



Annual Report 2021

MS in Counseling, Option in Rehabilitation Counseling Cal State LA, Charter College of Education

This is our inaugural publication of the summary of our data analyses from our *Continuous and Systematic Program Evaluation and Student Assessment Plan*. As we have been operating with only two core faculty members for the past few years so we still have more data we would like to collect and analyze, but this first iteration is a good start.

(1) a summary of the program evaluation results

Recruitment

Information sessions conducted by David Peterson via Zoom fall 2020, resulted in total applicants = 68, yielding a diverse applicant pool as reviewed here:

10/2/20, 10/16/20, 10/30/20, 11/13/20

We have continued to successfully recruit applicants from a remarkably diverse urban center. Comparing the demographic data of our 68 program applicants for 2021 with the resulting 2021 cohort, we achieved a slightly higher representation of Black and Hispanic students, a slightly higher representation of male students, but a slightly lower representation of Asian and White students (categories established by the University). Our program enrollment in comparison with system wide (23 campuses) enrollment reveals that we have slightly higher female and Black student enrollment, significantly higher Hispanic/Latino student enrollment, and significantly lower Asian and White student enrollment than our system-wide enrollment.

Demographic information from 68 applicants received to the program during Spring 2021 retrieved from Hobsons application system

44 Female, 66%
23 Male, 34%
8 Asian, 12%
3 Black, 4%
40 Hispanic/Latino/Mexican American/Chicano, 60%
12 White, 18%
Two or more races (4%)
1 Native Hawaiian, Other Pacific Islanders, 1%

Demographic information from Institutional Effectiveness for Students Enrolled in the RC Program Spring 2021 (compared with in parentheses the fall 2020 CSU systemwide enrollment)

42 Female, 62% (58%)

26 Male, 38% (42%)
 6 Asian, 9% (15%)
 4 Black, 6% (4%)
 45 Hispanic/Latino, 66% (45%)
 3 International/Non-resident alien, 4% (5%)
 9 White, 13% (22%)

In summary, the students accepted into the program are largely representative of a very diverse applicant pool, with some differences noted, suggesting the application and interview process does not significantly impact opportunity to be accepted into the program. The differences noted between system-wide enrollment and our program enrollment likely reflect our urban applicant pool in the nation's second largest urban center.

Four information sessions are scheduled for this fall 2021:

9/24/21, Friday, 5:00 p.m., Heidi Paul
 10/8/21, Friday, 5:00 p.m., David Peterson
 10/22/21, Friday, 5:00 p.m., Michele Mahr
 11/5/21, Friday, 5:00 p.m., David Peterson

Student Retention

For the graduating class of 2021, N = 29, our retention rate since the commencement of their studies was 97% with one student not completing their studies, but not due to dropping out, rather, they delayed graduation to continue study to be able to achieve licensure.

Student Professional Development

The faculty advisor to our student group the Rehabilitation Counseling Association (RCA) reported that the number of graduate-level students participating in RCA was four students. One of those graduate students is serving as a peer mentor to undergraduate members of RCA. Within our Canvas Learning Management System all students are invited to enroll and install on their dashboard the Counseling Programs Information and Resources shell:
https://calstatela.instructure.com/courses/8594/modules#module_14030
 Funding opportunities, Fieldwork processes (now moving to Tevera), Certification Application, Scholarships, and Job/Internship Offerings are posted here.

Student Advisement

With the arrival of our third core faculty member this August 2021 we assign students an advisor according to the first letter of their last name:

A through E: Heidi Paul
 F through N: David Peterson
 O through Z: Michele Mahr

Students were informed of this new advisement distribution at the outset of the semester via email by cohort. They were also encouraged to reach out to any of our core or non-core faculty for advice, support, and their professional development.

Alumni Survey Data

Our first Alumni Survey was distributed via Qualtrics during 2019 and 2020 and provided the following data:

Qualtrics Survey Respondents Academic year 2019-2020, N = 31

Age

18-22	23-29	30-39	40-49	50+	N/A
1	8	13	4	3	2
3%	26%	42%	13%	10%	6%

How do you identify?

Male	Female	Different Gender	N/A
7	20	2	2
23	65%	6%	6%

Ethnicity

Asian	Black/African America	Hispanic or Latino	Multiracial	White	Prefer Not to Answer
3	2	17	3	2	4
10%	6%	55%	10%	6%	13%

Do you identify as having a disability?

Yes	No	Prefer Not to Answer
10	16	5
32%	52%	16%

Graduated

2004	2017	2018	2019	2020
1	5	11	5	9

Began Program

2002	2015	2016	2017	2018	N/A
1	9	10	9	1	1

Certifications

Certified Rehabilitation Counselor	Licensed Professional Clinical Counselor	Associate Professional Clinical Counselor	Other Credential (Licensure or Certification)	Prefer Not to Answer

9	1	6	5	16
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Will pursue licensure/certification in the future:

Yes	Maybe	No	Prefer Not to Answer
11	6	8	6
36%	19%	26%	19%

Employment Rates

Employed	Unemployed
25	6
81%	19%

How many months before you found a job after graduation?

