

Program Data Point 6. Evaluation of Internship

This data point includes site supervisor evaluation of intern student data from the Supervisor Evaluations for COU 691: Clinical Mental Health Counseling Internship and 692: School Counseling Internship.

General Supervision Items	SU 2021	FA 2021	SP 2022	SU 2022	FA 2022	SP 2023
<i>Standard</i>	<i>Averages</i>					
1. Demonstrates an understanding of the counseling profession.	2.6	2.46	2.18	2.59	2.18	2.43
2. Develops an identity as a counselor.	2.2	2.47	2.18	2.36	2.32	2.41
3. Demonstrates a willingness to provide counseling services within the ethical guidelines of the counseling profession.	2.4	2.50	2.73	2.61	2.32	2.43
4. Has knowledge and understanding of major counseling theories.	2.2	2.47	2.45	2.32	2.25	2.24
5. Can apply theoretical understanding of major counseling theories.	2.05	2.47	2.36	2.41	2.25	2.24
6. Ability to accept others' values.	2.5	2.50	2.64	2.66	2.32	2.52
7. Consistently demonstrates verbal/non-verbal attending skills.	2.5	2.47	2.45	2.57	2.21	2.50
8. Can develop client effective awareness through empathic responses.	2.4	2.59	2.55	2.55	2.21	2.43
9. Counselor-in-training is genuine and congruent with clients.	2.4	2.53	2.73	2.61	2.32	2.43
10. Counselor-in-training uses basic counseling skills (paraphrasing; reflection of content, feeling; summarizing) appropriately to establish relationship.	2.4	2.53	2.55	2.50	2.29	2.43
11. Effectively demonstrates confrontation skills.	2.15	2.31	2.20	2.43	2.11	2.19
12. Encourages collaborative goal-setting and appropriate action-step planning with the client/student.	2.5	2.38	2.64	2.57	2.21	2.48
13. Demonstrates skills in rapport building with clients/students.	2.4	2.44	2.73	2.66	2.32	2.64
14. Demonstrates an awareness of, and an appreciation for, social and cultural influences on human development.	2.2	2.41	2.64	2.55	2.25	2.36
15. Recognizes how cultural factors influence the counseling process.	2.1	2.40	2.55	2.50	2.32	2.40
16. Developing a culturally competent approach to counseling assessment and treatment.	2.1	2.40	2.27	2.38	2.25	2.18
17. Considers developmental factors while working with clients/students.	2.2	2.53	2.55	2.41	2.21	2.36
18. Works effectively with groups.	2.5	2.57	2.74	2.67	2.39	2.38
19. Counselor-in-training can select and administer assessments appropriate for the setting.	2	2.33	2.10	2.32	2.14	2.19
20. Counselor-in-training can effectively conduct risk assessment (suicide/violence).	2.3	2.38	2.22	2.32	2.23	2.18
21. Counselor-in-training uses assessment data to establish intervention plans.	2.22	2.40	2.18	2.32	2.19	2.25
22. Recognizes the signs and symptoms of behavioral, social, and emotional disorders.	2.2	2.50	2.27	2.5	2.22	2.36
23. Demonstrates skills in assessment and treatment of individuals with addictive issues.	2	2.38	2.25	2.47	2.32	2.08
24. Counselor-in-training uses research and evidence to inform practice.	2.3	2.44	2.18	2.36	2.18	2.31
25. Demonstrates the ability to effectively and ethically terminate and/or transfer clients/students.	2.3	2.50	2.13	2.32	2.20	2.11
26. Demonstrates an understanding of career development and related life factors and their applications in counseling.	2.11	2.47	2.22	2.29	2.18	2.16

