



Rule 24 Endorsement Regular Program Folio Review Report

Endorsement Program and Grade Levels of Endorsement:

School Counselor, 7-12

Educator Preparation Program

Name of Institution:

Creighton University

Date of Review:

September 26, 2025

Results of this review serve as a recommendation to the Nebraska Department of Education (NDE) regarding continuing approval of this program.

Nebraska Department of Education Review For NDE Use Only

Date of NDE Review:

NDE Reviewer:

Met = Information provided supports that the requirements are adequately addressed.

Met with Conditions = The requirements are substantially met; however, the response lacks adequate information and/or a review of the information leads to an inconclusive decision that

the standard is met. Institutions will be required to correct the conditions (or file a plan for correction) to maintain State Board approval.

Not Met = Required information is not provided and/or information presented does not provide adequate evidence that the standard is met. Institutions are required to address and correct the conditions (or file a plan for correction) to be considered for State Board approval.

Text in italics in each section is from the Program Review Guidance materials for institutions for your reference.

Section 1 - ENDORSEMENT PROGRAM/CONTEXTUAL INFORMATION

1a. Provide contextual information about the institutions' overall Educator Preparation Program. (Found in Rule 20 Folio)

Did the institution provide appropriate information to address this element?

Yes ☒ No ☐

If No, please explain:

1b. Provide a table and describe the major standards for admission, retention, transition and completion of the overall teacher education program (Rule 20 Att L), or if applicable, provide unique information specific to the endorsement.

Did the institution provide appropriate information to address this element?

Yes ☒ No ☐

If No, please explain:

Endorsement program student advising sheets are attached in Appendix A.

Did the institution provide appropriate information to address this element?

Yes ☒ No ☐

If No, please explain:

<i>1c. Describe all field experiences required for the endorsement, including the number of hours for practicum experiences and the number of hours/weeks of clinical experience or internships. (Rule 20 Att N)</i>			
Did the institution provide appropriate information to address this element?			
Yes	☒		No ☐
If No, please explain:			
<i>1d. Provide information regarding the number and level of program completers for the data years included in the folio. (Rule 24 Att B)</i>			
Did the institution provide appropriate information to address this element?			
Yes	☒		No ☐
If No, please explain:			
Section 1 Overall Rating			
Met	☒		Met with Conditions ☐
			Not Met ☐
Reviewer comment which supports decision (brief statement) - Required			
We initially couldn't find information on retention, Appendix G, and the Teacher Identity Development Response forms, but later located them in the handbook linked on page 9. Clearly noting their location in the handbook would have been helpful.			
Section 2 - KEY ASSESSMENTS AND FINDINGS			

The focus of this section needs to be on types of key assessments used, findings from key assessments, analysis of data, information about candidate proficiency, and how data was used to inform candidate and program improvement decisions. (Textual information is in Rule 20 Folio Section 005.02, A-J)

The wrong instrument was originally linked for this assessment data. Each reference in the documentation relates to the Internship Evaluation. However, the instrument linked on the website was the Portfolio Rubric. The correct instrument has been updated.

Section 2 - ARTIFACT 1 – Required Key Assessments-

Summary table with required key assessments (the name/type of assessment, a brief description of each assessment, the purpose of the assessment, and when it is administered), in the Narrative of unit's assessment plan, and a link and scoring rubric to the key assessments for the endorsement. Initial level endorsements have seven key assessments required as listed below and an eighth key assessment is optional. Note: For 1: Content below, there should be aggregated data from Praxis II and/or GPA.

1. Summary Chart of Key assessments Provided?

Yes ☒ No ☐

2. Narrative Explanation of each Key Assessment Provided?

Yes ☒ No ☐

1.CONTENT - Praxis II or GPA: *Data from Praxis II licensure tests should be provided in the form of aggregated pass rates for each year over the past two years (if available), including the most recent academic year. Aggregated data must be presented on all candidates. For institutions that do not have two years of data available, Nebraska will accept the use of grades or GPA as an assessment of content knowledge. If GPA is used, the GPA should reflect grades from the required courses in the endorsement. It would also be appropriate to compare GPAs of endorsement completers with the students who majored in the content area who were not teacher education candidates.*

Select the Assessment that was presented:

Praxis II ☒

GPA ☐

Did the institution provide appropriate information to address this element?

