

School Counseling and Clinical Mental Health Counseling Annual Program Evaluation Report

Overview of Program Evaluation Measure:

The USJ School Counseling and Clinical Mental Health Counseling Programs utilize the following measures for Program Evaluation:

- Reports on enrollment and retention from the Offices of Institutional Effectiveness
- Student Course Evaluations
- Site Supervisor and Faculty Evaluation of Students using the Counselor-Competencies Scale (CCS-R)
- Alumni Survey*
- Site Supervisor Survey*
- Employer Survey*
- Counselor Education Comprehensive Examination (CECE) Scores
- KPI Assignments

*This report includes the results from three unique surveys from the following key stakeholder groups: (1) Clinical Mental Health Counseling and School Counseling Alumni, (2) Site Supervisors, and (3) Employers of Alumni.

Program Outcome Data: 2025-2026

Graduates: 18

School Counseling Program Completion Rate: 83%

Clinical Mental Health Counseling Program Completion Rate: 90%

Certification Pass Rate: 90-100%*

Job Placement Rate: 88%

**SC certification rates are 100%. CMHC certification pass rates tracked through elicense.ct.gov*

Stakeholder Surveys

Alumni Survey Report, Spring 2026

Survey Overview:

An anonymous survey was sent to the alumni list from 2016-2026 to collect feedback on the counseling program. Two emails were sent to the Alumni list serve by the counseling department on March 16th 2026 and March 30th 2026. A total of 62 responses were collected by April 6th.

The survey included 6 demographic questions, 5 education and licensure questions, 7 employment outcomes question, 13 preparation at USJ items(12 Likert-scale questions, 1 open ended question)

Analysis is broken down into two parts:

- Graduates from 2023-2025, n=26
- All respondents n=62 (graduates from 2016-2026)

2023-2026 Graduates (n=26) Data Summary/Analysis:

2023-2026 Graduates Key Figures:

- 96% (25/26) Employed in counseling-related field
- 77% (20/26) obtained a job before or within 3 months of graduation
- 93% passed licensing exam on the first try (13 of 14)
- 85% would definitely (54%) or probably (31%) recommend the USJ program to prospective students
- 8% (2) have been a presenter or training at conference/workshop
- Employment Settings
 - Community mental health agency: 12 (46%)
 - Private practice (owned by someone else): 8 (31%)
 - Hospital / integrated healthcare setting: 4 (15%)
 - High school: 3 (12%)
 - Elementary school: 3 (12%)
 - Middle school: 2 (8%)
 - Substance use treatment program: 2 (8%)

- College / university counseling center: 1 (4%)
- Private practice (owned by you): 1 (4%)
- Other: 1 (4%)

2023-2026 Graduates Respondent Demographics (n = 26)

of Respondents by Graduation Year (2023-2025):

- 2025 Graduates: n = 14
- 2024 Graduates: n = 2
- 2023 Graduates: n = 10

Program completed

■ CMHC (77%) ■ School (19%) ■ Dual (4%)



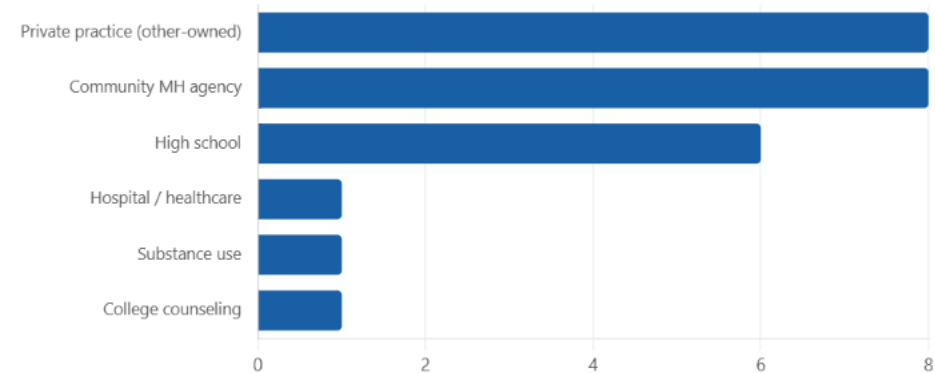
Race / ethnicity

■ White (81%) ■ Hispanic/Latino (12%) ■ Black/African Amer. (8%)

