

RTS MAC Annual Report: 2024-2025

Summary of the program evaluation results.

Program Objective	Excellence Achieved?
PO 1: Graduates demonstrate a lively Christian faith and worldview and the ability to integrate their Christian faith and Reformed worldview with their counseling.	YES
PO 2: Graduates have the necessary knowledge, skills, and dispositions to be professionally competent both conceptually and clinically.	YES
PO 3: Graduates have the necessary knowledge, skills, and dispositions to render service to church and unchurched populations in our multicultural and pluralistic society.	YES
PO 4: Graduates have the necessary knowledge, skills, and dispositions to be licensed as professional counselors.	YES

Details of program evaluation.

Program Objective	Excellence Achieved?
PO 1: Faith and Worldview. Graduates demonstrate a lively Christian faith and the ability to integrate their Christian faith and Reformed worldview with their counseling. Our benchmark for excellence in achieving PO 1 is achieving excellence on each of the measures below.	YES
1. Clinical performance Our benchmark for excellence on this item is 90% of students achieving a summative evaluation score of 3 or better on the Student Counselor Outcome Report question “Graciously and appropriately addresses spiritual issues in treatment conceptualization and implementation” at the end of their third internship semester. Result: 92.3% (n=26)	YES
2. Capstone Final Oral Exam(s): Application of Counseling and Theology Our benchmark for excellence on this item is 90% of student responses score of 3 or more on a 4-point scale on the Final Oral Exam(s) in the Application of Counseling and Theology course according to the rubric in the course syllabus. Result: 100% (n=26)	YES
3. Internship/Externship site administrative assessments Our benchmark for excellence on this item is a mean respondent score of 4 or more on a 6-point scale on the Internship Information Survey question 5, “Please rate...the most recent RTS students you have had as interns (on): Handling of spiritual issues.” Result (mean score): 4.0 (n=1)	YES

Program Objective	Excellence Achieved?
4. Employer Assessments Our benchmark for excellence on this item is a mean respondent score of 4 or more on a 6-point scale on the Employer Information Survey question 5, "Please rate...RTS graduates that you have recently hired (on): Handling of spiritual issues." Result (mean score): 5.5 (n=2)	YES
5. Alumni Assessments Our benchmark for excellence on this item is a mean respondent score of 4 or more on a 6-point scale on the following two questions of the Alumni Information Survey: Area 8: Training satisfaction Question 1: How satisfied were you with... Item 3: (Training) Relating theology to counseling Result (mean score): 5.3 (n=17) Area 10: RTS Experience Question 1: How satisfied were you with... Item 4: (The) impact (of your training) on your spiritual life Result (mean score): 4.8 (n=17)	YES
PO 2: Professional Competence (Eight Core areas, Clinical Mental Health Specialty, Dispositions). Graduates have the necessary knowledge, skills, and dispositions to be professionally competent conceptually and clinically in the areas of (1) professional counseling orientation and ethical practice, (2) social and cultural diversity, (3) human growth and development, (4) career development, (5) counseling and helping relationships, (6) group counseling and group work, (7) assessment and testing, (8) research and program evaluation, and (9) clinical mental health counseling. Our benchmark for excellence on PO 2 is achieving excellence on each of the measures below.	YES
1. Employer Evaluation Our benchmark for excellence on this item is a mean respondent score of 4 or more on a 6-point scale on the following two questions on the Employer Information Survey: Area 2: RTS Graduate Performance. Rate RTS graduates'... Item 2: General knowledge Result (mean score): 5.0 (n=3) Item 3: Clinical skills Result (mean score): 6.0 (n=2)	YES

