



WORD OF LIFE BIBLICAL COUNSELING

INSTRUCTIONAL EVALUATION

The Word of Life Counseling Training Institute has over twenty years of experience starting and conducting Bible-based Christian support groups, lay counseling programs, church-based counseling centers, and church and college-based counseling training institutions. They now offer the training and resources to implement these programs in other churches with their assistance.

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INSTRUCTIONAL EVALUATION

INSTRUCTIONAL DESCRIPTION

The Word of Life Counseling Training Institute is a non-profit 501 C(3) that is focused on meeting the needs of God’s people and furthering the Kingdom of God and are located in Wichita, Kansas. Under the umbrella of this corporation stands:

- Five Campuses
- Three daycares
- Traditional K-12 School
- Teen church
- Spanish church
- Three counseling center locations
- Church planting institute
- Word of Life Counseling Training Institute – degrees are granted in conjunction with Logos University.

Word of Life offers certifications, as well as degrees that are in conjunction with Logos University. The certifications offered can also be upgraded to college credit for the Bachelor’s or Master’s in Christian Counseling. Below is a table of instructional items they offer. The programs are delivered via using four mediums: online + campus visits if student is within distance of the campus, DVD, flash drive, or MP3 home study, or their e-school.

Overview of Instructional Content

Description	Audience
Support Group Certification	Group Leaders
Pastoral Certification	Ordained/Licensed ministers
Lay Counselor Certification	Assist in Counseling People
Addictions Counselor	Assist in Counseling Addicts
Marriage/Family Certification	Assist in Counseling Families
Bible - Based Life Coach	Individuals interested in discipleship or mentoring others

There are four levels of Christian Counseling Training: basic counseling, certification, Christian bachelor’s and master’s degrees, and state counseling license. Please see the **Exhibit 1-1 Fee chart** outlining Word of

Word of Life Offers

CHURCH SUPPORT GROUP MINISTRY TRAINING (\$900)

Church support groups are usually the best first step to start a counseling ministry in a church because they require few church resources, little training, and great needs in the areas of alcoholism, drugs, codependency, divorce recovery, women's abuse, eating addictions, sexual addiction and domestic violence. There are also a number of very good Bible-based workbooks on these topics.

Other programs include:

CHURCH-BASED LAY COUNSELING MINISTRY FOR 5 COUNSELORS (\$1500)

A church-based lay counseling program requires that you either have a qualified pastoral counselor, licensed counselor, or experienced lay counselor familiar with our Faith Therapy program to lead the program and at least five lay counselor volunteers willing to go through our training program.

CHURCH-BASED PROFESSIONAL CHRISTIAN COUNSELING CENTER (\$2000)

Beginning a church-based professional Christian counseling center requires at least one counselor who is either State Licensed, has a counseling degree, or is a pastoral counselor so that counseling fees can be charged so that it can eventually become self-sufficient. The variety of counseling programs can include marriage and family counseling, drug and alcohol counseling, lay counseling, domestic violence programs, sexual abuse counseling, parenting, life coaching and support groups.

Church based Counseling Training Center (\$1600)

Life Fees and available training. Word of Life offers all four levels, however their BS and MS degrees are offered in conjunction with LOGOS University. The curriculum includes seventeen courses and an individual practicum, for a BS and MS degrees. Though there are certification costs, degrees are paid at the University LOGOS tuition fee. Logos University works with all students so they can graduate tuition free. We will be evaluating the first two video instructional units of CNS530 Introduction to Christian Counseling, which is the first course in the curriculum offered by Word of Life. The purpose of this evaluation is to provide feedback to the Word of Life administration regarding the reaction and learning levels of the CNS530 Introduction to Christian Counseling Course. At this time, Reaction and Learning levels will be assessed and measured against student expectations and course objectives, as well as recommendations to improve the program. Level 3 – behavioral levels and Level 4 – Satisfaction levels will be evaluated should you accept our proposal.

AUDIENCE AND CONTEXT

The curriculum for Faith Therapy Christian Counseling was designed to train individuals who are either actively serving in a church and counseling individuals or those individuals that wish to train as counselors and life coaches for ministry. Word of Life's mission statement is:

“To provide more effective Bible-based Christian Counseling and life coaching curriculum, training, and self-help resources so that it can meet the growing epidemic of spiritually unfulfilled, underachieving, emotionally and psychologically hurting people in our churches and in our society.”

Given the topic, the expected student would consist of people of the Christian Faith that are interested in counseling others using salvation-based, biblically-derived Faith Therapy methodology. This could consist of people from many ages and backgrounds.

