



**2020 - 2021 ASSESSMENT REPORT**

**for**

**UNDERGRADUATE BIBLICAL COUNSELING**

Submitted by

Dr. Luther Ray Smith

Department Chair of Biblical Counseling

5/6/2021

**Calvary University Mission:**

Calvary University is an independent, nondenominational institution, providing undergraduate and graduate education which *prepares Christians to live and serve in the church and the world according to the Biblical worldview*. This is accomplished by providing appropriate educational curricula and a climate that fosters the development of intellectual and spiritual maturity, leadership potential, servanthood, and a sense of mission.

**Undergraduate Biblical Counseling Mission:** The Biblical Counseling Department exists to train counseling majors and other students to be able to serve as lay counselors or staff counselors in their church or in other counseling ministries according to a consistently biblical worldview. The department also exists to enhance the training of pastoral, youth ministry, children's ministry and inter-cultural majors as well as to prepare students for further studies in Biblical counseling at the seminary and graduate level.

**Program Learning Outcomes (PLO)**

PLO 1: Identify and explain different counseling perspectives in contrast to the Biblical worldview.

PLO 2: Formulate a biblical philosophy of counseling.

PLO 3: Practice communication skills needed for biblical counseling.

PLO 4: Examine counselee's problems and evaluate solutions from a biblical worldview.

PLO 5: Integrate biblical knowledge with their counseling methodology and practice.

PLO 6: Synthesize information in biblical counseling to prepare student for graduate level study.

**Student Learning Outcomes (SLO)**

SLO 1: Student will articulate the worldviews that influence counseling and contrast them from the Biblical worldview (PLO 1, 6).

SLO 2: Student will articulate their theological perspective and philosophy of counseling through a final research project (PLO 2).

SLO 3: Student will demonstrate the basic skills and knowledge necessary for Biblical counseling through an internship (PLO 3, 4, 5, 6)

SLO 4: Student will demonstrate progress and synthesis in their information and skill in Biblical counseling to prepare them for graduate level (PLO 6)

**Measures and Achievement Targets:**

**M1: Philosophy of Biblical Counseling**

All seniors will turn in a personal philosophy of biblical counseling as part of their Senior Project.

**Achievement Target:**

A concise, Biblical Philosophy written in 100-150 words that will be completed by 100% of graduates. The Biblical Philosophy will be placed in the student's file.

**Achievement Not Met:**

All Biblical counseling majors must take a Senior Project which consists of four areas: 1) Thirty-six. (36) theological questions, 2) twelve (12) counseling questions, 3) an affirmation and denial, and 4) a philosophy of counseling. A total of 75% of graduates completed a concise Biblical philosophy.

**M2: Bible and Theology Summary Questions**

All seniors will turn in 50 definitions (one page each) of biblical and theological concepts

**Achievement Target:**

Completed by 100% of the graduates. This section is to be graded by a Bible and theology professor and Biblical counseling Dept. chair meeting rubric guidelines.

**Achievement Met:**

All Biblical counseling majors must take a Senior Project which consists of four areas: 1) Thirty-six. (36) theological questions, 2) twelve (12) counseling questions, 3) an affirmation and denial, and 4) a philosophy of counseling. A total of 100% of graduates completed the Bible and Theology Summary Questions.

**M3: Introduction to Biblical Counseling Pre & Post Test:**

Upon entering the introductory course all students will be assessed with the Introduction to Biblical Counseling Pretest and, at the completion of the course, the Pretest.

**Achievement Target:**

At the conclusion of the course all students will be given the same test to ascertain progress that has been made-measurable target is improved by each class meeting expectations with 70% correct or exceeding expectations with 80% correct.

**Achievement Met:**

Introduction to Biblical Counseling prior to the start of the course take a pre-test to assess the knowledge they have of Biblical counseling. After the course they are given a posttest with the same questions to assess their knowledge and then the scores are compared. Out of those who took the pre and posttest 85% of the students exceeded expectations of the counseling information prior to the start of the course.

**M4: Electives**

Students will be required to take electives consisting of counseling problems (cross-cultural, non-traditional family, death, dying, and grief, etc.).

**Achievement Target:**

All graduates must have completed at least two (2) electives on counseling problems (cross-cultural, non-traditional, etc.).

