Fairfield University
School of Education and Human Development

Department of Counselor Education

Academic Year End Report
2023-2024

Presented to the Counselor Education Advisory Board
Thursday, May 30, 2024

ADMISSIONS

Inquiries

	Clinical Mental Health Counseling	School Counseling
Summer 2023	52 inquiries	12 inquiries
Fall 2023	58 inquiries	15 inquiries
Spring 2024	27 inquiries	13 inquiries
Total	**137 inquiries**	**40 Inquiries**

Graduate Information Sessions

Date	7.11.23	9.7.23	10.19.23	2.7.24
CMHC	14 Registered; 9 Attended	29 Registered; 13 Attended	13 Registered; 6 Attended	None
SC	1 Registered; 1 Attended	5 Registered; 2 Attended	2 Registered; 1 Attended	13 Registered; 5 Attended

***** *The application fee is waived for those who attend a Graduate Information Session*

Fall 2023 Admissions Clinical Mental Health Counseling

CMHC	GPA	FT/PT	Age	Ethnicity	Sex
Applicants N=16	2.46-3.87	6PT; 10FT	22-64	9W;2B;1A*	6M;10F
Interviewees N=13	2.42-3.87	5PT;8FT	22-64	9W;2B;1A	3M;10F
Admissions N=11	2.37-3.87	4PT;6FT	22-53	2B; 1A; 7W	2M; 8F
Registration N=7*	2.91-3.8	2PT;5FT	22-53	1B; 1A; 5W	1M; 6F

Note: 2 more students from previous admissions joined; 2 SYC students also joined

Fall 2023 Admissions Day School Counseling

SC	GPA	FT/PT	Age	Ethnicity	Sex
Applicants N=2	2.58-3.46	1PT;1FT	21-50	Black/White	1M;1F
Interviewees N=2	2.58-3.46	1PT;1FT	21-50	Black/White	1M;1F
Admissions N=2	2.58-3.46	1PT;1FT	21-50	Black/White	1M;1F
Registration N=2	2.58-3.46	1PT;1FT	21-50	Black/White	1M;1F

Spring 2024 Admissions Clinical Mental Health Counseling

CMHC	GPA	FT/PT	Race/Ethnic	Sex	Age
Applicants N=76	2.4-4.0	6PT; 70FT	1AI; 4A; 5AA; 1Bi-Racial, 60W; 3International and 2 US; 7 Yes to Hispanic	9M; 67F	20-65
Denied at paper review N=5	2.0-3.3	1PT:4FT	5W	2M;3F	22-65
Interviewees N=71	2.4-4.0	5PT-66FT	1AI; 4A; 5AA; 1Bi-Racial, 55W; 3International and 2 US; 7 Yes to Hispanic	7M; 64F	20-63
Denied at Interview N=9	3.1-3.9	9FT	9W	2M;7F	21-32
Admitted N=62	2.4-4.0	5PT;57FT	1AI; 4A; 5AA; 1Bi-Racial, 46W;3 International and 2 US; 7 Yes to Hispanic	5M; 57F	20-63

Spring 2024 Admissions School Counseling

SC	GPA	FT/PT	Race/Ethnic	Sex	Age
Applicants N=8	2.8-3.9	7FT; 1PT	6 W; 2 AA	8F	21-50
Denied at paper review N=1	2.8	1FT	1AA	1F	22
Interviewees N=7	3.1-3.9	6FT; 1PT	6 W; 1 AA	7F	21-50
Denied at Interview\N=1	2.9	1PT	1W	1F	50
Admitted N=6	3.1-3.9	6FT	5 W; 1 AA	6F	21-24

Note: Registration pool for Fall 2024 starters is not available at this point.

GRADUATES

Program	Aug 2023	Jan 2024	May 2024
CMHC	6	11	2
SC		2	13
Total			

Graduate Employment Numbers

Program	Aug 2023	Jan 2024	May 2024
CMHC	100% (6/6)	90% (10/11)	50% (1/2)
SC		50% (2)	50% (6/12)
Total			

CLINICAL TRAINING

Director of Clinical Training: Paula Lazarim
Clinical Coordinator: Pam Anderson

Field Sites

	Fall 23	Spring 24
CMHC	22	17
SC	17	21

Note. From the 17 CMHC Spring 2024 sites, seven sites do not formally offer group counseling which is a requirement for accreditation. Dr. Lazarim is prioritizing the identification of sites that offer opportunities for both online and group counseling activities.

Practicum Application Review

Program	Date	Number	Academic Success/ Potential: Based on GPA	Clinical Success/Potential: CCS-R	Dispositional Success/Potential: CCS-R
CMHC	Fall 23 (9.27.23)	7	6 Above Target 1 On Target	1 Above Target 3 On Target 2 Below Target 1 not completed	2 Above Target 5 On Target
	Spring 24 (1.31.24)	7	3 Above Target 4 On Target	4 Above Target 3 On Target	6 Above Target 1 On Target
SC	Fall 23 (9.27.23)	5	2 Above Target 3 On Target	2 Above Target 3 On Target	2 Above Target 3 On Target

Program	Date	Number	Academic Success/ Potential: Based on GPA	Clinical Success/Potential: CCS-R	Dispositional Success/Potential: CCS-R
	Spring 24 (1.31.24)	1	1 Above Target	1 On Target	1 Above Target

Note: All students (100%) secured placement

COMPS and NCE:

Coordinator: Jocelyn Novella

Counselor Preparation Comprehensive Examination (CPCE)

	Fall 23	Spring 24
CMHC	17/17 passed (1 took 2 attempts to pass)	10/10 passed
SC	3/3 passes	7/7 passed

Note: Required of all students prior to graduation

National Counselor Examination

	Fall 23	Spring 24
CMHC	6/6 CMHC	Not Available
SC	10/10 SC	Not Available

Note: Required for Connecticut licensure as a Professional Counselor (LPC)

Trend Analysis for Key Performance Indicators

The minimum thresholds for the KPIs (i.e., academic quality indicators) set by Counselor Education core faculty is *On-Target for 80% of students* or above. Our KPIs are aligned with the Academic Quality Indicators which include the KPIs for the 8 core areas and professional dispositions.

