



Messiah College Program Outcomes 2016-2017

Master of Arts in Counseling

I. Introduction

The Messiah College Graduate Counseling Program continues to grow and to demonstrate positive outcomes for students and graduates. The program has 9 full time faculty and numerous long term adjunct faculty. The program has a full time administrative assistant, a practicum/internship coordinator and a graduate assistant. All three Master's tracks offered: Clinical Mental Health Counseling, School Counseling, and Marriage, Couple, and Family Counseling are accredited by CACREP through 2020. Data collection and evaluation of student learning outcomes in the Marriage, Couple, and Family track was completed in the Spring of 2017. Reports for track outcomes are posted on the program's assessment webpage.

II. Mission and Objectives

A new program mission and objectives were adopted in 2017.

They are:

Our mission, as a Christ-centered program, is to educate invested and caring individuals who will serve in a variety of settings as counselors characterized by integrity, humility, skillfulness, and understanding. We desire that these professionals will be leaders who facilitate healing, growth, reconciliation and spiritual well-being for diverse peoples.

Program objectives for the graduate counseling program

1. To provide students with the specific knowledge and skills required of clinical mental health counselors, school counselors, or marriage, couple and family counselors as delineated by the Council for Accreditation of Counseling and Related Educational Programs (CACREP).
2. To prepare students to understand, evaluate and engage in scholarship related to the field of counseling.
3. To prepare students to meet the educational requirements for state licensure as a licensed professional counselor (LPC) or as a licensed marriage and family therapist (LMFT), or for certification as an elementary and secondary school counselor.
4. To provide the knowledge and skills that enable students to incorporate faith, religion, and spirituality into counseling, and understand how Christian faith connects with the counseling profession.
5. To guide students toward an ethical practice of counseling that is grounded in professional and spiritual values.
6. To help a diverse student body become self-reflective leaders who understand and address how issues of discrimination, privilege and oppression impact the practice and policies of counseling in a multicultural society.

III. Student Data

CMHC = Clinical Mental Health Counseling

SCH = School Counseling

MCFC = Marriage, Couple, and Family Counseling

CAGS = Certificate of Advanced Graduate Studies (not CACREP accredited)

A. Enrollment (Fall 2017 Snapshot)

CMHC	SCH	MCFC	TOTAL
118	55	46	219

B. Graduates (August 2015 to May 2016)

CMHC	SCH	MCFC	TOTAL
23	26	10	59

C. Completion Rate* (students who completed the program)

CMHC	SCH	MCFC
29 of 41 (71%)	25 of 34 (74%)	11 of 18 (61%)

* Based only on students who began in 2010 & 2011 academic years

D. National Counselor Exam (NCE) 2016-2017 Academic Year

Historically, students in all three tracks of the Counseling program have taken the National Counselor Exam before graduation.

	Tested	Passed	Pass Rate	Messiah Mean	CACREP Mean
Fall 16	19	19	100%	117.89	112.05
Spring 17	36	35	97%	118.39	115.25

Praxis II

1. Professional School Counselor exam required of School Counseling students in order to become certified school counselors in Pennsylvania.
2. During the 2016-2017 academic year, 100% of the students who took the Praxis II exam passed.

E. Job Placement Rate for students 6 or more months after graduation in Counseling related positions
(based on 2016 Alumni Survey)

CMHC	SCH	MCFC
100%	100%	100%

IV. Demographics

A. Counseling Students by Educational Goal

Educational Goal	# of Students
Certificate of Adv. Graduate Studies	21
Graduate Degree	219
Non-Degree	1
Grand Total	229

B. Graduate Degree Counseling Student by Gender and Ethnicity (i.e., not including CAGS or Non-Degree):

TOTAL NUMBER OF STUDENTS	219
GENDER	
Female	181
Male	38
ETHNIC BACKGROUND	
Asian / Asian-American	3
Black / African-American	22
Hispanic, Latino/a, inc. Spain	13
Multi-Ethnic / 2 or more races	1
White / Non-Hispanic	187

V. Student Learning Outcomes

Every year, data is collected on key indicators of student learning. The program's learning objectives are based on Messiah College's College Wide Graduate Educational Objectives.