Yes ☒ No ☐

If No, please explain:

Met	☒		Met with Conditions	☐		Not Met	☐
Reviewer comment which supports decision (brief statement) - Required Clearly explained and easily located.							
2.CONTENT - Candidate knowledge and skills related to application of content. Did the institution provide appropriate information to address this element?							
Yes	☒					No	☐
If No, please explain:							
-Added statement to description, "School counseling competencies include professional psychoeducational knowledge, therapeutic skills, and instructional practices including their effects on student learning."							
Reviewer comment which supports decision (brief statement) - Required Related back to K-12 student learning in a clear and concise manner.							
3.LEARNER/LEARNING ENVIRONMENTS - <i>Candidate knowledge and skills related to learners and learning environments.</i> Did the institution provide appropriate information to address this element?							
Yes	☒					No	☐
If No, please explain:							
-Added statement to description, "School counseling competencies include professional psychoeducational knowledge, therapeutic skills, and instructional practices including their effects on student learning."							
Met	☒		Met with Conditions	☐		Not Met	☐
Reviewer comment which supports decision (brief statement) - Required A summative form as assessment with rubric and timeline were present.							
4.INSTRUCTIONAL PRACTICES – <i>Candidate knowledge and skills related to instructional practices</i> Did the institution provide appropriate information to address this element?							
If No, please explain:							

No assessment for “Instructional Practices” was found, in part because counselors do not instruct in the traditional classroom sense. The experience was structured more as an internship with an evaluation, and the term “Instructional Practices” was not used.

- Changed Internship Evaluation Data as Reported by Site Supervisors to “Internship Evaluation Data as Reported Reports by Site Supervisors

-Added statement to description, “School counseling competencies include professional psychoeducational knowledge, therapeutic skills, and instructional practices including their effects on student learning.”

Met	☐	☐	Met with Conditions	☒	☐	Not Met	☐
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Reviewer comment which supports decision (brief statement) - Required

The terminology of this requirement is not used, but practice is being evaluated.

5.EFFECT OF INSTRUCTIONAL PRACTICES ON P-12 STUDENT LEARNING - *Candidate effects or impact on P-12 student learning.*

Did the institution provide appropriate information to address this element?

Yes	☒	☐	No	☐
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If No, please explain:

Met	☐	☐	Met with Conditions	☒	☐	Not Met	☐
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Reviewer comment which supports decision (brief statement) - Required

Could better connect the “Application of professional knowledge and skills” and “Internship Evaluation Data Reports by Site Supervisor” to the terminology of the reporting document. The information is measure, but not clearly linked to the reporting requirements.

6.PROFESSIONAL RESPONSIBILITY - *Candidate knowledge and skills related to professional practice.*

Did the institution provide appropriate information to address this element?

Yes	☒	☐	No	☐
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If No, please explain:

-Added statement to description, “School counseling competencies include professional psychoeducational knowledge, therapeutic skills, and instructional practices including their effects on student learning.”

Met	☒	☐	Met with Conditions	☐	☐	Not Met	☐
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Reviewer comment which supports decision (brief statement) - Required			
Rubric is simple and clear and includes an explanation.			
7.OVERALL PROFICIENCY – <i>Candidate knowledge and skills related to overall proficiency.</i>			
Did the institution provide appropriate information to address this element?			
Yes	☒		No ☐
If No, please explain:			
-Added statement to description, "School counseling competencies include professional psychoeducational knowledge, therapeutic skills, and instructional practices including their effects on student learning."			
Met	☒	Met with Conditions	☐ Not Met ☐
Reviewer comment which supports decision (brief statement) - Required			
Rubric is simple and clear and includes an explanation.			
8.OPTIONAL - <i>Institution choice if desired – Data from an assessment that demonstrates candidates are proficient in content knowledge; professional and pedagogical knowledge, skills, and dispositions; and/or student learning. Examples of assessments include evaluations of field experiences, case studies, portfolio or course projects, and follow-up studies. Assessments examples could include candidate projects that demonstrate candidate's (a) ability to observe and assess students through case studies or similar projects; and (b) understanding of the profession and candidates' future role as advocates and reflective, continuous learners.</i>			
Did the institution provide appropriate information to address this element?			
Yes	☐		No ☐
If No, please explain:			
Met	☐	Met with Conditions	☐ Not Met ☐
Reviewer comment which supports decision (brief statement) - Required			
N/A			
SECTION 2 ARTIFACT 2 Data Tables (Required)			
<i>Summarized program completer data (disaggregated by program) for at least two complete academic years for each key assessment used for all candidates in the endorsement</i>			

