

Utah State University (USU)
 Master's of Rehabilitation Counseling (MRC)
 Program Evaluation and Student Assessment Plan

USU MRC Program Objectives:

The program provides a high-quality learning environment which stimulates interactions and communication with faculty and other students. The program also provides opportunities for students to have exposure with industry leaders, workers, consumer and advocacy groups, and other helping professionals. Students are encouraged to develop skills for lifelong learning through involvement with professional organizations, professional counseling literature, and conference participation.

The following program objectives are used to assess student learning outcomes within the program:

1. Students will be knowledgeable of and adhere to the ethical standards of professional counseling organizations, specifically the American Counseling Association (ACA) Code of Ethics and the Commission on Rehabilitation Counselor Certification (CRCC) Code of Professional Ethics.
2. Students will understand the impact of heritage, attitude, beliefs, understandings, and acculturative experience on their individual views of others.
3. Students will understand and apply theories of individual and family development across the lifespan to enhance case conceptualization and service delivery.
4. Students will be able to implement strategies for facilitating client skill development for career, educational, and life-work planning and management.
5. Students will be able to use essential interviewing, counseling, and case conceptualization skills as they engage with clients.
6. Students will understand the dynamics associated with group counseling process and development.
7. Students will be able to use assessments for diagnostic and intervention planning purposes.
8. Students will understand the basic elements of qualitative, quantitative, and mixed research methods.
9. Students will be able to assist individuals with disabilities in obtaining knowledge of and access to community and technology services and resources.

| Program Objectives & Associated Standards | (4.A.1) Data Collection (See also program KPIs) | (4.A.2) Data Collection Procedure/Timeline | (4.A.3) Review and Analysis | (4.A.4) Curriculum and Program Improvement |
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| Objective 1: Knowledge of Ethical Requirements | REH 6240 Ethical Decision Making in Counseling: | Obtained by the course instructor at the end of the | Aggregate data is reviewed each fall in the | Fall 2020, Ethics class has been updated to also include the American |

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| <p><u>Specific CACREP Standard: 3.A.10</u> Ethical standards of professional counseling organizations and credentialing bodies, and applications of ethical and legal considerations in professional counseling across service delivery modalities and specialized practice areas.</p> | <ul style="list-style-type: none"> • Score on Final Exam (B or higher) • Overall course grade of B or higher <p>REH 6140, REH 6170, and REH 6175 (Practicum & Internship Courses)</p> <ul style="list-style-type: none"> • Site supervisor rating of Adherence to Ethical Code and Guidelines | <p>course (Offered each Fall Semester).</p> <p>Obtained by the Practicum/Internship Coordinator at the end of the Summer (Practicum) and Fall/Spring (Internships) semester.</p> | <p>USU MRC Faculty Retreat.</p> <p>Comparison of student scores on the corresponding CRCC Exam Knowledge Domain (KPI #5).</p> <p>Comparison of corresponding items on the Alumni, Site Supervisor, and Stakeholder surveys sent each May.</p> | <p>Mental Health Counseling Associate Code of Ethics as this is a state licensure requirement in Utah.</p> <p>Adjustments to the site supervisor evaluation forms are considered on an annual basis.</p> |
| <p>Objective 2: Multicultural Competence</p> <p><u>Specific CACREP Standard: 3.B.4.</u> The effects of historical events, multigenerational trauma, and current issues on diverse cultural groups.</p> | <p>REH 6220 Perspectives on Disability, Culture, Diversity & Social Justice:</p> <ul style="list-style-type: none"> • Grade of B or higher on the Final Paper. • Overall course grade of B or higher. <p>REH 6140, REH 6170, and REH 6175 (Practicum & Internship Courses)</p> <ul style="list-style-type: none"> • Site supervisor rating on the student's ability to relate to others/work with diverse clientele. | <p>Obtained by the course instructor at the end of the course (Offered each Summer Semester).</p> <p>Obtained by the Practicum/Internship Coordinator at the end of the Summer (Practicum) and Fall/Spring (Internships) semester.</p> | <p>Aggregate data is reviewed each fall in the USU MRC Faculty Retreat.</p> <p>Comparison of student scores on the corresponding CRCC Exam Knowledge Domain (KPI #5).</p> <p>Comparison of corresponding items on the Alumni, Site Supervisor, and Stakeholder surveys sent each May.</p> | <p>Overall assessment of the course has led to a change in the text used and updating of course materials to maintain an emphasis on disability, but also consider intersectionality with other marginalized demographics such as race, ethnicity, gender/gender expression, sexual orientation, and religion (Change made in Summer 2021).</p> |
| <p>Objective 3: Human Growth & Development</p> | <p>REH 6260 Human Growth and Development:</p> <ul style="list-style-type: none"> • Grade of B or higher on the | <p>Obtained by the course instructor at the end of the course (Offered each Fall Semester).</p> | <p>Aggregate data is reviewed each fall in the USU MRC Faculty Retreat.</p> | <p>Overall assessment of the course has led to a change in the text used and updating of course</p> |