KPI 1 PROFESSIONAL COUNSELING ORIENTATION AND ETHICAL PRACTICE 2024 Standards			
Semesters	**Point I Legal and Ethical Issues in Counseling (COUN 5468) Assignment: Case Scenario**	**Point II Counseling Practicum (COUN 6950) Site Supervisor Evaluation of CMHC/SC Student**	**Point III Internship (COUN 6982/6984/6985) Site Supervisor Evaluation of CMHC/SC Intern**
Summer 2023	Course not offered	Course not offered	COUN 6982: 100% (N=2) performed at or above target
Fall 2023	COUN 5468:100% (N=13) performed at target	COUN 6950: 100% of CMHC (N=13) and SC (N=3) students performed at or above target	COUN 6981: 100% (N=2) performed at or above target

KPI 1 PROFESSIONAL COUNSELING ORIENTATION AND ETHICAL PRACTICE 2024 Standards			
Semesters	**Point I Legal and Ethical Issues in Counseling (COUN 5468) Assignment: Case Scenario**	**Point II Counseling Practicum (COUN 6950) Site Supervisor Evaluation of CMHC/SC Student**	**Point III Internship (COUN 6982/6984/6985) Site Supervisor Evaluation of CMHC/SC Intern**
			COUN 6982: 100% (N=7) performed at or above target COUN 6984: 100% performed at or above target COUN 6985: 100% performed at or above target
Spring 2024	COUN 5468:100% (N=1) performed at target	COUN 6950: 100% of CMHC (N=4) and SC (N=4) performed at or above target	COUN 6981 100% (N=10) performed at or above target COUN 6982 100% (N=2) performed at or above target COUN6984: 100% (N=3) performed at or above target COUN6985: 100% (N=13) performed at or above target
Trend Analysis	*Utilizing a written assignment at point I graded by an instructor and a site supervisor evaluation at points II and III, we noticed that the program is exceeding the 80% at or above target range set as a goal.*		

KPI 2 SOCIAL AND CULTURAL DIVERSITY 2024 Standards			
Semesters	**Point I Multicultural Issues in Counseling (COUN 5433) Assignment: Cultural Immersion Project**	**Point II Counseling Practicum (COUN 6950) Site Supervisor Evaluation of CMHC/SC Student**	**Point III Internship (COUN 6982/6984/6985) Site Supervisor Evaluation of CMHC/SC Intern**
Summer 2023	Course not offered	Course not offered	COUN 6982: 100% (N=2) performed at or above target
Fall 2023	COUN 5433:100% (N=7) performed at or above target	COUN 6950: 100% of CMHC (N=13) and SC (N=3) students performed at or above target	COUN 6981: 100% (N=2) performed at or above target COUN 6982: 100% (N=7) performed at or above target COUN 6984: 100% performed at or above target COUN 6985: 100% performed at or above target
Spring 2024	COUN 5433:100% (N=23) performed at or above target	COUN 6950: 100% of CMHC (N=4) and SC	COUN 6981 100% (N=10) performed at or above target

KPI 2 SOCIAL AND CULTURAL DIVERSITY 2024 Standards			
Semesters	**Point I Multicultural Issues in Counseling (COUN 5433) Assignment: Cultural Immersion Project**	**Point II Counseling Practicum (COUN 6950) Site Supervisor Evaluation of CMHC/SC Student**	**Point III Internship (COUN 6982/6984/6985) Site Supervisor Evaluation of CMHC/SC Intern**
		(N=4) performed at or above target	COUN 6982 100% (N=2) performed at or above target COUN6984: 100% (N=3) performed at or above target COUN6985: 100% (N=13) performed at or above target
Trend Analysis	*Utilizing a written assignment at point I graded by an instructor and a site supervisor evaluation at points II and III, we noticed that the program is exceeding the 80% at or above target range set as a goal.*		

KPI 3 LIFESPAN DEVELOPMENT 2024 Standards			
Semesters	**Point I COUN 5447 Lifespan Adult Development (COUN 5447) Assignment: Grow Your Own Human Project**	**Point II Counseling Practicum (COUN 6950) Site Supervisor Evaluation of CMHC/SC Student**	**Point III Internship (COUN 6982/6984/6985) Site Supervisor Evaluation of CMHC/SC Intern**
Summer 2023	Course not offered	Course not offered	COUN 6982: 100% (N=2) performed at or above target
Fall 2023	COUN 5447: 100% (N=17) performed at or above target	COUN 6950: 100% of CMHC (N=13) and SC (N=3) students performed at or above target	COUN 6981: 100% (N=2) performed at or above target COUN 6982: 100% (N=7) performed at or above targetCOUN6984: 100% performed at or above target COUN6985: 100% performed at or above target
Spring 2024	COUN 5447: 100% (N=11) performed at or above target	COUN 6950: 100% of CMHC (N=4) and SC (N=4) performed at or above target	COUN 6981 100% (N=10) performed at or above target COUN 6982 100% (N=2) performed at or above target COUN6984: 100% (N=3) performed at or above target COUN6985: 100% (N=13) performed at or above target
Trend Analysis	*Utilizing a written assignment at point I graded by an instructor and a site supervisor evaluation at points II and III, we noticed that students are performing at the 80% at or above target range set as a goal. Spring 2023 although meeting our target is the lowest KPI performance that we have seen.*		

KPI 3 LIFESPAN DEVELOPMENT 2024 Standards			
Semesters	**Point I COUN 5447 Lifespan Adult Development (COUN 5447) Assignment: Grow Your Own Human Project**	**Point II Counseling Practicum (COUN 6950) Site Supervisor Evaluation of CMHC/SC Student**	**Point III Internship (COUN 6982/6984/6985) Site Supervisor Evaluation of CMHC/SC Intern**
	However, it appears that the instructor was able to make changes in the course to allow for all student learning that the next two semesters, all students are at or above the target. Therefore, the program is meeting the 80% on or above target goal.		

