 4.77 Q2 Student Program Evaluation: 4.64 Q10 Student program evaluation: 4.62 KPI: passing rate for Objective 2 $\geq$ 93% CPCE Exam: Professional practice: 95% passed this section	
Students will apply career counseling theories, models, and skills across multiple settings. (Objective 4; KPI 6)	Average Score of 4.0 or above on Associated Question Q18: Exit Survey: Q15: Student program evaluation: Key Performance Indicator: 85% of students will pass KPIs under Objective 4 CPCE Exam: 85% will earn a passing score for Core Content Area Career	Q18: Exit Survey: 4.46 Q15: Student program evaluation: 4.4 KPI: passing rate for Objective 4 $\geq$ 98% CPCE Exam: Career: 95% passed this section	Goal Achieved Maintain quality of education and training
Students will use social and culturally responsive counseling models with clients, including with diverse populations and at-risk clients. (Objective 8; KPI 3)	Site-supervisor Eval: 90% of Practicum, Internship and Advanced Internship will earn a "meets expectations" (2) or above on sensitivity to diversity issues Average score of 4.0 or above on associated Q Q19:Exit Survey	Site supervisor evaluation: 100% met expectations on sensitivity to diversity issues Q19:Exit Survey: 4.54 Q16: Student program evaluation: 4.53	Goal Achieved Maintain quality of education and training

	Q16: Student program evaluation Key Performance Indicator: 85% of students will pass KPIs under Objective 8 CPCE: 85% will earn a passing score on the Core Content Area Social & Cultural Diversity	KPI: passing rate for Objective 8 > =97 % CPCE Exam: Social/Cultural: 97% passed this section	
Students will be competent in evaluating human development models and clients' interpersonal factors that influence counseling and consulting. (Objective 3; KPI 5)	Average Score of 4.0 or above on associated Q Q9: Exit Survey Q6: Student program evaluation Key Performance Indicator: 85% of students will pass KPIs under Objective 3 Portfolio: 90% of those submitting portfolios will earn a passing score on the written and oral case conceptualization component CPCE Exam: 85% will earn a passing score for Core Content Areas Human Growth & Development and Helping Relationships	Q9:Exit Survey: 4.73 Q6: Student program evaluation: 4.51 KPI: passing rate for Objective 3 > = 94% Portfolio: 100% earned passing scores on the written and oral case conceptualization component CPCE Exam: HGD: 95% passed this section Helping Rels.: 92% passed this section	Goal Achieved Maintain quality of education and training
Students will be competent in applying counseling theories, models, and skills to group counseling and group work.	90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (2) or above on effectiveness of group counseling in site supervisor evaluation Average Score of 4.0 or	Supervision evaluations: 100% met expectations on effective leadership of group counseling	Goal Achieved Maintain quality of education and training

(Objective 9; KPI 9, 10)	above on associated Q Q14 Exit Survey: Q15 Exit Survey Q11 Student Program Evaluation Q12 Student Program Evaluation Key Performance Indicator: 85% of students will pass KPIs under objective 9 Portfolio: 90% of those submitting portfolios will earn a passing score for the oral and written Case Conceptualization paper and the Professional Counselor Identity Research paper. CPCE Exam: 85% will earn a passing score on Group Work	Q14 Exit Survey: 4.65 Q15:Exit Survey: 4.65 Q11 Student Program Evaluation: 4.47 Q12 Student Program Evaluation: 4.56 KPI: passing rate for Objective 9 > = 100% Portfolio: 100% earned passing scores on both the case conceptualization and professional identity paper CPCE Exam: Group: 92% passed this section	
Students will be competent in client assessment using counseling theories, models, and computer technology. (Objective 5; KPI 11)	Average score of 4.0 or above on associated Q Q17: Exit Survey: Q14: Student Program Evaluation Key Performance Indicator: 85% of students will pass KPIs under Objective 5 CPCE Exam: 85% will earn a passing score Assessment	Q17:Exit Survey: 4.54 Q14 Student Program Evaluation: 4.43 KPI: passing rate for Objective 5 >=98% CPCE Exam: Assessment: 100% passed this section	Goal Achieved Maintain quality of education and training
Students will apply counseling research and program evaluation in academic and professional	Average score of 4.0 or above on associated Q Q12: Exit Survey Q9: Student Program Evaluation Q5 Site supervisor	Q12:Exit Survey: 4.46 Q9 Student Program Evaluation: 4.31 Q5 Site supervisor program evaluation: 4.44	Goal Achieved Maintain quality of education and training

settings. (Objective 6; KPI 12)	program evaluation Q7 Site supervisor program evaluation Key Performance Indicator: 85% of students will pass KPIs under Objective 6 CPCE Exam:85% will earn a passing score on Core Content Area Research and Program Evaluation	Q7 Site supervisor program evaluation: 4.43 KPI: passing rate for Objective 6 = 100% CPCE Exam: Research: 97% passed this section	
Students will apply Clinical Mental Health core counseling knowledge and skills across multiple academic and professional settings. (Objective 7; KPI 13, 14)	Site-supervisor Eval: 90% of Practicum, Internship and Advanced Internship will have a passing evaluation (no more than 2 scores lower than a 2 "meets expectations") Faculty supervisor Eval:90% of Practicum, Internship, and Advanced Inernship students will earn a passing evaluation (no more than 2 scores lower than a 2 "meets expectations") Average score of 4.0 or above on associated Q Q6 Exit Survey Q11 Exit Survey Q3 Student Program Evaluation Q8 Student Program Evaluation Q8: Site supervisor program evaluation Key Performance Indicator: 85% of students will pass KPIs under Objective 7	Site supervisor evaluation: 99% passed their final evaluation Faculty supervisor evaluation: 96% passed their final evaluation Q6 Exit Survey: 4.85 Q11 Exit Survey: 4.69 Q3 Student Program Evaluation: 4.5 Q8 Student Program Evaluation:4.47 Q8: Site supervisor program evaluation: 4.54 KPI: passing rate for Objective 7 > = 93% Portfolio: 100% earned passing scores Candidacy: 100% passed	Goal Achieved Maintain quality of education and training

