

Outcomes Data
USU Professional School Counselor Education Program

In Accordance with our Assessment Plan, outcome data is in the tables below. Please note that students move through the Program in cohorts, beginning fall semesters. Students have the option of completing the 600-clock hour internship in one semester or two of the third year. Students who complete in one semester graduate in December; those who complete in two semesters graduate in May.

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Table 1B. Grades in Courses

	Dec. 2013 - May 2014 Graduates	Dec. 2014 - May 2015 Graduates	Dec. 2015 - May 2016 Graduates	Combined
PSY 6530 Developmental Psychology	Mean = 3.68 Range: 3.00 - 4.00 SD = .263 N = 46	Mean = 3.96 Range: 3.33 - 4.00 SD = .145 N = 30	Mean = 3.82 Range: 3.33 - 4.00 SD = .226 N = 58	Mean = 3.76 Range: 3.00 – 4.00 SD = .246 N = 134
PSY 6350 Intro to Theories of Intervention	Mean = 3.75 Range: 3.00 - 4.00 SD = .265 N = 46	Mean = 3.68 Range: 3.00 - 4.00 SD = .270 N = 30	Mean = 3.68 Range: 2.67 - 4.00 SD = .312 N = 58	Mean = 3.66 Range: 2.67 – 4.00 SD = .288 N = 134
PSY 6290 Diversity Issues in Treatment & Assessment	Mean = 3.50 Range: 3.00 – 4.00 SD = .371 N = 46	Mean = 4.00 Range: 4.00 – 4.00 SD = .000 N = 30	Mean = 3.96 Range: 3.00 – 4.00 SD = .166 N = 58	Mean = 3.81 Range: 3.00 – 4.00 SD = .331 N = 134
PSY 6130 Evidence-based Practice	Mean = 3.90 Range: 3.33 – 4.00 SD = .195	Mean = 3.89 Range: 3.00 – 4.00 SD = .237	Mean = 3.95 Range: 2.33 – 4.00 SD = .241	Mean = 3.92 Range: 2.33 – 4.00 SD = .225

	N = 46	N = 30	N = 58	N = 134
PSY 6220/6420 Group Counseling	Mean = 3.83 Range: 2.00 – 4.00 SD = .270 N = 46	Mean = 3.76 Range: 3.00 – 4.00 SD = .327 N = 30	Mean = 3.82 Range: 3.00 – 4.00 SD = .308 N = 58	Mean = 3.69 Range: 2.00 – 4.00 SD = .292 N = 134
PSY 6340 Psychological & Educational Consultation	Mean = 3.89 Range: 3.33 – 4.00 SD = .174 N = 46	Mean = 4.00 Range: 4.00 – 4.00 SD = .000 N = 30	Mean = 4.00 Range: 4.00 – 4.00 SD = .000 N = 58	Mean = 3.96 Range: 3.33 – 4.00 SD = .115 N = 134
PSY 6260 Career Development	Mean = 4.00 Range: 4.00 – 4.00 SD = .000 N = 46	Mean = 4.00 Range: 4.00 – 4.00 SD = .000 N = 30	Mean = 3.97 Range: 3.00 – 4.00 SD = .143 N = 58	Mean = 3.99 Range: 3.00 – 4.00 SD = .095 N = 134
PSY 6460 Professional Issues in School Guidance	Mean = 3.83 Range: 3.33- 4.00 SD = .219 N = 46	Mean = 3.92 Range: 3.33- 4.00 SD = .168 N = 30	Mean = 3.97 Range: 3.00- 4.00 SD = .143 N = 58	Mean = 3.9 Range: 3.00-4.00 SD = .187 N = 134

Table 2. Internship Supervisor Ratings of Recent Graduates

	Dec. 2013 - May 2014 Graduates	Dec. 2014 - May 2015 Graduates	Dec. 2015 - May 2016 Graduates
Professional School Counselor Identity	Mean = 8.45 Range: 6.50 – 9.00 SD = 0.653 N = 52	Mean = 8.36 Range: 7.00 – 9.00 SD = 0.571 N = 30	Mean = 8.26 Range: 5.40 – 9.00 SD = 0.808 N = 58
Social & Cultural Diversity	Mean = 7.97 Range: 4.75 – 9.00	Mean = 8.17 Range: 6.88 – 9.25	Mean = 7.96 Range: 5.50 – 9.00