KPI 4 CAREER DEVELOPMENT 2024 Standards			
Semesters	**Point I Career Development: Theory and Practice (COUN 5457) Assignment: Career Interview Project (from Fall 2023)**	**Point II Counseling Practicum (COUN 6950) Site Supervisor Evaluation of CMHC/SC Student**	**Point III Internship (COUN 6982/6984/6985)**
Summer 2023	Course not offered	Course not offered	COUN 6982: 100% (N=2) performed at or above target
Fall 2023	COUN 5457: 100% (N=5) performed at or above target	COUN 6950: 46% (N=7%) of CMHC and 100% (N=3) SC students performed at or above target	COUN 6984: 100% performed at or above target COUN6985: 100% performed at or above target
Spring 2024	COUN 5457: 94% (N=32) performed at or above target	COUN 6950: 100% (N=4) of SC students performed at or above target COUN 6950: 75% (N=3) of CMHC students performed at or above target. 25% indicated not applicable to their site.	COUN 6981 60% (N=10) performed at or above target. Others indicated as not applicable for the site. COUN 6982 100% (N=2) performed at or above target COUN6984: 100% (N=3) performed at or above target COUN6985: 100% (N=13) performed at or above target
Trend Analysis	*Utilizing a written assignment at point I graded by an instructor and a site supervisor evaluation at points II and III, we noticed that the program is exceeding the 80% at or above target range set as a goal.*		

KPI 5 COUNSELING PRACTICE AND RELATIONSHIPS 2024 Standards			
Semesters	**Point I Theories of Counseling & Psychotherapy (COUN 5501) Assignment: Theoretical Orientation Position Paper**	**Point II Counseling Practicum (COUN 6950) Site Supervisor Evaluation of CMHC/SC Student**	**Point III Internship (COUN 6982/6984/6985) Site Supervisor Evaluation of CMHC/SC Intern**
Summer 2023	Course not offered	Course not offered	COUN 6982: 100% (N=2) performed at or above target
Fall 2023	COUN 5501: 100% (N=23) performed at or above target	COUN 6950: 100% of CMHC (N=13) and SC (N=3) students performed at or above target	COUN6984: 100% performed at or above target COUN6985: 100% performed at or above target
Spring 2024	COUN 5501: 100% (N=8) performed at or above target	COUN 6950: 100% of CMHC (N=4) and SC (N=4) performed at or above target	COUN 6981 100% (N=10) performed at or above target COUN 6982 100% (N=2) performed at or above target COUN6984: 100% (N=3) performed at or above target COUN6985: 100% (N=13) performed at or above target
Trend Analysis	*Utilizing a written assignment at point I graded by an instructor and a site supervisor evaluation at points II and III, we noticed that the program is exceeding the 80% at or above target range set as a goal.*		

KPI 6 GROUP COUNSELING AND GROUP WORK 2024 Standards			
Semesters	**Point I Group Work: Theory and Practice (COUN 6455) Assignment: Group Proposal**	**Point II Counseling Practicum (COUN 6950) Site Supervisor Evaluation of CMHC/SC Student**	**Point III Internship (COUN 6982/6984/6985) Site Supervisor Evaluation of CMHC/SC Intern**
Summer 2023	Course not offered	Course not offered	COUN 6982: 100% (N=2) performed at or above target
Fall 2023	COUN 6455: 100% (N=14) performed at or above target	COUN 6950: 53% (N=7) of CMHC and 33% (N=1) of SC students performed at or above target	COUN 6981: 100% (N=2) performed at or above target COUN 6982: 100% (N=7) performed at or above target COUN 6984: 100% performed at or above target COUN 6985: 100% performed at or above target

KPI 6 GROUP COUNSELING AND GROUP WORK 2024 Standards			
Semesters	**Point I Group Work: Theory and Practice (COUN 6455) Assignment: Group Proposal**	**Point II Counseling Practicum (COUN 6950) Site Supervisor Evaluation of CMHC/SC Student**	**Point III Internship (COUN 6982/6984/6985) Site Supervisor Evaluation of CMHC/SC Intern**
Spring 2024	COUN 6455: 100% (N=9) performed at or above target	COUN 6950: 100% (N=4) of CMHC and 75% (N=3) of SC students performed at or above target	COUN 6981 70% (N=10) performed at or above target. Others indicated as not applicable for the site. COUN 6982 100% (N=2) performed at or above target COUN6984: 100% (N=3) performed at or above target COUN6985: 100% (N=13) performed at or above target
Trend Analysis	*Utilizing a written assignment at point I graded by an instructor and a site supervisor evaluation at points II and III, we noticed that the program is exceeding the 80% at or above target range set as a goal.*		

KPI 7 ASSESSMENT AND DIAGNOSTIC PROCESSES 2024 Standards			
Semesters	**Point I Assessment in Counseling (COUN 6467)**	**Point II Assignment: Test Presentation Point II Course: Counseling Practicum (COUN 6950) Site Supervisor Evaluation of CMHC/SC Student**	**Point III Internship (COUN 6982/6984/6985) Site Supervisor Evaluation of CMHC/SC Intern**
Summer 2023	Course not offered	Not offered	COUN 6982: 100% (N=2) performed at or above target
Fall 2023	COUN 6467: 100% (N=8) performed at or above target	COUN 6950: 100% of CMHC (N=13) and SC (N=3) students performed at or above target	COUN 6981: 100% (N=2) performed at or above targetCOUN 6982: 100% (N=7) performed at or above targetCOUN6984: 100% performed at or above target COUN6985: 100% performed at or above target
Spring 2024	Course not offered	COUN 6950: 100% of CMHC (N=4) and SC (N=4) students performed at or above target	COUN 6981 100% (N=10) performed at or above target COUN 6982 100% (N=2) performed at or above target COUN6984: 100% (N=3) performed at or above target

KPI 7 ASSESSMENT AND DIAGNOSTIC PROCESSES 2024 Standards			
Semesters	**Point I Assessment in Counseling (COUN 6467)**	**Point II Assignment: Test Presentation Point II Course: Counseling Practicum (COUN 6950) Site Supervisor Evaluation of CMHC/SC Student**	**Point III Internship (COUN 6982/6984/6985) Site Supervisor Evaluation of CMHC/SC Intern**
			COUN6985: 100% (N=13) performed at or above target
Trend Analysis	*Utilizing a written assignment at point I graded by an instructor and a site supervisor evaluation at points II and III, we noticed that the program is exceeding the 80% at or above target range set as a goal.*		