Grad CWEO (May have multiple associations per outcome.)	Student Learning Outcome/Objective (Students will demonstrate the ability to +[Bloom's action verb]+ [something])	Courses in which students receive feedback on this objective	Measure (Method to gauge achievement of expected results.)	Target (Overall level for satisfactory performance)	RESULTS Summer 16	RESULTS Fall 2016	RESULTS Spring 17
2.1.0 Understanding the foundational content and philosophical assumptions of one's specialized area of graduate study	Explain foundational content and philosophical assumptions of the field of Counseling.	COUN 501 Professional Issues & Ethics COUN 510 Lifespan Development COUN 511 Multicultural Issues COUN 520 Counseling Theories COUN 528 Career Counseling Across Lifespan COUN 532 Group Counseling COUN 537 Spiritual Formation COUN 540 Counseling Techniques COUN 545 Research Design & Statistics	NCE	90% of students pass the NCE on the first try.	N/A	19/19 100%	35/36 97%
2.2 Engaging in scholarship in one's specialized area of graduate study	Analyze, critique, and summarize research in the field of Counseling.	COUN 545	Literature Review Program Evaluation	All students score 83% or higher on the rubric All students score 83% or higher on the rubric	30/32 scored 83% or higher 31/32 Scored 83% or higher	16/17 scored 83% or higher 17/17 100%	22/22 100% 19/22 Scored 83% or higher

2.3 Developing proficiency in one's specialized area of study sufficient to prepare students to enter professions, advance within one's profession, or to continue study for a terminal degree.	Demonstrate the ability to reflect on and accurately identify one's areas of strength and weakness and use that understanding to effectively interact with others.	COUN 581/582/584/585/589 REPORT BY CLASS: 581/582: CMHC Internships 584/585: SC Internships 589: MCFC Internships	Internship paper	All students score 83% or higher on the rubric	No data	581 - 6/8 582 - 8/9 584 - 9/9 585-11/11 589 - 4/4	581 - 14/14 582 - 8/8 584 - 15/17 585 - 14/14 589 - 5/5
2.3 Developing proficiency in one's specialized area of study sufficient to prepare students to enter professions, advance within one's profession, or to continue study for a terminal degree.	Identify examples of and demonstrate the ability to confront racism, discrimination, sexism, power, privilege and oppression, which impact the practice and policy levels of counseling in a multicultural society.	COUN 511	Immersion Project	All students score 83% or higher on the rubric	25/26 Scored 83% or higher (One student failed the class)	27/28 Scored 83% or higher	14/16 Scored 83% or higher
2.3 Developing proficiency in one's specialized area of study sufficient to prepare students to enter professions, advance within one's profession, or to continue study for a terminal degree.	Demonstrate effective counseling techniques.	COUN 582/584/585/589	Internship supervisor evaluations	100% rated as satisfactory or very satisfactory on the overall rating	Zero students rated below satisfactory as their overall rating	Zero students rated below satisfactory as their overall rating	Zero students rated below satisfactory as their overall rating
2.4 Articulating how Christian faith connects to each specialized area of study and to potential career or service options in that area of study.	Identify connections of faith, religion, and spirituality and counseling, and describe ethical implications of including discussions Christian faith in a counseling setting.	COUN 537	Quiz	All students score 83% or higher on the rubric	34/34 100%	22/23 Scored 83% or higher	16/18 Scored 83% or higher
2.4 Articulating how Christian faith connects to each specialized area of study and to potential career or service options in that area of study.	Articulate a worldview that facilitates forgiveness and reconciliation within relationships in the counseling field.	COUN 537	Video Reflection – Immersion Experience	All students score 83% or higher on the rubric (used single point on rubric)	All 8.3/10 or above	All 9.0/10 or above	all but 1 9.3 or above

VI. Survey Data

A. Exit Surveys. Data to be posted in Fall of 2017

B. Alumni Survey. In the summer of 2016, the program issued an alumni survey to graduates on its alumni listserv. It was also posted to our Facebook and LinkedIn pages. Appendix B contains results for these responses from graduates who had been out of the program for at least 6 months. There were 21 respondents.

