

Eastern Virginia Medical School

EVMS ATC Annual Program Evaluation FY23

September 11, 2023

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EVMS ATC Annual Program Evaluation FY23

Master of Science in Art Therapy and Counseling 2022-23 AY22-23

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Master of Science in Art Therapy and Counseling 2022-23

AY22-23

Completed

4 GOALS 12 OUTCOMES 34 MEASURES 34 TARGETS 34 FINDINGS 0 ATTACHMENTS

Program Mission Statement

As passionate, creative, and highly skilled educators, our mission is to provide comprehensive, engaging, and in-depth art therapy education. Our students develop strong artist-therapist identities through growth-oriented and reflective classroom, studio, community, and clinical experience. We prepare world-class art therapists who are culturally responsive, community-involved, ethical professionals with successful careers.

1 Program Goals

Clinical Competency

Graduates of the MS in Art Therapy and Counseling will be prepared with clinical competence in assessment, diagnosis, and treatment planning, which includes fostering skills in therapeutic use of a broad range of art processes and materials, integrative theoretical approaches, and requisite education needed for counseling licensure.

1.1 Student Learning Outcomes (SLOs)

SLO 1.1

SLO 1.1 CAAHEP 3.k.K.1 Describe basic tenets of psychotherapy and counseling theories (including psychodynamic, humanistic, cognitive-behavioral, systemic)

Action Plan

Budget Source	Amount	Due	Status
	\$0.00	no due date set	Planned

1.1.1 Measures

Individual Counseling & Psychotherapy Presentation

SOURCE OF EVIDENCE

Rubric Scored Assignments - Academic Direct

1.1.1.1 Target

Presentation Exceeded

TARGET 85%

FINDING	90%
ANALYSIS OF RESULTS	90% of students earned 84 or above on the theory presentation.
IMPROVEMENT TYPE	
IMPROVEMENT DESCRIPTION	
IMPROVEMENT	Students have increased presentation scores since last year's review. In addition, the program has worked with the faculty to create a more content based rubric for evaluation in the next cycle.

1.1.2 Measures

Oral Comprehensive Exam

SOURCE OF EVIDENCE

Test/Exam/Quiz - Academic Direct

1.1.2.1 Target

Oral Exam questions #5 and #6 Not Met

TARGET	85%
FINDING	76%
ANALYSIS OF RESULTS	76% of students earned 8 or above on the developmental theory question; 59% of students earned 8 or above on the psychological theory question.
IMPROVEMENT TYPE	Academic
IMPROVEMENT DESCRIPTION	Curriculum audit
IMPROVEMENT	The Individual theories course presentation rubric was reviewed and more specific criteria for discussing theory will be reviewed and evaluated to better prepare students to discuss theory. Of note it that students steadily increase their discussion of theory skills in the case presentation and clinical case conference class- please review all data.

1.1.3 Measures

Case Presentation Skills

Rubric Sec 1- Content Item 9

SOURCE OF EVIDENCE

Rubric Scored Assignments - Academic Direct

1.1.3.1 Target

Presentation Rubric 1 Exceeded

TARGET 85%

FINDING 80%

ANALYSIS OF RESULTS 90% of students earned 8 or higher in oral presentation of theories applied to clinical case. (1/10 students earned below 8)

IMPROVEMENT TYPE

IMPROVEMENT DESCRIPTION

IMPROVEMENT

1.1.4 Measures

Clinical Case Conference

Rubric Sec 1- Content Item 9

SOURCE OF EVIDENCE

Rubric Scored Assignments - Academic Direct

1.1.4.1 Target

Case Presentation Rubric Exceeded

TARGET 85%

FINDING 100%

ANALYSIS OF RESULTS 100% of students earned a 9 or above on the oral presentation theory content section.

IMPROVEMENT TYPE

IMPROVEMENT
DESCRIPTION

IMPROVEMENT

1.2 Student Learning Outcomes (SLOs)

SLO 1.2

SLO 1.2 CAAHEP 3.k.S.1. Apply theory to practice through case analysis or critique of clinical scenarios. Students will demonstrate application of theoretical approaches.

1.2.1 Measures

Individual Counseling & Psychotherapy

90% of students will earn 84% or above on the AT 521 paper

SOURCE OF EVIDENCE

Rubric Scored Assignments - Academic Direct

1.2.1.1 Target

Final papers **Exceeded**

TARGET 90%

FINDING 91%

ANALYSIS OF RESULTS 91% earned 84% or above; mean score = 85%; if excluding the student that did not turn in the paper the mean score = 93.97; 1 student did not turn in the paper and withdrew from the program. Target is exceeded and improvement could be to increase the mean of all scores.