27. Understands the impact of trauma on human development and is sensitive to this in assessment and implementation of counseling strategies.	2.4	2.53	2.45	2.48	2.25	2.34
Practical Application Items	SU 2021	FA 2021	SP 2022	SU 2022	FA 2022	SP 2023
<i>Standard</i>	<i>Averages</i>					
1. Demonstrates a personal commitment in developing professional competencies.	2.4	2.53	2.59	2.57	2.29	2.48
2. Engages in open, comfortable, and clear communication with peers and supervisors.	2.6	2.44	2.59	2.63	2.39	2.57
3. Recognizes own deficiencies and actively works to improve them with peers and supervisors.	2.35	2.44	2.53	2.5	2.18	2.55
4. Completes case reports and records punctually, correctly, and conscientiously.	2.4	2.50	2.53	2.7	2.27	2.48
5. Demonstrates an effective approach to counseling and client advocacy with a clear understanding of counselor functions and dispositions.	2.3	2.50	2.29	2.61	2.29	2.50
Clinical Mental Health Counseling Items	SU 2021	FA 2021	SP 2022	SU 2022	FA 2022	SP 2023
<i>Standard</i>	<i>Averages</i>					
1. Develops and monitors the effectiveness of treatment plans.	2.3	2.42	2.20	2.37	2.16	2.17
2. Adapts treatment plans based upon client responsiveness.	2.3	2.38	2.13	2.39	2.25	2.10
3. Demonstrates the skills associated with working in a multi-disciplinary mental health care setting.	2.3	2.38	2.20	2.48	2.22	2.31
4. Demonstrates skills in understanding limitations of practice and appropriately refers to medical, legal, or other appropriate professionals.	2.2	2.38	2.48	2.35	2.17	2.34

Evaluation of counselor education program

The program currently employs several systematic approaches to obtaining site supervisor and graduate data. These approaches include site supervisor evaluations at the cessation of students' clinical field experiences, as well as the university's Destination Survey.

In the spring of 2020, the faculty piloted a block of questions within the practicum and internship evaluations within the Clinical Mental Health Counseling Program. These queries seek stakeholders' views on the knowledge-, skill-, and disposition-related development at which the counseling program aims. Specifically, the program asks site supervisors to evaluate those core objectives on a three-point Likert Scale (1 = Does Not Meet Expectations, 2 = Meet Expectations, 3 = Exceeds Expectations), and seeks qualitative feedback on the strength and growth areas for the program. Having collected data within the Clinical Mental Health Counseling Program for consecutive semesters, the "Evaluation of Counselor Education Program" questions will be added to the evaluation forms in the School Counseling Program's practicum and internship courses starting in the fall 2021.

Quantitative Assessment						
	SP 2021	SU 2021	FA 2021	SP 2022	FA 2022	SP 2023
A. Core Objectives	<i>Averages</i>					

To what extent do you believe that NKU's counseling program equips students with the knowledge needed to fulfill their responsibilities as counseling professionals?	2.2	2.3	2.42	2.55	2.61	2.56
To what extent do you believe that NKU's counseling program equips students with the skills needed to fulfill their responsibilities as counseling professionals?	2.2	2.4	2.42	2.45	2.39	2.65
To what extent do you believe that NKU's counseling program prepares students to participate in supervision?	2.2	2.3	2.42	2.55	2.39	2.50

Qualitative Feedback	SU 2021	FA 2021	SP 2022	SU 2022	FA 2022	SP 2023
What do you perceive as the strengths of NKU's counseling program?	Throughout their experience, <i>this student</i> has demonstrated a high level of counseling skill. Their understanding and application of counseling theories meets expectations. <i>This student's</i> adherence to legal and ethical standards demonstrates growth throughout their time in the program. I attribute these skills to the strengths of both <i>this student</i> as an individual and the counseling program at NKU. <i>This student</i> is more than ready for the next phase in their professional career!	Strength in counseling theory and application.	I have always been impressed with the dedication of NKU's counseling faculty. They are committed to ensuring students are educated and prepared for the field. I feel comfortable reaching out if I have a concern or comment about a student.	NKU does a great job supporting students and providing strong supervision.	<i>This student's</i> supervisor has taken a real interest in their development and communicates this often.	<i>Student</i> is VERY knowledgeable and goes "by the book" whenever possible. <i>This student</i> is always excited to learn new ideas and has talked highly of their education.
	NKU appears to be one of the more rigorous programs in the	Establishes a solid foundation, emphasizes growth and	I believe that students receive great university supervision. I	Individual attention to students, supplemental	It's clear <i>this student</i> is provided with stellar	<i>Student</i> had a wealth of theoretical knowledge and