	SD = 0.946 N = 48	SD = 0.659 N = 30	SD = 0.963 N = 58
Human Growth & Development	Mean = 8.03 Range: 6.00 – 9.00 SD = 0.858 N = 49	Mean = 8.07 Range: 6.40 – 9.20 SD = 0.699 N = 30	Mean = 8.02 Range: 5.00 – 9.00 SD = 0.939 N = 58
Career Development	Mean = 8.25 Range: 6.25 – 9.00 SD = 0.825 N = 50	Mean = 8.20 Range: 6.88 – 9.25 SD = 0.697 N = 30	Mean = 8.08 Range: 5.25 – 9.50 SD = 0.981 N = 58
Helping Relationships	Mean = 8.08 Range: 5.40 – 9.00 SD = 0.890 N = 51	Mean = 8.30 Range: 6.60 – 9.20 SD = 0.700 N = 30	Mean = 8.00 Range: 5.20 – 9.00 SD = 0.957 N = 58
Group Work	Mean = 7.97 Range: 5.00 – 9.00 SD = 1.046 N = 44	Mean = 8.13 Range: 6.75 – 9.50 SD = 0.764 N = 30	Mean = 8.19 Range: 5.50 – 10.00 SD = 1.083 N = 58
Assessment	Mean = 7.84 Range: 5.00 -9.00 SD = 1.138 N = 45	Mean = 8.00 Range: 6.25 - 9.63 SD = 1.138 N = 45	Mean = 8.01 Range: 5.00 – 10.00 SD = 1.099 N = 58
Research & Program Evaluation	Mean = 8.09 Range: 5.00 – 9.00 SD = 1.038 N = 45	Mean = 8.07 Range: 5.50 – 9.00 SD = 0.206 N = 30	Mean = 8.03 Range: 5.25 – 10.00 SD = 1.067 N = 58
Comprehensive C & G Program Management	Mean = 8.15 Range: 5.60 – 9.00 SD = 0.945 N = 46	Mean = 8.36 Range: 7.00 – 9.30 SD = 0.675 N = 30	Mean = 8.17 Range: 5.60 – 9.20 SD = 0.896 N = 58
Foundations of School Counseling	Mean = 8.02 Range: 5.50 – 9.00 SD = 0.916 N = 49	Mean = 8.19 Range: 7.00 – 9.38 SD = 0.728 N = 30	Mean = 8.08 Range: 5.75 – 9.00 SD = 0.808 N = 58
Contextual Dimensions of School Counseling	Mean = 8.23 Range: 6.00 – 9.00 SD = 0.791 N = 49	Mean = 8.40 Range: 7.00 – 9.13 SD = 0.599 N = 30	Mean = 8.27 Range: 5.88 – 9.00 SD = 0.805 N = 58
Additional Knowledge & Skill Requirements	Mean = 7.73 Range: 5.00 – 9.00 SD = 1.157 N = 37	Mean = 8.17 Range: 6.50 – 9.75 SD = 1.002 N = 30	Mean = 8.03 Range: 5.00 – 9.75 SD = 1.213 N = 58

* 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.

Table 3. Final GPAs of Program Graduates in Professional School Counseling

Cohort Group	Dec. 2013 - May 2014 Graduates	Dec. 2014 - May 2015 Graduates	Dec. 2015 - May 2016 Graduates	Combined
	Mean = 3.768 Range: 3.40 – 4.00 SD = .174 N = 46	Mean = 3.880 Range: 3.62 – 4.00 SD = .093 N = 30	Mean = 3.853 Range: 3.15 – 4.00 SD = .173 N = 58	Mean = 3.830 Range: 3.15 – 4.00 SD = .152 N = 134

Table 4. Professional School Counselor Praxis II Scores

Cohort Group	Dec. 2013 - May 2014 Graduates	Dec. 2014 - May 2015 Graduates	Dec. 2015 - May 2016 Graduates	Combined
	Mean = 173.98 Range: 161 - 189 SD = 7.200 N = 44	Mean = 173.67 Range: 159 - 184 SD = 6.748 N = 30	Mean = 175.43 Range: 164 - 187 SD = 6.044 N = 58	Mean = 174.55 Range: 159 - 189 SD = 6.605 N = 132
Qualifying Score Rate	100%	100%	100%	100%

There were no statistically significant differences across cohorts for Praxis scores.