Program Objective	Excellence Achieved?
2. Alumni Assessments Our benchmark for excellence on this item is a mean respondent score of 4 or more on a 6-point scale on the following three questions of the Alumni Information Survey: Area 8: Training Satisfaction Question 1: How satisfied were you with... Item 1: Training in techniques and clinical skills Result (mean score): 5.3 (n=17) Item 2: Theoretical perspective of the program Result (mean score): 4.45 (n=20) Area 9: Preparation for Professional Practice Question 1: How satisfied were you with... Item 4: Preparation compared with other master's level counselors you have encountered Result (mean score): 5.4 (n=18)	YES
3. Key Performance Indicators of knowledge and skills The benchmark for program excellence is that annually students meet expectations in 90% of the 18 Key Performance Indicators (KPI) of student achievement in the core and specialty areas required of professional counselors. Result: 92% (n = 25)	YES
4. Key Professional Disposition Indicators Our benchmark for excellence on this item is 90% of students achieving a summative evaluation score of 3 or better on Student Counselor Outcome Report questions 1,2,3,5,11,12,22 and 23 and a mean score of 4 or more on Client Feedback Form questions 1-5 in their third internship semester. Result: 90.5% (n=25)	YES
PO 3: Diverse populations. Graduates have the necessary knowledge, skills, and dispositions to render service to church and unchurched populations in our multicultural and pluralistic society. Taken together, the four items below contribute to evaluation of program effectiveness in achieving PO3. Our benchmark for excellence on PO 3 is achieving excellence on each of the measures below.	YES
1. Supervisor evaluation Our benchmark for excellence on this item is 90% of students achieving a summative evaluation score of 3 or better on SCOR questions 11 and 12 at the end of their third internship semester. Result: 95% (n=25)	YES

Program Objective	Excellence Achieved?
2. Client evaluation Our benchmark for excellence on this item is 90% of students achieving a mean score of 4 or better on Client Feedback Form Questions 1, 2, 3 during the first half of their third internship semester. Result: 100% (n=12)	YES
3. Internship site administrator evaluation Our benchmark for excellence on this item is a mean respondent score of 4 or more on a 6-point scale on the following two questions on the Internship Information Survey: Area 2: Intern performance. Rate RTS interns'... First item: Overall performance Result (mean score): 5.5 (n=4) Fifth item: Handling of Spiritual matters Result (mean score): 5.3 (n=3)	YES
4. Employer evaluation Our benchmark for excellence on this item is a mean respondent score of 4 or more on a 6-point scale on the following two questions on the Employer Information Survey: Area 2: RTS Graduate Performance. Rate RTS graduates'... First item: Overall performance Result (mean score): 5.3 (n=3) Fifth item: Handling of spiritual matters Result (mean score): 5.5 (n=2)	YES
5. Alumni Assessments Our benchmark for excellence on this item is a mean respondent score of 4 or more on a 6-point scale on the following two questions of the Alumni Information Survey: Area 12: Cultural Diversity Training Question 1: How satisfied were you with coursework preparation to help me understand and develop multicultural counseling competencies. Result (mean score): 4.6 (n=18) Question 2: How satisfied were you with supervision experience to help me understand and develop multicultural counseling competencies. Result (mean score): 5.3 (n=18)	YES
PO4: Licensure. Graduates have the necessary knowledge, skills, and dispositions to be licensed as professional counselors. Our benchmark for effectiveness in achieving PO 4 is achieving excellence on both measures below.	YES

Program Objective	Excellence Achieved?
1. National Counselor Exam Pass Rate (NCE or NCMHCE) Our benchmark for excellence on this item is a pass rate of 90% or more as reported by alumni on the Alumni Information Survey on the question: Did you pass the licensure exam? Result: 95% (n=14)	YES
2. Favorable Employer Review Our benchmark for excellence on this item is a mean respondent score of 4 or more on a 6-point scale on the Employer Information Survey on the question: Rate RTS graduates' Overall performance. Result (mean score): 5.3 (n=3)	YES

Areas of Focus for Program Improvement

In recent years the RTS MAC program gathered data from students that indicated they were less confident working with couples than the program typically observes. The program responded last year by revising aspects of its five-credit hour sequence in Couples and Family Counseling to give Emotion Focused Therapy for Couples greater emphasis. The program continues to monitor student performance in this area and has added additional in-class interventions with the instructor role-playing couples work with students. The program will continue to monitor student performance in this area.

Program Faculty Additions

Dr. Katherine K. Majeste was hired to fill the open residential faculty line in the Master of Arts in Counseling program. She recently completed her Ph.D. in Counselor Education and Supervision at New Orleans Baptist Theological Seminary (CACREP). Dr. Majeste also holds an M.A. in Counseling from RTS and a Th.M. from NOBTS. Her dissertation studied the use of EMDR G-TEP in the treatment of ADHD symptoms in adults. She brings many talents with her and will further improve our program.

Future Data Collection Improvements

The MAC program core faculty and staff have noted the small sample sizes of the internship site and employer data we collect for program evaluation. The program will assess our approach to collecting these data and may make changes in the future to improve our approach to collecting and evaluating these dimensions of RTS MAC program outcomes.