KPI 8 RESEARCH AND PROGRAM EVALUATION 2024 Standards			
Semesters	**Point I Research Methodology (COUN 6568) Assignment: Final Research Project**	**Point II Counseling Practicum (COUN 6950) Site Supervisor Evaluation of CMHC/SC Student**	**Point III Internship (COUN 6982/6984/6985) Site Supervisor Evaluation of CMHC/SC Intern**
Summer 2023	Course not offered	Course not offered	COUN 6982: 100% (N=2) performed at or above target
Fall 2023	COUN 6568: 100% (N=12) performed at or above target	COUN 6950: 100% of CMHC (N=13) and SC (N=3) students performed at or above target	COUN 6981: 100% (N=2) performed at or above targetCOUN 6982: 100% (N=7) performed at or above targetCOUN6984: 100% performed at or above target COUN6985: 100% performed at or above target
Spring 2024	COUN 6568: 93% (N=14) performed at or above target	COUN 6950: 100% of CMHC (N=4) and SC (N=4) students performed at or above target	COUN 6981 100% (N=10) performed at or above target COUN 6982 100% (N=2) performed at or above target COUN6984: 100% (N=3) performed at or above target COUN6985: 100% (N=13) performed at or above target
Trend Analysis	*The COUN 6568 course instructor along with the practicum and internship site supervisors are indicating that the CMHC counselors-in-training demonstrates the knowledge and ability to utilize evidence-based techniques*		

KPI 9 COUNSELING SKILLS AND DISPOSITIONS ***Only data for dispositions are provided here***			
Semesters	**Point I Counseling Skills and Relationships (COUN 5553) Assignment: Counselor Competencies Scale-Revised (CCS-R)**	**Point II CCS-R Counseling Practicum (COUN 6950) CCS-R by Course Instructor**	**Point III CCS-R Internship (COUN 6982/6984/6985) CCS-R by Site Supervisor**
Fall 2023	COUN 5553: 79% (N=14) students were at or above target	CMHC - 100% (N=7) of students were at or above SC - 100% (N=4) of students were at or above the target	COUN 6982: 100% (N=12) of students were at or above COUN 6984/6985: 100% (N=4) of students were at or above
Spring 2024	COUN 5553: 50% (N=11) students were at or above target	CMHC - 100% (N=6) of students were at or above the target SC - 100% (N=6) of students were at or above the target	COUN 6982: 100% (N=2) of students were at or above COUN 6984/6985: 100% (N=12) of students were at or above
Trend Analysis	*Utilizing the CCS-R dispositions cut off at 44/55, we noticed that at Point I the program is not meeting the 80% at or above target range set as a goal. Upon further analysis of the CCS-R, it is evident that some of the faculty are indicating "did not observe" which provides 0 points which confounds the score interpretation. We will need to train each faculty member teaching the course to provide evaluation on each aspect without utilizing the "did not observe" option.*		

KPI 10a CLINICAL MENTAL HEALTH COUNSELING 2024 Standards			
Semesters	**Point I Diagnosis Across the Lifespan (COUN 6250) Assignment: ICANSTART Conceptualization**	**Point II Counseling Practicum (COUN 6950) Course Instructor CCS- R Evaluation**	**Point III Internship (COUN 6982) Site Supervisor CCS- R Evaluation**
Summer 2023	Course not offered	Course not offered	COUN 6982: 100% (N=2) performed at or above target
Fall 2023	COUN 6250: 100% (N=10) performed at or above target	COUN 6950: 100% of CMHC (N=13) students performed at or above target	COUN 6981: 100% (N=2) performed at or above target COUN 6982: 100% (N=7) performed at or above target
Spring 2024	COUN 6250: 100% (N=12) performed at or above target	COUN 6950: 100% of CMHC (N=4) and SC (N=4) students performed at or above target	COUN 6981 100% (N=10) performed at or above target COUN 6982 100% (N=2) performed at or above target

KPI 10a CLINICAL MENTAL HEALTH COUNSELING 2024 Standards			
Semesters	**Point I Diagnosis Across the Lifespan (COUN 6250) Assignment: ICANSTART Conceptualization**	**Point II Counseling Practicum (COUN 6950) Course Instructor CCS- R Evaluation**	**Point III Internship (COUN 6982) Site Supervisor CCS- R Evaluation**
Trend Analysis	*Utilizing a written assignment at point I graded by an instructor and a site supervisor evaluation at points II and III, we noticed that the program is exceeding the 80% at or above target range set as a goal.*		

KPI 10b SCHOOL COUNSELING 2024 Standards			
Semesters	**Point I Advanced School Counseling (COUN 6531) Assignment: District Program Guide (from Spring 2025)**	**Point II Counseling Practicum (COUN 6950) Course Instructor CCS-R Evaluation**	**Point III Internship (COUN 6984/6985) Site Supervisor CCS- R Evaluation**
Summer 2023	Course not offered	Course not offered	Course not offered
Fall 2023	Course not offered	COUN 6950:100% of SC (N=3) students performed at or above target	COUN6984: 100% performed at or above target COUN6985: 100% performed at or above target
Spring 2024	Course not offered. Will be offered in Spring 2025	COUN 6950: 100% of SC (N=4) students performed at or above target	COUN6984: 100% (N=3) performed at or above target COUN6985: 100% (N=13) performed at or above target
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.*		

Stakeholder Surveys

We launched the alumni and employer surveys in March 2024 to gather data for the following program objectives for 2023 graduates. We gathered similar data about our program objectives which are aligned to our Key Performance Indicators from the Site Supervisor Evaluation of students.

	CMHC	SC
Alumni	Invited N=17; Responded N=4 Response Rate 29%	Invited N=2; Responded N=1 Response Rate 50%
Site Supervisors*	Invited: N=17; Responded N=17 Response Rate 100%	Invited: 17 Responded 17 Response Rate 100%

Employers	Invited: N=10; Responded: N=2 Response Rate 20%	Invited: N=2; Responded N=0 Response Rate 0

Note: Data gathered through individual student evaluations

Alumni & Site Supervisor

1. Graduates will identify as either a professional or school counselor as indicated in their specialization and aligned with ethical and legal standards of practice.

