

**USU Professional School Counselor Education Program, MEd Student Admissions, Outcomes
and Other Important Data
2015, 2016, 2017 Cohorts (graduating 2018, 2019, 2020)**

Number of Students by Cohort

Entry Year Completion Year	2015 2018	2016 2019	2017 2020
Location/Format	Statewide/Broadcast	Kaysville/Face-to-Face	Statewide/Broadcast
Number of Students	58	36	60

GPA at Admission

Entry Year Completion Year	2015 2018	2016 2019	2017 2020	Combined
N	58	36	60	154
Average GPA on Admittance (Last 60 credits)	3.643	3.711	3.671	3.670
SD	0.233	0.225	0.223	0.227
Range	3.08 – 4.00	3.20 – 3.98	3.19 – 4.00	3.08 – 4.00

Graduate Record Exam (GRE) Scores of Admitted Students

Entry Year Completion Year	2015 2018	2016 2019	2017 2020	Combined
N	8	7	13	28
Average GRE Verbal Scale Score	153.86	157.71	153.39	154.60
Average GRE Verbal Percentile Rank	62.75	72.29	58.62	63.22
Average GRE Quantitative Scale Score	150.71	152.57	148.62	150.21
Average GRE Quantitative Percentile Rank	43.50	54.43	34.31	41.97

Miller Analogy Test (MAT) Scores of Admitted Students

Entry Year Completion Year	2015 2018	2016 2019	2017 2020	Combined
N	50	29	45	124
Average MAT Scale Score	408.32	412.62	409.93	409.91
Average MAT Percentile Rank	64.12	66.28	68.20	66.11

Gender of Admitted Students

Entry Year Completion Year	2015 2018	2016 2019	2017 2020	Combined
Number of Female Students	46	30	52	128
Number of Male Students	12	6	8	26
Total	58	36	60	154
Percent Female	79.31%	83.33%	86.67%	83.12%

Race/Ethnicity Indicated by Admitted Students

Entry Year Completion Year	2015 2018	2016 2019	2017 2020	Combined
White, Non-Hispanic	52	36	60	148
Black, Non-Hispanic	0	0	0	0
Multicultural	0	0	0	0
Hispanic	1	0	0	1
Unspecified/Other	5	0	0	5
Total	58	36	60	154

Professional School Counselor Praxis II Scores

Entry Year Completion Year	2015 2018	2016 2019	2017 2020	Combined
	Mean = 173.95 Range: 164 - 187 SD = 5.511 N = 58	Mean = 177.47 Range: 166 - 190 SD = 6.566 N = 36	Mean = 175.80 Range: 164 - 192 SD = 6.10 N = 60	Mean = 175.49 Range: 164 - 192 SD = 5.99 N = 154
Qualifying Score Rate	100%	100%	100%	100%

Internship Supervisor Ratings of Recent Graduates (old Likert-type scale)

Entry Year Completion Year	2015 2018
Professional School Counselor Identity	Mean = 8.25 Range: 5.00 – 9.00 SD = 0.765 N = 54
Social & Cultural Diversity	Mean = 7.84 Range: 5.00 – 9.00 SD = 1/048 N = 51
Human Growth & Development	Mean = 7.78 Range: 5.00 – 9.00 SD = 1.072 N = 51
Career Development	Mean = 7.80 Range: 5.00 – 9.00 SD = 1.097 N = 44
Helping Relationships	Mean = 7.84 Range: 5.00 – 9.00 SD = 1.021 N = 55
Group Work	Mean = 7.74 Range: 5.00 – 9.00 SD = 1.038 N = 42

Assessment	Mean = 7.75 Range: 5.00 – 9.00 SD = 1.251 N = 40
Research & Program Evaluation	Mean = 7.53 Range: 5.00 – 9.00 SD = 1.143 N = 39
Comprehensive C & G Program Management	Mean = 7.96 Range: 5.00 – 9.00 SD = 0.742 N = 47
Foundations of School Counseling	Mean = 7.79 Range: 5.00 – 9.00 SD = 1.068 N = 50
Contextual Dimensions of School Counseling	Mean = 8.10 Range: 5.00 – 9.00 SD = 0.938 N = 53
Additional Knowledge & Skill Requirements	Mean = 7.57 Range: 5.00 – 9.00 SD = 1.175 N = 37

* Ratings of interns were completed using a 9-point Likert scale where 9 = Outstanding, 8 = Excellent, 7 = Well Above Average, 6 = Slightly Above Average, 5 = Average, 4 = Slightly Below Average, 3 = Well Below Average, 2 = Poor, 1 = Very Poor; Several raters deviated from the scale and awarded scores of 10.

** N varies within cohort because not every intern had experiences and received ratings within each item of each domain.

**** Item ranges are not whole numbers because domain scores are a composite of four or five individual items.

Beginning in the 2018-2019 school year (the 2016 cohort), a new behaviorally anchored Internship rating scale was introduced. For this reason, comparisons cannot be made across the three cohorts, only the most recent two.

Internship Supervisor Ratings of Recent Graduates (new behaviorally-anchored rating scale)

Entry Year Completion Year	2016 2019	2017 2020	Combined
Professional School Counselor Identity	Mean = 4.65 Range: 3.75 – 5.00	Mean = 4.61 Range: 3.50 – 5.00	Mean = 4.62 Range: 3.50 – 5.00