	area that <i>our site</i> works with. This is appropriate since the field itself is or can be rigorous.	teaching over perfection.	also think that NKU counseling program does a great job of making sure students are providing the best care in field experience.	supervision, supportive experience with internship/practicum classes, fostering knowledgeable trainees	supervision. <i>This student</i> has overall spoken highly of their experience at NKU.	has a reasonable understanding of what to expect in an office based setting. <i>This student</i> has knowledge of many interventions and a clear theoretical perspective.
	Students from NKU are much more willing to review recordings in supervision than other students that I work with. They seek direct feedback often and have a clear understanding of what they would like to know.	Supervision provided by class groups and instructors, communication with sites.	Openness to collaboration between school and site.	Great education, love the advanced skills. Some students are not prepared for constructive criticism of individual supervision.	Direct counseling hours with students is a priority during practicum.	All of the interns I've supervised from NKU have been professional, taken initiative, and have demonstrated solid clinical insight and professionalism.
	In my experience, NKU students come with good basic counseling skills, an awareness of the need to continue to learn and grow throughout their training and openness in working with on-site supervisors and a very strong ethical background. Your students come to their site prepared to function as a professional from day one.	Being available when needed, however not overloading field supervisors with demands.	In my experience, students from NKU always seem motivated, enthusiastic, and clinically knowledgeable and skilled.	Provides opportunities to students	NKU is easy to work with. Requirements prepare counselors for the job.	Interns are well prepared and have an excitement that isn't beaten down.
	It is my impression and their report that <i>this student</i> gets a lot out of their intern	NKU does a great job preparing students for the field and offering	NKU's program seems to adequately prepare students. <i>Student</i> had good basic skills upon	Collaboration with site supervisors.	Students have a comprehensive knowledge of the counseling profession, helpful support	<i>Student</i> has been one of my most well-equipped students that I have supervised this semester.

	consultation class.	strong University supervision.	beginning practicum and received valuable feedback from their university supervisors during last semester and the current one regarding areas for growth (via tape review) and they brought that information into our supervision process as well. Communication with university supervisor seems more individualized and consistent than some other programs so this is a noted strength as well.		supervision from faculty, and intellectually stimulating and challenging experiences in the classroom.	<i>This student</i> approaches work professionally and is well prepared with appropriate questions. <i>This student</i> has embraced the learning they've received from NKU and often points out the support from NKU as a reason for their success.
	Relationship and report between students & faculty. The understanding of TX planning and developing. Focus on self-care.	Interns are ready with basic counseling skills to begin working with clients. More so than I've experienced with other schools.	Students are more prepared than other students I work with.	This is my first experience with NKU. Seems to be an organized, thorough program.	<i>This student</i> has been well prepared for their role here. <i>This student</i> speaks highly of the support they receive from NKU and indicates that they are pleased with both education and practicum experiences.	The diversity and breadth of content delivered in courses.
		NKU's counseling program is very rigorous and provides students with a well-rounded experience. I have worked with interns from different programs and I see a difference	Good supervision around sessions, your interns seem to be implementing more counseling techniques into their sessions than students from other programs.	Great education, most students do have more advanced skills. Some students do not understand supervision and the need to take in what's being said.	The students that I have supervised from NKU's program have been excellent.	Care and investment in the students.