IMPROVEMENT TYPE Academic

IMPROVEMENT DESCRIPTION Curriculum audit

IMPROVEMENT review all standards and data to re-evaluate the value of this measure and target.

1.2.2 Measures

Oral Comprehensive Exam

Oral Exam questions #5 & #6

SOURCE OF EVIDENCE

1.2.2.1 Target

Oral Exam Questions #5 & 6 Not Met

TARGET	85%
FINDING	76%
ANALYSIS OF RESULTS	76% of students earned 8 or above on the developmental theory question; 59% of students earned 8 or above on the psychological theory question.
IMPROVEMENT TYPE	Academic
IMPROVEMENT DESCRIPTION	Curriculum audit
IMPROVEMENT	The Individual theories course presentation rubric was reviewed and more specific criteria for discussing theory will be reviewed and evaluated to better prepare students to discuss theory. Of note it that students steadily increase their discussion of theory skills in the case presentation and clinical case conference class- please review all data.

1.2.3 Measures

Case Presentation Skills

Rubric Sec 1 questions 8

SOURCE OF EVIDENCE

Rubric Scored Assignments - Academic Direct

1.2.3.1 Target

85% of students will score 8 or above on Sec 1 #8 Partially Met

TARGET	85%
FINDING	80%
ANALYSIS OF RESULTS	80% of students scored 8 or above, 1 student scored below.
IMPROVEMENT TYPE	Academic

IMPROVEMENT
DESCRIPTION

Curriculum audit

IMPROVEMENT

The Individual theories course presentation rubric was reviewed and more specific criteria for discussing theory will be reviewed and evaluated to better prepare students to discuss theory. Students will have additional opportunities to orally discuss theory in the assessment and basic skills courses. Of note it that students steadily increase their discussion of theory skills in the case presentation and clinical case conference class- please review all data.

1.2.4

Measures

Clinical Case Conference

Rubric Sec 1 #8

SOURCE OF EVIDENCE

Rubric Scored Assignments - Academic Direct

1.2.4.1

Target

85% of students will score 8 or above on Sec 1 #8 clinical case rubric

Exceeded

TARGET

85%

FINDING

100%

ANALYSIS OF
RESULTS

100% of students scored 9 or above on the case formulation content of the oral presentation.

IMPROVEMENT
TYPE

IMPROVEMENT
DESCRIPTION

IMPROVEMENT

1.3

Student Learning Outcomes (SLOs)

SLO 1.3

SOL 1.3 CAAHEP 3.i.S.3 Demonstrate case conceptualization skills (case formulation)

1.3.1 Measures

Individual Counseling & Psychotherapy

ATC 521 Theory Chapter Presentation

SOURCE OF EVIDENCE

Rubric Scored Assignments - Academic Direct

1.3.1.1 Target

84 or above on presentation about theories **Exceeded**

TARGET 85%

FINDING 100%

ANALYSIS OF RESULTS 100% of students earned 86 or above on the theories presentation.

IMPROVEMENT TYPE

IMPROVEMENT DESCRIPTION

IMPROVEMENT

1.3.2 Measures

Oral Comprehensive Exam

Oral Exam Questions #5 & 6

SOURCE OF EVIDENCE

Rubric Graded Exam - Academic Direct

1.3.2.1 Target

Score and 8 or above on Oral exam Questions #5 & 6 **Not Met**

TARGET 85%

FINDING 76%

ANALYSIS OF RESULTS 76% of students earned 8 or above on the developmental theory question; 59% of students earned 8 or above on the psychological theory question.

IMPROVEMENT TYPE Academic

IMPROVEMENT DESCRIPTION Curriculum audit

IMPROVEMENT ATC 521 Individual Theories course rubrics, evaluation, and feedback will be reinforced and more specific to develop oral articulation of theory skills in students. ATC 528 Assessment class will encourage oral presentation of assessment based on theory. ATC 502 Basic skills will include oral discussions of theories to prepare for oral exam.