2016-17 Exit Survey Master's Degrees

Graduate Program in Counseling Exit Survey 2016-17

November 29th 2017, 1:35 pm EST

Q2 - Select your track

#	Answer	%	Count
1	Clinical Mental Health	46.15%	12
3	Marriage, Couple, & Family	19.23%	5
2	School Counseling	34.62%	9
	Total	100%	26

Q3 - What year did you start the program?

#	Answer	%	Count
1	2009	0.00%	0
6	2010	7.69%	2
7	2011	7.69%	2
8	2012	3.85%	1
9	2013	23.08%	6
10	2014	23.08%	6
11	2015	26.92%	7
12	2016	7.69%	2
	Total	100%	26

Q5 - My advisor was helpful, accessible, and responsive.

#	Answer	%	Count
11	Strongly Disagree	0.00%	0
12	Disagree	7.69%	2
13	Neither Agree nor Disagree	0.00%	0
14	Agree	23.08%	6
15	Strongly Agree	69.23%	18
	Total	100%	26

Appendix A

Q6 - My advisor was knowledgeable about academic policies and curricular requirements.

#	Answer	%	Count
11	Strongly Disagree	3.85%	1
12	Disagree	0.00%	0
13	Neither Agree nor Disagree	3.85%	1
14	Agree	15.38%	4
15	Strongly Agree	76.92%	20
	Total	100%	26

Q7 - Overall, I am satisfied with the assistance provided by my academic advisor.

#	Answer	%	Count
11	Strongly Disagree	0.00%	0
12	Disagree	7.69%	2
13	Neither Agree nor Disagree	0.00%	0
14	Agree	23.08%	6
15	Strongly Agree	69.23%	18
	Total	100%	26

Q9 - Overall, I am satisfied with Messiah College's faculty.

#	Answer	%	Count
11	Strongly Disagree	0.00%	0
12	Disagree	0.00%	0
13	Neither Agree nor Disagree	3.85%	1
14	Agree	15.38%	4
15	Strongly Agree	80.77%	21
	Total	100%	26

Appendix A

Q10 - The faculty served as positive professional role models.

#	Answer	%	Count
11	Strongly Disagree	0.00%	0
12	Disagree	0.00%	0
13	Neither Agree nor Disagree	0.00%	0
14	Agree	11.54%	3
15	Strongly Agree	88.46%	23
	Total	100%	26

Q11 - The faculty was knowledgeable about the counseling field.

#	Answer	%	Count
21	Strongly Disagree	0.00%	0
22	Disagree	0.00%	0
23	Neither Agree nor Disagree	0.00%	0
24	Agree	11.54%	3
25	Strongly Agree	88.46%	23
	Total	100%	26

Q12 - The Graduate Program in Counseling's faculty was helpful, accessible, and responsive.

#	Answer	%	Count
16	Strongly Disagree	0.00%	0
17	Disagree	0.00%	0
18	Neither Agree nor Disagree	3.85%	1
19	Agree	23.08%	6
20	Strongly Agree	73.08%	19
	Total	100%	26

Appendix A

Q13 - Messiah's Graduate Program in Counseling has helped prepare me to become a competent counselor.

#	Answer	%	Count
5	Strongly Disagree	0.00%	0
4	Disagree	0.00%	0
3	Neither Agree nor Disagree	3.85%	1
2	Agree	15.38%	4
1	Strongly Agree	80.77%	21
	Total	100%	26

Q14 - I have been provided with the knowledge and skills required to be a marriage, couple, and family counselor.