Between 1 and 3 months	I already had a job lined up before graduation	I am still looking	More than 3 months	N/A
4	10	6	9	2
13%	32%	19%	29%	7%

Agency/Company

Amanecer Community Counseling	1
Cal State LA	1
Cerritos College	1
Coastline College	1
County of Los Angeles	1
Department of Rehabilitation	3
Exodus Recovery	1
Federal Bureau of Prisons	1
Glendale Community College	1
JVS- Social	1
Los Angeles Community College	1
Mental Health America of Los Angeles	1
Pacific Clinics Diagnosing	1
Pasadena City College	1
U.S. Dept. of Veteran Affairs	5
Veterans Benefits Administration	1
N/A	9

Annual Salary

<\$30,000	\$30,000-\$39,000	\$40,000-\$49,000	\$50,000-\$60,000	>\$60,000	N/A
0	3	1	11	7	9
0	10%	3%	35%	23%	29%

(2) subsequent program modifications

- As the program contemplated our move from CORE to CACREP we considered using the CCS-R. In order to consult with our site supervisors, we focused on its implementation during our meeting with our Rehabilitation Counseling Community Advisory Council (RCCAC). The RCCAC reviewed the CCS-R for consideration of adopting it as our Supervisor Evaluation of Student and Student Self Evaluation protocols. Members were provided copies of the CCS-R in advance of our meeting, and after discussion the RCCAC was unanimous in its concern regarding the complexity of descriptions within in each cell of the instrument, and also noted a lack of items relevant to the discipline of rehabilitation counseling. Program faculty reviewed this feedback and created an amalgam of our original CORE-based instrument with aspects of KPIs and KPDs from CACREP as reflected in the latest version of the CCS. Tevera reviewed the form and agreed that it was unique to our program with no copyright issues with the CCS. We have adopted that version of our form, it is uploaded to Tevera and is used as an initial Faculty Evaluation of Student in COUN 5005, and then Supervisor Evaluation of Student and Student Self Evaluation in COUN 5187 and COUNB 5188.

(3) any other substantial program changes

- Dr. Marty Brodwin has fully retired
- The program has negotiated the shift from its grandfathered status as a CORE accredited program to an accredited program via the 2016 standards of CACREP, including the 2017 establishment of the 5.H Rehabilitation Counseling Specialty Standards
- The program's response to the COVID pandemic included extensive training through CETL (Quality Matters and ACUE) to shift to online course delivery, adjustments to supervised practice protocols and telehealth, adjustment to examination procedures, and online advisement, crisis management, and student support through Zoom.
- The Dean of the Charter College of Education advocated for one of only two faculty positions approved last academic year in the midst of the pandemic, and as a result Dr. Michele Mahr has joined our faculty as an assistant professor fall 2021
- The Counseling Programs have invested in the Tevera system to facilitate our fieldwork process. Students will be able to track their supervised hours and activities and store their dossiers in Tevera in perpetuity. They will also be able to search and apply for supervised fieldwork opportunities through Tevera. We completed the onboarding

process for the Tracking function of Tevera and are now working toward the field placement functionality of Tevera.

Specific Plans Based Upon Program Evaluation Results

- Our retention efforts have been informal as most students manage to complete our program. During the academic year 2021-2022 we will create a more formal retention procedure that formalizes our informal efforts and creates a plan for follow-up in the event we have attrition.
- Meet with Dr. Siu and RCA officers to consider what things we can do to increase involvement of graduate students in the RCA, including exploring benefits attractive to graduate students to encourage membership.
- Include in our Student Exit Interview in development a query regarding membership in State or National professional associations. Encourage uploading evidence of memberships in their Tevera Professional Portfolio.
- Now that we are fully staffed with three core faculty, we will develop and implement an Exit Interview protocol to begin collecting these data Spring 2022.
- We have not received the year's pass rate for the CRC exam, we will include it in the next annual report. CRC exam pass rate for 2020 was 50%.
- We have learned that CCMHCE data are available directly from the Board of Behavioral Sciences. The current number of alumni completing their 3,000 hours post-master's supervision is small. Spring 2021 was the largest cohort of graduates pursuing the LPCC, so we will begin tracking these pass rates spring 2023.
- We have collected supervisor data for the last two years in paper format, but we have not transferred those data to spreadsheet for analysis. We will do so in time for the annual report 2022. Anecdotally we know that many of our graduates have been supervising our practicum and internship students.
- Program faculty will carefully monitor outcome data from COUN 5160 based upon Supervisor feedback and recent modification of the course.
- Draw out employer data from alumni survey, summarize, and create a Qualtrics survey unique to employers for future data collection.
- Convene Rehabilitation Counseling Community Advisory Council (RCCAC) to review program evaluation data, incorporate suggestions for program improvement (delayed during the COVID crisis).
- Program meeting to evaluate where in the plan we have not collected any data and brainstorm possible data sources.