	CMHC	SC
Did the Fairfield University CMHC/SC program prepare you to identify as a Professional Counselor or a School Counselor?		
Alumni CMHC N=4; SC N=1	75% Very Well 25% Quite Well	100% Quite Well
Did the Fairfield University CMHC/SC student Identify as a professional or school counselor and demonstrate alignment with ethical and legal standards of practice?		
Site Supervisor CMHC N=17; SC N=17	59% Above Target 41% On Target	59% Above Target 41% On Target

Note: Alumni Scale: Not at all, Somewhat, Quite Well, Very Well; Site Supervisor Scale: Above, On, or Below Target

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

	CMHC	SC
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?		
Alumni CMHC N=4; SC N=1	100% Very Well	100% Somewhat Well
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?		
Site Supervisor CMHC N=17; SC N=17	53% Above Target 47% On Target	77% Above Target 24% On Target

Note: Alumni Scale: Not at all, Somewhat, Quite Well, Very Well; Site Supervisor Scale: Above, on or Below Target

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

	CMHC	SC
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?		
Alumni CMHC N=4; SC N=1	50% Very Well 50% Quite Well	100% Somewhat Well
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?		

Site Supervisor CMHC N=17; SC N=17	53% Above Target 47% On Target	59% Above Target 41% On Target

Note: Alumni Scale: Not at all, Somewhat, Quite Well, Very Well; Site Supervisor Scale: Above, on or Below Target

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.

	CMHC	SC
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?		
Alumni CMHC N=4; SC N=1	50% Very Well 50% Quite Well	100% Somewhat Well
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?		
Site Supervisor CMHC N=17; SC N=17	35% Above Target 59% On Target	24% Above Target 77% On Target

Note: Alumni Scale: Not at all, Somewhat, Quite Well, Very Well; Site Supervisor Scale: Above, on or Below Target

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.

	CMHC	SC
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?		
Alumni CMHC N=4; SC N=1	75% Very Well 25% Quite Well	100% Somewhat Well
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?		
Site Supervisor CMHC N=17; SC N=17	47% Above Target 53% On Target	59% Above Target 41% On Target

Note: Alumni Scale: Not at all, Somewhat, Quite Well, Very Well; Site Supervisor Scale: Above, on or Below Target

6. Graduates will demonstrate use of group work theoretical foundational knowledge to achieve experiential efficacy of facilitating groups. Site Supervisor Scale: Above, on or Below Target

	CMHC	SC
Did the Fairfield University CMHC/SC program prepare you to use evidence-based group work processes to facilitate groups?		

Alumni CMHC N=4; SC N=1	75% Very Well 25% Quite Well	100% Quite Well
Did the Fairfield University CMHC/SC student demonstrate use of evidence-based group work processes to facilitate groups?		
Site Supervisor CMHC N=17; SC N=17	24% Above Target 47% On Target 29% Not Applicable	24% Above Target 35% On Target 41% Not Applicable

Note: Alumni Scale: Not at all, Somewhat, Quite Well, Very Well; Site Supervisor Scale: Above, on or Below Target

7. Graduates will demonstrate ability to assess client/student issues for appropriate and effective delivery of services

	CMHC	**SC**
Did the Fairfield University CMHC/SC program prepare you to assess client/student issues for appropriate and effective delivery of services?		
Alumni CMHC N=4; SC N=1	50% Very Well 50% Quite Well	100% Quite Well
Did the Fairfield University CMHC/SC student demonstrate ability to assess client/student issues for appropriate and effective delivery of services?		
Site Supervisor CMHC N=17; SC N=17	65% Above Target 35% On Target	65% Above Target 35% On Target

Note: Alumni Scale: Not at all, Somewhat, Quite Well, Very Well; Site Supervisor Scale: Above, on or Below Target

8. Graduates will demonstrate the fundamental ability to conduct, access, and critique evidence-based research, to improve treatment and program outcome.

	CMHC	**SC**
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?		
Alumni CMHC N=4; SC N=1	50% Very Well 50% Quite Well	100% Somewhat Well
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?		
Site Supervisor CMHC N=17; SC N=17	59% Above Target 41% On Target	24% Above Target 77% On Target

Note: Alumni Scale: Not at all, Somewhat, Quite Well, Very Well; Site Supervisor Scale: Above, on or Below Target

9. Graduates will demonstrate skills and dispositions to effectively serve clients/students in their specialized setting

	CMHC	**SC**
Did the Fairfield University CMHC/SC program prepare you to use skills and manage dispositions to effectively serve clients/students in your specialized setting?		
Alumni CMHC N=4; SC N=1	50% Very Well 50% Quite Well	100% Somewhat Well

Did the Fairfield University CMHC/SC student demonstrate skills and dispositions to effectively serve clients/students in their specialized setting?		
Site Supervisor CMHC N=17; SC N=17	65% Above Target 35% On Target	65% Above Target 35% On Target

Note: Alumni Scale: Not at all, Somewhat, Quite Well, Very Well; Site Supervisor Scale: Above, on or Below Target

10. Graduates will demonstrate specialized knowledge to effectively serve clients/students in their specific setting

	CMHC	SC
Overall, did the Fairfield University CMHC/SC program prepare you to use knowledge to effectively serve clients/students in your specialized setting?		
Alumni CMHC N=4; SC N=1	75% Very Well 25% Quite Well	100% Quite Well
Did the Fairfield University CMHC/SC student demonstrate knowledge to effectively serve clients/students in their specialized setting?		
Site Supervisor CMHC N=17; SC N=17	53% Above Target 47% On Target	77% Above Target 24% On Target

Note: Alumni Scale: Not at all, Somewhat, Quite Well, Very Well; Site Supervisor Scale: Above, on or Below Target

Employer Surveys for 2023 Graduates

Question	CMHC (N=2)	SC
How prepared is the Fairfield University Counselor Education (i.e., Clinical Mental Health Counseling and School Counseling) employee?	50% Exceeds Expectation 50%Meets Expectations	None Responded
If a position is available, would you be willing to hire a Fairfield University Counselor Education (i.e., Clinical Mental Health Counseling and School Counseling) graduate?	100% Yes	None Responded

Note: Scale is Exceeds, Met, or Below Expectations; The lack of responses is a concern

Student Highlights

Fall 2023 Alpha Sigma Nu Awardees

CMHC

- Shayna Green
- Kate McGrady
- Matthew Druks
- Bliss Kern

SC

- Anne Healy

Fall Connecticut Counseling Association Conference Poster Presentations

- Bliss Kern - Cultural Humility in Practice: Learning to Know What You Don't Know
- Susan Krushinsky - The Experiences of Young Adult Adoptees Who Identify as Psychologically Well: A Qualitative Study.