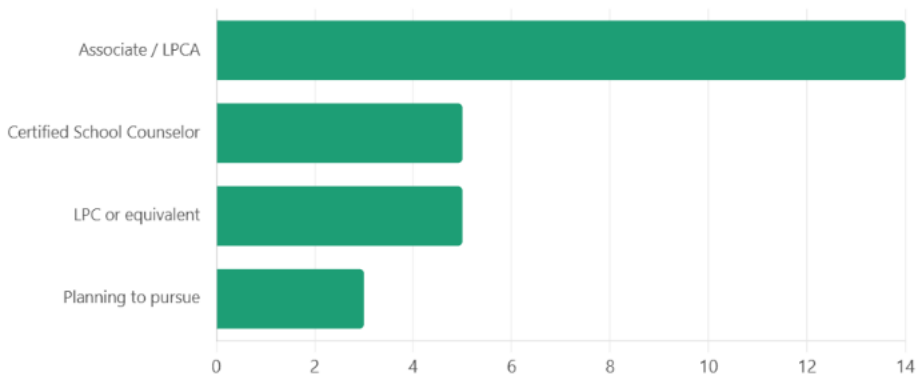


2023-2026 Graduates Employment & Licensure Status

Employment setting



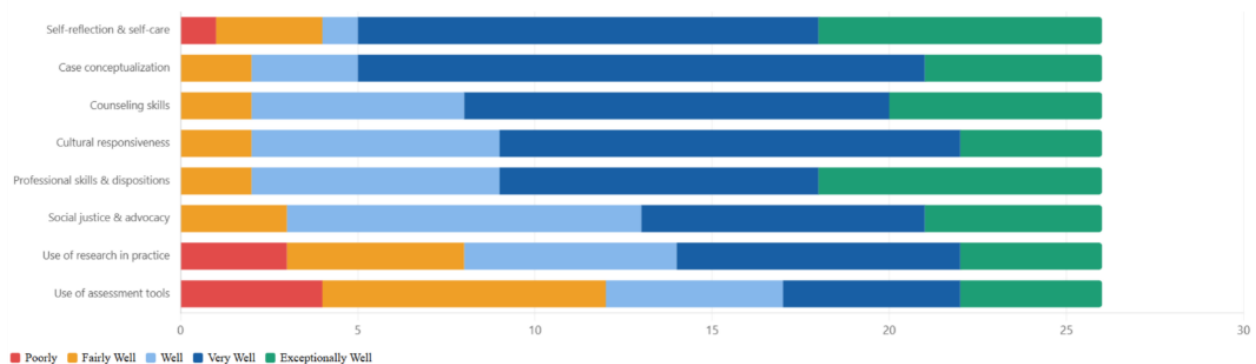
Current licensure status



2023-2026 Graduates Counselor Preparation

(How well do you believe the USJ counseling program prepared you for your professional counseling role in regard to)

Competency ratings — how well the program prepared graduates



How well do you believe the USJ counseling program prepared you for your professional counseling role in regard to...

- School Students only: Use of Data to Inform Practice:
 - Strongly agree (60%, n=6), Agree (30%, n=3), Neutral (10%, n=1), Disagree (0%), Strongly Disagree (0%)
- CMHC Students only: Assessment, diagnosis, treatment planning:
 - Strongly Agree (56%, n=9), Agree (38%, n =6), Neutral (6%, n=1), Disagree (0%), Strongly Disagree (0%)

2023-2026 Graduates Overall Satisfaction and Likelihood to Recommend USJ Counseling Program