1.3.3 Measures
Case Presentation Skills

Rubric Sec 1 #9

SOURCE OF EVIDENCE

Rubric Graded Reflection - Academic Direct

1.3.3.1 Target
Score an 8 or above on Sec 1 #9 presentation of theory **Exceeded**

TARGET 85%

FINDING 90%

ANALYSIS OF RESULTS 90% of students scored 8 or above, 1 student score below 8

IMPROVEMENT TYPE

IMPROVEMENT DESCRIPTION

IMPROVEMENT

1.3.4 Measures
Clinical Case Conference

Rubric sec 1 #9

SOURCE OF EVIDENCE

Rubric Scored Assignments - Academic Direct

1.3.4.1 Target
Score an 8 or above on Sec 1 #9 presentation of theory **Exceeded**

TARGET	85%
FINDING	100%
ANALYSIS OF RESULTS	100% of students scored 9 or above on the theories section of the oral presentation.
IMPROVEMENT TYPE	
IMPROVEMENT DESCRIPTION	
IMPROVEMENT	

2 Program Goals Oral Skills

Graduates of the MS in Art Therapy and Counseling will be prepared to speak and write professionally about mental health services.

2.1 Student Learning Outcomes (SLOs) SLO 2.1

SLO 2.1 CAAHEP a.A.1. Value the historical antecedents to current professional Art Therapy Practice

2.1.1 Measures Intro to Art Therapy Presentation

Presentation assignment score

SOURCE OF EVIDENCE

Rubric Scored Assignments - Academic Direct

2.1.1.1 Target 85% of students will earn 84 or above Exceeded

TARGET	85%
FINDING	100%
ANALYSIS OF RESULTS	100% of students earned 84 or above on History of Art Therapy presentation
IMPROVEMENT	

TYPE

IMPROVEMENT
DESCRIPTION

IMPROVEMENT

2.1.2 Measures

Oral Exam

Oral Exam question #2

SOURCE OF EVIDENCE

Rubric Graded Exam - Academic Direct

2.1.2.1 Target

85% or more students will earn an 8 or above on Oral Exam Question #2 Not Met

TARGET 85%

FINDING 55%

ANALYSIS OF RESULTS 55% of students earned an 8 or above on the oral exam questions, 100% of students earn a 7 or above

IMPROVEMENT TYPE Academic

IMPROVEMENT DESCRIPTION Student Learning

IMPROVEMENT New assignments were implemented in the course to encourage oral skills to describe art therapy. Assignments were not graded on a rubric. the faculty will be counseled to develop a specific rubric of content competencies for the assignments to encourage student learning and performance.

2.2 Student Learning Outcomes (SLOs)

SLO 2.2

SLO 2.2 CAAHEP b.K.1. Define the professional role and function of an Art Therapist

2.2.1 Measures

Intro to Art Therapy Art Assignment

Score on final project in ATC 534

SOURCE OF EVIDENCE

Research Project - Academic Direct

2.2.1.1 Target

85% of students will earn an 84% or above on the final project **Exceeded**

TARGET 85%

FINDING 95%

ANALYSIS OF RESULTS 95% of students earned an 84 or above on the final project; 1 student earned an 83; in addition 100% of students answered Exam questions: 12,23,26,35,37 RQ1-#9, Q3-#4, correctly, and 95% answered all Q4-#5,7,9 reading quiz questions correctly.

IMPROVEMENT TYPE

IMPROVEMENT DESCRIPTION

IMPROVEMENT

2.3 Student Learning Outcomes (SLOs)

SLO 2.3

SOL 2.3 CAAHEP b.A.1. Acknowledge the value of developing a strong professional Art Therapist Identity founded in ethical practice

2.3.1 Measures

Intro to Art Therapy Exam

Exam questions questions: 12,23,26,35,37

SOURCE OF EVIDENCE

Rubric Graded Exam - Academic Direct

2.3.1.1 Target

85% of students will answer questions correctly **Exceeded**

TARGET 85%

FINDING 100%

ANALYSIS OF RESULTS

100% of students answered Exam questions: 12,23,26,35,37

IMPROVEMENT TYPE

IMPROVEMENT DESCRIPTION

IMPROVEMENT

2.4 Student Learning Outcomes (SLOs)

SLO 2.4

SOL 2.4 CAAHEP b.K.4. Define the role and process of professional Art Therapists advocating on behalf of the profession

Action Plan

Budget Source

Amount

Due

Status

\$0.00

no due date set

2.4.1 Measures

Intro to Art Therapy Oral Assignment

Complete assignment

SOURCE OF EVIDENCE

Homework assignment - Academic Direct

2.4.1.1 Target

85% of students will score 84 or more Partially Met

TARGET 85%

FINDING 100%

ANALYSIS OF RESULTS 100% of students completed the assignments

IMPROVEMENT TYPE Academic Program Improvement

IMPROVEMENT DESCRIPTION Improved Course Assignments

IMPROVEMENT The assignment did not have a rubric of competencies. The assignment will be revised to have a rubric of competencies for direct measures. Counsel course faculty on developing competency based rubric.