**Achievement Met:**

Students must take two required electives in the Biblical counseling program. The electives offered are Counseling Non-traditional Families, Cross-Cultural Counseling, Death, Dying, and Grief, and Marriage and Family Counseling. 100% of students completed at least two (2) of these counseling electives prior to graduation.

**M5: Counseling Problem Responses**

All seniors will turn in answers to counseling problems as part of their Senior Project.

**Achievement Target:**

Must be completed by 100% of graduates.

**Achievement Met:**

All Biblical counseling majors must take a Senior Project which consists of four areas: 1) Thirty-six. (36) theological questions, 2) twelve (12) counseling questions, 3) an affirmation and denial, and 4) a philosophy of counseling. A total of 100% of graduates completed a concise Biblical philosophy.

**M6: Role Play and Vignettes**

Evaluations of student performances in role plays/vignettes in various classes in the Biblical Counseling program (Intro to Biblical Counseling, Biblical Counseling of Youth, History of Psychological Systems, Crisis Counseling, etc.).

**Achievement Target:**

Each student must meet or exceed 70% of the possible total score.

**Achievement Met:**

100% of students have met this goal as there were vignettes and role play in Intro To Biblical Counseling, Crisis Counseling, and Ethics In Biblical Counseling.

**M7: Internship**

Performance during team counsel and quality of observations counseling during their internship.

**Achievement Target**

Each graduate must accomplish a minimum of 70% of the possible total score.

**Achievement Met:**

Every student is required to complete a Senior Counseling Internship prior to their graduation. The student is required to either participate or observe at least ten (10) Biblical Counseling sessions. 80% of the current cohort of students have accomplish this goal for their Senior Counseling Internship.

**M8: Professional Observation**

Students will observe professional counseling sessions either in a live demonstration or media in various courses in the Biblical Counseling program.

**Achievement Target:**

Submitted by 100% of graduating majors (pass/fail basis).

**Achievement Met:**

Every student is required to complete a Senior Counseling Internship prior to their graduation. The student is required to either participate or observe at least ten (10) Biblical Counseling sessions. 80% of the current cohort of students have accomplish this goal for their Senior Counseling Internship.

**M9: Personal Journal**

Each student will work on a semester long project about how they handle personal problems in their own life.

**Achievement Target:**

Each student must accomplish a minimum of 70% of the possible total score.

**Achievement Met:**

Students in Ethics of Biblical counseling, a requirement for all Biblical Counseling majors, must complete a Personal Improvement Project (PIP) to assess their own personal problems in their life. 100% of the students accomplish this with the possible total score.

**M10: Personal Improvement Project (PIP)****Achievement Target:**

Each student must submit a contract, a personal journal, and a final paper according to the syllabus guidelines (RP343 — required class for graduation).

**Achievement Met:**

Students in Ethics of Biblical counseling, a requirement for all Biblical Counseling majors, must complete a Personal Improvement Project (PIP) to assess their own personal problems in their life. 100% of the students accomplish the Personal Improvement Project (PIP) completed the project according to the guidelines.

**M11: Theology of Biblical Counseling Pre & Posttest**

Upon entering the course all students will be assessed with the Theology of Biblical Counseling Pretest and, at the completion of the course, the Posttest.

**Achievement Target:**

At the conclusion of the course all students will be given the same test to ascertain progress that has been made – measurable target is improvement by each class meeting expectations with 70% correct or exceeding expectations with 80% correct.

**Achievement Met:**

Theology of Biblical Counseling students prior to the start of the course take a pre-test to assess the knowledge they have of theological concepts in counseling. After the course they are given a posttest with the same questions to assess their knowledge and then the scores are compared. Out of those who took the pre and posttest 85% of the students exceeded expectations of the counseling information prior to the start of the course.

**M12: History of Psychological Systems Pre & Posttest**

Upon entering the course all students will be assessed with the Pretest in the History of Psychological Systems and, at the completion of the course, the Posttest.

**Achievement Target:**

At the conclusion of the course all students will be given the same test to ascertain progress that has been made – measurable target is improvement by each class meeting expectations with 70% correct or exceeding expectations with 80% correct.



