

Counselor Education Department
School of Education and Human Development



Program Outcomes Report 2023-2024

Our M.A. in Clinical Mental Health Counseling (CMHC) and M.A. in School Counseling (SC) programs are nationally accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) through March 31, 2026, a coveted accreditation for Counselor Education programs.

2023-2024 Academic Year

Program	Program Enrollment	Degree Completion Rate ⁺	Number of Program Graduates	Credentialing Exam Pass Rate	Employment Rate
CMHC	94	92%	28	100%	100%
SC	19	100%	14	No Exam in CT	100%

⁺Completion rate is determined by those who completed by the time to degree established by the institutional.

Summary of the Program Evaluation Results

Our Program Objectives are aligned with Key Performance Indicators (KPI). The progress toward these is evaluated through assigned Academic Quality Indicators (AQI) and alumni and site supervisor surveys.

Further, a minimum KPI threshold of *On-Target performance by 80% of students* was set by Counselor Education core faculty.

KPI 1: PROFESSIONAL COUNSELING ORIENTATION AND ETHICAL PRACTICE		
Program Objective #1: Graduates will identify as a professional or school counselor as indicated in their specialization and aligned with ethical and legal standards of practice		
Point I Legal and Ethical Issues in Counseling Assignment: Case Scenario	Point II Counseling Practicum Site Supervisor Evaluation of CMHC/SC Student	Point III CMHC and SC Internship Site Supervisor Evaluation of Intern
Alumni: <i>Did the Fairfield University CMHC program prepare you to identify as a Professional Counselor?</i> <i>Did the Fairfield University SC program prepare you to identify as a School Counselor?</i>		
Site Supervisor: <i>Did the Fairfield University CMHC student identify as a professional counselor and demonstrate alignment with ethical and legal standards of practice?</i> <i>Did the Fairfield University SC student identify as a school counselor and demonstrate alignment with ethical and legal standards of practice?</i>		

Counselor Education Department
School of Education and Human Development



Program Outcomes Report 2023-2024

Trend Analysis: Students exceeded the 80% at or above target range set as a goal indicating the CMHC and SC programs met the objective.

KPI 2: SOCIAL AND CULTURAL DIVERSITY

Program Objective #2: Graduates will demonstrate understanding of, sensitivity to, and advocacy for equity, diversity, and inclusion issues in counseling.

Point I	Point II	Point III
Multicultural Issues in Counseling Assignment: Cultural Immersion Project	Counseling Practicum Site Supervisor Evaluation of CMHC/SC Student	CMHC and SC Internship Site Supervisor Evaluation of Intern

Alumni: Did the Fairfield University CMHC/SC program prepare you to understand, be sensitive to, and advocate for equity, diversity, and inclusion issues in counseling clients/students?

Site Supervisor: Did the Fairfield University CMHC/SC student demonstrate understanding of, sensitivity to, and advocacy for equity, diversity, and inclusion issues in counseling their clients/students?

Trend Analysis: Students exceeded the 80% at or above target range set as a goal indicating the CMHC and SC programs met the objective.

KPI 3: LIFESPAN DEVELOPMENT

Program Objective #3: Graduates will incorporate theories and models for optimal lifespan development to empower and promote resilience and wellness across the lifespan.

Point I	Point II	Point III
Lifespan Adult Development Assignment: Grow Your Own Human Project	Counseling Practicum Site Supervisor Evaluation of CMHC/SC Student	CMHC and SC Internship Site Supervisor Evaluation of Intern

Alumni: Did the Fairfield University CMHC/SC program prepare you to incorporate theories/techniques and models/strategies for optimal lifespan development to empower and promote resilience and wellness across the lifespan of the clients/students?

Site Supervisor: Did the Fairfield University CMHC/SC student incorporate theories and models or effective techniques and strategies for optimal lifespan development to empower and promote resilience and wellness across the lifespan in their clients/students?

Trend Analysis: Students performed at the 80% at or above target range set as a goal indicating the CMHC and SC programs met the objective.