		in the outcomes. I will also continue to encourage future aspiring school counselors to consider NKU over the online programs.				
		Easy access to program supervision and her being accessible and communicating.	The program seems very involved and thorough in preparing <i>student</i> for the counseling profession.	Support to intern	Preparation of the students for placement	The availability and feedback from professors has been invaluable throughout this process.
		My only lens into the program is <i>student</i> . They were well prepared to be a high quality contributor to our department.	Supervision is very hands on.		There has been collaboration in working with <i>this student</i> . NKU reaching out as they see need, being able to be the best supports that <i>this student</i> needs.	Supportive in getting students placed, good emphasis on theory
			Candidates seem well prepared for real world counseling experiences.		We have had several interns from NKU and we are pleased with their overall clinical readiness for practicum and intern students.	Thorough education, ample support from faculty
					Knowledge of evidence based practices and education surrounding intervention strategies.	Great program. Very supportive of it.
					Our practice has had several interns from NKU and we have been pleased with their overall performance, skill, and willingness to	We have had several interns from NKU's counseling program and we have hired a few of them after they became licensed. I believe that

					learn. <i>This student</i> has been an asset to our team and we are grateful for the opportunity to work with them.	those who go through this program are equipped to fulfill the duties and responsibilities of a licensed therapist.
					Overall <i>this student</i> did well working with clients, is compassionate and caring and wants what is best for the clients. <i>This student</i> completed documentation and sought supervision when needed.	Interns demonstrate knowledge of applicable skills for developmental level.
					The intern seems prepared.	Preparedness of counseling skills, importance of empathy.
					I believe I've supervised four interns from NKU and have another starting in next semester, so I'm clearly satisfied with the level of skill, ability, and professionalism they possess.	Direct contact with student, counseling skills.
					Students including <i>this student</i> are prepared with professional skills and are motivated to engage in growth.	
					Good curriculum; faculty support.	

What do you perceive as areas of improvement for NKU's counseling program?	SU 2021	FA 2021	SP 2022	SU 2022	FA 2022	SP 2023
	Not necessarily improve but maintain communication when deciding to hold students back during their practicum or internship. This has allowed our supervisors to adjust and assist students in order to meet their training needs.	It would be nice to have paperwork online.	Would love to have them do an onsite visit for midterm check in to see the intern in their learning environment (observe interactions with team and students).		Getting site supervisors more info heading into the practicum with the NKU student.	Possibly a need for more trauma-based therapy training - perhaps more couple's or sex therapy.
	Some social work programs in the area offer CEU training once a year to the supervisors as a thanks. The content is typically related to supervision. This seems like a good networking opportunity, as well as a way to ensure that we are providing supervision with some of your standards/expectations in mind.	There are many roles that counselor have to perform that are not necessarily aligned with what we are trained to do. I feel like it is still important to expose counselors in training to such things. For example, special education, 504, clerical work that includes transcripts, enrollment, etc.			More balance of time with learning the role and direct hours with students. This is come in the Internship portion.	Other universities have a more regular practice of communication with our site. An increase in communication with school staff would have been needed if we were dealing with a student who was struggling. This level of communication was appropriate since <i>this student</i> has been highly successful and an easy student to have on our team.
	Maintaining connection to the on-site supervisor throughout the process to allow for ease of communication.				Students (including others I have met from the program) seem burdened at times with the workload.	Class time flexibility for internship classes.
	Further preparation for				It would be helpful for NKU	At times students have mentioned

	<p>supervision. Better understanding of licensure procedures. Confidence related to diagnosing.</p>				<p>to communicate directly with the placement site regarding expectations for professional activities and types of clients that are appropriate for students.</p>	<p>how work intensive certain assignments and classes can be.</p>
					<p>Program should include training specific to sex therapy. School should also provide ability for student to participate in placement activities (e.g. meeting with clients) during semester breaks. This interrupts client care, and operations of the placement site.</p>	<p>The ability for interns to travel into the community for home based sessions. NKU is the only school I work with that does not allow this.</p>
					<p>I feel like the communication between site supervisors and school supervisors could be more frequent.</p>	<p>More opportunities for collaboration between the school and internship site.</p>
					<p>There seems to be some confusion regarding administrative issues and I wish the communication between site and school supervisors was better.</p>	<p>During the internship course, I do think a check in from NKU supervisor would be appropriate for this course. This was really helpful during his practicum.</p>
					<p>As per usual -- my only feeling of dissatisfaction is related to their</p>	

					inability to travel into the community for home-based visits.	
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