2.5 Student Learning Outcomes (SLOs)

SLO 2.5

SOL 2.5 CACREP Define the professional role and function of a Counselor

2.5.1 Measures

ATC 502 Basic Counseling Skills Presentation

History of Counseling- Elevator Presentation

SOURCE OF EVIDENCE

Presentation - Academic Direct

2.5.1.1 Target

85% of students will earn 84 or above on presentation **Exceeded**

TARGET 85%

FINDING 100%

ANALYSIS OF RESULTS 100% of student earned 89 or above on the elevator presentation about counseling.

IMPROVEMENT TYPE

IMPROVEMENT DESCRIPTION

IMPROVEMENT

2.5.2 Measures

ATC 617 Ethics & Professionalism- PD Quiz

ATC 617 Professional Development Quiz

SOURCE OF EVIDENCE

Rubric Graded Exam Question/Problem - Academic Direct

2.5.2.1 Target

85% of students will earn an 84 or above on the PD Quiz **Exceeded**

TARGET	85%
FINDING	100%
ANALYSIS OF RESULTS	100% of students earned a 93 or above on the professional development quiz
IMPROVEMENT TYPE	Academic
IMPROVEMENT DESCRIPTION	Curriculum audit
IMPROVEMENT	Add questions to the Oral Exam, Oral Exam was revised to include counseling content on Question #3

2.6 Student Learning Outcomes (SLOs)

SLO 2.6

SOL 2.6 CACREP Acknowledge the valued of developing a strong professional Counselor Identity founded in ethical Practice.

2.6.1 Measures

Basic Counseling Presentation

Elevation presentation in ATC 617 & 502 courses

SOURCE OF EVIDENCE

Rubric Scored Assignments - Academic Direct

2.6.1.1 Target

85% of students will earn 84 or above on the ATC 617 & 502 presentations **Exceeded**

TARGET	85%
FINDING	100%
ANALYSIS OF RESULTS	100% of students earned an 89 or above on the presentation
IMPROVEMENT TYPE	

3 Program Goals Self-Care

Graduates of the MS in Art Therapy and Counseling will be prepared to develop an innovative, professional, ethical, research minded, and culturally responsive approach to art therapy and counseling through academic inquiry and personal art making and self-reflection for self-awareness.

3.1 Student Learning Outcomes (SLOs) SLO 3.1

SOL 3.1 CAAHEP b.A.5 Recognize the impact of personal and professional development through supervision, self-care practices appropriate to the Art Therapist professional role, and continuing education.

3.1.1 Measures Orientation

Students attend visual journaling training and self-care orientation with PPR during orientation.

SOURCE OF EVIDENCE

Conference Attendance or Participation - Administrative

3.1.1.1 Target Attendance Exceeded

TARGET 85%

FINDING 100%

ANALYSIS OF RESULTS 100% of Students attended visual journaling and self-care workshops during orientation.

IMPROVEMENT
TYPE

IMPROVEMENT
DESCRIPTION

IMPROVEMENT

3.1.2 Measures

Program hosted events

Self-care workshops

SOURCE OF EVIDENCE

Conference Attendance or Participation - Administrative

3.1.2.1 Target

85% of students will attend self-care program events Partially Met

TARGET 85%

FINDING 67%

ANALYSIS OF RESULTS Event attendance varied greatly- compassion fatigue self-care was 100% attended in ATC 680 course, Fall 2022 workshop 10/28 students attended - 36% attended, 64% of all students attended 18/28- a program walk for mentally health Norfolk. average attendance was 67% for all events.

IMPROVEMENT TYPE Academic

IMPROVEMENT DESCRIPTION Academic support

IMPROVEMENT Consider incentives in the budget for students to attend self-care or other enrichment program events. Advertise and set-up additional program events. Survey students on overall interest in additional program activities for self-care. Access Hinz self-care book and add assignments to the internship courses.