#	Answer	%	Count
5	Strongly Disagree	0.00%	0
4	Disagree	0.00%	0
3	Neither Agree nor Disagree	0.00%	0
2	Agree	20.00%	1
1	Strongly Agree	80.00%	4
	Total	100%	5

Q15 - I have been provided with the knowledge and skills required to be a school counselor.

#	Answer	%	Count
5	Strongly Disagree	0.00%	0
4	Disagree	0.00%	0
3	Neither Agree nor Disagree	0.00%	0
2	Agree	11.11%	1
1	Strongly Agree	88.89%	8
	Total	100%	9

Appendix A

Q16 - I have been prepared to meet the educational requirements for certification as a school counselor in my state.

#	Answer	%	Count
5	Strongly Disagree	0.00%	0
4	Disagree	0.00%	0
3	Neither Agree nor Disagree	11.11%	1
2	Agree	0.00%	0
1	Strongly Agree	88.89%	8
	Total	100%	9

Q17 - I have been provided with the knowledge and skills required to be a clinical mental health counselor.

#	Answer	%	Count
5	Strongly Disagree	0.00%	0
4	Disagree	0.00%	0
3	Neither Agree nor Disagree	8.33%	1
2	Agree	8.33%	1
1	Strongly Agree	83.33%	10
	Total	100%	12

Q18 - I have been prepared to meet the educational requirements needed to become a Licensed Professional Counselor (LPC) in the state of Pennsylvania.

#	Answer	%	Count
5	Strongly Disagree	0.00%	0
4	Disagree	0.00%	0
3	Neither Agree nor Disagree	0.00%	0
2	Agree	8.33%	1
1	Strongly Agree	91.67%	11
	Total	100%	12

Appendix A

Q20 - How likely are you to participate in ongoing professional development? (Attend conferences, maintain membership in a professional organization, etc).

#	Answer	%	Count
63	Very Unlikely	0.00%	0
62	Unlikely	0.00%	0
61	Undecided	0.00%	0
60	Likely	23.08%	6
59	Very Likely	76.92%	20
	Total	100%	26

Q22 - How knowledgeable do you feel about the following areas?

#	Question	Not at all knowledgeable		Slightly knowledgeable		Moderately knowledgeable		Very knowledgeable		Total
1	Professional ethics	0.00%	0	0.00%	0	16.00%	4	84.00%	21	25
2	Social and cultural diversity	0.00%	0	0.00%	0	23.08%	6	76.92%	20	26
3	Human development	0.00%	0	0.00%	0	50.00%	13	50.00%	13	26
4	Career development	0.00%	0	15.38%	4	53.85%	14	30.77%	8	26
5	Helping relationships	0.00%	0	0.00%	0	19.23%	5	80.77%	21	26
6	Group work	0.00%	0	3.85%	1	42.31%	11	53.85%	14	26
7	Assessment	0.00%	0	3.85%	1	65.38%	17	30.77%	8	26
8	Research	0.00%	0	11.54%	3	57.69%	15	30.77%	8	26
9	Program evaluation	0.00%	0	7.69%	2	50.00%	13	42.31%	11	26
10	My own hidden biases	0.00%	0	0.00%	0	19.23%	5	80.77%	21	26
11	How Christianity connects with counseling	0.00%	0	0.00%	0	38.46%	10	61.54%	16	26
12	The role of a professional counselor in different settings	0.00%	0	3.85%	1	19.23%	5	76.92%	20	26
13	Diagnosis and psychopathology	0.00%	0	3.85%	1	46.15%	12	50.00%	13	26

