

NOBTS Counseling Program
MA in Counseling: Specialization in Marriage & Family;
MA in Counseling: Specialization in Clinical Mental Health

ATS Goals, Benchmarks, and Improvements 2024

ATS Goal 1: The capacity for critical and constructive theological reflection regarding the content and processes of the areas of specialized ministry

Alignment to Mission Statement: Proclamation and Mission

NOBTS Counseling Program Objective 3: Students will develop a deeper understanding of cultural diversity to enhance counseling skills. (CACREP 2.B.1)

Student Learning Objective 1 (KPI 2): Students will increase in their multicultural counseling competencies and demonstrate respect for culture (e.g., race, ethnicity, gender, spirituality, religion, sexual orientation, disability social class, etc.), awareness of and responsiveness to ways in which culture interacts with the counseling relationships. (Core 2 Social and Cultural Diversity) Knowledge and Skills

Measures	Baseline	Results 2022-2024	Improvement	New Benchmark(s)	Action Plan Steps to Achieve the New Benchmark
Direct Assessment: Counselor Competency Scale Question 2.F Multicultural Competence in Counseling Relationship Students will score themselves at a 4 or better in demonstrating respect for culture and awareness of and responsiveness to ways in which culture interacts with the counseling relationship	Fall 2022 83% of students score themselves at a 4 or better Goal for this cycle Seek 7% growth from entrance to exit scores Raise self-score to 90%	Growth from 2022-2024 Fall 2022: 83% Exit: 91%	2022-2024 Growth from the entrance exam to the exit exam in this area in 2022-2024 was 8%	Improve KPI scores within the Social & Multicultural Class through better assessment and teaching of the material to meet CACREP standards	Seek a more recent assessment for the KPI in COUN5331 Social & Multicultural Issues in Counseling: Currently using the Multicultural Awareness, Knowledge and Skills Survey (MAKSS) which has become outdated and is not serving our students well in assessing their knowledge in a more modern understanding of cultural humility as well as competency. New Benchmark: 85% of students will score above an 80% on the newer assessment.

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ATS Goal 2: Skill in the design, implementation and assessment of ministry in these specialized areas.					
Alignment to Mission Statement: Proclamation and Mission					
NOBTS Counseling Program Objective 2: Students will have the necessary academic and clinical skills to obtain professional licensure.					
Student Learning Objective 1 Student Learning Objective 1 (KPI 2.7): Students will demonstrate empirical knowledge in the field of counseling by passing the CPCE.					
Measures	Baseline	Results 2022-2024	Improvement	New Benchmark(s)	Action Plan Steps to Achieve the New Benchmark
The CPCE Exam (Counselor Education Comprehensive Examination) NOBTS administers the CPCE as a barrier for graduation from the MA in Counseling and as a predictor of pass rates for the National Counselor Exam (licensing exam). Students are measured against the national mean (exit score) for their test administration.	Fall 2022: 75% of students scored at or above the National Mean Sp 2023 87.5%	Fall 2023 92.7% Sp 2024 93.5%	Growth in this area continues to move towards students meeting the national mean. Growth from 2022 to this point grew 18.5%	The benchmark for the assessment cycle starting in the 22-23 academic year will be 85% of students scoring at or above the CPCE national mean. Analysis of historical data suggests this is a more attainable and meaningful benchmark.	Previous Cycle Improvement Progress: The two courses were redeveloped with added assignments to bolster student understanding of content areas for the CPCE. Objective quizzes were added to each course. Students did not achieve a 100% score rate at or above the national mean, but there was improvement in this metric. Program requirements of student scores within one SD of the national mean were met by 100% of graduates. Current Cycle Improvement: Monitor student performance and continue to evaluate CPCE results for areas that could be improved in course curriculum. Begin to require students earning the national mean in order to graduate rather than the current requirement of the national mean minus one standard deviation. The addition to CACREP standards in every course and the change of textbooks in several courses to align with CACREP standards , etc.