	SD = 0.399 N = 25	SD = 0.412 N = 51	SD = 0.405 N = 76
Social & Cultural Diversity	Mean = 4.43 Range: 3.00 – 5.00 SD = 0.597 N = 31	Mean = 4.40 Range: 3.00 – 5.00 SD = 0.594 N = 56	Mean = 4.41 Range: 3.00 – 5.00 SD = 0.592 N = 87
Human Growth & Development	Mean = 4.52 Range: 3.00 – 5.00 SD = 0.605 N = 33	Mean = 4.41 Range: 3.00 – 5.00 SD = 0.561 N = 57	Mean = 4.45 Range: 3.00 – 5.00 SD = 0.577 N = 90
Career Development	Mean = 4.53 Range: 3.25 – 5.00 SD = 0.596 N = 23	Mean = 4.39 Range: 3.00 – 5.00 SD = 0.544 N = 43	Mean = 4.44 Range: 3.00 – 5.00 SD = 0.562 N = 66
Counseling & Helping Relationships	Mean = 4.52 Range: 3.00 – 5.00 SD = 0.584 N = 32	Mean = 4.45 Range: 2.67 – 5.00 SD = 0.561 N = 54	Mean = 4.48 Range: 2.67 – 5.00 SD = 0.567 N = 86
Group Work	Mean = 4.58 Range: 3.33 – 5.00 SD = 0.502 N = 26	Mean = 4.11 Range: 2.00 – 5.00 SD = 0.832 N = 47	Mean = 4.27 Range: 2.00 – 5.00 SD = 0.762 N = 73
Assessment & Testing	Mean = 4.43 Range: 3.00 – 5.00 SD = 0.627 N = 28	Mean = 4.18 Range: 2.67 – 5.00 SD = 0.638 N = 51	Mean = 4.27 Range: 2.67 – 5.00 SD = 0.642 N = 79
Research & Program Evaluation	Mean = 4.52 Range: 3.00 – 5.00 SD = 0.571 N = 29	Mean = 4.11 Range: 3.00 – 5.00 SD = 0.750 N = 51	Mean = 4.25 Range: 3.00 – 5.00 SD = 0.714 N = 80
Foundations of School Counseling	Mean = 4.46 Range: 3.00 – 5.00 SD = 0.603 N = 27	Mean = 4.38 Range: 3.00 – 5.00 SD = 0.578 N = 52	Mean = 4.41 Range: 3.00 – 5.00 SD = 0.584 N = 79

Contextual Dimensions of School Counseling	Mean = 4.57 Range: 3.00 – 5.00 SD = 0.550 N = 24	Mean = 4.17 Range: 2.50 – 5.00 SD = 0.648 N = 45	Mean = 4.31 Range: 2.50 – 5.00 SD = 0.641 N = 69
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* Ratings of interns were completed using a 5-point behaviorally anchored rating scale

** N varies within cohort because not every intern had experiences and received ratings within each item of each domain.

*** Item ranges are not whole numbers because domain scores are a composite of between three and 12 individual items.

T-tests used to examine whether differences exist across groups, yielded statistically significant differences between the 2016 and 2017 cohorts for the Group Work and Research and Program Evaluation domains. The level of significance for those differences was 0.011 and 0.013, respectively. Data will need to be collected across several more years to identify whether these are part of a trend and the possible causes of these observed differences.

Final GPAs of Program Graduates in Professional School Counseling

Entry Year Completion Year	2015 2018	2016 2019	2017 2020	Combined
	Mean = 3.83 Range: 3.47 – 4.00 SD = 0.124 N = 58	Mean = 3.94 Range: 3.56 – 4.00 SD = 0.085 N = 36	Mean = 3.88 Range: 3.36 – 4.00 SD = 0.1322 N = 60	Mean = 3.88 Range: 3.36 – 4.00 SD = 0.1181 N = 154

Graduation Rate Information

2018 Completion Year Graduation Rate				
<i>Students in Cohort</i>	<i>Students Graduated</i>	<i>Student of Leave of Absence</i>	<i>Students Withdrawn</i>	<i>Graduation Rate</i>
64	58	3	3	90.63%
2019 Completion Year Graduation Rate				
<i>Students in Cohort</i>	<i>Students Graduated</i>	<i>Student of Leave of Absence</i>	<i>Students Withdrawn</i>	<i>Graduation Rate</i>
37	36	1	0	97.30%
2020 Completion Year Graduation Rate				
<i>Students in Cohort</i>	<i>Students Graduated</i>	<i>Student of Leave of Absence</i>	<i>Students Withdrawn</i>	<i>Graduation Rate</i>
64	60*	1**	3	93.75%

*A student who entered the program in 2015 and took a leave of absence, completed in 2020

**The student who took a leave of absence, will complete the program in May 2021

Table 4.5 Grades in Courses Related to Understanding Diversity and Student Problems

Entry Year Completion Year	2015 2018	2016 2019	2017 2020	Combined
PSY 6530 Developmental Psychology	Mean = 3.91 Range: 3.33 - 4.00 SD = 0.171 N = 58	Mean = 3.94 Range: 3.33 - 4.00 SD = 0.155 N = 36	Mean = 3.92 Range: 3.33 - 4.00 SD = 0.159 N = 58	Mean = 3.92 Range: 3.33 - 4.00 SD = 0.162 N = 152
PSY 6350 Intro to Theories of Intervention	Mean = 3.65 Range: 2.67 - 4.00 SD = .0.339 N = 58	Mean = 3.95 Range: 3.33 - 4.00 SD = 0.149 N = 36	Mean = 3.64 Range: 2.67 - 4.00 SD = 0.344 N = 60	Mean = 3.72 Range: 2.67 - 4.00 SD = 0.331 N = 154
PSY 6290 Diversity Issues in Treatment & Assessment	Mean = 3.94 Range: 3.00 – 4.00 SD = 0.19 N = 570	Mean = 3.99 Range: 3.67 – 4.00 SD = 0.055 N = 36	Mean = 3.97 Range: 3.67 – 4.00 SD = 0.100 N = 60	Mean = 3.96 Range: 3.00 – 4.00 SD = 0.135 N = 153
PSY 6130 Evidence-based Practice	Mean = 3.96 Range: 3.33 – 4.00 SD = 0.146 N = 58	Mean = 3.97 Range: 3.67 – 4.00 SD = 0.093 N = 36	Mean = 3.95 Range: 3.00 – 4.00 SD = 0.170 N = 58	Mean = 3.96 Range: 3.00 – 4.00 SD = 0.145 N = 152
PSY 6220/6420 Group Counseling	Mean = 3.97 Range: 3.00 – 4.00 SD = 0.143 N = 58	Mean = 4.00 Range: 4.00 SD = 0.00 N = 36	Mean = 3.95 Range: 3.33 -- 4.00 SD = 0.131 N = 58	Mean = 3.97 Range: 3.00 – 4.00 SD = 0.121 N = 152
PSY 6340 Psychological & Educational Consultation	Mean = 4.00 Range: 4.00 SD = .000 N = 58	Mean = 4.00 Range: 4.00 SD = .000 N = 36	Mean = 4.00 Range: 4.00 SD = .000 N = 58	Mean = 4.00 Range: 4.00 SD = .000 N = 152

Table 4.6 ANOVA for Grades in Courses Related to Understanding Diversity and Student Problems

	<i>df</i>	F	P
PSY 6530	2	0.232	0.793
PSY 6350	2	13.107	<.001*
PSY 6290	2	1.514	0.223
PSY 6130	2	0.218	0.804
PSY 6220/6420	2	1.606	0.204

**p* < .05

For PSY 6350, Introduction to Theories of Intervention, the 2016 cohort performed statistically significantly better than both the 2015 and 2017 cohorts. Further exploration is required to identify factors contributing to these observed differences.