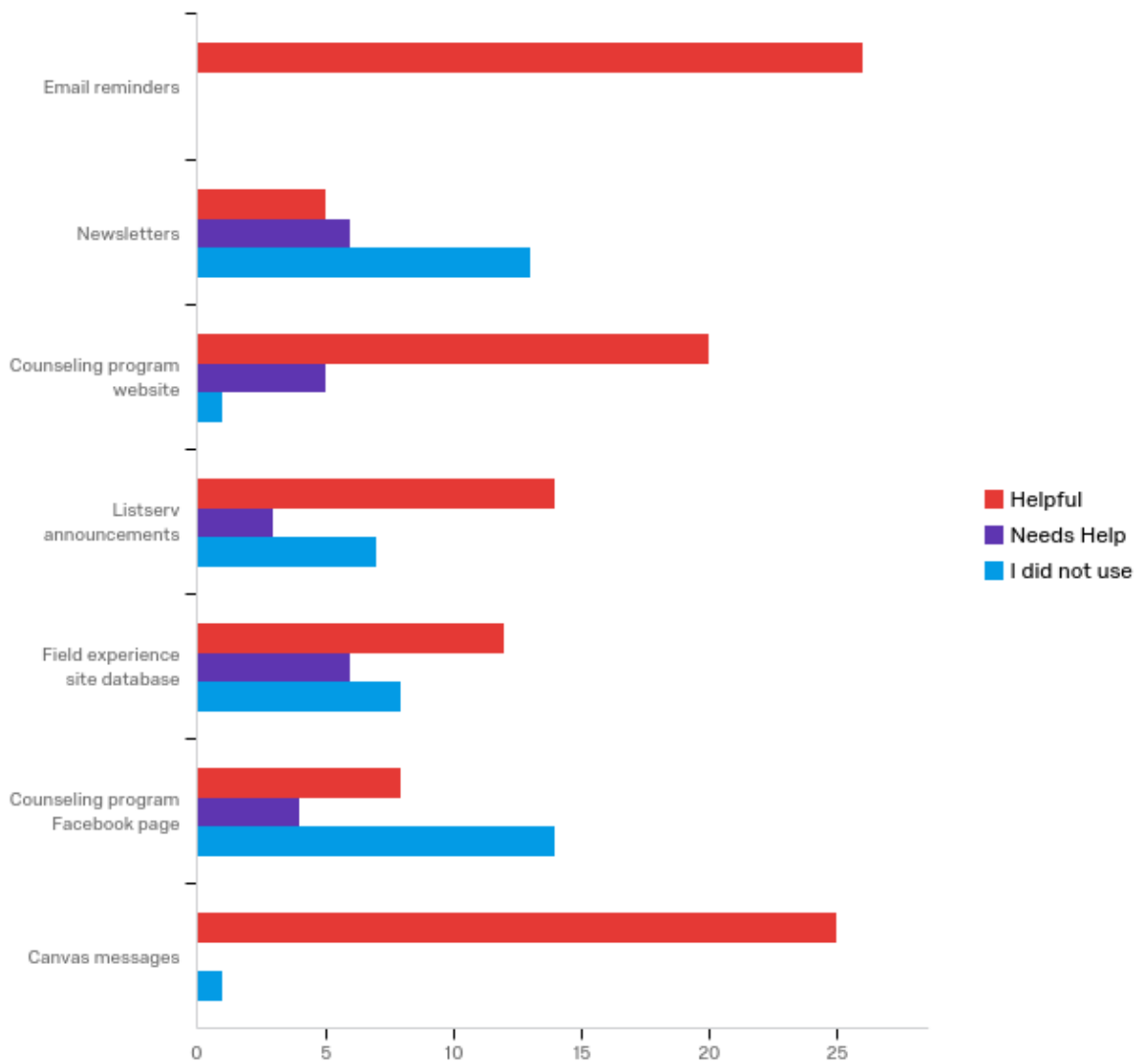
Appendix A

Q24 - As you approach graduation from our program, how prepared do you feel to do the following things?