Counselor Education Department
School of Education and Human Development



Program Outcomes Report 2023-2024

KPI 4 CAREER DEVELOPMENT		
Program Objective #4: Graduates will apply career theory and models to serve and advocate for career development of diverse clients' career, vocational, and educational needs across the lifespan.		
Point I Career Development: Theory and Practice Assignment: Career Interview Project	Point II Counseling Practicum Site Supervisor Evaluation of CMHC/SC Student	Point III CMHC and SC Internship Site Supervisor Evaluation of Intern
<i>Alumni: Did the Fairfield University CMHC/SC program prepare you to incorporate career theory and models in working with client/student to facilitate career, vocational, and educational needs across the lifespan?</i>		
<i>Site Supervisor: Did the Fairfield University CMHC/SC student apply career theory and models in their work with clients/students to facilitate career, vocational, and educational needs across the lifespan?</i>		
Trend Analysis: Students exceeded the 80% at or above target range set as a goal indicating the CMHC and SC programs met the objective.		

KPI 5: COUNSELING PRACTICE AND RELATIONSHIPS		
Program Objective #5: Graduates will apply theories, models, and principles in developing a therapeutic relationship and in providing assessment, case conceptualization, and intervention to promote client empowerment and change.		
Point I Theories of Counseling & Psychotherapy Assignment: Theoretical Orientation Position Paper	Point II Counseling Practicum Site Supervisor Evaluation of CMHC/SC Student	Point III CMHC and SC Internship Site Supervisor Evaluation of Intern
<i>Alumni: Did the Fairfield University CMHC/SC program prepare you to use counseling microskills in developing a therapeutic relationship and an identified theoretical orientation when providing assessment, case conceptualization, and intervention to promote their clients' well-being?</i>		
<i>Site Supervisor: Did the Fairfield University CMHC/SC student apply counseling microskills in developing a therapeutic relationship and an identified theoretical orientation in providing assessment, case conceptualization, and intervention to promote their clients' wellbeing?</i>		
Trend Analysis: Students exceeded the 80% at or above target range set as a goal indicating the CMHC and SC programs met the objective.		

Counselor Education Department
School of Education and Human Development



Program Outcomes Report 2023-2024

KPI 6: GROUP COUNSELING AND GROUP WORK		
Program Objective #6: Graduates will demonstrate use of group work theoretical foundational knowledge to achieve experiential efficacy of facilitating groups.		
Point I Group Work: Theory and Practice Assignment: Group Proposal	Point II Counseling Practicum Site Supervisor Evaluation of CMHC/SC Student	Point III CMHC and SC Internship Site Supervisor Evaluation of Intern
<i>Alumni: Did the Fairfield University CMHC/SC program prepare you to use evidence-based group work processes to facilitate groups?</i>		
<i>Site Supervisor: Did the Fairfield University CMHC/SC student demonstrate use of evidence-based group work processes to facilitate groups?</i>		
<i>Trend Analysis: Students exceeded the 80% at or above target range set as a goal indicating the CMHC and SC programs met the objective.</i>		

KPI 7: ASSESSMENT AND DIAGNOSTIC PROCESSES		
Program Objective #7: Graduates will demonstrate ability to assess client/student issues for appropriate and effective delivery of services.		
Point I Assessment in Counseling Assignment: Test Presentation	Point II Assignment: Test Presentation Point II Course: Counseling Practicum Site Supervisor Evaluation of CMHC/SC Student	Point III CMHC and SC Internship Site Supervisor Evaluation of Intern
<i>Alumni: Did the Fairfield University CMHC/SC program prepare you to assess client/student issues for appropriate and effective delivery of services?</i>		
<i>Site Supervisor: Did the Fairfield University CMHC/SC student demonstrate ability to assess client/student issues for appropriate and effective delivery of services?</i>		
<i>Trend Analysis: Students exceeded the 80% at or above target range set as a goal indicating the CMHC and SC programs met the objective.</i>		

