

New Orleans Baptist Theological Seminary

Counseling Division 2023-2024 MA & MDiv Annual Report

Program Statistics

Current Enrollment	152	American Indian/Native Alaskan	2
No. of Graduates	21	Asian	7
Retention Rate	83.3%	African-American	16
Completion Rate	76%	Hispanic	4
Job Placement Rate	100%	Unknown/Other	0
Credentialing Pass Rate	100%	White	123

Program Summary

Current Student Survey

The current student Self-Evaluation and Survey is administered every spring. Students are asked to evaluate themselves in core areas of development and skill and the Counseling Division in its efficacy of helping the students meet their goals of becoming a professional counselor. Below are students' aggregate answers to the questions about the Counseling Division and how it meets their expectations. These questions were given on a Likert scale of 0 (does not meet expectations) to 3 (exceeds expectations).

Program has helped you synthesize theoretical and empirical knowledge in the field of counseling	2.5
Program helps to develop the necessary academic and clinical skills to obtain professional licensure	2.5
Program helps to develop a deeper understanding of cultural diversity to enhance counseling skills	2.4
Program integrates Christian beliefs, faith, and spirituality with the best practices of mental health science in an ethical manner	2.4

Professional Dispositions and Behaviors

Student dispositions and behaviors are assessed yearly through the Student Self-Evaluation and Annual Review with the student's faculty advisor. Several indicators were measured on a Likert scale of 0 (does not meet expectations) to 4 (exceeds expectations). The percentages below indicate the percentage of students who meet or exceeded the expectation in each area measured.

Academic Performance	98%
Oral Communication Skills	99%
Written Communication Skills	98%
Attendance/Participation	100%
Completed Work in a Timely Manner	98%
Effort/Maximization of Potential	99%
Self-Awareness & Emotional Stability	100%
Open to Feedback	100%
Ethical/Professional	99%
Motivated & Engaged	98%

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Self-Aware of belief systems, values, needs, limitations, and the impact of “self” on client	99%
Clearly defined goals with active plan to achieve goals	100%

Alumni & Employment Information

In the 2022-2023 academic year, the program had 21 graduates. The department sends out a survey to graduates on a 6-year rolling term in which 32 alumni responded. The response from these graduates indicated that 100% of them had job placement at the time of the survey. The responses also indicated that of the 32 alumni who responded, 25 had taken and passed the NCE. The remaining seven had not attempted.

Key Performance Indicators of Student Learning Objective Assessments

CACREP has 8 core areas that every degree program is required to meet. NOBTS has added two more to cover our specializations of Clinical Mental Health and Marriage and Family Counseling for a total of 10 core areas. Each area has its own Student Learning Objective (SLO) and Key Performance Indicators (KPIs) to measure how these SLOs are being met.

Core Area 1: Professional Counseling, Orientation and Ethical Practice

SLO: Students will increase their ability to evaluate themselves personally and professionally (CACREP 2.F.1.k)

KPI : Over the course of the program, students will develop self-awareness and self-understanding, emotional stability, and self-control.

Using the Counselor Competency Scale (CCS) 2017, students rate themselves on a scale of 1-5 on self-awareness and self-understanding and a second measure on emotional stability. The goal is for 85% of students to score a 4 (meets expectations) or better by the end of Internship 2.

Measure	Mean Score	Benchmark met
Self-Awareness & Understanding	4.8	yes
Emotional Stability	4.8	yes

Core Area 2: Social and Cultural Diversity

SLO: Students will gain multicultural awareness and competency in counseling (CACREP 2.F.2.c)

KPI: Students will increase their multicultural awareness, competencies and demonstrate respect for culture (e.g. race, ethnicity, gender, spirituality, religion, sexual orientation, disability, social class, etc.)

Using the Multicultural Awareness, Knowledge and Skills Survey (MAKSS) 85% of students will score a 3 (meets expectations) or higher of a scale of 1-4 by the end of their program. Students will also be assessed for multicultural awareness and humility by their supervisor on the CCS 2017 each clinical term. Students will achieve a score of 4 (meets expectations) out of 5 by the end of Internship 2.