#	Question	Not at all prepared		Slightly prepared		Somewhat prepared		Mostly prepared		Very well prepared		Total
1	Conduct counseling research	0.00%	0	11.54%	3	23.08%	6	53.85%	14	11.54%	3	26
2	Advocate for oppressed individuals/groups	0.00%	0	3.85%	1	0.00%	0	26.92%	7	69.23%	18	26
3	Promote forgiveness and reconciliation	0.00%	0	0.00%	0	0.00%	0	23.08%	6	76.92%	20	26
4	Incorporate spirituality or religion into counseling	0.00%	0	0.00%	0	11.54%	3	26.92%	7	61.54%	16	26
5	Practice competently within my chosen track	0.00%	0	0.00%	0	0.00%	0	23.08%	6	76.92%	20	26
6	Write clearly and professionally	0.00%	0	0.00%	0	3.85%	1	19.23%	5	76.92%	20	26
12	Implement theoretically-based interventions	0.00%	0	0.00%	0	0.00%	0	46.15%	12	53.85%	14	26
13	Lead a counseling group	0.00%	0	0.00%	0	3.85%	1	23.08%	6	73.08%	19	26
14	Create counseling goals	0.00%	0	0.00%	0	0.00%	0	19.23%	5	80.77%	21	26

Q26 - Which of these available resources/modes of communication did you find helpful?

Which of these available resources/modes of communication did you find help...



Q28 - Faith and/or spirituality were integrated into my course work.

#	Answer	%	Count
11	Strongly Disagree	0.00%	0
12	Disagree	0.00%	0
13	Neither Agree nor Disagree	3.85%	1
14	Agree	26.92%	7
15	Strongly Agree	69.23%	18
	Total	100%	26

Appendix A

Q29 - I have been challenged to examine the tension and compatibility between my faith and beliefs and the counseling field.

#	Answer	%	Count
11	Strongly Disagree	0.00%	0
12	Disagree	0.00%	0
13	Neither Agree nor Disagree	3.85%	1
14	Agree	30.77%	8
15	Strongly Agree	65.38%	17
	Total	100%	26

Q32 - How likely are you to pursue licensure as an LPC (or your state equivalent)?

#	Answer	%	Count
53	Very Likely	75.00%	9
54	Likely	8.33%	1
55	Undecided	0.00%	0
56	Unlikely	0.00%	0
57	Very Unlikely	16.67%	2
	Total	100%	12

Q34 - How likely are you to pursue certification as a school counselor?

#	Answer	%	Count
49	Very Likely	77.78%	7
50	Likely	0.00%	0
51	Undecided	0.00%	0
52	Unlikely	0.00%	0
53	Very Unlikely	22.22%	2
	Total	100%	9

Appendix A

Q36 - How likely are you to pursue licensure as a Licensed Marriage and Family Therapist?

#	Answer	%	Count
49	Very Likely	80.00%	4
50	Likely	0.00%	0
51	Undecided	0.00%	0
52	Unlikely	0.00%	0
53	Very Unlikely	20.00%	1
	Total	100%	5

Q40 - I believe my coursework at Messiah College prepared me for my Practicum and Internships.

#	Answer	%	Count
5	Strongly Disagree	0.00%	0
4	Disagree	0.00%	0
3	Neither Agree nor Disagree	4.76%	1
2	Agree	19.05%	4
1	Strongly Agree	76.19%	16
	Total	100%	21

Q41 - My Practicum and Internship experiences helped me to become a more effective counselor.

#	Answer	%	Count
11	Strongly Disagree	0.00%	0
12	Disagree	0.00%	0
13	Neither Agree nor Disagree	4.76%	1
14	Agree	4.76%	1
15	Strongly Agree	90.48%	19
	Total	100%	21

Appendix A

Q43 - The Practicum and Internship Coordinator was knowledgeable about policies and procedures related to field experiences.