- Brendan Osler and Ryan Rodko - Does Your Self Disclosure Bring Intended Counseling Outcomes

Spring 2024 Connecticut Counseling Association Conference Poster Presentations

- Sarah Billis and Natalia DiLonardo -The Biological Impact of Eating disorders in Adolescents
- Lucy Coarsey - Learning Affection: Sociocultural Theory and Expression of Love

April 2024 Research Symposium Poster Presenters

- Bliss Kern - Autism: Depathologizing Difference
- Brendan Osler - Use of Critical Thinking Principles in Professional Counseling: A Qualitative Study

Fall Inspire Grant Awardee
Brendan Osler

Spring Inspire Grant Awardee
Bliss Kern

AWARDS
Loyola Medal Winner - Kate McGrady
Dean's Award for Excellence - Janae Staltaro
Outstanding CMHC Graduate Student – Susan Krushinsky
Outstanding SC Graduate Student – Nikki Hasiotis
Library Research Prize Honorable Mention – Bliss Kern

6. Gamma Lambda Chi Chapter of Chi Sigma Iota

Faculty Advisor: Paula Lazarim;
Backup-Advisor: Dilani Perera

Fall Activities

- Academic Career Exploratory Fair - September 20, 2023
    - How to be involved in the University Students' Activity event during Fall & Spring events. It was discussed that CSI can be involved with students to demonstrate what the Counseling Programs can offer leading to a career path, such as Career Assessment tests. The involvement in the activities would provide visibility for the counseling programs.
- Field Experience Panel - December 13, 2023
- Gamma Lambda Chi Fall Newsletter introducing the new executive board - December 22, 2023

Spring Activities

- Game Night - February 28th, 2024
- Out of Darkness Walk April 14, 2024 - raised $2,057 for American Foundation for Suicide Prevention

- Gamma Lambda Chi Initiation Ceremony for new members with poster presentation session April 18, 2024 - 23 initiates, 20 attended the ceremony
    - Poster presentations:
        - Michaele Howard - Substance Use Disorder (SUD)
        - Henryriana Maxelix - Erectile Dysfunction
        - Sarah McGough - The Effects of Social Media on Body Dysmorphic Disorder
        - Brendan Osler and Ryan Rodko - Does Your Self Disclosure Bring Intended Counseling Outcomes
        - Katherine Swartchild - Panic Disorder
- Hiking trip and picnic at Huntington State Park April 28 (Redding, CT)
- Walk in her Shoes - Walk for DV-IPV
- Gamma Lambda Chi Spring Newsletter April 30, 2024

Faculty Highlights

Dr. John Kiweewa

Achievements

Dr. Kiweewa shared the news that the Rank & Tenure Committee approved his application for tenure.

Scholarship

Kiweewa, J. M., Perera, M. D., Marion, S., & Izdebski, M. (in press). Intergenerational and historical trauma. In C. Stark, Kyle B. Rogalla, Jose Tapia-Fuselier Jr., & Kate Bunch (Eds.), *Professionals' Guide to Trauma-Informed Decision-Making.*

Wangi, R. N., Muyinda, H., **Kiweewa, J. M.,** Ndagire, R. N., Ssendikwanawa, E., Ojiambo, K. O., Nangendo, J., Nakku, J., & Semitala, F. (2024). Acceptance of assisted partner notification among HIV-positive adults with severe mental illness at a national referral hospital in Uganda: A cross-sectional study. *BMC Health Services Research 24:319. https://doi.org/10.1186/s12913-024-10770-1*

Kiyingi, M., Nankabirwa, J.I., Sekaggya-Wiltshire, C., Nangendo J., **Kiweewa, J. M.,** Katahoire, A.R., & Semitala, F.C. (2023). Predictors of delayed Anti-Retroviral Therapy initiation among adults referred for HIV treatment in Uganda: A cross-sectional mixed methods study. *BMC Health Services Research, 23:40,* https://doi.org/10/1186/s12913-023-09052-z

Kiyingi, M., Nankabirwa, J.I., Sekaggya-Wiltshire, C., Nangendo J., **Kiweewa, J. M.,** Katahoire, A.R., & Semitala, F.C. (2023). Perspectives of people living with HIV on barriers to timely ART initiation following referral for antiretroviral therapy: A qualitative study at an urban HIV clinic in Kampala-Uganda. *PLOS Global Public Health*, 3(7): e001483. https://doi.org/10.1371/journal.pgph.0001483

Musanje, K., Camlin, C.S., Kamya, M., Vanderplasschen, W., Sinclair, D.L., Kirabo, H., Nangendo, J., **Kiweewa, J. M.,** White, R.G., & Kasujja, R. (2023). Culturally adapting a mindfulness and acceptance-based intervention to support adherence to antiretroviral therapy among adolescents with HIV in Uganda. *PLOS Global Public Health, 3(3):* e000165. https://doi.org/10.1371/journal.pgph.000`605

Novella, J., **Kiweewa, J.** & Perera, D. (2023). From application to negotiation: Navigating the counselor education job–seeking process, Association for Counselor Education and Supervision (ACES) Conference, Fall 2023.

Service

Is participating in the Makerere University-Behavioral and Social Science Research (BSSR) in HIV Training Program as an instructor. The program is a five-year project funded by National Institutes of Health (NIH), National Institutes of Health on Alcohol Abuse and Alcoholism (NIAAA), National Institute of Mental Health (NIMH) and Fogarty International Center (FIC).

Dr. Paula Lazarim-Marques

Service

- Ongoing at Fairfield:
  - COUN 5457: Pilot of a Community-Engaged Learning Project with students
  - ~~Visit Bellarmine Campus – Project for Spring 2014 (Career Counseling): Align Community-Engaged Project for Spring/24 (career-related activity)~~
  - Career Related Training Development: Support to Undergraduate Students Preparation for Volunteering at Bellarmine Campus – Project developed in Fall 2023 (Career Counseling/career related activity). Next step activities align with Community-Engaged Project for Spring/25 (Career Counseling/career-related activity)
- Ongoing Outside of Fairfield:
  - Co-Leader of the NCDA-ISSC Research & Writing Team
  - Member of ACES-CDPC - Clinical Director/Placement Coordinator Interest Network
  - Co-authoring a literature review linked to linked to NCDA-ISSC Research & Writing Team Co-Leading activity
    - Tittle: Using critical consciousness and career adaptability to understand and support international students' career development.
    - Authors: **Lazarim, P.C.**, Hongshan, S., Hepburn-Richardson, & Hyun, J.
  - Co-authoring with other three CE a quantitative study linked to the NCDA-ISSC Research & Writing Team Co-leading activity.
    - Title: International Students Career Development in the U.S.
    - Authors: Hongshan, S., Hepburn-Richardson, **Lazarim, P.C.**, & Hyun, J.