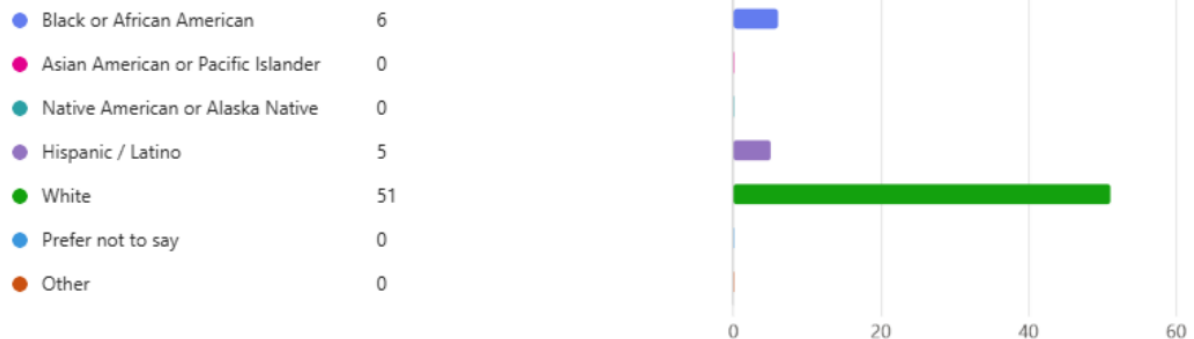
All Respondents (2016-2025 Graduates)

2016-2025 Graduate Respondent Demographics

1. Gender



2. Race/Ethnicity (select all that apply)



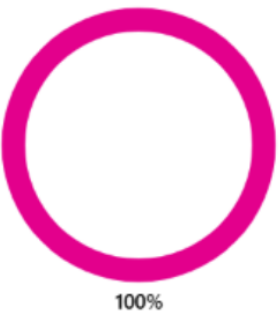
3. Were you an international student during the program?

- Yes 0
- No 61



4. Were you serving on active duty in the U.S. military during the program?

- Yes 0
- No 62



5. Were you a Veteran at the time of graduation?

- Yes 0
- No 62



6. Did you identify as a student with a disability during the program?

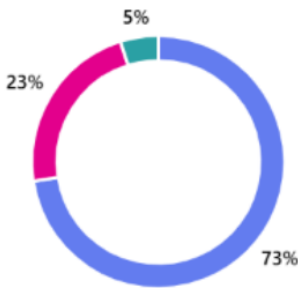
Yes	1
No	60
Prefer not to say	1



2016-2025 Graduate Respondent Employment & Licensure Status

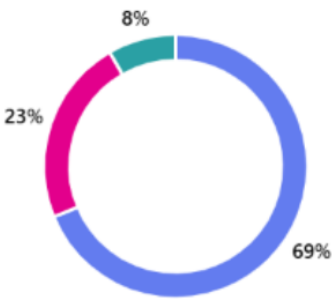
8. Which counseling program did you complete?

Clinical Mental Health Counseling	45
School Counseling	14
Dual Track	3



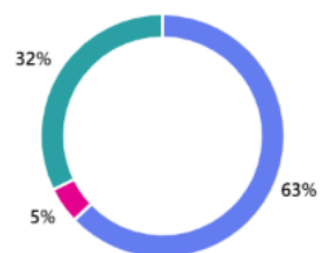
9. If applicable, which licensing exam did you take?

NCE	33
NCMHCE	11
Other	4



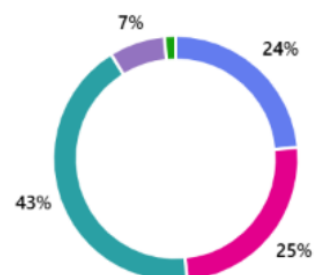
10. If you took a licensing exam, did you pass the licensing exam on your first attempt?

● Yes	39
● No	3
● Not applicable (i.e., I didn't take a licensing exam)	20



11. What is your current licensure or certification status?

● Certified School Counselor	16
● Associate/provisional counselor (LPCA or equivalent)	17
● Licensed counselor (LPC or equivalent)	29
● Planning to pursue licensure/certification	5
● Not pursuing licensure/certification	1



2016-2025 Graduate Respondent Employment Outcomes

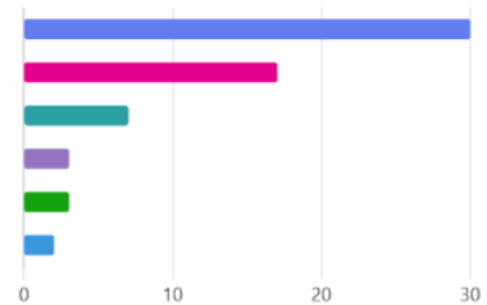
12. What is your current employment status?