#	Answer	%	Count
21	Strongly Disagree	0.00%	0
22	Disagree	0.00%	0
23	Neither Agree nor Disagree	4.76%	1
24	Agree	23.81%	5
25	Strongly Agree	71.43%	15
	Total	100%	21

Q44 - The Practicum and Internship Coordinator was helpful, accessible, and responsive.

#	Answer	%	Count
11	Strongly Disagree	0.00%	0
12	Disagree	0.00%	0
13	Neither Agree nor Disagree	9.52%	2
14	Agree	19.05%	4
15	Strongly Agree	71.43%	15
	Total	100%	21

Q47 - Overall, I was satisfied with the program's online format.

#	Answer	%	Count
16	Strongly Disagree	0.00%	0
17	Disagree	0.00%	0
18	Neither Agree nor Disagree	3.85%	1
19	Agree	26.92%	7
20	Strongly Agree	69.23%	18
	Total	100%	26

Appendix A

Q49 - I was satisfied by the technical support I received.

#	Answer	%	Count
11	Strongly Disagree	0.00%	0
12	Disagree	0.00%	0
13	Neither Agree nor Disagree	7.69%	2
14	Agree	38.46%	10
15	Strongly Agree	53.85%	14
	Total	100%	26

Q50 - My experience with Adobe Connect was positive.

#	Answer	%	Count
26	Never	0.00%	0
27	Rarely	0.00%	0
28	Sometimes	15.38%	4
29	Most of the Time	69.23%	18
30	Always	15.38%	4
	Total	100%	26

Q51 - My experience with Canvas was positive.

#	Answer	%	Count
11	Never	0.00%	0
12	Rarely	0.00%	0
13	Sometimes	7.69%	2
14	Most of the Time	50.00%	13
15	Always	42.31%	11
	Total	100%	26

Q55 - I felt well-prepared for the National Counselor Exam (NCE).

#	Answer	%	Count
26	Strongly Disagree	0.00%	0
27	Disagree	11.54%	3
28	Neither Agree nor Disagree	11.54%	3
29	Agree	46.15%	12
30	Strongly Agree	26.92%	7
31	I did not take the NCE	3.85%	1
	Total	100%	26

Q57 - What are the strengths of Messiah's Graduate Program in Counseling?

What are the strengths of Messiah's Graduate Program in Counseling?

The Messiah Program emphasizes the counseling techniques needed to be a successful counselor.

The faculty and overall program

asynchronous training excellent faculty minimum of two on campus courses

Diverse staff, variety of styles of teaching, great resources, well trained/educated professors, and excellent internship faculty supervisors. [REDACTED] and [REDACTED] were outstanding! I ended the program with some of the best support, help, and guidance!

Canvas website Almost all my professors were compassionate about their jobs and willing to help

Excellent and committed faculty, a focus on research in the field, a strong focus on cultural diversity.

I feel very positive about my experience with Messiah's grad program. It was challenging, comprehensive and flexible. I felt very taken care of as an individual and professional and feel well equipped to serve as a professional school counselor.

Being able to take either the NCE or NCMHCE during the program

Professional, courteous, knowledgeable staff, who prepared me for the counseling profession.

Professors

The applied work, attending to the CACREP requirements, and the professional experience of the faculty well-prepare students to becoming counseling professionals.

Faculty

Open minded, great communication with students, great advocacy for students, always available to connect with faculty, motivating me to be my best

Staff is interested in helping you to succeed.

The fact that key concepts and competencies are intertwined throughout all courses in the program. The faculty and staff are highly responsive and caring.

The three aspect I appreciated most were the openness about religion and spirituality, a combination of distance learning and face-to-face instruction, and that the program was designed to meet licensing requirements.

Q58 - What are the weaknesses of Messiah's Graduate Program in Counseling?

What are the weaknesses of Messiah's Graduate Program in Counseling?