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| <p><u>Specific CACREP Standard: 3.C.A.</u> Theories of personality and psychological development.</p> | <p>Theories/Theorists Exam.</p> <ul style="list-style-type: none"> Overall course grade of B or higher. | | <p>Comparison of student scores on the corresponding CRCC Exam Knowledge Domain (KPI #5).</p> <p>Comparison of corresponding items on the Alumni, Site Supervisor, and Stakeholder surveys sent each May.</p> | <p>materials to better meet CACREP standards.</p> |
| <p>Objective 4: Career Development</p> <p><u>Specific CACREP Standard: 3.D.8.</u> Strategies for advocating for employment support for individuals facing barriers in the workplace.</p> | <p>REH 6160 Career Development, Analysis, & Placement:</p> <ul style="list-style-type: none"> Grade of B or higher on the employer informational interview. Overall course grade of B or higher. <p>REH 6140, REH 6170, and REH 6175 (Practicum & Internship Courses) Site supervisor rating on the student's competence with Career/Vocational Counseling.</p> | <p>Obtained by the course instructor at the end of the course (Offered each Fall Semester).</p> <p>Obtained by the Practicum/Internship Coordinator at the end of the Summer (Practicum) and Fall/Spring (Internships) semester.</p> | <p>Aggregate data is reviewed each fall in the USU MRC Faculty Retreat.</p> <p>Comparison of student scores on the corresponding CRCC Exam Knowledge Domain (KPI #5).</p> <p>Comparison of corresponding items on the Alumni, Site Supervisor, and Stakeholder surveys sent each May.</p> | <p>Overall assessment of the course has led to a change in the instructor and text used, as well as to maintain adherence to CACREP standards.</p> |
| <p>Objective 5: Counseling Skills</p> <p><u>Specific CACREP Standard: 3.E.7</u></p> | <p>REH 6130 Counseling Skills:</p> <ul style="list-style-type: none"> Grade of B or higher on the Counseling Skills Analysis | <p>Obtained by the course instructor at the end of the course (Offered each Spring Semester).</p> | <p>Aggregate data is reviewed each fall in the USU MRC Faculty Retreat.</p> | <p>Assessment of this course necessitated a change from a campus based week long course (held in the summer), to a</p> |

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| <p>Culturally sustaining and responsive strategies for establishing and maintaining counseling relationships across service delivery modalities.</p> | <ul style="list-style-type: none"> Overall course grade of B or higher. <p>REH 6140, REH 6170, and REH 6175 (Practicum & Internship Course)</p> <ul style="list-style-type: none"> Site supervisors rating of the application of individual counseling theories. | <p>Obtained by the Practicum/Internship Coordinator at the end of the Summer (Practicum) and Fall/Spring (Internships) semester.</p> | <p>Comparison of student scores on the corresponding CRCC Exam Knowledge Domain (KPI #5).</p> <p>Comparison of corresponding items on the Alumni, Site Supervisor, and Stakeholder surveys sent each May.</p> | <p>semester based course in the spring semester of each year (prior to practicum/internship cycle) [changes implemented in the Spring 2021 semester].</p> <p>Assessment also led to adding a 2nd instructor, as the Practicum/Internship instructor now sits in on this course to help with skill observation (New as of Spring 2023).</p> |
| <p>Objective 6: Group Counseling</p> <p><u>Specific CACREP Standard:</u> 3.F.2. Dynamics associated with group process and development.</p> | <p>REH 6250 Group Counseling</p> <ul style="list-style-type: none"> Earn a B or higher on the final exam. Overall course grade of B or higher. | <p>Obtained by the course instructor at the end of the course (Offered each Summer Semester).</p> | <p>Aggregate data is reviewed each fall in the USU MRC Faculty Retreat.</p> <p>Comparison of student scores on the corresponding CRCC Exam Knowledge Domain (KPI #5).</p> <p>Comparison of corresponding items on the Alumni, Site Supervisor, and Stakeholder surveys sent each May.</p> | <p>Assessment of this course necessitated a change from a campus based week long course (held in the summer), to a semester based course in the summer semester of each year (prior to internship cycle) [changes implemented in the Summer 2020 semester].</p> |
| <p>Objective 7: Diagnosis & Assessment</p> | <p>REH 6190 Vocational Assessment in Rehabilitation Counseling:</p> | <p>Obtained by the course instructor at the end of the course (Offered each Spring Semester).</p> | <p>Aggregate data is reviewed each fall in the USU MRC Faculty Retreat.</p> | <p>Evaluation of this course remains ongoing as we presently use an adjunct instructor.</p> |