Table 4.8 a. Internship Supervisor Ratings of Items Related to Understanding of Diversity (based on previous Likert-type rating scale)

Entry Year Completion Year	2015 2018
Domain 2 Item 3 Engages in social justice, advocacy and conflict resolution	Mean = 7.79 Range: 6.00 – 9.00 SD = 1.100 N = 52
Domain 3 Item 1 Demonstrates understanding of the nature & needs of individual and families across the lifespan	Mean = 7.85 Range: 5.00 – 9.00 SD = 1.106 N = 54
Domain 3 Item 2 Demonstrates skills in assisting in successful transitions for students	Mean = 7.82 Range: 5.00 – 9.00 SD = 1.100 N = 54
Domain 3 Item 3 Recognizes different learning styles & is familiar with associated strategies for student success	Mean = 7.78 Range: 5.00 - 9.00 SD = 1.228 N = 55
Domain 3 Item 5 Demonstrates understanding of the implications of developmental crises, disability, exceptional behavior, & psychopathology	Mean = 7.59 Range: 5.00 – 9.00 SD = 1.262 N = 53
Domain 11 Item 1 Advocates for all students	Mean = 8.38 Range: 5.00 9.00

	SD = 0.933 N = 55
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* Ratings of interns were completed using a 9-point Likert scale where 9 = Outstanding, 8 = Excellent, 7 = Well Above Average, 6 = Slightly Above Average, 5 = Average, 4 = Slightly Below Average, 3 = Well Below Average, 2 = Poor, 1 = Very Poor; Several raters deviated from the provided scale and awarded ratings of 10

** N varies within cohort because not every intern had experiences and received ratings within each item of each domain.

Table 4.8 b. Internship Supervisor Ratings of Items Related to Understanding of Diversity (based on new behaviorally-anchored rating scale)

Entry Year Completion Year	2016 2019	2017 2020	Combined
Domain 1 Item 1 Advocates for all students to address institutional and social barriers that impede access, equity and success	Mean = 4.85 Range: 3.00 – 5.00 SD = 0.500 N = 34	Mean = 4.73 Range: 3.00 – 5.00 SD = 0.476 N = 92	Mean = 4.77 Range: 3.00 – 5.00 SD = 0.486 N = 93
Domain 2 Item 1 Demonstrates awareness of heritage, attitudes, spiritual beliefs and acculturative experiences on students' and counselors' worldviews.	Mean = 4.44 Range: 3.00 – 5.00 SD = 0,705 N = 34	Mean = 4.31 Range: 3.00 – 5.00 SD = 0.724 N = 58	Mean = 4.36 Range: 3.00 – 5.00 SD = 0.716 N = 92
Domain 2 Item 2 Demonstrates knowledge and applications of theories and models of multicultural counseling, cultural identity development and social justice and advocacy	Mean = 4.23 Range: 3.00 – 5.00 SD = 0.706 N = 32	Mean = 4.31 Range: 3.00 – 5.00 SD = 0.641 N = 58	Mean = 4.28 Range: 3.00 – 5.00 SD = 0.682 N = 90
Domain 3 Item 3 Understands the complexity of factors that affect human development,	Mean = 4.50 Range: 3.00 – 5.00 SD = 0.707 N = 33	Mean = 4.35 Range: 3.00 – 5.00 SD = 0.678 N = 59	Mean = 4.40 Range: 3.00 – 5.00 SD = 0.689 N = 92

function, and behavior			
Domain 3 Item 5 Demonstrates an awareness of effect strategies for promoting resilience and optimal development	Mean = 4.52 Range: 3.00 - 5.00 SD = 0.657 N = 33	Mean = 4.41 Range: 3.00 – 5.00 SD = 0.663 N = 58	Mean = 4.47 Range: 3.00 – 5.00 SD = 0.659 N = 91
Domain 4 Item 5 Employs strategies for advocating for diverse students' career and educational development and employment opportunities in a global economy	Mean = 4.50 Range: 3.00 – 5.00 SD = 0.732 N = 29	Mean = 4.34 Range: 3.00 – 5.00 SD = 0.653 N = 55	Mean = 4.39 Range: 3.00 – 5.00 SD = 0.681 N = 84
Domain 4 Item 7 Successfully facilitates post-secondary transitions	Mean = 4.48 Range: 3.00 – 5.00 SD = 0.773 N = 24	Mean = 4.38 Range: 3.00 – 5.00 SD = 0.701 N = 47	Mean = 4.42 Range: 3.00 – 5.00 SD = 0.722 N = 71

* N varies within cohort because not every intern had experiences and received ratings within each item of each domain.

There were not statistically significant differences across cohorts for any of the internship supervisor rating items related to understanding of diversity.