● Employed in a counseling-related position	58
● Seeking employment in counseling-related position	0
● Employed outside the counseling field	3
● Not currently seeking employment	1



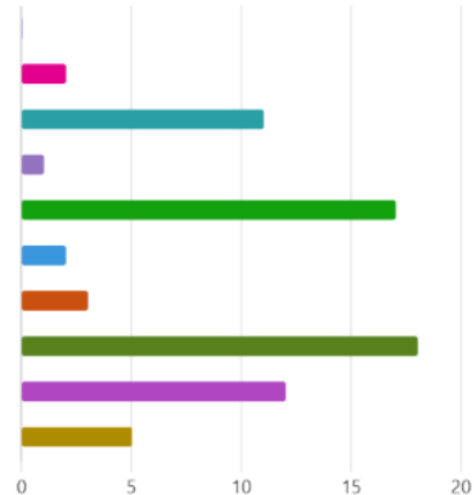
13. When did you obtain your first counseling-related position after graduating?

Before graduating	30
Less than 3 months after graduation	17
3-5 months after graduation	7
6-11 months after graduation	3
12 months or more after graduation	3
I have not obtained a counseling-related position	2



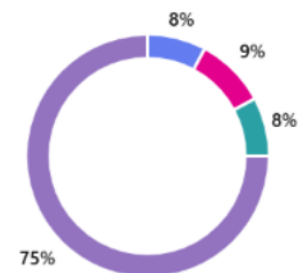
14. What setting are you currently employed?

Elementary school	0
Middle school	2
High school	11
College or university counseling center	1
Community mental health agency	17
Hospital or integrated healthcare setting	2
Substance use treatment program	3
Private practice (owned by someone else)	18
Private practice (owned by you)	12
Other	5



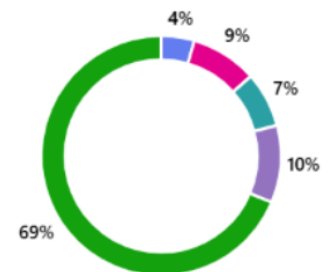
15. Which of the following best describes your involvement in clinical supervision? (select all that apply)

I currently provide clinical supervision to counseling interns or practicum students	5
I currently provide clinical supervision to counselors or other clinical staff	6
I am not currently providing clinical supervision but have done so previously	5
I have never provided clinical supervision	48



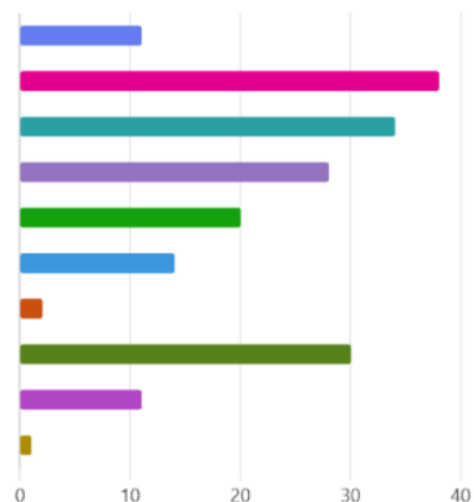
16. Which of the following professional roles have you held since graduating from the USJ Counseling program? (select all that apply)

Adjunct instructor or guest lecturer in counseling	3
Leadership role in a professional counseling organization	6
Presenter or trainer at professional conferences or workshops	5
Director, manager, or coordinator of counseling services or programs	7
I have not held any of these roles	46



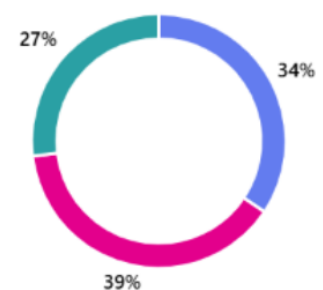
17. CMHCs only: What populations do you work with? (check all that apply)

Elderly	11
Adults	38
Adolescents	34
Children	28
Families	20
Couples	14
Inpatient	2
Outpatient	30
Mandated clients	11
Other	1