AUDIENCE

Students taking the training will need to be at least 18 years of age and have graduated from high school. If they are taking the Master's level program they will need to also have obtained a BS from an accredited school. Other factors such as: age, ethnicity, socio-economic background, profession, etc. are expected to be quite varied. Learners will also have to be self-motivated and have some experience with online learning. Word of Life has four divisions of learners:

- Individuals that want to learn bible-based counseling for themselves and family members
- Individuals that want to offer fee-based bible-based counseling (with a BS or MS in Christian Counseling) as a practice to their community as an alternative to traditional psychology
- Churches that would like to serve their members by either offering bible-based counseling in a lay group or a fee based service to the community as an alternative to psychology
- Missionaries that would like to take faith-based counseling into developing countries as a mission field

Other stakeholders include the individuals that will be seeking out bible-based counsel, as well as pastors, church staff, family members and co-workers of the individuals seeking counseling.

CONTEXT

The context of the classes will be online + campus visits if a student is within distance of the campus, DVD, flash drive or MP3 home study, or their online e-school. Since the course is considered a distance course than all evaluations, quizzes, tests, etc. will be via online methods, thus in the comfort of the student's home. Level 1 reaction data and Level 2 learning data will be collected using an email link sent to participants once they have notified Word of Faith of completion of the course. Please see **Exhibit 1-2** for an example of the e-mail that will be sent to students. The Level 1 program evaluation should take about ten minutes to complete, while the Level 2 learning measurement open book test will take about 25-55 minutes to complete depending on the student's retention of knowledge. Of course, the more they need to look up the longer the test will take.

MEASUREMENT INSTRUMENTS AND COLLECTION OF DATA

For Levels 1 & 2, measurement instruments have been designed to collect data that will be helpful in evaluating student perceptions, opinions, and knowledge levels.

Level 1 – Program Evaluation

Level 1 data will give us valuable feedback so that we can improve the program for future participants. An online evaluation has been developed in Google Forms, responses will be collected electronically. Specifically, for Level 1 data five areas will be evaluated: 1) Instructor 2) Media Delivery 3) Media Content 4) Course Content 5) Schedule then overall rating and suggestions. Because the courses are delivered online or via DVD, we will not address facilities, location, meals or any of the standard categories of a program evaluation. These areas were chosen because they represent the areas where improvements can be made, as well as areas that will describe a student’s comfort level with the program. As discussed previously the student will be emailed a link to the evaluation once they notified Word of Faith that they have completed the course. The evaluation is mandatory and will need to be completed before credit will be given for the course. However, given the subject matter, we do not think that this will be an issue. All results will automatically calculate within the evaluation using a percentage basis of responses. Questions are using either a 1-5 scale: 1) Strongly Disagree – 5) Strongly agree or a 1-10 scale with a question based set of responses. Please see **Exhibit 1-3** for screenshots of the electronic program evaluation.

Evaluation Area	# of questions	Question Type	Scale
Background Information	5	Short Answer, yes/no, MP	N/A
1-Instructor	5	Rating Scale	1 – Strongly Disagree 5 - Strongly Agree
2-Media Delivery	4	Rating Scale	1 – Strongly Disagree 5 - Strongly Agree
3-Media Content	4	Rating Scale	1 – Strongly Disagree 5 - Strongly Agree
4-Course Content	5	Mixed rating scale	1-5 Disagree/Agree 1-10 Not Effective/Effective 1-10 Not Appropriate/Appropriate
5-Course Schedule	3	Mixed Rating Scale	1-5 Disagree/Agree 1-6 Too much time/Perfect time
Improvement/Suggestions			

Level 2 – Learning Evaluation

Learning occurs when one of three things take place, attitudes are changed, knowledge is increased, or skill is improved (Kirkpatrick & Kirkpatrick, 2006). The Open-book test was designed to evaluate attitudes, knowledge level and skill improvement. A heavier emphasis will be placed on knowledge level, as Bible-based counseling knowledge will translate to skills in counseling patients. The textbook required for this course is “Faith Therapy: A Biblical Program for Salvation-based Counseling in Church” by Troy D. Reiner and also includes ten instructional videos. Upon completion, a three-page paper, a five-page paper and an open-book test will be emailed to the student. I have included a listing of all instructional videos contained in the course **see Exhibit 1-4**. We will only be evaluating the first two instructional video modules for this proposal. Below is a breakdown of the open book test that will be administered upon completion of the course, as well as other assignments that are expected to be submitted. Objectives for the video module Faith Therapy and A Biblical Foundation.

A summary of the five objectives established for the ten module CNS530 course are:

- 1 – Establish the need and definition of faith based counseling in the church
- 2 – Establish how to integrate faith based counseling into the church
- 3 – Teach basic tenants of Faith Therapy, a type of Christian counseling derived directly from and based on the Bible
- 4 - Instill a psychological understanding of the process of salvation by faith, winning the trial of your faith, how to increase faith, how to assess faith, and how to apply it to meet our deepest needs for self-worth, significance, security, and love.
- 5 – Teach framework models used to conquer the common problems of low self-image, pride, selfish desires, strife, fear, spiritual oppression, lust, and for developing healthy attachment to be taught in Churches.