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| <p><u>Specific CACREP Standard: 3.G.5.</u> Culturally sustaining and developmental consideration for selecting, administering, and interpreting assessments, including individual accommodations and environmental modifications.</p> | <ul style="list-style-type: none"> • Average score of 80% or higher on instrument review/administration assignments. • Overall course grade of B or higher. <p>REH 6140, REH 6170, and REH 6175 (Practicum & Internship Course)</p> <ul style="list-style-type: none"> • Site supervisors rating of the student's assessment and appraisal skills. | <p>Obtained by the Practicum/Internship Coordinator at the end of the Summer (Practicum) and Fall/Spring (Internships) semester.</p> | <p>Comparison of student scores on the corresponding CRCC Exam Knowledge Domain (KPI #5).</p> <p>Comparison of corresponding items on the Alumni, Site Supervisor, and Stakeholder surveys sent each May.</p> | <p>Evidence from corresponding scores on this CRCC knowledge domains since 2020 indicate we are doing better.</p> |
| <p>Objective 8: Research</p> <p><u>Specific CACREP Standard: 3.H.3.</u> Qualitative, quantitative, and mixed methods research design.</p> | <p>REH 6230 Introduction to Research</p> <ul style="list-style-type: none"> • Grade of B or higher on the final exam. • Overall course grade of B or higher. | <p>Obtained by the course instructor at the end of the course (Offered each Fall Semester).</p> | <p>Aggregate data is reviewed each fall in the USU MRC Faculty Retreat.</p> <p>Comparison of student scores on the corresponding CRCC Exam Knowledge Domain (KPI #5).</p> <p>Comparison of corresponding items on the Alumni, Site Supervisor, and Stakeholder surveys sent each May.</p> | <p>Overall assessment of the course has led to a change in the instructor and text used, as well as to maintain adherence to CACREP standards (beginning Fall 2023)</p> |
| <p>Objective 9: Rehabilitation Counseling Specific (KPI #2)</p> | <p>REH 6100 Professional Counseling Orientation</p> | <p>Obtained by the course instructor at the end of the course (Offered each Fall Semester).</p> | <p>Aggregate data is reviewed each fall in the USU MRC Faculty Retreat.</p> | <p>Overall assessment of the course has led to a change in the instructor and text</p> |

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| <p><u>Specific CACREP Standard: 5.D.4.</u> Rehabilitation service delivery systems, including housing, independent living, case management, public benefits programs, educational programs, and public/proprietary vocational rehabilitation programs.</p> | <ul style="list-style-type: none"> • Grade of B or higher on the REH 6100 final exam. • Overall course grade of B or higher. | | <p>Comparison of student scores on the corresponding CRCC Exam Knowledge Domain (KPI #5).</p> <p>Comparison of corresponding items on the Alumni, Site Supervisor, and Stakeholder surveys sent each May.</p> | <p>used (Changed occurred in Fall 2020).</p> |
| <p>Objectives 1- 9: Site Supervisor Evaluations (KPI #3)</p> | <p>REH 6140, REH 6170, and REH 6175 (Practicum & Internship Course)</p> <ul style="list-style-type: none"> • Site supervisors rating of the student's professional dispositions. | <p>Obtained by the Practicum/Internship Coordinator at the end of the Summer (Practicum) and Fall/Spring (Internships) semester.</p> | <p>Aggregate data is reviewed each fall in the February staff meeting, to review professional dispositions of students prior to the start of the practicum/internship cycle.</p> <p>Comparison of corresponding items on the Alumni, Site Supervisor, and Stakeholder surveys sent each May.</p> | <p>Changes to site supervisor evaluation forms were made prior to the Summer 2021 practicum course to better align with and capture expected data elements required by CACREP.</p> |
| <p>Objectives 1 – 9: Overall Curriculum Assessment</p> | <p>Passing of a national certification exam (Certified Rehabilitation Counseling Exam is recommended, but National Counseling Exam is also accepted).</p> | <p>Passing scores obtained from the credentialing body (if enough students take the exam).</p> <p>Alumni survey also asks questions on licensure and</p> | <p>Aggregate data is reviewed each fall in the USU MRC Faculty Retreat.</p> | <p>Continuous assessment and course improvement.</p> |

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| | | certification (Sent every May). | | |
| Objectives 1-9: Overall Curriculum Assessment | Alumni Survey Key Stakeholder (e.g., employers, site supervisors, etc.) Survey | Sent by the Program Chair and Graduate Program Coordinator each spring. | Results are used to inform the annual report (prepared by the Program Chair each summer; Standard 4.D.). Results are posted to the website and distributed to students, alumni, and program stakeholders. | Continuous assessment and course improvement. |