Professional Activities

- Proposals review for SACES and AARC Conferences 2024

Scholarship

- Accepted/Present at AARC Conference 2024, September 6-7, 2024 Pittsburgh, PA

Lazarim, P.C., Williams, L. (2024, September). *Exploring international faculty's instructional factors and perspectives in the education of counselors. Presentation accepted for the* Association for Assessment and Research in Counseling (AARC). Pittsburgh, PA

- Accepted/Present at NCDA Conference 2024, San Diego, CA June 26-28, 2024

Lazarim, P.C., Hongshan, S., Hepburn-Richardson, L. (2024, June). *Critical consciousness and adaptability in international students' career development.*

Presentation accepted for the National Career Development Association (NCDA), San Diego, CA.

- April 1: Virtual attendance for the Nonprofit Alliance's Annual Clinical Directors Forum.
- February 13 & 14: Virtual attendance for the AI Cengage Conference

Dr. Stephaney Morrison

Scholarship

2024 Summer Research Stipend. Fairfield University

Service

- Loyola High School, Tanzania to explore collaboration and support for their school counseling department.
- Presented two workshops during the summer to teachers and secondary school students from Loyola High School in Tanzania: Fairfield University, Center for Social Impact Partnership.
  - Trauma Informed Teaching to teachers
  - Career Planning with secondary school students
- Member, ACA Public Policy & Legislation Committee
- CACREP Site Visit
- Committee Member, Committee on Committee Handbook Committee, Fairfield
- Member of ACES Elementary School Counselor Advocacy

Dr. Jocelyn Novella

Scholarship

Berrett-Abebe, J., **Novella, J.** & Pagnotta, M. (Accepted). Teaming in Behavioral Health Settings: Practical Strategies for Social Workers, *NASW-CT Conference*, 2024.

Novella, J. & Ng, K-M. (Accepted). Therapeutic working alliance in brief therapy: In-person versus telemental health. *Journal of Technology in Behavioral Science.*

Berrett-Abebe, J. & **Novella, J.** (Accepted). Translating interprofessional education to social work & other behavioral health disciplines: Curricular evaluation using an implementation science approach. *Journal of Teaching in Social Work.*

Novella, J. & Samuolis, J. (Accepted). Factors that impact level of suicide risk among college students. *Journal of the Pennsylvania Counseling Association.*

Novella, J., Debicella, T. J., Edwards, L., Ewert, L. & Perera, D. (2023). Telemental health training in Counselor Education: A qualitative research study. *Journal of Counselor Preparation & Supervision.*

Berrett-Abebe, J., **Novella, J**., & Perera, D. (2023). Shared and unique competencies in interprofessional behavioral health: implications for Counselor Education. *Journal of Counselor Preparation & Supervision.*

Novella, J. (2023). Use of the Cultural Formulation Interview in practicum. *CSI Exemplar*, Summer/Fall.

Novella, J., Berrett-Abebe, J., & Pagnotta, M. (2023). Why can't we get along?: Strategies for

interprofessional education with other behavioral health disciplines, Association for Counselor Education and Supervision (ACES) Conference, Fall 2023.

Novella, J., Kiweewa, J. & Perera, D. (2023). From application to negotiation: Navigating the counselor education job–seeking process, Association for Counselor Education and Supervision (ACES) Conference, Fall 2023.

Service

Second year of being Co-Chair, Public Policy & Legislation Committee, Connecticut Counseling Association.

Accomplishments:

Compact Legislation Work

- Co-chair of the PPLC from *Fall, 2022.*
- CCA was considering joining the Counseling Compact (an interstate agreement for privilege to practice in other states through telemental health (TMH)). Since this was my (Dr. Novella's) area of research (TMH), I wanted to be involved in these conversations about this bill. I participated in the following:
    - Regular meetings with the CCA lobbyist and leadership of CCA to discuss Compact legislation.
    - Meetings with key individuals at American Counseling Association to review their support for the Compact.
    - Compact was passed Fall, 2023.
- *December, 2023* - Organized a panel discussion for CCA membership (&others) on the details of the Compact as we know them.

Other Work as Co-Chair

- *January, 2023* - Joined the CT Behavioral Health Interprofessional Collaborative Team to advocate for Behavioral Health initiatives at the state legislative level interprofessionally. This group connects top leadership and lobbyists from the state associations for social workers, psychologists, marriage and family therapists, psychiatric nurse practitioners and psychiatrists. This group meets every few months on Zoom to brainstorm positions on upcoming legislation and initiatives like CONNIE (a statewide electronic medical record (EMR) system in CT).
- *Fall 2023* - Testified before Public Health Committee on the importance of telemental health legislation that does NOT allow out-of-state practitioners to operate in the state EXCEPT through the Compact.
- *Spring, 2024* - Meeting with aide to Chris Murphy to discuss the senator's mental wellness initiatives, including ideas for supporting counselors (especially counselors-of-color) in the state. Discussed initiatives for paid internships and more scholarship money for counseling graduate students.

Dr. Dilani Perera

Recognition

- Alpha Sigma Nu Graduate Teacher of the Year

Teaching

- Graduate Teacher of the Year Award

- Offered COUN 6250 Diagnosis across the Lifespan with a community engagement component with nOURish

Scholarship

Perera, D. M 2024 Summer Research Stipend. Fairfield University.

Berrett-Abebe, J., Novella, J., & **Perera, D.** (Accepted 2023). Shared and Unique Competencies in Interprofessional Behavioral Health: Implications for Counselor Education. *Journal of Counselor Preparation & Supervision.*

Bliss, K., & **Perera, D. M.** (Accepted July, 2022). Conversion Therapy. In B. Owenby & K. Campbell (Eds), *Starting Off in the Right Lane: A Guide to Certifications and Trainings for the Mental Health Professional*. ONBLLC Publishing.