program. Reported separately by levels/tracks (baccalaureate, post-baccalaureate, alternate route, Master's, Education Specialist, or Doctorate). Assessment instruments and scoring rubrics for each data table included. Required: Assessment instruments, scoring rubrics for each assessment instrument and data tables for each key assessment

- The wrong instrument was originally linked for this assessment data. Each reference in the documentation relates to the Internship Evaluation. However, the instrument linked on the website was the Portfolio Rubric. The correct instrument has been updated.

2.CONTENT - Assessment that demonstrates candidate knowledge and skills related to application of content. Example of assessment could be the Nebraska Clinical Practice Evaluation Rubric. Mean scores or aggregated performance levels for each year over the past two years should be provided, including the most recent academic year. Aggregated data must be presented on all candidates.

Did the institution provide appropriate information to address this element?

Yes ☒ No ☐

If No, please explain:

Met ☒ Met with Conditions ☐ Not Met ☐

Reviewer comment which supports decision (brief statement) - Required

This element was clear, with a graphic to explain mean, cut score and pass rate. Exam passing score was noted.

3.LEARNER/LEARNING ENVIRONMENTS - Assessment that demonstrates candidate knowledge and skills related to learners and learning environments. Example of assessment could be the Nebraska Clinical Practice Evaluation Rubric. Mean scores or aggregated performance levels for each year over the past two years should be provided, including the most recent academic year. Aggregated data must be presented on all candidates.

Did the institution provide appropriate information to address this element?

Yes ☒ No ☐

If No, please explain:

Met ☐ Met with Conditions ☐ Not Met ☐

Reviewer comment which supports decision (brief statement) - Required

Two years of data was included.

4.INSTRUCTIONAL PRACTICES - *Assessment that demonstrates candidate knowledge and skills related to instructional practices. Example of assessment could be the Nebraska Clinical Practice Evaluation Rubric. Mean scores or aggregated performance levels for each year over the past two years should be provided, including the most recent academic year. Aggregated data must be presented on all candidates.*

Did the institution provide appropriate information to address this element?

Yes ☒ No ☐

If No, please explain:

It uses the terminology of professional practices, but two years of data were present from internship evaluations and progress towards benchmarks was noted.

- Changed "Knowledge and Effective use of Professional and Practices" to "Knowledge and Effective use of Professional and Instructional Practices"

Met ☐ Met with Conditions ☒ Not Met ☐

Reviewer comment which supports decision (brief statement) - Required

Utilized other terminology (Professional Practices), but was present.

5.EFFECT OF INSTRUCTIONAL PRACTICES ON P-12 STUDENT LEARNING - *Assessment that demonstrates candidate effects or impact on P-12 student learning. Example of assessments include those based on samples of student's work, such as a teacher work sample or instructional analysis project. Mean scores or aggregated performance levels for each year over the past two years should be provided, including the most recent academic year. Aggregated data must be presented on all candidates.*

Did the institution provide appropriate information to address this element?

Yes ☒ No ☐

If No, please explain:

Met ☐ Met with Conditions ☒ Not Met ☐

Reviewer comment which supports decision (brief statement) - Required

Uses the term “Professional Practices” not “Instructional Practices” All information needed for two years is posted.