Table 4.11 Internship Supervisor Ratings of Items Related to Learning to Learn

Entry Year Completion Year	2015 2018
Domain 4 Item 2 Demonstrates ability to use electronic career information systems effectively	Mean = 7.94 Range: 4.00 – 9.00 SD = 1.223 N = 51
Domain 4 Item 4 Demonstrates understanding of the relationship between economic and labor market	Mean = 7.74 Range: 5.00 – 9.00 SD = 1.186 N = 49

factors and career development	
Domain 8 Item 1 Demonstrates an understanding of the importance of research in the school counseling profession as a tool for evaluation of programs and interventions	Mean = 7.63 Range: 5.00 – 9.00 SD = 1.28 N = 51
Domain 8 Item 2 Demonstrates an understanding of procedures for data gathering, analysis, and presentation	Mean = 7.69 Range: 4.00 – 9.00 SD = 1.278 N = 49
Domain 8 Item 3 Demonstrates understanding of the ways that technology and statistical methods are used in conducting research and program evaluation	Mean = 7.53 Range: 5.00 – 9.00 SD = 1.248 N = 47
Domain 8 Item 4 Ability to communicate research to administrators and policy makers	Mean = 7.50 Range: 5.00 – 9.00 SD = 1.274 N = 42
Domain 10 Item 4 Demonstrates knowledge of current and emerging technology in school guidance	Mean = 7.81 Range: 5.00 – 9.00 SD = 1.314 N = 52

counseling, and implements appropriate new technologies	
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* Ratings of interns were completed using a 9-point Likert scale where 9 = Outstanding, 8 = Excellent, 7 = Well Above Average, 6 = Slightly Above Average, 5 = Average, 4 = Slightly Below Average, 3 = Well Below Average, 2 = Poor, 1 = Very Poor; Several raters deviated from the provided scale and awarded ratings of 10

** N varies within cohort because not every intern had experiences and received ratings within each item of each domain.

*** Some ratings are not whole numbers because some students were rated by multiple supervisors. Their scores are a mean of the ratings provided for each item across supervisors.

Table 4.11 b Internship Supervisor Ratings of Items Related to Learning to Learn (based on new behaviorally-anchored rating scale)

Entry Year Completion Year	2016 2019	2017 2020	Combined
Domain 1 Item 6 Demonstrates the capacity to use a wide range of technology in the systemic practice of counseling	Mean = 4.47 Range: 3.00 – 5.00 SD = 0.730 N = 30	Mean = 4.52 Range: 3.00 – 5.00 SD = 0.603 N = 56	Mean = 4.50 Range: 3.00 – 5.00 SD = 0.646 N = 86
Domain 8 Item 1 Recognizes the importance of research in advancing the counseling profession	Mean = 4.32 Range: 3.00 – 5.00 SD = 0.727 N = 33	Mean = 4.23 Range: 3.00 – 5.00 SD = 0.751 N = 56	Mean = 4.26 Range: 3.00 – 5.00 SD = 0.739 N = 89
Domain 8 Item 2 Demonstrates an understanding of how to critique research to inform counseling practice	Mean = 4.42 Range: 3.00 – 5.00 SD = 0.708 N = 33	Mean = 4.05 Range: 2.00 – 5.00 SD = 0.879 N = 53	Mean = 4.19 Range: 2.00 – 5.00 SD = 0.834 N = 86
Domain 8 Item 3 Demonstrates knowledge of program evaluation and research	Mean = 4.53 Range: 3.00 – 5.00 SD = 0.629 N = 30	Mean = 4.03 Range: 2.00 – 5.00 SD = 0.874 N = 53	Mean = 4.21 Range: 2.00 – 5.00 SD = 0.827 N = 83
Domain 11 Item 1	Mean = 4.52	Mean = 4.04	Mean = 4.21

Demonstrates the skills and knowledge needed to engage in the program review process	Range: 3.00 – 5.00 SD = 0.725 N = 30	Range: 3.00 – 5.00 SD = 0.765 N = 53	Range: 2.00- 5.00 SD = 0.781 N = 83
Domain 10 Item 3 Effectively prepares each student for post-secondary education using robust college and career readiness strategies	Mean = 4.45 Range: 3.00 – 5.00 SD = 0.624 N = 31	Mean = 4.29 Range: 3.00 – 5.00 SD = 0.705 N = 55	Mean = 4.35 Range: 3.00 – 5.00 SD = 0.678 N = 86

*N varies within cohort because not every intern had experiences and received ratings within each item of each domain.

**Some ratings are not whole numbers because some students were rated by multiple supervisors. Their scores are a mean of the ratings provided for each item across supervisors.

There were statistically significant differences for Domain 8 Item 2 and Domain 8 Item 3 across the 2016 and 2017 cohorts with the 2017 cohort obtaining statistically significantly higher ratings for Item 2 ($p < 0.041$) and Item 3 ($p < 0.007$).

Table 4.16 Grades in Courses Related to Multicultural Awareness and Accuracy

	2015 2018	2016 2019	2017 2020	Combined
PSY 6530 Developmental Psychology	Mean = 3.91 Range: 3.33 - 4.00 SD = 0.171 N = 58	Mean = 3.94 Range: 3.33 - 4.00 SD = 0.155 N = 36	Mean = 3.92 Range: 3.33 - 4.00 SD = 0.159 N = 58	Mean = 3.92 Range: 3.33 - 4.00 SD = 0.162 N = 152
PSY 6290 Diversity Issues in Treatment & Assessment	Mean = 3.94 Range: 3.00 – 4.00 SD = 0.19 N = 570	Mean = 3.99 Range: 3.67 – 4.00 SD = 0.055 N = 36	Mean = 3.97 Range: 3.67 – 4.00 SD = 0.100 N = 60	Mean = 3.96 Range: 3.00 – 4.00 SD = 0.135 N = 153
PSY 6220/6420 Group Counseling	Mean = 3.97 Range: 3.00 – 4.00 SD = 0.143 N = 58	Mean = 4.00 Range: 4.00 SD = 0.00 N = 36	Mean = 3.95 Range: 3.33 -- 4.00 SD = 0.131 N = 58	Mean = 3.97 Range: 3.00 – 4.00 SD = 0.121 N = 152

Table 4.17 ANOVA for Grades in Courses Related to Multicultural Awareness and Accuracy

	Df	F	P
PSY 6530	2	0.232	0.793
PSY 6290	2	1.514	0.223
PSY 6220/6420	2	1.606	0.204

**p* < .05

There were no statistically significant differences across cohorts when examining course grades related to multicultural awareness and accuracy.

Table 4.19 a Internship Supervisor Ratings of Items Related to Multicultural Awareness and Accuracy (based on previous Likert-type rating scale)

Entry Year Completion Year	2015 2018
Domain 2 Item 3 Engages in social justice, advocacy and conflict resolution	Mean = 7.79 Range: 6.00 – 9.00 SD = 1.100 N = 52
Domain 3 Item 1 Demonstrates understanding of the nature & needs of individual and families across the lifespan	Mean = 7.85 Range: 5.00 – 9.00 SD = 1.106 N = 54
Domain 3 Item 5 Demonstrates understanding of the implications of developmental crises, disability, exceptional behavior, & psychopathology	Mean = 7.59 Range: 5.00 – 9.00 SD = 1.262 N = 53
Domain 11 Item 1 Advocates for all students	Mean = 8.38 Range: 5.00 – 9.00 SD = 0.933 N = 55

* N varies within cohort because not every intern had experiences and received ratings within each item of each domain.