From a school counseling perspective I did not receive enough training on FBAs and PBSPs.

Canvas. Submitting videos is difficult

shifting between sakai, canvas, and whatever the next iteration will be at times, clarity in location of specific resources is lacking

Textbooks can become very costly. Reusing textbooks for courses of similar content is very helpful. This did happen at times and was greatly appreciated. For teachers, having to take time off from teaching is not always the best option. As the program grows, hopefully alternative internship experiences may present themselves.

Some technical issues that created more time and headache than needed (video upload)

Ensemble

Academic advisors sometimes left much to be desired. I had one great experience with one, and one bad experience with another.

Administration's ability to communicate.

N/A

Program needs more outside support during week intensives on diversity of available positions in the real world.

Sometimes there were technical difficulties.

The pace is very fast yet instruction is occasionally tailored to undergraduates rather than experienced adults.

Q59 - What suggestions do you have for us as we seek to continually improve our program?

What suggestions do you have for us as we seek to continually improve our program?

emphasize and measure personal efforts in self-care/wellness

Keep doing what you're doing! The program really grew, expanded, and kept getting better as I progressed through the courses. Keeping expanding your options for practicum/internship sites. Keep hiring outstanding staff and faculty. Keep providing students with opportunities for professional development and growth.

Create an in-canvas tool for video uploading.

Keep up the professionalism, only recruit qualified, enthusiastic people.

see above.

NA

More outside support and involvement for program as well as more preparation for students on NCE.

Just keep doing what you are doing.

See previous comments.

Appendix B

Graduate Program in Counseling Alumni Survey – 2016

Selected questions

Q2 - Track:

Answer	%	Count
Master's: Clinical Mental Health	30.00%	6
Master's: School Counseling	45.00%	9
Master's: Marriage, Couple & Family	25.00%	5
Total	100%	20

Q7 - Current Employment Status: (check all that apply)

Answer	%	Count
Employed Full-time (Counseling related)	80.00%	16
Employed Part-time (Counseling related)	15.00%	3
Employed Full-time (Non-Counseling related)	0.00%	0
Employed Part-time (Non-Counseling related)	0.00%	0
Seeking Employment in Counseling field	0.00%	0
Seeking Employment outside Counseling field	0.00%	0
Not employed and not seeking employment at this time	0.00%	0
Accepted to/attending doctoral or other advanced degree program	0.00%	0
Other	5.00%	1
Total	100%	20

Q8 - For this page of questions, please answer with regard to your counseling-related position. Approximate annual salary:

For this page of questions, please answer with regard to your counseling-re...

10,000

\$36,000

43500

30,000

40000

46,000.00

41,000

54000

36000

\$25,000

35000

45.000

\$40,000

\$35,650

\$41,000

41400

57,000

38,500

48,000

Q11 - Does your position require a Master's degree in Counseling?

Answer	%	Count
Yes	94.74%	18
No	5.26%	1
Total	100%	19

Q16 - Do you hold any of the following licenses and/or certifications? (select all that apply):

Answer	%	Count
Licensed Professional Counselor (or your state's equivalent)	22.22%	4
Licensed Marriage & Family Therapist	5.56%	1
Nationally Certified Counselor	66.67%	12
Certified School Counselor PreK-12	38.89%	7
Certified Secondary School Counselor	11.11%	2
Certified Elementary School Counselor	11.11%	2
Other	0.00%	0
None	0.00%	0
Total	100%	18

Q25 - Overall, how satisfied are you with the Graduate Program in Counseling?

Answer	%	Count
Very Satisfied	57.89%	11
Satisfied	42.11%	8
Somewhat Satisfied	0.00%	0
Neutral	0.00%	0
Somewhat Dissatisfied	0.00%	0
Dissatisfied	0.00%	0
Very Dissatisfied	0.00%	0
Total	100%	19

Q28 - How likely are you to recommend Messiah College's Graduate Program in Counseling to others?