- Changed “Knowledge and Effective use of Professional and Practices” to “Knowledge and Effective use of Professional and Instructional Practices”

6.PROFESSIONAL RESPONSIBILITY - *Assessment that demonstrates candidate knowledge and skills related to professional practice. Example of assessment could be the Nebraska Clinical Practice Evaluation Rubric. Mean scores or aggregated performance levels for each year over the past two years should be provided, including the most recent academic year. Aggregated data must be presented on all candidates.*

Did the institution provide appropriate information to address this element?

Yes ☒ ☐ No ☐

If No, please explain:

Met ☒ ☐ Met with Conditions ☐ ☐ Not Met ☐

Reviewer comment which supports decision (brief statement) - Required

Clear who evaluates, has a benchmark, and two years of information.

7.OVERALL PROFICIENCY - *Assessment that demonstrates candidate overall proficiency. Institutions preparing for off-site review in summer 2016 and after will be required to use NDE Follow-up Survey data for this assessment. In the interim, institutions follow-up survey data from recent graduates and employers of those candidates is recommended. However, this key assessment requirement may be met with any institution-determined assessment which documents overall proficiency.*

Did the institution provide appropriate information to address this element?

Yes ☒ ☐ No ☐

If No, please explain:

Met	☒		Met with Conditions	☐		Not Met	☐
Reviewer comment which supports decision (brief statement) - Required							
Two years of endorsement information provided with relevant data.							
Section 2 - ARTIFACT 3 – Narrative Summary of Assessment Data							
Interpretation/summary of the assessment data from the institution's perspective.							
Did the institution provide appropriate information to address this element?							
Yes	☒					No	☐
If No, please explain:							
Met	☒		Met with Conditions	☐		Not Met	☐
Reviewer comment which supports decision (brief statement) - Required							
Quality narrative provided.							
Section 2 Overall Rating							
Met	☐		Met with Conditions	☐		Not Met	☒
Reviewer comment which supports decision (brief statement) - Required							
No Section 2 to evaluate Added response to overall rating: Section 2 Overall Rating Labeled as not met. The results indicate an error in reporting as each section had met or met w/ conditions							
Artifact 1:			Met	Met w/ Conditions	Not Met		
1. Content: PRAXIS			X				

0. Content	X		
0. Learner/Learner Env	X		
0. Instructional Practices		X	
0. Effect of Instructional Practices		X	
0. Professional Respons.	X		
0. Overall Proficiency	X		

Artifact 2:	Met	Met w/ Conditions	Not Met
1. Content: PRAXIS	X		
0. Content	X		
0. Learner/Learner Env	X		
0. Instructional Practices		X	
0. Effect of Instructional Practices		X	
0. Professional Respons.	X		
7. Overall Proficiency	X		

Artifact 3:	Met	Met w/ Conditions	Not Met
1. Narrative Summary	X		

Overall:	Met	Met w/ Conditions	Not Met
			X

Section 3 - EVALUATION OF THE USE OF ASSESSMENT RESULTS FOR CONTINUOUS IMPROVEMENT

Discuss endorsement program changes and improvements made to the endorsement program since the last visit as a result of documented assessment data analysis findings and other information related to the endorsement program area. What did the data indicate and what endorsement program changes were made as a result of data analysis? How were decisions made? What has been the effect of these program changes? What future program improvements are planned? What are implications for overall unit improvement initiatives to the endorsement program?

Evidence that assessment results are evaluated and applied to the improvement of candidate performance and strengthening of the program from documentation provided:

Met	x		Met with Conditions			Not Met	
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Reviewer comment which supports decision (brief statement) - Required

The narrative contained answers for all six questions; answers were clear and concise.

Section 4 - ADDITIONAL COMMENTS

Other Comments/Findings/Recommendations not addressed in sections 1-3:

- Corrections for Rule 24 Advanced Folio for School Counselor PK-12, Rule 24 Mini Folio School Counseling Pk-8, and Rule 24 Mini Folio School Counselor 7-12 are identical due to only receiving one Folio Review. Corrections were applied to all three.

Areas for follow up by the on-site visitation team:

Email Completed form to NDE: crystal.humm@nebraska.gov