3.1.3 Measures

Professional Performance Review

PPR #72 Visual Journaling

SOURCE OF EVIDENCE

School performance - Academic Indirect

3.1.3.1 Target

85% of students will demonstrate regular use of the visual journal- documented on PPR #72 Partially Met

TARGET	85%
FINDING	83%
ANALYSIS OF RESULTS	Across 3 semesters students reported during professional performance reviews use of the visual journal: FA22 79%; SP23 88%; SU23 81%
IMPROVEMENT TYPE	Academic
IMPROVEMENT DESCRIPTION	Academic support
IMPROVEMENT	Continue encouraging students to use art making and visual journaling for self-care. Support in individual supervision, courses, and advisement. Encourage visual journaling during scheduled open studio time for 2nd year students, and in Processes and Materials courses for 1st year students.

3.2 Student Learning Outcomes (SLOs)

SOL 3.2

SOL 3.2 CACREP f.1.i. Identifies self-care strategies appropriate to the counselor role.

3.2.1 Measures

ATC 534 Exam

ATC 534 Exam questions #39

SOURCE OF EVIDENCE

Rubric Graded Exam - Academic Direct

3.2.1.1 Target

85% of students will earn 84% or above on exam questions Exceeded

TARGET	85%
FINDING	100%
ANALYSIS OF RESULTS	100% of students answered self-care questions meeting competencies.
IMPROVEMENT TYPE	
IMPROVEMENT	

DESCRIPTION

IMPROVEMENT

3.2.2

Measures

Professional Performance Reviews

Professional Performance Reviews Stress Meters; PPR- stress meters each semester

SOURCE OF EVIDENCE

School performance - Academic Indirect

3.2.2.1

Target

85% of students will score = or < medium range each semester and 100% in high range will have an action plan Partially Met

TARGET

85%

FINDING

94%

ANALYSIS OF RESULTS

FA22- 100% of students had medium or below stress; SP23 - 86% of students had medium or below stress; SU23- 95% of students had medium or below stress. 3 students across FY23 noted high stress and action plans were not documented. 7 students across FY23 had documented action plans for medium stress.

IMPROVEMENT TYPE

Development or Training

IMPROVEMENT DESCRIPTION

Developed and implemented new policy

IMPROVEMENT

The Program Director will meet individually with faculty advisors who need to develop and document action plans for students with high stress. In addition, the PD will share the audit of PPR data with faculty to review expectations and the Self-care goals for the program.

3.2.3

Measures

Professional Performance Reviews

PPR Self-care questions 85 & 86

SOURCE OF EVIDENCE

School performance - Academic Indirect

3.2.3.1

Target

85% of students will score meets expcts - PPR#85 & 86 **Met**

TARGET 85%

FINDING 90%

ANALYSIS OF RESULTS Across FY23 83% of students reported meets expectations for self-care average for 3 semesters on question 85 on the PPR; Across FY23 90% of students reported meets expectations for self-care average for 3 semesters on question 86 on the PPR;

IMPROVEMENT TYPE

IMPROVEMENT DESCRIPTION

IMPROVEMENT

3.2.4

Measures

Visual Journaling & Self-Care - Internship

SOURCE OF EVIDENCE

3.2.4.1

Target

Score + or > 8 on visual journaling; 8 or above on #13 85% of students will score 8 or above on #3 **Exceeded**

TARGET 85%

FINDING 100%

ANALYSIS OF RESULTS Students earned 8 or above on evaluations of visual journaling for internship: 100% for semester 1, 88% for semester 2; 86% for semester 3; 100% of students earned an 8 or above for self-care on group supervision evaluations.

IMPROVEMENT TYPE

IMPROVEMENT DESCRIPTION

IMPROVEMENT

4 Program Goals

Program Outcome Measures

The Art Therapy and Counseling Program evaluates the following outcomes based on CAAHEP reporting standards to measure students ability to effectively demonstrate learning outcomes at the end of their program: 1. Student retention rate 2. Comprehensive exam first time student pass rate 3. Post-graduation employment with 6-12 months 4. Graduate Satisfaction with the Program 5. Graduate survey return rate 6. Graduate employer satisfaction 7. Graduate Employer send rate

4.1 Student Learning Outcomes (SLOs)

Program Outcome Measures

1. 80% or more of students admitted into the program will graduate. (3-year average) 2. First time pass rate measure will be at 80% or above the benchmark on Oral Comprehensive Exams 3. 80% or more of graduates will be positively placed (employment in the mental health field or continuing education) within 6-12 months after graduation. 4. 85% or more of students will express satisfaction with the program (each questions should be evaluated for 85% or above with a score of 3/5 or greater) 5. 65% or more of graduates will complete and return the Graduate Survey 6. Graduate employers will express satisfaction at the threshold of 85% or better with graduate employees. (each questions should be evaluated for 85% or above with a score of 3/5 or greater) 7. 35% or more of employers of a program's graduating cohort will complete and return the Employer Survey, if the graduate has given permission to contact their employer.