**Achievement Met:**

Theological Foundation to Biblical Counseling prior to the start of the course take a pre-test to assess the knowledge they have of the History in Psychology. After the course they are given a posttest with the same questions to assess their knowledge and then the scores are compared. Out of those who took the pre and posttest 80% of the students exceeded expectations of the counseling information prior to the start of the course.

**Planned Action:**

- The continued search and recruitment of qualified adjuncts for this program.
- The continued development of courses to add to the electives that will build a robust department.
- The networking of our department with other organizations to increase experience for internships.
- The development of an employment list to explore possible vocation opportunities for graduates.

**Commendations and Concerns**

The Biblical Counseling Department has maintained to find and keep qualified and skilled people who are also working in the discipline to instruct and train our students to think clinically. The Biblical Counseling Department is also very fortunate to have professors who are committed to teaching counseling from the Biblical perspective, underscoring the uniqueness of our program.

However recruitment for more qualified and professional adjuncts has been challenging for this Department. Current needs include:

- Instructor for Human Trafficking Courses
- Instructor for Counseling Children Course
- Instructor of Counseling Women Course
- Instructor for Group Counseling Course
- Instructor for Substance Abuse Course

### SWOT Analysis

*Within the appropriate quadrant identify strengths, weaknesses, opportunities, and threats related to your department. Please use a bulleted format and succinct statements. If you have research or data to support your analysis that can be attached as separate documents.*

<p><b>Strengths:</b></p> <p>The Biblical Counseling Program has become more unique, distinct, and competitive with the development of a new minor offered in our program:</p> <ul style="list-style-type: none"> <li>• Biblical Psychology Minor</li> </ul> <p>This would assist and prepare students for graduate and postgraduate level study while simultaneously enforcing the Biblical worldview.</p>	<p><b>Weaknesses:</b></p> <p>Even though the Biblical Counseling Dept. has instituted the Biblical Psychology minor the Undergraduate Biblical counseling program does not meet the demand of the current marketplace in comparison to other schools (e.g., B.A. in Psychology).</p> <p>Lack of diversity found within teachers within the Undergraduate Biblical Counseling Dept. (i.e., minorities, women, etc.).</p>
<p><b>Opportunities:</b></p> <p>The Undergraduate Biblical Counseling Dept. meets the demands of the market in addition to holding to the distinctives of the institution.</p> <p>There is an opportunity of strengthening our diversity within our department as a it would appear that Black (African) Americans <a href="#">earn undergraduate Psych degrees</a> when compared with Census data.</p>	<p><b>Threats:</b></p> <p>External perspectives of changes to the Undergraduate Biblical Counseling Program may affect program’s vitality.</p> <p>Hostile external climate and change in economy due to biological threats concerning the importance and necessity of academic institutions may negatively affect the programs longevity.</p>

## Assessment Glossary

**Achievement Target** – A target, benchmark, or value that will represent success at achieving a given outcome.

**Assessment Instruments** – Assessment instruments are used to help determine the progress that is being made. They are tools to measure where you are (your starting point) and where you are going (your ending point).

**Assessment Plan** – a written proposal identifying how a department (academic and non-academic) or a committee will identify areas needing improvement (assessment) and offer a strateg(ies) for achieving these improvements (plan).

**Measurement** – the assessment instrument used to gauge progress toward meeting stated outcomes

**Mission** – the mission statement is the reason why a department/office exists. Both the institution's mission and the department's mission must be aligned.

**Program Learning Outcomes (PLO)** – specific, measurable statement of what graduating/exiting students should know, be able to do, believe, or value after completing the program. Should be observable behaviors and focused on the results of student learning. (formerly called objectives and goals)

**Student Learning Outcome (SLO)** – clear, concise measurable statement describing how students can demonstrate their mastery of the program learning outcomes (PLO); incremental knowledge and skills that students develop bit by bit throughout the program; aligned with, but typically narrower than, PLOs.

**SWOT Analysis** – a foundational assessment model that measures what a department can and cannot do, and its potential opportunities and threats.

**Strengths** – identifies where a department excels and separates it from the crowd of similar departments; these are internal factors.

**Weaknesses** – things that stop a department from performing at its optimum level; areas for improvement; these are internal factors.

**Opportunities** – favorable external factors that a department can use to give it an advantage over similar departments; note that these are external factors outside of the department.

**Threats** – factors that have the potential to harm a department; these are also external factors from outside the department.