** Some ratings are not whole numbers because some students were rated by multiple supervisors. Their scores are a mean of the ratings provided for each item across supervisors.

Table 4.19 b. Internship Supervisor Ratings of Items Related to Multicultural Awareness and Accuracy (based on new behaviorally-anchored rating scale)

Entry Year Completion Year	2016 2019	2017 2020	Combined
Domain 1 Item 1 Advocates for all students to address institutional and social barriers that impede access, equity and success	Mean = 4.85 Range: 3.00 – 5.00 SD = 0.500 N = 34	Mean = 4.73 Range: 3.00 – 5.00 SD = 0.476 N = 92	Mean = 4.77 Range: 3.00 – 5.00 SD = 0.486 N = 93
Domain 2 Item 1 Demonstrates awareness of heritage, attitudes, spiritual beliefs and acculturative experiences on students' and counselors' worldviews.	Mean = 4.44 Range: 3.00 – 5.00 SD = 0.705 N = 34	Mean = 4.31 Range: 3.00 – 5.00 SD = 0.724 N = 58	Mean = 4.36 Range: 3.00 – 5.00 SD = 0.716 N = 92
Domain 2 Item 2 Demonstrates knowledge and applications of theories and models of multicultural counseling, cultural identity development and social justice and advocacy	Mean = 4.23 Range: 3.00 – 5.00 SD = 0.706 N = 32	Mean = 4.31 Range: 3.00 – 5.00 SD = 0.641 N = 58	Mean = 4.28 Range: 3.00 – 5.00 SD = 0.682 N = 90
Domain 2 Item 3 Appreciates the differences in the help-seeking behaviors of diverse students	Mean = 4.56 Range: 3.00 – 5.00 SD = 0.660 N = 34	Mean = 4.49 Range: 3.00 – 5.00 SD = 0.673 N = 59	Mean = 4.52 Range: 3.00 – 5.00 SD = 0.665 N = 93
Domain 3 Item 3 Understands the complexity of factors that affect human	Mean = 4.50 Range: 3.00 – 5.00 SD = 0.707 N = 33	Mean = 4.35 Range: 3.00 – 5.00 SD = 0.678 N = 59	Mean = 4.40 Range: 3.00 – 5.00 SD = 0.689 N = 92

development, function, and behavior			
Domain 4 Item 5 Employs strategies for advocating for diverse students' career and educational development and employment opportunities in a global economy	Mean = 4.50 Range: 3.00 – 5.00 SD = 0.732 N = 29	Mean = 4.34 Range: 3.00 – 5.00 SD = 0.653 N = 55	Mean = 4.39 Range: 3.00 – 5.00 SD = 0.681 N = 84

* N varies within cohort because not every intern had experiences and received ratings within each item of each domain.

The comparison of means for the various cohorts calculated using ANOVAs indicate that there are no statistically significant differences across cohorts.

Table 4.23 a Mean Supervisor Ratings for Technology Skill Items on Internship Student Evaluation (based on previous Likert-type rating scale)

Entry Year Completion Year	2015
Item 4-2 from Career Development Domain	Mean = 8.43 Range: 7.00 – 9.00 SD = 0.653 N = 30
Item 8-3 from Research & Program Evaluation Domain	Mean = 8.23 Range: 6.00 – 9.50 SD = 0.898 N = 30
Item 10-4 from Foundations of School Counseling Domain	Mean = 8.11 Range: 6.00 – 9.50 SD = 0.848 N = 30

* N varies within cohort because not every intern had experiences and received ratings within each item of each domain.

** Some ratings are not whole numbers because some students were rated by multiple supervisors. Their scores are a mean of the ratings provided for each item across supervisors.

Table 4.23 b Mean Supervisor Ratings for Technology Skill Items on Internship Student Evaluation (based on previous Likert-type rating scale)

Entry Year Completion Year	2016 2019	2017 2020	Combined
Domain 1 Item 6 Demonstrates the capacity to use a wide range of technology in the systemic practice of counseling	Mean = 4.47 Range: 3.00 – 5.00 SD = 0.730 N = 30	Mean = 4.52 Range: 3.00 – 5.00 SD = 0.603 N = 56	Mean = 4.50 Range: 3.00 – 5.00 SD = 0.646 N = 86
Domain 4 Item 3 Demonstrates the process for identifying and using assessment tools and resources such as career, educational, occupational, and labor market planning and decision-making	Mean = 4.34 Range: 3.00 – 5.00 SD = 0.810 N = 31	Mean = 4.26 Range: 3.00 – 5.00 SD = 0.751 N = 56	Mean = 4.29 Range: 3.00 – 5.00 SD = 0.769 N = 87
Domain 10 Item 3 Effectively prepares each student for post-secondary education using robust college and career readiness strategies	Mean = 4.45 Range: 3.00 – 5.00 SD = 0.624 N = 31	Mean = 4.29 Range: 3.00 – 5.00 SD = 0.705 N = 55	Mean = 4.35 Range: 3.00 – 5.00 SD = 0.678 N = 86

The comparison of means for the various cohorts calculated using ANOVAs indicate that there are no statistically significant differences across cohorts for any of the items related to supervisor ratings of technological skill.