18. CMHCs Only: What types of clients or payment sources are common in your practice?

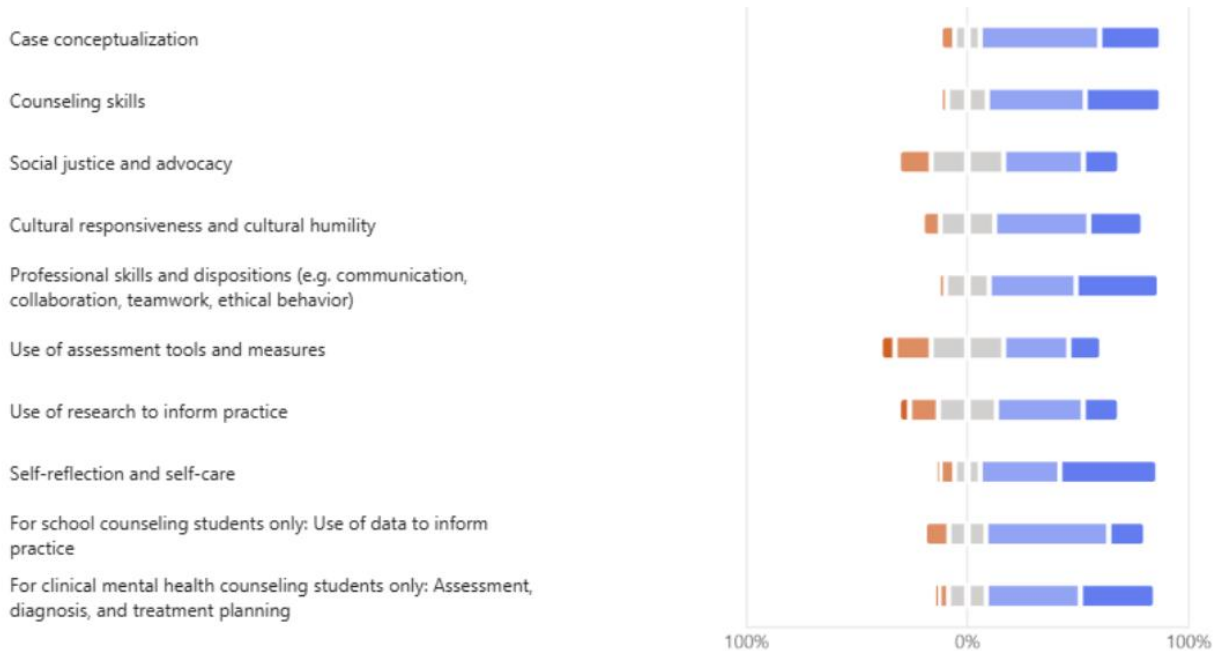
Medicaid clients (Husky)	32
Privately insured clients	36
Self-pay clients	25
Other	0



2016-2025 Graduate Respondent Preparation at USJ

19. How well do you believe the USJ Counseling program prepared you for your professional counseling role in regard to

● Poorly ● Fairly Well ● Well ● Very Well ● Exceptionally Well



21. Overall Program Satisfaction

● Very Dissatisfied ● Dissatisfied ● Neither Satisfied Nor Dissatisfied ● Satisfied ● Very Satisfied

Overall, how satisfied are you with your counseling program education?



22. Recommendation of Program

● Definitely not ● Probably not ● Unsure ● Probably Yes ● Definitely yes

Would you recommend the USJ Counseling program to prospective students?



Graduate Employer Survey, 2026

Survey Summary:

The survey included 16 items for employers of graduates of the school counseling and mental health counseling programs. The employer survey was provided via QR code to 8 school employers at the USJ education fair on February 26, 2026. Data was sent out to CMHC employers on March 5, 2026, and a follow-up was sent on March 16, 2026. Data was sent out to CMHC employers on March 23, 2026, and a follow-up was sent on March 30, 2026. There were four respondents (n=4).

Respondents were asked about preparedness (exceptionally well, very well, well, fairly, and poorly) in the following categories: case conceptualization, counseling skills, social justice and advocacy, cultural responsiveness and humility, professional skills and dispositions, use of assessment and tools, use of research to support practice, and self-reflection/self-care. Respondents identified preparedness in case conceptualization, counseling skills, social justice and advocacy, cultural responsiveness and humility, professional skills and dispositions with exceptionally well or a blend of exceptionally well and very well.

