



Learning Outcomes  
Assessment Report  
Fall 2019

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# The King's University/Gateway Learning Outcomes Assessment Report

## I. Learning Outcomes Assessment Overview

The King's University/Gateway currently utilizes an academic assessment program that maintains a systematic, documented, and sustained evaluation process of student learning outcomes. The academic assessment process involves both formative and summative evaluations utilizing direct and indirect measures of assessing student learning outcomes and is designed to facilitate a data driven decision making process for improvement and institutional effectiveness. Assessment data, rubrics, scores, and samples are located in the office of Institutional Effectiveness.

### Academic Calendar

Fall Semester	Spring Semester	Summer Semester
August - December	January - May	May - August

### Assessment Outcomes Instruments and Measures

Assessment Objectives	Assessment Process (Means of Measurement)	Type of Assessment	Assessment Schedule (Annual Cycle)
Core Institutional Instruments: Indirect Measures of Institutional and Program Learning Outcomes	Student Experience Inventory (SEI)	Indirect/Formative	March 2019
	Graduate Job Placement Survey (GJPS)	Indirect/Summative	May 2019/20
	Graduating Student Inventory (GSI)	Indirect/Summative	June 2019
	Course Evaluations	Indirect/Summative	Fall '18/Spring '19
Undergraduate Degrees: Direct Measures of Institutional and Program Learning Outcomes	Selected Biblical Core Courses	Formative/Direct	Fall '18/Spring '19
	Major Courses	Summative/Direct	Fall '18/Spring '19
	Selected Major Course Electives	Formative/Direct	Fall '18/Spring '19
	Selected General Education Courses	Formative/Direct	Fall '18/Spring '19
	Senior Capstone Course	Summative/Direct	Spring/Summer 2019
Graduate Degrees: Direct Measures of Institutional and Program Learning Outcomes	Selected Graduate Core Courses	Summative/Direct	Fall '18/Spring '19
	Graduate Capstone Course	Summative/Direct	Spring/Summer 2019

## **II. Indirect Assessment of Learning Outcomes**

- A. This section presents summary data of indirect measures of institutional learning outcomes as indicated in the Graduating Student Inventory. The stem for this section reads, "Are these areas of personal growth stronger or weaker than when you began your education?" (*Much weaker* =1; *Much stronger* =5)

### 2019 Graduating Student Inventory

The top five areas of personal growth and educational outcomes\* (All five of these items scored higher this year than last year.)

1. Ability to interpret Scripture	4.6
2. Ability to lead effectively	4.4
3. Trust in God	4.5
4. Ability to minister to the needs of others	4.4
5. Strength of spiritual life	4.3

\* Rated on a 5-Point Scale

### 2019 Graduating Student Inventory

Measures of Personal Growth and Educational Outcomes\* (All items went up or stayed the same except for one; the overall total went up from 4.1 to 4.3.)

Ability to interpret scripture	4.6
Ability to preach/teach	4.2
Ability to evangelize	3.9
Ability to minister to the needs of others	4.4
Ability to lead effectively	4.4
Empathy for the poor and oppressed	4.1
Ability to pray	4.1
Enthusiasm for learning	4.2
Insight into the troubles of others	4.3
Desire to become an authority in my field	4.2
Trust in God	4.5
Self-discipline and focus	4.2
Ability to live one's faith in daily	4.2
Clarity of vocational or ministry goals	4.2
Self-confidence	4.2
Critical thinking	4.3
Self-knowledge	4.3
Strength of spiritual life	4.3
<b>Average Score for All Measures</b>	<b>4.3</b>

\* Rated on a 5-Point Scale

The performance standard for this learning outcome assessment is a total aggregate score of 4.0/80% (minimum score for "successful") and 4.5/90% (minimum score for "excellent").

B. This section presents summary data of indirect measures of institutional learning outcomes as indicated in the Student Experience Inventory.