Kiweewa, J. M., **Perera, D. M**., Marion, S., & Izdebski, M. (Accepted 2023). Intergenerational and historical trauma. In Stark, C., Rogalla, K. B., Tapia-Fuselier, J., & Bunch, K., *Professionals' Guide to Trauma-Informed Decision-Making*. Springer-Nature.

Mason, K., & **Perera, D. M.** (2023). Gatekeeping: A recognitive social justice approach to remediation. Presentation for the Association at the 2023 Counselor Education and Supervision, Bi-Annual Conference, Denver, Colorado.

Moe, J., Pope, A. L., **Perera, D. M.**, & Sparkman-Key, N. (in press). *LGBTQ Affirmative Counseling: A Guide for Students and New Practitioners*. Cambridge.

Moe, J., **Perera**, **D. M**., & Rodgers, D. (2023). Promoting wellness at the intersections of gender, race and ethnicity, and sexual-affectional orientation identities. *Journal of Mental Health Counseling*, *45*(3), 231-246.

Novella, J., Kiweewa, J. & **Perera, D.** (2023). From application to negotiation: Navigating the counselor education job–seeking process, Association for Counselor Education and Supervision (ACES) Conference, Fall 2023.

Novella, J., Debicella, T. J., Edwards, L., Ewert, L. & **Perera, D.** (2023). Telemental Health Training in Counselor Education: A Qualitative Research Study. *Journal of Counselor Preparation & Supervision*.

Russell-Chapin, L., Sherman, N., **Perera, D. M.**, Fickling, M., Michel, R., & Williams, J. (2023). Supervision of master's level interns. Presentation at the 2023 Association for Counselor Education and Supervision, Bi-Annual Conference, Denver, Colorado.

Service

- President-Elect for International Association for Addiction and Offender Counseling
- Strategic Planning Committee Member, Chi Sigma Iota, Academic and Honor Society International
- Awards Committee Member, Chi Sigma Iota, Academic and Honor Society International
- Conference Program Reviewer, American Counseling Association
- Site Visitor, Council for Accreditation of Counseling and Related Educational Programs
- External Reviewer for Tenure Dossier, Hunter College, NY
- Member, Health Improvement Alliance Behavioral Task Force

Program Improvements

- Directors for CMHC and SC secured through the Interim Dean
    - CMHC – Dr. John Kiweewa
    - SC – Dr. Stephaney Morrison

- CMHC is moving to a cohort model from Fall 2024 to reduce the length of program from 8 to 7 semesters without sacrificing quality
- In communication with graduate admissions, Dr. Kiweewa has sent out personalized emails to prospective applicants:
    - 34 prospective applicants for Fall 2024
    - 11 prospective applicants for Spring 2025
- SC Update
    - Commemorated National School Counseling week with activities_ radio interview, certificates to 70 school counselors, proclamation by Stephaney
    - Students' meetings and informal mentoring by Stephaney in an attempt to retain school counseling students.
    - Work with admission in the Spring for additional info session for school counseling only by Stephaney
    - School Counseling Student Check in by Pam
- In addition to reaching out to prospective applicants, faculty worked to streamline admissions day activities, particularly the interview process. Notably, we created a rotation that enabled us to conduct individual and group interviews simultaneously for groups of applicants.

Program Improvements this Year to Align with CACREP 2024 Standards

Academic Advisor Survey: COUN 5432; COUN 5433: COUN 6533; (COUN 6982/6984/6985)

Semester	**Fall 2024** (N=30)						**Spring 2024** (N=4)				
Scoring	**0**	**1**	**2**	**3**	**4**	**5**	**1**	**2**	**3**	**4**	**5**
Advisor was available when I reached out	1	3	2	2	7	15				1	3
Advisor was responsive to my questions/inquiries/needs	1	1	4	3	4	17				1	3
Advisor was helpful with program planning/ reviewing to be on track for graduation	3	-	2	3	6	16			1		3
I felt that the advisor cared about my success	-	1	1	-	6	12				1	3
Advisor provided me with accurate information	3	1	1	2	6	17			1		3
Information that was inaccurate • When certain classes were being offered											
Ways to improve advising • Lack of timely response on questions regarding courses • My advisor was changed and I found that confusing • I lost my first advisor half way through the program and I felt like I was not supported. It was very difficult. • Being more responsive to questions/inquiries/needs • Advisor was attentive to my needs as a student and able to provide time/energy into advising me on a frequent basis. • Accurate office hours, but I understand how busy the faculty is. • I did not feel like my initial advisor was helpful. Meetings were very short and not informational. Getting in touch was difficult and then halfway through I was told that I was being switched to another person. I felt like I really did not have an advisor and it was detrimental to my journey. Having and advisor is very important. As a result, I fell behind and was lacking credits and was not able to graduate on time.											

Program Completer Survey (COUN 6982/6984/6985)

Spring 2024	Above Target	On Target	Below Target
The development of your **identity** as a professional or school counselor and aligned with ethical and legal standards of practice of your specialization?	4		
Your understanding of, sensitivity to, and advocacy for **equity, diversity, and inclusion** issues in counseling?	3	1	
Your ability to incorporate theories and models for optimal **lifespan development** to empower and promote resilience and wellness across the lifespan?	3	1	
Your ability to apply career theory and models to serve and advocate for **career development** of diverse clients' career, vocational, and educational needs across the lifespan?	3	1	
Your ability to apply theories, models, and principles in developing a **therapeutic relationship** and in providing assessment, case conceptualization, and intervention to promote client empowerment and change.	4		
Your ability to use **group work theoretical** foundational knowledge to achieve experiential efficacy of facilitating groups.	4		
Your ability to **assess** client/student issues for appropriate and effective delivery of services.	4		
Your fundamental ability to conduct, access, and critique **evidence-based research**, to improve treatment and program outcome.	3	1	
Your ability to use **skills and** demonstrate appropriate **dispositions** for professional and school counselors to effectively serve in your specialized setting.	4		
Your knowledge to **effectively serve clients/students in your specialized setting**.	2	2	

Board Member Time: Time for board members to raise issues or questions for discussion