Counselor Education Department
School of Education and Human Development



Program Outcomes Report 2023-2024

KPI 8: RESEARCH AND PROGRAM EVALUATION		
Program Objective #8: Graduates will demonstrate the fundamental ability to conduct, access, and critique evidence-based research, to improve treatment and program outcome.		
Point I Research Methodology Assignment: Final Research Project	Point II Counseling Practicum Site Supervisor Evaluation of CMHC/SC Student	Point III CMHC and SC Internship Site Supervisor Evaluation of Intern
<i>Alumni: Did the Fairfield University CMHC/SC program prepare you to access and use evidence-based techniques when serving clients/students in their treatment planning, intervention, and/or school based curricular development?</i>		
<i>Site Supervisor: Did the Fairfield University CMHC/SC student demonstrate the fundamental ability to access and use evidence-based techniques when serving clients/students in their treatment planning, intervention, and/or school based curricular development?</i>		
Trend Analysis: Students meet the 80% at or above target range set as a goal indicating the CMHC and SC programs met the objective.		

KPI 9: COUNSELING SKILLS AND DISPOSITIONS		
Program Objective #9: Graduates will demonstrate skills and dispositions to effectively serve clients/students in their specialized setting.		
Point I Counseling Skills and Relationships Assignment: Counselor Competencies Scale-Revised (CCS-R)	Point II CCS-R Counseling Practicum Course Instructor Evaluation of Student	Point III CCS-R CMHC and SC Internship Site Supervisor Evaluation of Intern
<i>Alumni: Did the Fairfield University CMHC/SC program prepare you to use skills and manage dispositions to effectively serve clients/students in your specialized setting?</i>		
<i>Site Supervisor: Did the Fairfield University CMHC/SC student demonstrate skills and dispositions to effectively serve clients/students in their specialized setting?</i>		
Trend Analysis: Students are not meeting the 80% at or above target range set as a goal due to some evaluators indicating “did not observe” which converts to a 0-points confounding the score interpretation. We need to provide training to faculty and site supervisor on expectations for and utilizing the CCS-R.		

Counselor Education Department
School of Education and Human Development



Program Outcomes Report 2023-2024

KPI 10a: CLINICAL MENTAL HEALTH COUNSELING		
Program Objective #10: Graduates will demonstrate knowledge to effectively serve clients/students in their specialized setting		
Point I Diagnosis Across the Lifespan Assignment: ICANSTART Conceptualization	Point II Counseling Practicum Site Supervisor Evaluation of CMHC Student	Point III CMHC Internship Site Supervisor Evaluation of Intern
<i>Alumni: Overall, did the Fairfield University CMHC program prepare you to use knowledge to effectively serve clients in your specialized setting?</i>		
<i>Site Supervisor: Did the Fairfield University CMHC student demonstrate knowledge to effectively serve clients in their specialized setting?</i>		
Trend Analysis: Students exceeded the 80% at or above target range set as a goal indicating the CMHC programs met the objective.		

KPI 10b: SCHOOL COUNSELING		
Program Objective #10: Graduates will demonstrate knowledge to effectively serve clients/students in their specialized setting		
Point I Advanced School Counseling Assignment: District Program Guide	Point II Counseling Practicum Site Supervisor Evaluation of SC Student	Point III SC Internship Site Supervisor Evaluation of Intern
<i>Alumni: Overall, did the Fairfield University SC program prepare you to use knowledge to effectively serve students in your specialized setting?</i>		
<i>Site Supervisor: Did the Fairfield University SC student demonstrate knowledge to effectively serve students in their specialized setting?</i>		
Trend Analysis: The practicum and internship site supervisors are indicating that the school counselors-in-training are meeting the overall requirements for school counseling specialty needs indicating that SC programs met the objective.		

In addition, the employers of the CMHC students indicated that 100% of students met or exceeded expectations and they will be willing to hire Fairfield University CMHC graduates in the future.

* Detailed unidentified data is available for review with a written request to the to the chair of the Department.

Counselor Education Department
School of Education and Human Development



Program Outcomes Report 2023-2024

b) Subsequent curriculum modifications and program improvement informed by program evaluation

- Training site supervisors in the expectations and use of the CCS-R
- Continue to maintain in-person quality coursework

c) Any other significant program changes - None