**2018-19 Student Experience Inventory (student satisfaction with learning outcomes)**

<b>Line Item</b>	<b>Satisfaction: Online On Ground</b>	
11. Online courses provide a quality learning experience.	4.5 (90%)	3.9 (78%)
18. Assignments are personally challenging and encourage critical thinking.	4.5 (90%)	4.4 (88%)
20. I am learning valuable principles that apply to my chosen field	4.3 (86%)	4.5 (90%)
21. The education I am receiving at TKU is relevant to my current ministry and/or job.	4.4 (88%)	4.5 (89%)
23. I am developing a deeper spiritual life and faith Commitment.	4.5 (90%)	4.5 (90%)
24. My educational experience has deepened my appreciation for diverse perspectives.	4.3 (86%)	4.4 (87%)
25. My degree program provides an integration of theory, theology, and application.	4.4 (88%)	4.5 (89%)
33. The practicum provided valuable learning and growth Experiences.	4.4 (86%)	4.1 (82%)
<b>Average Score (4.0 Successful/4.5 Excellent)</b>	<b>4.4 (88%)</b>	<b>4.3 (87%)</b>

\* Rated on a 5-Point Scale

The performance standard for this learning outcome assessment is a total aggregate score of 4.0/80% (minimum score for "successful") and 4.5/90% (minimum score for "excellent").

C. This section presents summary data of indirect measures of student learning outcomes as indicated in the course evaluations at the end of the spring semester (CoursEval).

**Self-Reported Progress Related to Course Learning Outcomes in CoursEval\***

<b>Christian Foundation Courses</b>	<b>Online</b>	<b>On Ground</b>
BIBM-1301 The Spirit-Formed Life	4.7 (94%)	4.8 (96%)
BIBL-1300 Introduction to the Bible	4.7 (94%)	4.5 (90%)
BIBH-1301 Pentecostal and Charismatic Movement	4.6 (92%)	4.3 (86%)
BIBL-2302 Life of Jesus	4.4 (88%)	4.1 (82%)
BIBT-1304 Christian Worldview	4.2 (84%)	4.1 (82%)
<b>Average Score for All Measures</b>	<b>4.5 (90%)**</b>	<b>4.4 (87%)**</b>
<b>Selected Core Courses</b>	<b>Online</b>	<b>On Ground</b>
PHIL-2301 Christian Ethics	4.4 (88%)	4.7 (94%)
SOCI-1301 Introduction to Sociology	4.5 (90%)	3.5 (70%)
ENGL-1302 English Composition II	3.7 (74%)	4.6 (92%)
BIBM-3302 Leadership Development	4.8 (96%)	4.4 (88%)
NSCI-1401 Natural Science and the Bible	4.4 (88%)	4.6 (92%)
PHIL-3305 Philosophy and Christian Thought	4.1 (82%)	4.0 (80%)
COMS-2303 Public Speaking and Interpersonal Communication	4.5 (90%)	4.9 (98%)
BIBM-3201 & 4301 Practicums	4.6 (92%)	5.0 (100%)
BIBM-4302 Capstone Course	4.2 (84%)	4.1 (80%)

<b>Average Score for All Measures</b>	<b>4.4 (88%)**</b>	<b>4.4 (88%)**</b>
<b>Selected General Christian Studies Courses</b>	<b>Online</b>	<b>On Ground</b>
BIBL-1301 Old Testament Studies	4.3 (86%)	4.8 (96%)
BIBL-1302 New Testament Studies	4.2 (84%)	4.5 (90%)
BIBT-2302 Christian Doctrine II	4.9 (98%)	4.7 (94%)
BIBT-2303 To the Jew First	4.5 (90%)	4.7 (94%)
<b>Average Score for All Measures</b>	<b>4.5 (90%)**</b>	<b>4.7 (94%)**</b>
<b>Selected Graduate Courses</b>	<b>Online</b>	<b>On Ground</b>
BIBH-5302 Church History and Renewal II	4.4 (88%)	4.7 (94%)
BIBM-5305 The Spirit-Formed Leader	4.8 (96%)	4.5 (90%)
BIBD-5302 New Testament Theology	4.4 (88%)	4.9 (98%)
BIBM-6315 Master's Capstone Project	4.7 (94%)	4.3 (86%)
BIBL-5304 Current Issues in Biblical Interpretation	4.6 (92%)	4.8 (96%)
LEAD-6303 Organizational Development and Change	--	4.6 (92%)
BIBD-6308 Renewal Theology and Leadership	--	4.7 (94%)
BIBM-8301 Renewing the Spirit-Formed Leader	--	4.9 (98%)
BGRK-5302 Greek II	4.2 (84%)	5.0 (100%)
BHEB-5302 Hebrew II	4.6 (92%)	4.3 (86%)
BIBL-5305 Life of Jesus in Historical Context	4.3 (86%)	4.6 (92%)
BIBM-6301/7301 Practicum	4.5 (90%)	5.0 (100%)
<b>Average Score for All Measures</b>	<b>4.5 (90%)**</b>	<b>4.7 (93%)**</b>