Table 4.25 Grades in Courses Including a Significant Focus on the Use of Technologies Used in the Role of School Counselor

	2015 2018	2016 2019	2017 2020	Combined
PSY 6260 Career Development	Mean = 3.98 Range: 3.67 – 4.00 SD = 0.074 N = 58	Mean = 3.96 Range: 3.00 – 4.00 SD = 0.174 N = 36	Mean = 3.98 Range: 3.67 – 4.00 SD = 0.073 N = 60	Mean = 3.98 Range: 3.00 – 4.00 SD = 0.105 N = 154
PSY 6460 Professional Issues in School Guidance	Mean = 3.85 Range: 3.33 -- 4.00 SD = 0.227 N = 57	Mean = 3.95 Range: 3.33 - 4.00 SD = 0.149 N = 36	Mean = 3.86 Range: 3.33 - 4.00 SD = 0.284 N = 60	Mean = 3.88 Range: 3.33 – 4.00 SD = 0.239 N = 153

Table 4.26 ANOVA for Grades in Courses Including a Significant Focus on the Use of Technologies

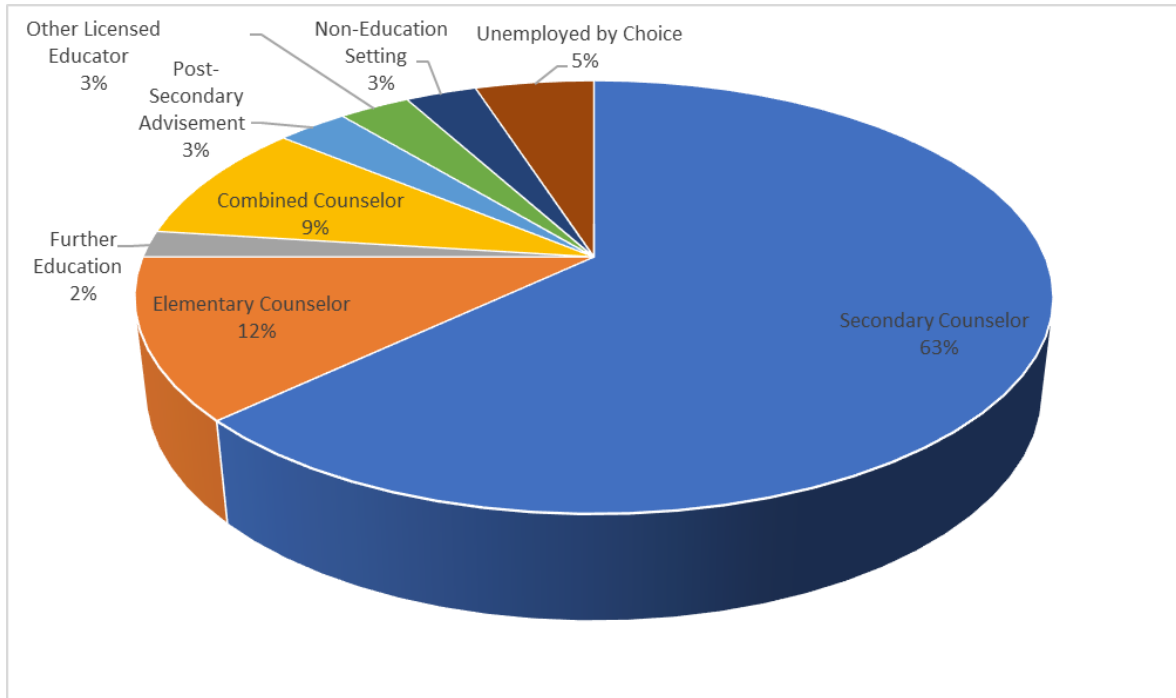
	Df	F	P
PSY 6260	2	0.505	0.605
PSY 6460	2	2.102	0.126

**p* < .05

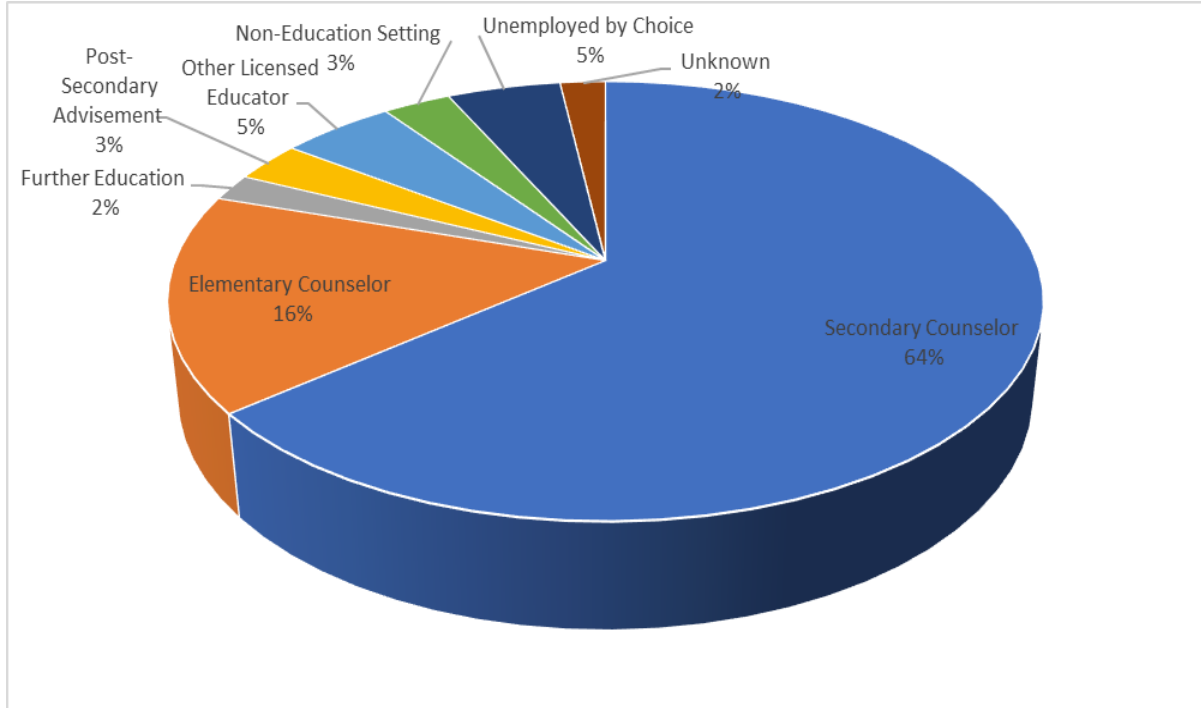
There were no statistically significant differences in course grades, across cohorts for any of the classes including a focus on the use of technology.