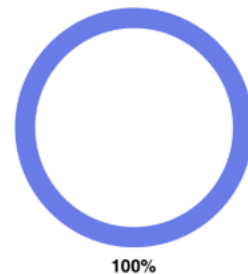
Program Specific Questions

For School Counseling, respondents were asked if employees were able to use data to inform practice, with a response of “exceptionally well” (n=1).

12. For School Counseling graduates only: Use of data to inform practice? (0 point)

[More details](#)

● Exceptionally Well	1
● Very Well	0
● Well	0
● Fairly	0
● Poorly	0

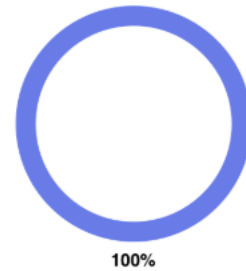


For Clinical Mental Health Counseling, respondents were asked whether employees were able to engage in assessment, diagnosis, and treatment planning, with the response “exceptionally well” (n=3).

13. For Clinical Mental Health Counseling graduates only: Assessment, diagnosis, and treatment planning? (0 point)

[More details](#)

● Exceptionally Well	3
● Very Well	0
● Well	0
● Fairly	0
● Poorly	0



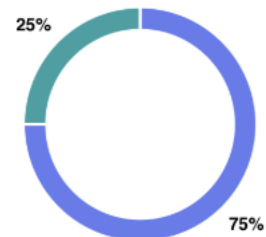
Variation in Responses

Respondents identified use of assessment and tools, use of research to support practice exceptionally well (n=3) and well (n=1).

9. Use of assessment tools and measures? (0 point)

[More details](#)

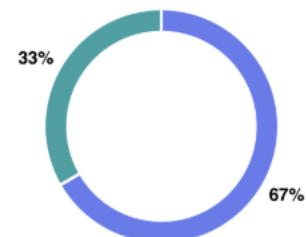
● Exceptionally Well	3
● Very Well	0
● Well	1
● Fairly	0
● Poorly	0



10. Use of research to support practice? (0 point)

[More details](#)

● Exceptionally Well	2
● Very Well	0
● Well	1
● Fairly	0
● Poorly	0

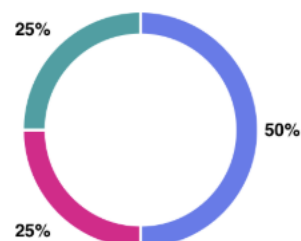


The largest variation among respondents was in self-reflection and self-care, with “exceptionally well” (n=2), “very well” (n=1), and “well” (n=1).

11. Self-reflection and self-care? (0 point)

[More details](#)

● Exceptionally Well	2
● Very Well	1
● Well	1
● Fairly	0
● Poorly	0



Qualitative Responses

In response to the qualitative question about the strengths of USJ graduate employees, respondents (n=4) noted that the graduates were prepared. Many respondents (n =3) noted a strong commitment to learning and were ready to start clinical work in various ways.

Overall, individuals reflected positively on the program’s training and readiness. In response to where USJ could better prepare, direct responses included “more exposure to family work.” Another shared, “This is difficult to answer as most USJ students come prepared in ways other schools do not. It has created a significant bias for us with regard to hiring, to the extent that we try to be thoughtful about diversifying with students/hires from other schools/programs.” All respondents identified that they would hire a USJ graduate in the future.

Site Supervisor Program Evaluation Survey, 2026

Survey Summary:

The survey included 16 items for school counseling and mental health counseling site supervisors to answer. 14 of the questions were for both programs and 2 questions were program specific. A total of 30 total responses (n=30) were received, with 46.7% (n=14) from school counseling and 53.3% (n=16) from mental health counseling site supervisors. The survey utilized Likert scale questions, one yes/no question, and three narrative response questions.