	Portfolio: 90% will earn a passing score signifying that they successfully completed portfolio as an exit competency Candidacy: 90% of applicants will pass candidacy CPCE Exam: 85% will pass 7/8 Core Content Areas of the exam 90% will earn a passing total score for the exam	candidacy CPCE Exam: Core content areas: 92% earned a passing score on 7/8 content areas of the exam Total score: 100% earned total passing scores	
Students will apply counseling theories, concepts, skills, and characteristics in forming effective, therapeutic, counseling relationships across multiple settings. (Objective 1; KPI 7, 8)	Site-supervisor Eval: 90% of Practicum, Internship and Advanced Internship will receive a "meets expectations" (2) or above on the Counseling Skills section Faculty supervisor Eval: 90% of Counseling Skills and Practicum students will earn a score of 3 (target) or above on all 9 Counseling skills questions Dispositions Assessment: 90% of students overall will receive "meets expectations" on disposition assessment Average score of 4.0 or above on associated Q Q8 Exit Survey Q10 Exit Survey Q5 Student program evaluation Q7 Student program evaluation Q4: Site supervisor program evaluation	Site supervisor eval: 99% met expectations on every question of counseling skills section Faculty supervisor evaluations: 83% met expectations on every question of counseling skills section Dispositions assessment: 83% of students received meets expectations on every area in each class Q8 Exit Survey: 4.85 Q10 Exit Survey: 4.73 Q5 Student Program Evaluation: 4.63 Q7 Student Program Evaluation: 4.49 Q4: Site supervisor program evaluation: 4.74 KPI: passing rate for	Goal Partially Achieved Maintain quality of education and training/ evaluate standard for disposition assessment (currently the criteria is for students to have 100% passing on all dispositions)/ also evaluate standard for faculty evaluations, some students received "emerging" on one or two of the 9 skills questions, which is still passing overall

	Key Performance Indicator: 85% of students will pass KPIs under Objective 1 CPCE: 85% will earn a passing score on Helping relationships	Objective 1 > = 93% CPCE Exam Helping Relationships: 92% passed this section	

**Program modifications/changes 2024-2025
(based on program assessment review)**

In the 2023-2024 program assessment review, with input from students, faculty, site supervisors, and other stakeholders, recommendations for program modifications/changes and review were proposed for 2024-2025. The following changes and proposed reviews were completed in the 2024-2025 academic year.

- A student survey on Cultural Preparation and Support was conducted in Spring 2025, and faculty will develop plans for the implementation of feedback for the 2025-2026 academic year.
- A wellness plan was implemented in the Foundations course and students will be asked to evaluate their progress and adjust their goals for self-care in practicum and internship.
- A Canvas course was developed in August 2024 for all core and non-core faculty to provide ongoing support and resources for teaching and professional development.
- Core faculty reviewed key performance indicators and key assignments in all courses and updates were made to the assessment of learning chart in Fall 2024.
- Based on site supervisor feedback, the faculty investigated potential policy changes related to site supervisor requirements for licensure. After discussion and investigation of best practices, including the consideration of insurance and state requirements, the department faculty determined to keep the current policy of requiring a terminal, clinical license for primary supervisors. However, the department will consider secondary supervisors with provisional licenses depending on experience, supervision, and unique circumstances.
- Based on student input and site supervisor feedback, the faculty re-evaluated limitations on telehealth direct hours in internship. The faculty established new guidelines allowing for 25 direct hours via telehealth per semester and students will be allowed to include telehealth group hours.
- Based on student input and site supervisor feedback, the faculty re-evaluated limitations on direct hours with children in internship. Students can now count up to 40 direct hours per semester with children under the age of 16.
- The Department of Graduate Counseling actively recruited for a new core faculty member and hired Dr. Chris Christmas who joined the department full-time in August 2025.

2025-2026 proposed program changes

The faculty have reviewed assessment data from 2024-2025, including input from students, site supervisors, and other stakeholders, and made recommendations for program changes/reviews. The following are proposed changes for the 2025-2026 academic year.

- The faculty will develop specific plans for implementing feedback from the Cultural Preparation and Support survey that was completed in Spring 2025. The intention is to find new opportunities to better promote an inclusive learning environment and continue support for diverse students as well as equip all students to work within diverse cultural communities.
- The faculty will develop and implement a course readiness checklist by October 1, 2025 to ensure that courses are consistent and technically reviewed prior to launching.
- The faculty will conduct a thorough curriculum review of all courses and update to ensure compliance with the 2024 CACREP standards by May 15, 2026.
- The faculty will update the format of the posted annual program evaluation prior to the 2025-2026 annual report.
- The student disposition assessment that is completed by all faculty in each course will be integrated into Canvas courses using Watermark software by summer session 2026. This will streamline faculty reports and improve data collection.
- The faculty will research and update the policy on recording devices/methods that are approved for use in practicum and internship.
- The department will assess current communication tools for site supervisors, including the site supervisor website, application and site agreement communication, and faculty supervisor communication with site supervisors, and assess for any improvements and streamlining of information.