\* Based on a 5-Point Scale

\*\*The performance standard for this learning outcome assessment is a total aggregate score of 4.0/80% (minimum score for "successful") and 4.5/90% (minimum score for "excellent").

## Institutional Learning Outcomes Composite of Indirect Assessment

This table presents a composite assessment of institutional learning outcomes based on indirect measures of student learning outcomes.

Institutional Learning Outcomes	Indirect Measures*			Aggregate Score**
	GSI	SEI	CE	
Show a commitment to the Lordship of Jesus Christ	4.3	4.5	4.5	4.4
Show the fruit of a Spirit-filled lifestyle and mindset	4.3	4.6	4.6	4.5
Acknowledge the authority of Scripture in the way they live	4.4	4.5	4.4	4.4
Demonstrate firm knowledge of Scripture and ability to apply its principles to life	4.4	4.5	4.4	4.4
Evidence a commitment to the biblical mandate of evangelism and the ability to share their faith	3.9	--	4.2	4.1
Evidence a commitment to the Church and to serve in it	4.2	4.5	--	4.4
Demonstrate the ability to effectively communicate in both written and oral form	4.2	--	4.4	4.3
Give evidence of reasoning skills with the ability to interpret and integrate knowledge	4.4	4.5	4.1	4.3
Demonstrate the ability to do research on a post-secondary level	4.3	--	4.2	4.3
Manifest a commitment to lifelong learning and growth	4.2	--	4.5	4.4
<b>Composite</b>				<b>4.4**</b>

GSI: Graduating Student Inventory Data

SEI: Student Experience Inventory Data

CE: Course Evaluations

\* Rated or converted to a 5-Point Scale to normalize the measures.

The performance standard for this learning outcome assessment is a total aggregate score of 4.0/80% (minimum score for "successful") and 4.5/90% (minimum score for "excellent").

### III. Direct Assessment of Student Learning Outcomes

A. This section presents summary data of direct measures of student learning outcomes as indicated in the selected course assignments for assessment.\*

<b>Christian Foundation Courses</b>	<b>Papers/Projects Online</b>	<b>Exams Online</b>	<b>Papers/Projects On Ground</b>	<b>Exams On Ground</b>	<b>Aggregate Score</b>
BIBM-1301 The Spirit-Formed Life	4.4 (87%)	4.1 (82%)	4.4 (88%)	4.5 (89%)	4.3 (87%)
BIBH-1301 Pentecostal Charismatic Movement	4.4 (87%)	4.6 (91%)	4.3 (85%)	4.4 (88%)	4.4 (88%)
BIBL-1300 Introduction to the Bible	4.1 (82%)	4.3 (86%)	4.0 (80%)	4.1 (82%)	4.1 (83%)
BIBT-1304 Christian Worldview	4.1 (83%)	4.7 (94%)	4.7 (93%)	4.6 (91%)	4.5 (90%)
BIBL-2302 Life of Jesus	3.7 (74%)	3.4 (67%)	--	--	3.5 (71%)
<b>Average Score for All Measures</b>					<b>4.2 (84%)**</b>