Measure	Mean Score	Benchmark met
MAKSS	3.81	yes
CCS	4.6	yes

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Core Area 3: Human Growth and Development

SLO: Students will demonstrate knowledge and self-efficacy related to theories of individual and family development across the lifespan (CACREP 2.F.3.a)

KPI: Students will develop mastery of the core knowledge of human development and self-efficacy in implementing this knowledge in practice.

Using the Human Development Self-Efficacy Instrument 80% of students will score an 80% or better on the instrument by the end of COUN5321 Human Development. 80% of students will also score an 80% or better on Human Development Core Knowledge Assessment by the end of COUN5321 Human Development. A third measure requires students to include an assessment of a client's family and developmental stage on their case conceptualization/presentation in Group Supervision each clinical term.

Measure	Mean Score	Benchmark met
Self-efficacy instrument	82.4	yes
Core Knowledge Assessment	86	yes
Case Conceptualization	100	yes

Core Area 4: Career Development

SLO: Students will learn and develop competency related to theories and models of career development, counseling, and decision-making (CACREP 2.F.4.a)

KPI: Students will develop mastery of the core knowledge of career development, counseling, decision-making, and self-efficacy in implementing this knowledge in practice.

Students are given the Career Counseling Self-Efficacy Scale and the Core Knowledge Test and are 80% of the students expected to score an 80% or better on these assessments by the end of COUN5340 Lifestyle Development & Career Counseling. Students will also rate themselves on their annual self-evaluations on a scale of 1-3 and 80% of students will score themselves with a 2 or 3 in their self-confidence in this area of competence.

Measure	Mean Score	Benchmark met
Self-Efficacy Scale		
Core Knowledge Test		
Case Conceptualization		

* This course was not taught in the 2023-24 academic year due to a course scheduling change. There is no data for Core Area 4 for this academic year.

Core Area 5: Counseling and Helping Relationships

SLO: Students will develop case conceptualization skills including treatment plans (CACREP 2.F.5.g)

KPI: Students will demonstrate the ability to develop relevant counseling case conceptualizations and treatment plans during Group Supervision.

Students are assessed in the CCS 2017 by their individual supervisor on a scale of 1-5 (5 = exceeds expectations) and students will score a 4 (meets expectations) or better on their ability to effectively conceptualize a case. Students will also write and present a case conceptualization in Group Supervision each clinical term. 85% Students will achieve a score of 85 or better by the end of Internship 2.

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Measure	Mean Score	Benchmark met
CCS 2017 Individual Supervisor Assessment	4.7	yes
Group Supervision Conceptualization	99.1	yes

Core Area 6: Group Counseling

SLO: Students will develop the characteristics and functions of effective group leaders (CACREP 2.F.6.d)

KPI: Students will develop group leadership skills and increase their core knowledge about group counseling

Students will take the Self-Assessment of Group Leadership Skills in COUN5330 Group Counseling, and 80% of students will meet or exceed a 4 out of 5 or better at the end of the course. Students will repeat this assessment at the end of Internship 2 assessing their skills having led a group for a minimum of 10 weeks and 85% of students will reach or exceed the benchmark of 4 by the end of Internship 2.

Students will also take the Group Leadership Core Knowledge Test where 80% of students will meet or exceed a score of 85 by the end of COUN5330 Group Counseling.

Measure	Mean Score	Benchmark met
Group Leadership Skills (COUN5330)	4.7	yes
Group Leadership Knowledge Test	82%	yes

Measure 1: Benchmark met

Measure 2: Benchmark met

Core Area 7: Assessment and Testing

SLO: Students will competently use the procedures for assessing risk of aggression or danger to others, self-inflicted harm, or suicide (CACREP 2.F.7.c)

KPI: Students will demonstrate clear and effective assessment of self-harm and suicide.