A five point Likert scale was used with responses range from “Poorly” to “Exceptionally well” A visual representation of the Likert scale response questions is below:

4. How well do you believe USJ prepares students for their practicum and internship in each of the following areas?

[More details](#)

● Poorly ● Fairly ● Well ● Very Well ● Exceptionally Well

Case Conceptualization

Counseling Skills

Social Justice and Advocacy

Professional skills and dispositions (e.g. communication, collaboration, teamwork, ethical behavior)

Use of Assessment Tools and Measures

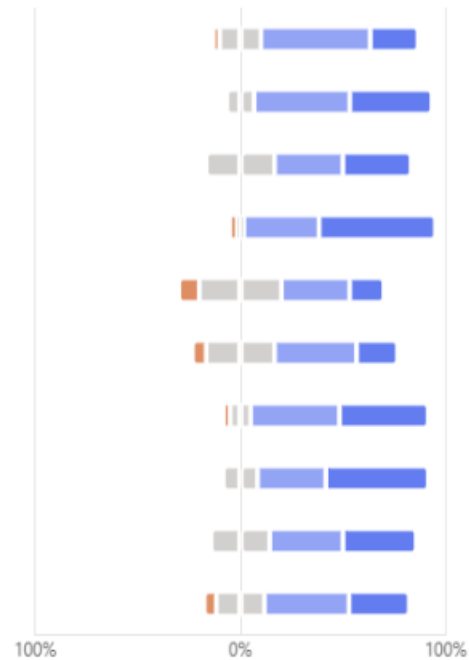
Use of Research to Support Practice

Self-reflection and self-care

Cultural humility

For School Counseling Interns **only**: Use of data to inform practice

For Clinical Mental Health Counseling Interns **only**: Assessment, diagnosis, and treatment planning



A response breakdown for each content area is found below:

Case Conceptualization (n=30)

Response	Response Percentage
Poorly	0
Fairly	3.3
Well	20
Very Well	53.3
Exceptionally Well	23.3

Counseling Skills (n=30)

Response	Response Percentage
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Poorly	0
Fairly	0
Well	13.3
Very Well	46.7
Exceptionally Well	40

Social Justice and Advocacy (n=30)

Response	Response Percentage
Poorly	0
Fairly	0
Well	33.3
Very Well	33.3
Exceptionally Well	33.3

Professional skills and dispositions (e.g. communication, collaboration, teamwork, ethical behavior) (n=30)

Response	Response Percentage
Poorly	3.3
Fairly	0
Well	3.3
Very Well	36.7
Exceptionally Well	56.7

Use of Assessment Tools and Measures (n=30)

Response	Response Percentage
Poorly	0
Fairly	10

Well	40
Very Well	33.3
Exceptionally Well	16.7

Use of Research to Support Practice (n=30)

Response	Response Percentage
Poorly	0
Fairly	6.7
Well	33.3
Very Well	40
Exceptionally Well	20

Self-reflection and self-care (n=30)

Response	Response Percentage
Poorly	0
Fairly	3.3
Well	10
Very Well	43.3
Exceptionally Well	43.3

Cultural humility (n=30)

Response	Response Percentage
Poorly	0
Fairly	0
Well	16.7
Very Well	33.3

Exceptionally Well	50
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For School Counseling Interns only: Use of data to inform practice (n=14)

Response	Response Percentage
Poorly	0
Fairly	0
Well	28.6
Very Well	35.7
Exceptionally Well	35.7

For Clinical Mental Health Counseling Interns only: Assessment, diagnosis, and treatment planning (n=17)

Response	Response Percentage
Poorly	0
Fairly	5.9
Well	23.5
Very Well	41.2
Exceptionally Well	29.4

All respondents (n=30) indicated “Yes” when asked “Would you supervise a USJ student in the future?”

Curricular Modifications and Program Improvement:

-The Program of Study for CMHC and SC was modified to bring COUN 529: Crisis & Trauma Counseling later in the program immediately proceeding Practicum and Internship. Site Supervisors reported through site visits and the Site Supervisor Survey that students were unprepared for risk assessment. Previously, COUN 529 was offered as a first year course, but the Faculty determined that students required more foundational material as prerequisites to this course and moving it closer to their Practicum experience would help with retention of information needed for competency with clients and K-12 students. (Program Evaluation Meeting, Fall 2025).

Significant Program Changes:

-An Assistant/Associate TT track search was conducted and resulted in the successful hire of Dr. Suzy Wise.

-The CMHC and SC Programs conducted a yearlong curriculum mapping of the 2024 CACREP standards to the program of study using a cross walking tool. Several KPI assignments were modified and changes will be implemented starting in Fall 2026.