<b>Selected General Education Courses</b>	<b>Papers/Projects Online</b>	<b>Exams Online</b>	<b>Papers/Projects On Ground</b>	<b>Exams On Ground</b>	<b>Aggregate Score</b>
PHIL-3305 Philosophy and Christian Thought	3.6 (72%)	3.4 (67%)	4.2 (84%)	4.3 (85%)	3.9 (77%)
ENGL-1302 English Composition II	3.3 (65%)	--	4.3 (86%)	--	3.8 (76%)
SOCI-1301 Introduction to Sociology	--	4.3 (86%)	4.4 (88%)	4.3 (86%)	4.3 (87%)
PHIL-2301 Christian Ethics	4.2 (83%)	4.1 (81%)	4.2 (84%)	4.6 (91%)	4.2 (85%)
BIBM-3302 Leadership Development	4.6 (92%)	4.6 (92%)	3.6 (72%)	3.8 (75%)	4.1 (83%)
NSCI-1401 Natural Science and the Bible	4.4 (88%)	3.8 (75%)	--	4.5 (89%)	4.2 (84%)
COMS-2302 Public Speaking and Interpersonal Communication	4.2 (84%)	4.3 (86%)	4.6	3.7	4.2 (84%)
Math-1301 Math		4.4 (87%)		4.2 (84%)	4.3 (85%)
BIBM-4301 Practicum	--	--	4.4 (88%)	--	4.4 (88%)
BIBM 4301 Senior Capstone	4.3 (87%)		4.8 (96%)		4.6 (91%)
<b>Average Score for All Measures</b>					<b>4.2 (85%)**</b>



<b>Selected Graduate Core Courses</b>	<b>Papers/Projects Online</b>	<b>Exams Online</b>	<b>Papers/Projects On Ground</b>	<b>Exams On Ground</b>	<b>Aggregate Score</b>
BIBL 5301 Old Testament Theology	4.0 (79%)	4.4 (87%)	--	4.7 (93%)	4.3 (86%)
BIBL 5302 New Testament Theology	--	4.3 (85%)	--	4.5 (89%)	4.4 (85%)
BIBD 5304 Current Issues in Biblical Interpretation	4.5 (90%)	4.8 (96%)	4.3 (85%)	3.8 (75%)	4.3 (87%)
BIBD 6301 Christian Theology II	3.9 (77%)	--	4.5 (89%)	4.0 (80%)	4.1 (82%)
BIBL 5305 Life of Jesus in Historical Context	5.0 (99%)	4.5 (91%)	4.6 (91%)	4.3 (86%)	4.6 (92%)
BIBH-5302 Christian History and Renewal	4.5 (9089%)	4.4 (89%)	4.4 (87%)	4.5 (90%)	4.5 (90%)
BIBM-5305 The Spirit-Formed Leader	4.1 (83%)	4.3 (85%)	4.6 (92%)	4.6 (92%)	4.4 (88%)
BIBM-6315 Master Capstone Project	4.5 (89%)	--	4.7 (94%)	--	4.6 (92%)
LEAD-6303 Organizational Development and Change	--	--	4.6 (92%)	--	4.6 (92%)
BIBD-6308 Renewal and Theology Leadership	--	--	4.6 (91%)	--	4.6 (91%)
BIBM-8301 Renewing the Spirit-Formed Leader	--	--	4.7 (94%)	--	4.7 (94%)
BGRK-5301 Greek I	--	4.2 (84%)	--	--	4.2 (84%)
BHEB-5302 Hebrew II	--	4.6 (91%)	--	--	4.6 (91%)
<b>Average Score for All Measures</b>					<b>4.5 (90%)**</b>

<b>Selected Bachelor of Gen. Christian Studies Courses</b>	<b>Papers/Projects Online</b>	<b>Exams Online</b>	<b>Papers/Projects On Ground</b>	<b>Exams On Ground</b>	<b>Aggregate Score</b>
BIBM-1302 Spirit-Formed Ministry	3.8 (75%)	3.7 (74%)	4.6 (92%)	4.4 (88%)	4.1 (82%)
BIBL-2301 Biblical Background and Interpretation	4.6 (91%)	--	3.8 (76%)	4.1 (81%)	4.1 (83%)
BIBL-1302 New Testament Studies	3.5 (69%)	3.2 (63%)	--	4.3 (85%)	3.6 (72%)
BIBL-2302 Life of Jesus	3.7 (74%)	3.4 (67%)	--	--	3.5 (71%)
BIBT-2303 To the Jew First	4.2 (84%)	--	4.6 (92%)	--	4.4 (88%)
<b>Average Score for All Measures</b>					<b>4.0 (80%)**</b>

\*NOTE: The following charts are **rated or converted to a 5-Point Scale**.