The evaluation instrument questions address each of the objectives so that the student’s knowledge level can be measured effectively. All video modules will contain a mixture of Multiple Choice, True/False, Multiple Choice/Response, and short answer questions. You can view this exam at:

<https://goo.gl/forms/z2NJv1uP7pXhsTO82>

Evaluation Instruments		
1	Three-page paper on the development of faith in the student’s life	Email to Word of Faith
2	Five-page paper on applying the principles of faith to one of the case-studies described in the book. Reporting on an actual client (keeping identity confidential) is encouraged. Student will discuss how they would apply the learned techniques to their own life or helping a friend. Must include three references other than the Bible.	Email to Word of faith
3	Open Book Test – at the end of the entire course an open book test will be emailed to the student	Current: Emailed to Student Proposed: Design an open book online Exam
4	Video Module Open Book tests - an online open book exam will be developed and administered online to students for each of the ten video modules.	Online Exam

CNS530 Module 1 Open Book Test Breakdown					
	Question #	Type of Question	Objective addressed		Delivery
	1	Multiple Choice	1		Online Assessment
	2	Multiple Choice	1		Online Assessment
	3	Multiple Choice	1		Online Assessment
	4	Multiple Choice	1		Online Assessment
	5	Multiple Choice	1		Online Assessment
	6	Multiple choice/Response	1		Online Assessment
	7	Multiple Choice	1		Online Assessment
	8	Multiple Choice	1		Online Assessment
	9	Matching	1		Online Assessment
	10	True/False	1		Online Assessment
	11	Multiple choice/Response	1		Online Assessment
	12	Multiple choice/Response	1		Online Assessment
	13	Multiple choice/Response	1		Online Assessment
	14	Multiple Choice	2		Online Assessment
	15	Multiple Choice	2		Online Assessment
	16	Multiple choice/Response	2		Online Assessment
	17	Multiple choice/Response	2		Online Assessment
	18	Multiple choice/Response	2		Online Assessment

	19	Multiple choice/Response	2		Online Assessment
CNS530 Module 2 Open Book Test Breakdown					
	Question #	Type of Question	Objective addressed		Delivery
	1	Multiple Choice	1		Online Assessment
	2	Multiple Choice	1		Online Assessment
	3	Multiple Choice	1		Online Assessment
	4	Multiple Choice	1		Online Assessment
	5	Multiple Choice	1		Online Assessment
	6	Multiple choice/Response	1		Online Assessment
	7	True/False	1		Online Assessment
	8	True/False	1		Online Assessment
	9	Matching	1		Online Assessment
	10	Matching	1		Online Assessment
	11	Multiple choice/Response	1		Online Assessment
	12	Multiple choice/Response	1		Online Assessment
	13	Multiple choice/Response	1		Online Assessment
	14	Multiple Choice	2		Online Assessment
	15	Multiple Choice	2		Online Assessment
	16	Multiple choice/Response	2		Online Assessment
	17	Multiple choice/Response	2		Online Assessment
	18	Multiple choice/Response	2		Online Assessment
	19	Multiple choice/Response	2		Online Assessment

REPORTING PROCESS

Level 1 Reaction reporting is calculated within the Google Form evaluation using a percentage basis of responses. Data will then be sorted by the start date and the program that the student was enrolled in and results grouped accordingly. The grouping of these students will be referred to as a cohort. Once the cohort of students have completed all ten video courses, a report will be provided to Word of Faith administration regarding the results received via the cohort. A pie chart will be used to demonstrate the percentage breakdowns of each of the five categories and each question. The reporting data can be accessed via an administrator of the Google form account.

Level 2 Learning reporting for the video modules will be calculated within the Google Quiz online open book exams. **Exhibit 1-5** contains screenshots of the sample questions and the reporting data for module 1. Each question is objective tied and assigned a point value. Exams will be on a pass/fail basis and follow the below scale: 90-100% = A, 80-90% = B, 70-80% = C, 60-70% = D, 50-60% = F. A grade of A-D is considered passing. Students will be separated into cohorts according to their start date and program. Course End open book exam will be hand scored and a grade emailed to the student. An overall report of each cohort of students will be given to Word of Faith Administration on an annual basis.

APPENDICES/INSTRUMENTS

Exhibit 1-1 – Word of Faith Fee Chart

Exhibit 1-2 – Email template that will be sent to students containing the Level 1 program evaluation link

Exhibit 1-3 – Screen Shots of Level 1 Program Evaluation and reporting data screenshots

Exhibit 1-4 – List of instructional video modules within CNS530 Intro to Christian Counseling Course

Exhibit 1-5 – Video Module 1 CNS530 exam and reporting data screenshots – Exam can be taken at

<https://goo.gl/forms/z2NJv1uP7pXhsTO82>

REFERENCES:

Kirkpatrick, D.L., & Kirkpatrick, J.D. (2006). *Evaluating Training Programs*. Berrett-Koehler Publishers, Inc.: San Francisco

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