Hiring of Recent Graduates

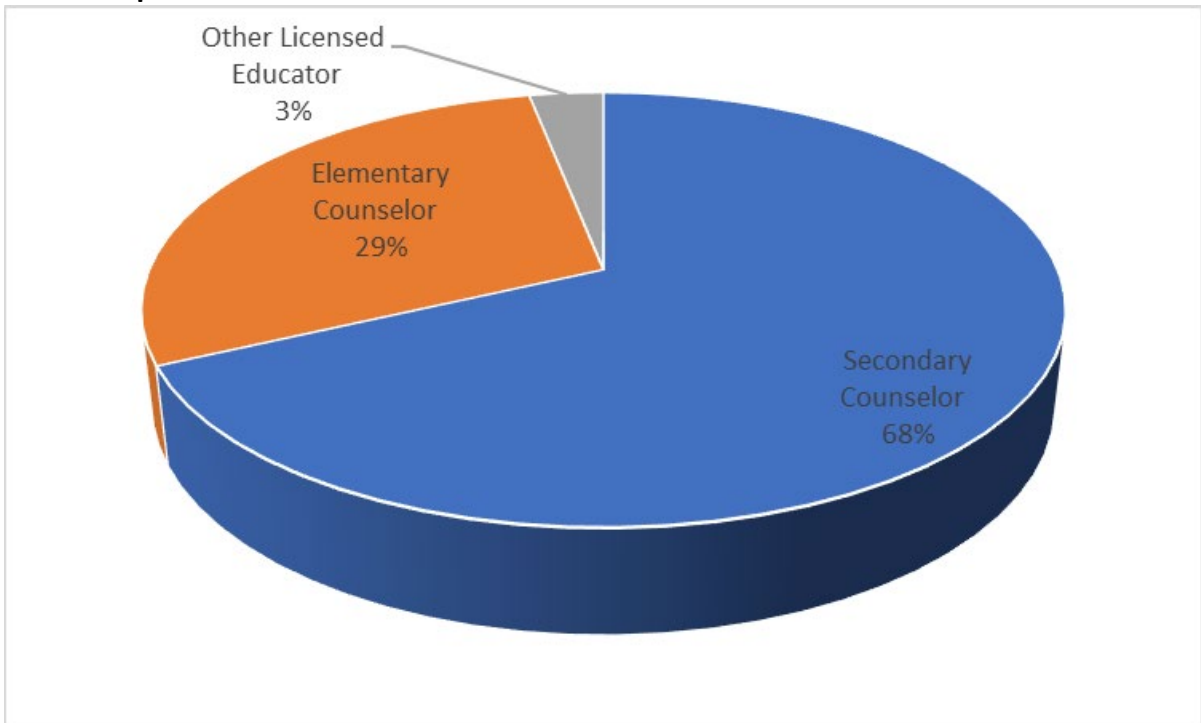
2018 Completion Year – 1 Year Post Graduation Hire Information



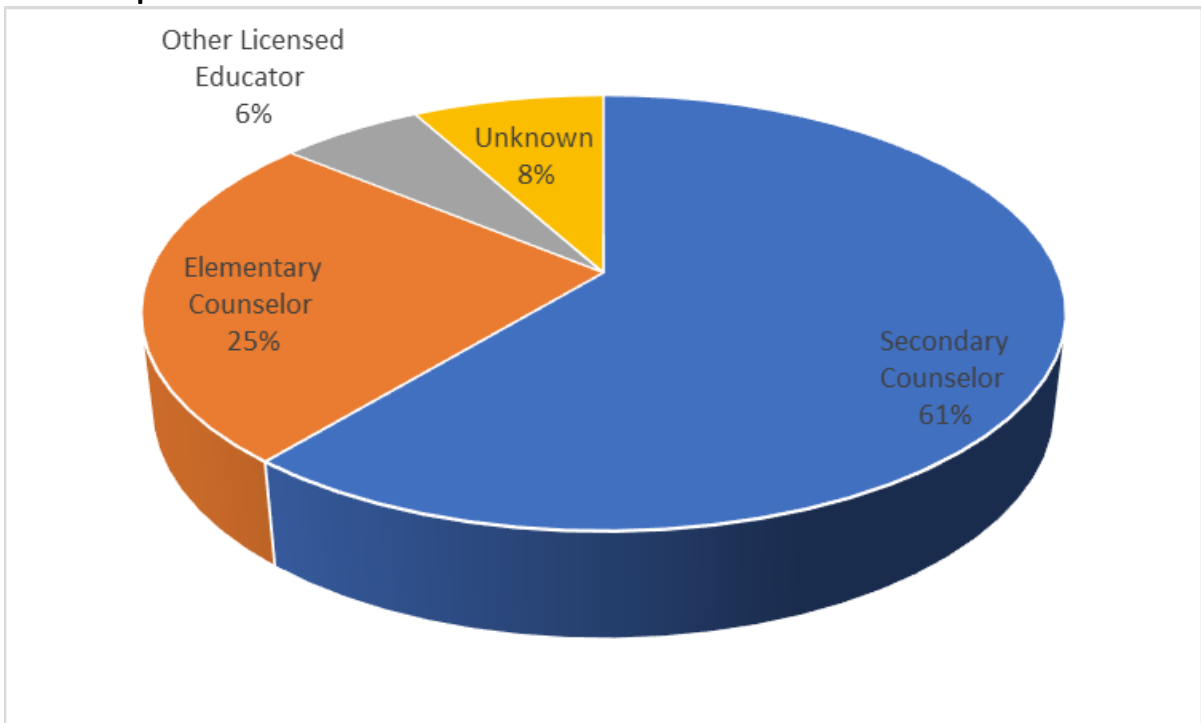
2018 Completion Year – Current Hire Information