\*\*The performance standard for this learning outcome assessment is a total aggregate score of 4.0/80% (minimum score for "successful") and 4.5/90% (minimum score for "excellent").

- C. This section presents summary data of direct measures of a representative sample of student work, scored by a panel of faculty according to a learning outcomes rubric aligned with the corresponding degree program outcomes. NOTE: The following charts are **rated or converted to a 5-Point Scale**.

\*The performance standard for this learning outcome assessment is a total aggregate score of **4.0/80% (minimum score for “successful”)** and **4.5/90% (minimum score for “excellent”)**.

**Selected Course:** BIBD 6301 Christian Theology II

<b>Student Learning Outcomes Evaluative Criteria</b>	<b>MPT</b>	<b>MDiv</b>	<b>Aggregate Score</b>	<b>Percent Score</b>
1. Topics of the theological statement are identified and discussed and/or explained.	4.0	4.3	4.1	82%
2. Topics of the theological statement are supported by carefully interpreted Scripture.	4.0	4.5	4.3	85%
3. The topics of the theological statement reflect authentic, personal understanding and insight.	4.4	4.5	4.5	90%
4. The topics addressed in the theological statement are discussed in a coherent, logical manner and demonstrate clear methodology.	3.6	4.2	3.8	76%
5. The theological statement shows attention to detail of presentation, grammar, and documentation.	3.1	3.8	3.4	68%
<b>TOTAL Learning Outcomes Scores</b>	<b>3.8</b>	<b>4.3</b>	<b>4.0*</b>	<b>80%</b>

**Selected Course:** BIBM 7315 Master's Capstone Course Paper MDiv

<b>Student Learning Outcomes Evaluative Criteria</b>	<b>Aggregate Scores*</b>	<b>Percent Score</b>
1. Paper demonstrates self-awareness by recognizing the influence of others (peers, professors, staff) on spiritual, academic, and ministry experience at TKU.	4.5	90%
2. Paper demonstrates appreciation for spiritual growth by describing changes in biblical, theological, and ministry thinking and/or understanding, outlook on faith, and personal and ministry practice.	4.3	85%
3. Paper demonstrates understanding of the Church as the Spirit empowered agent of God's mission through discussion of Christian doctrine in support of such mission/ministry.	4.0	80%
4. Paper demonstrates biblical and theological learning through the citation of books, lectures, podcasts and other media to demonstrate the learning.	4.3	85%
5. Paper demonstrates an understanding of calling in current and future ministry, as well as commitment to lifelong study.	4.5	90%
<b>Total Learning Outcomes Scores</b>	<b>4.3</b>	<b>85%</b>

**Selected Course:** BIBM 6315 Master's Capstone Course Paper MPT Sec. 1

<b>Student Learning Outcomes Evaluative Criteria</b>	<b>Aggregate Scores*</b>	<b>Percent Score</b>
1. Paper demonstrates self-awareness by recognizing the influence of others (peers, professors, staff) on spiritual, academic, and ministry experience at TKU.	4.3	85%
2. Paper demonstrates appreciation for spiritual growth by describing changes in biblical, theological, and ministry thinking and/or understanding, outlook on faith, and personal and ministry practice.	4.3	85%
3. Paper demonstrates understanding of the Church as the Spirit empowered agent of God's mission through discussion of Christian doctrine in support of such mission/ministry.	3.8	75%
4. Paper demonstrates biblical and theological learning through the citation of books, lectures, podcasts and other media to demonstrate the learning.	3.9	78%
5. Paper demonstrates an understanding of calling in current and future ministry, as well as commitment to lifelong study.	4.3	85%
<b>Total Learning Outcomes Scores</b>	<b>4.1</b>	<b>82%</b>