Action Plan

Budget Source	Amount	Due	Status
	\$0.00		no due date set

4.1.1 Measures

Graduation rate

To be at or above the SHP 5 year rolling average; CAAHEP- 80% retention, 3 year average

SOURCE OF EVIDENCE

Other - Academic Direct

4.1.1.1 Target

Graduation rate Partially Met

TARGET	85%
FINDING	82%
ANALYSIS OF RESULTS	9/11 matriculated students graduated on time SP 2023 Small class size impacts percentage. 82% is in our acceptable range and within the CAAHEP requirements.
IMPROVEMENT TYPE	
IMPROVEMENT DESCRIPTION	
IMPROVEMENT	

4.1.2 Measures

Comprehensive Exam First Time Pass Rate

Percentage of comprehensive exam first time student pass rate

SOURCE OF EVIDENCE

Comprehensives - Academic Direct

4.1.2.1 Target

First time pass rate Exceeded

TARGET	80%
FINDING	82%
ANALYSIS OF RESULTS	82% of students passed the oral exam on the first attempt.
IMPROVEMENT TYPE	
IMPROVEMENT DESCRIPTION	
IMPROVEMENT	

4.1.3 Measures

Post-Graduation Employment Rate

80% or more of graduates will be positively placed (employment in the mental health field or continuing education) within 6-12 months after graduation. [CAAHEP standard]

SOURCE OF EVIDENCE

Alumni survey - Academic Indirect

4.1.3.1 Target

Employment rate **Exceeded**

TARGET 80%

FINDING 83%

ANALYSIS OF RESULTS 10/12 graduates are employed within one year of graduation. 1 graduate reported taking a break. Another graduated did not look for employment. (data includes alumni communications & survey)

IMPROVEMENT TYPE

IMPROVEMENT DESCRIPTION

IMPROVEMENT

4.1.4 Measures

Graduate Satisfaction

Graduate survey- 85% or more of students/alumni will express satisfaction with the program (each question should be evaluated for 85% or above with a score of 3/5 or greater)[CAAHEP standard]

SOURCE OF EVIDENCE

Alumni survey - Academic Indirect

4.1.4.1 Target

survey **Exceeded**

TARGET 85%

FINDING 100%

ANALYSIS OF RESULTS 100% of Survey items scored 4.15 better on all items.

IMPROVEMENT TYPE

IMPROVEMENT
DESCRIPTION

IMPROVEMENT

4.1.5 Measures

Alumni Survey Return Rate

65% or more of graduates will complete and return the Graduate Survey) [CAAHEP standard]

SOURCE OF EVIDENCE

Alumni survey - Academic Indirect

4.1.5.1 Target

survey return rate **Exceeded**

TARGET 65%

FINDING 93%

ANALYSIS OF RESULTS 13 of 14 alumni completed the survey,

IMPROVEMENT
TYPE

IMPROVEMENT
DESCRIPTION

IMPROVEMENT

4.1.6 Measures

Employer Satisfaction

Graduate employers will express satisfaction at the threshold of 85% or better with graduate employees. [CAAHEP standard]

SOURCE OF EVIDENCE

Employer survey - Academic Indirect

4.1.6.1 Target

Graduate survey- employers will express satisfaction with the program (each question should be evaluated for 85% or above with a score of 3/5 or greater)[CAAHEP standard] **Exceeded**

TARGET	85%
FINDING	100%
ANALYSIS OF RESULTS	100% of survey items scored 3.33 or better
IMPROVEMENT TYPE	
IMPROVEMENT DESCRIPTION	
IMPROVEMENT	

4.1.7 Measures

Employer Satisfaction Survey Return Rate

35% or more of employers of a program’s graduating cohort will complete and return the Employer Survey, if the graduate has given permission to contact their employer. [CAAHEP standard]

SOURCE OF EVIDENCE

Employer survey - Academic Indirect

4.1.7.1 Target

35% of employers will respond to the survey Exceeded

TARGET	35%
FINDING	38%
ANALYSIS OF RESULTS	8 alumni gave permission to contact employers, 3 employers completed the survey; 38% of employers responded
IMPROVEMENT TYPE	
IMPROVEMENT DESCRIPTION	
IMPROVEMENT	Continue to resend employer surveys until the threshold are met in future annual surveys.