Students will role play a suicide assessment using SLAP and DIRT scored on a range of 0-3 in their interview for full acceptance into the program with each student scoring a 2 or better. Students will also role play a suicide assessment in COUN6378 Appraisal of Individuals, in which students will score a 3 by the end of that course.

Measure	Mean Score	Benchmark met
Suicide Assessment – full acceptance interview	2.34	yes
Suicide Assessment – COUN6378	2.9	yes

Measure 1: Benchmark Met

Measure 2: Benchmark Met

Core Area 8: Research and Program Evaluation

SLO: Students will be able to execute a program evaluation of their own practice of counseling interventions and skills (CACREP 2.F.8.e)

KPI: Students will increase their knowledge and practice of evaluating counseling interventions and skills that use.

Using the CCS 2017, individual supervisors will evaluate students on their knowledge and use of skills and interventions. Students will also evaluate themselves on the same tool. By the end of Internship 2, students self-evaluation should be within 5 points (+ or -) of the score assigned to them by their individual supervisor. Students will also take a pre- and post-test in COUN6374 Scientific Research and Program Evaluation on their knowledge of Program Evaluation in which students will score an 80 or better.

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Measure	Mean Score	Benchmark met
Self-Evaluation at the end of Internship 2	51/55	yes
Program Evaluation Post-test	59	no

Benchmark 2: not met – see Program Considerations and Modifications section

Specialty Area 1: Clinical Mental Health

SLO: Students will learn about and be encouraged to participate in professional organizations as well as understand the preparation standards and credentials relevant to the practice of clinical mental health counseling (CACREP 5.C.2.k)

KPI: Students will increase their knowledge of the importance of membership in professional organizations relevant to the practice of clinical mental health counseling. Students will join at least one professional organization in the counseling field.

Students will be given a pre- and post-test on professional organizations and the requirements and benefits of joining, in COUN6303 Ethical, Legal & Professional Issues in Counseling, and then given the test again in COUN6331/6332 Professional Issues. Students will achieve a score of 90 or greater which meets or exceeds expectations. Students will also be encouraged to join a professional organization before completing COUN6360 Clinical Mental Health Counseling. 90% or more of students will join a professional organization before the end of COUN6360.

Measure	Mean Score	Benchmark met
Post-test in COUN6331/6332	83%	yes
Post-test in COUN6360	85%	no

Specialty Area 2: Marriage and Family Counseling

SLO: Students will learn techniques and interventions of marriage, couple and family counseling (CACREP 5.F.3.c)

KPI: Students will increase their knowledge of techniques and interventions to address a variety of issues in the context of marriages, couples, and families.

Students will take the Self-Evaluation of Knowledge and Techniques and Interventions for Working with Couples. 85% of students will increase their knowledge in these areas using a scale of 1 (not skilled or knowledgeable) to 5 (very skilled or knowledgeable). Students will also improve their score on the Graduate Competency Exam (Entrance/Exit) in this particular knowledge and skill area.

Measure	Mean Score	Benchmark met
Self-Evaluation with KTIWC	4.2	yes
Graduate Competency Exam	10.8	yes

Program Considerations and Modifications

Per the student and alumni survey taken in 2024 the following considerations and/or modifications were made:

1. Students asked that the Counseling Division work to improve the communication between offices. I would love to have the counseling program partner with the Global Mission Center to have more mission opportunities for counseling students. Many of the students in the counseling program want to use counseling with missions and I think this could be truly beneficial for the

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future. One idea could be to have counseling students help with the international students or journeyman students moving back from off the field.

- a. Dr. Carver, one of our faculty members has taken the faculty advising position to get the International Student Fellowship started. The starting membership is comprised of all counseling students.
 - b. Counseling students have led a Journeyman debrief group for the last two semesters.
2. The Division continues to review the assessment plans for the Master of Arts and Master of Divinity programs. The Division made decisions toward a recommendation about a bridge program with the Bachelor of Arts in Psychology and Counseling with the seminary's undergraduate program to the Master of Arts in Counseling.

For questions about this report, please email counselingdivision@nobts.edu