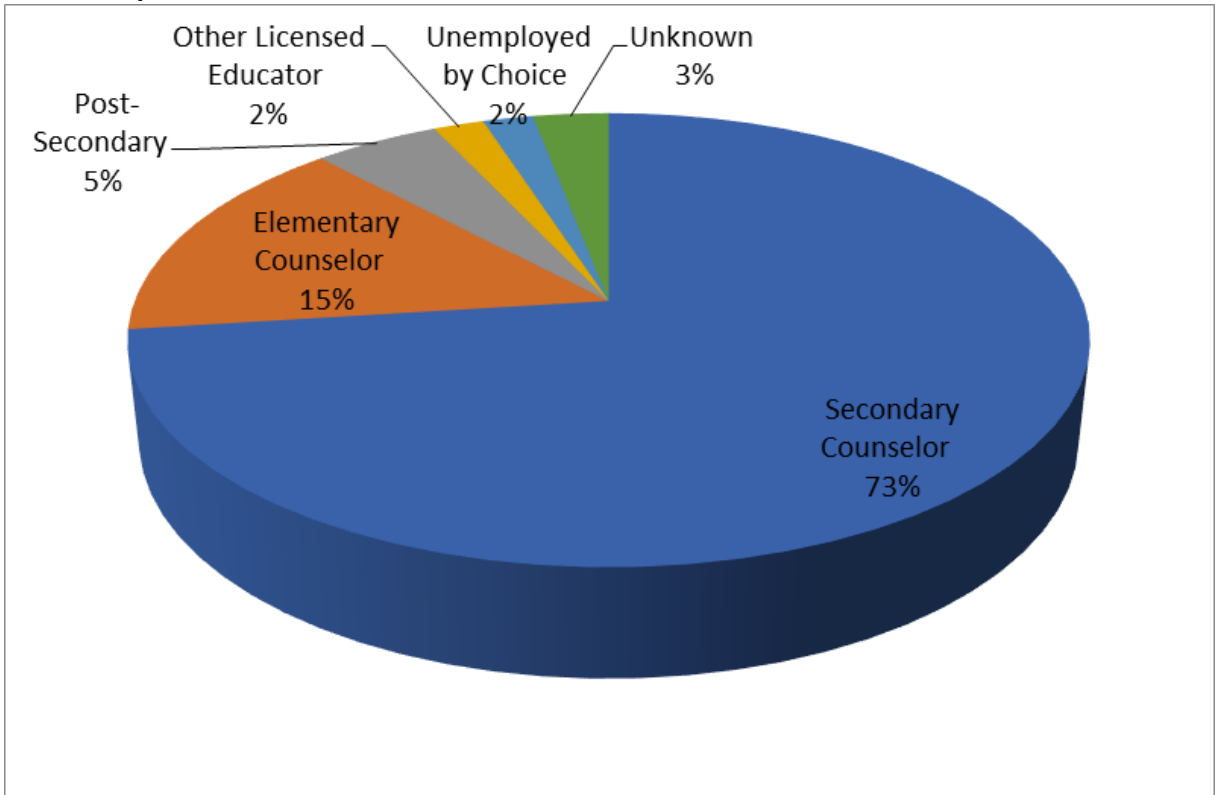
2019 Completion Year – 1 Year Post Graduation Hire Information



2019 Completion Year – Current Hire Information



2020 Completion Year – 1 Year Post Graduation Hire Information



Starting Salary of Level 1, Step 1 School Counselors for 41 Utah Districts			
Districts	Starting Salary*	Source	Superintendents
Alpine	\$50,374	Alpine Salary Schedule	Shane J. Farnsworth
Beaver	\$46,797	Beaver Salary Schedule	David Long
Box Elder	\$49,153	Box Elder Salary Schedule	Steve Carlsen
Cache	\$56,164	Cache Salary Schedule	Steven C. Norton
Canyons	\$57,250	Canyons Salary Schedule	Rick Robins
Carbon	\$47,590	Carbon Salary Schedule	Mika Salas
Daggett	\$45,169 *updated in 2020	Daggett Salary Schedule	E. Bruce Northcott
Davis	\$54,010	Davis Salary Schedule	Reid Newey
Duchesne	\$51,133	Duchesne Salary Schedule	J. David Brotherson
Emery	\$45,580	Emery Salary Schedule	Ryan Maughan
Garfield	\$41,462	Garfield Salary Schedule	John Dodds
Grand	\$47,010	Grand Salary Schedule	Taryn Kay
Granite	\$55,712	Granite Salary Schedule	Rich K. Nye
Iron	\$47,746	Iron Salary Schedule	Lance Hatch
Jordan	\$54,875	Jordan Salary Schedule	Anthony Godfrey

Juab	\$48,011	Juab Salary Schedule	Kody Hughes
Kane	\$54,907	Kane Salary Schedule	Ben Dalton
Logan City	\$55,479	Logan Salary Schedule	Frank Schofield
Millard	\$47,590	Millard Salary Schedule	David V. Styler
Morgan	\$47,920	Morgan Salary Schedule	Douglas D. Jacobs
Murray City	\$56,809	Murray Salary Schedule	Jennifer Covington
Nebo	\$51,306	Nebo Salary Schedule	Rick Nielsen
North Sanpete	\$49,424	North Sanpete Salary Schedule	Nan Ault
North Summit	\$49,156	North Summit Salary Schedule	Jerre Holmes
Ogden City	\$53,850	Ogden Salary Schedule	Luke Rasmussen
Park City	\$57,850	Park City Salary Schedule	Jill Gildea
Piute	\$45,500	Piute Salary Schedule	Koby Willis
Provo City	\$50,125	Provo Salary Schedule	Keith Rittel
Rich	\$52,358	Rich Salary Schedule	Dale Lamborn
Salt Lake City	\$56,095	Salt Lake City Salary Schedule	Timothy Gadson
San Juan	\$49,274	San Juan Salary Schedule	Ron Nielson
Sevier	\$47,996	Sevier Salary Schedule	Cade J. Douglas

South Sanpete	\$44,707	South Sanpete Salary Schedule	Ralph Squire
South Summit	\$54,175	South Summit Salary Schedule	Shad Sorenson
Tintic	\$48,552	Tintic Salary Schedule	Greg Thornock
Tooele	\$57,914	Tooele Salary Schedule	Scott A. Rogers
Uintah	\$57,829	Uintah Salary Schedule	Rick Woodford
Wasatch	\$57,895	Wasatch Salary Schedule	Paul Sweat
Washington	\$50,899	Washington Salary Schedule	Larry Bergeson
Wayne	\$44,361	Wayne Salary Schedule	Randy Shelley
Weber	\$51,866	Weber Salary Schedule	Jeff M. Stephens
Mean Salary	\$51,314		

*Some districts include a \$4,200 legislative adjustment (approved in February 2018) as part of the base salary, others add it later.