Table 5. Employer Survey Ratings of Graduates of the USU Professional School Counselor Education Program, December 2015 - May 2016 graduates (n = 30)

Item	Mean	Standard Deviation	Range
How would you rate the USU graduate's performance in the following skill areas:*			
Advocates for all students	4.80	.48	3.00 – 5.00
Acts in a professional and ethical manner	4.80	.48	3.00 – 5.00
Skills in assisting successful transitions for students	4.40	.71	3.00 – 5.00
Communication skills - uses tact and diplomacy with other professionals, teachers, parents, and students	4.47	.81	2.00 - 5.00
Effectively seeks and responds to feedback to improve performance	4.47	.76	3.00 - 5.00

Demonstrates awareness of multi-cultural issues and their potential impact on the school environment	4.33	.79	3.00 – 5.00
Understands successful approaches to assessment and evaluation	4.38	.67	3.00 – 5.00
Effectively seeks out new information and engages in professional development activities	4.63	.55	3.00 – 5.00
Engages in activities to remedy bias, prejudices, oppression, and discrimination	4.48	.62	3.00 – 5.00
Applies leadership strategies designed to enhance the learning environment for all students	4.63	.55	3.00 – 5.00
Use of essential interviewing and counseling skills	4.63	.60	3.00 – 5.00
Use of group counseling skills and interventions	4.38	.68	3.00 – 5.00
Understands procedures for data gathering, analysis, and presentation in program research and evaluation	4.41	.72	3.00 - 5.00
Understands and successfully implements the Utah School Comprehensive Counseling and Guidance Program (or your state program)	4.64	.69	3.00 – 5.00
Functions as an effective change agent in school improvement	4.57	.67	3.00 – 5.00
Ability to collaborate with students and other professionals	4.70	.64	3.00 – 5.00
Recognizes the need for accommodating individual differences and effectively designs appropriate modifications or strategies	4.60	.55	3.00 – 5.00
Use of technology to promote student learning and support the school comprehensive guidance system	4.64	.55	3.00 – 5.00
Demonstrates knowledge of career development models and applies the knowledge to the SEOP process	4.34	.71	3.00 – 5.00

Ability to plan and present guidance curriculum to students, school personnel and parents	4.50	.67	3.00 – 5.00
Demonstrates knowledge of prevention and crisis intervention strategies	4.53	.67	3.00 – 5.00
Overall performance as a school counselor while under your supervision	4.67	.60	3.00 – 5.00
Using the skill areas listed above, compare the USU graduate to school counselors with similar years of experience who graduated from other school counselor preparation programs. The USU graduate is:**	2.03	.74	1.00 – 3.00
Given your experiences with our graduates, what is the likelihood that your institution would hire more Utah State University School Counselor Education program graduates?***	1.32	.47	1.00 – 2.00

*Students were rated on a scale: 1 = Poor, 2 = Below Average, 3 = Average, 4 = Above Average, 5 = Excellent

** Response options included: 1 = significantly more skilled than school counselors who graduated from other programs; 2 = more skilled than school counselors who graduated from other programs; 3 = equal to school counselors who graduated from other programs; 4 = less skilled than school counselors who graduated from other programs; 5 = significantly less skilled than school counselors who graduated from other programs

***Response options included: 1 = Very likely; 2 = Likely; 3 = Undecided; 4 = Unlikely; 5 = Very Unlikely

Table 6. Rates of Hire of Program Graduates

December 2013 - May 2014 Graduates							
Secondary Counselor	Elementary Counselor	Post-Secondary Advisement	Teacher	Counseling Related	Unemployed (not looking)	Non-Education	Unknown*
41%	7%	18%	13%	2%	4%	2%	13%
December 2014 - May 2015 Graduates							
Secondary Counselor	Elementary Counselor	Post-Secondary Advisement	Teacher	Counseling Related	Unemployed (not looking)	Unemployed (looking)	Non-Education
44%	27%	3%	3%	10%	7%	3%	3%
December 2015 - May 2016 Graduates							
Secondary Counselor	Elementary Counselor	Post-Secondary Advisement	Teacher	Counseling Related	Unemployed (not looking)	Unemployed (looking)	
56%	5%	3%	12%	12%	10%	2%	

*The relatively high percentage of graduates with Unknown status was unacceptable for the 2013 – 2014 cohort. Improvement in the last two years is the result of implementation of more effective tracking strategies.