**Selected Course:** BIBM 6315 Master's Capstone Course Paper MPT sec. 2

<b>Student Learning Outcomes Evaluative Criteria</b>	<b>Aggregate Scores*</b>	<b>Percent Score</b>
1. Paper demonstrates self-awareness by recognizing the influence of others (peers, professors, staff) on spiritual, academic, and ministry experience at TKU.	3.8	77%
2. Paper demonstrates appreciation for spiritual growth by describing changes in biblical, theological, and ministry thinking and/or understanding, outlook on faith, and personal and ministry practice.	4.5	90%
3. Paper demonstrates understanding of the Church as the Spirit empowered agent of God's mission through discussion of Christian doctrine in support of such mission/ministry.	4.0	80%
4. Paper demonstrates biblical and theological learning through the citation of books, lectures, podcasts and other media to demonstrate the learning.	4.0	80%
5. Paper demonstrates an understanding of calling in current and future ministry, as well as commitment to lifelong study.	3.8	77%
<b>Total Learning Outcomes Scores</b>	<b>4.0</b>	<b>80%</b>

**Selected Course: BIBM 8301**

<b>Student Learning Outcomes Evaluative Criteria</b>	<b>Aggregate Scores*</b>	<b>Percent Score</b>
1. Evidence of assessment of spiritual health based on course content, assignments, and writer's experience.	4.2	83%
2. Evidence of sound theological reflection.	3.7	73%
3. Growth Plan	4.0	80%
4. Depth of research investigation and methodologies.	4.2	83%
5. Demonstration of doctoral level writing and coherent presentation of material.	4.2	83%
<b>Total Learning Outcomes Scores</b>	<b>4.1</b>	<b>80%</b>

**Selected Course: BIBD 6308 Renewal Theology & Leadership, MOL**

<b>Student Learning Outcomes Evaluative Criteria</b>	<b>Aggregate Scores*</b>	<b>Percent Score</b>
1. Synthesis between course content and real-life needs and circumstances, specifically biblical and theological concepts from a Pentecostal perspective.	3.8	75%
2. Pentecostal perspective on personal spiritual formation, spiritual development, and sense of calling.	3.8	85%
3. Pentecostal perspectives drawn from Scripture and theology on leadership and ministry.	4.0	80%
4. Structure and organization (overall organization & within each paragraph).	4.0	80%
5. Mechanics (Grammar, spelling, typos, bibliography formatting).	4.3	85%
<b>Total Learning Outcomes Scores</b>	<b>4.0</b>	<b>80%</b>

**Undergraduate Practicum Evaluations**

<b>Individual Practicum Competencies</b>	<b>Average Score *</b>
A. Personal Development- Self management, self-awareness, character, cultural and personality differences	4.4 (88%)
B. Spiritual Development- Spiritual attunement, spiritual confession, spiritual knowledge, ministry vision and values, priority management	4.3 (86%)
C. Relational Development – Communication skills, teamwork, interpersonal skills, conflict resolution	4.3 (86%)
D. Professional Development- Servant leadership, administration, etiquette and deportment	4.4 (88%)
<b>Competencies Average</b>	<b>4.4 (87%)</b>

## Graduate Practicum Evaluations

Individual Practicum Competencies	Average Score *
A. Ministry Development- Self management, self-awareness, character, cultural and personality differences, ability to apply spiritual knowledge, Servant leadership, administration, etiquette and deportment.	4.4 (88%)
B. Spiritual Development- Spiritual attunement, ministry vision and values, priority management	4.1 (82%)
C. Relational Development – Communication skills, teamwork, interpersonal skills, conflict resolution; spiritual confession.	4.3 (86%)
<b>Competencies Average</b>	<b>4.3 (86%)</b>

\*Converted to a 5-pt. scale

The performance standard for this learning outcome assessment is a total aggregate score of **4.0/80%** (minimum score for “successful”) and **4.5/90%** (minimum score for “excellent”).

### Themes of comments from faculty scoring papers (assessors from all 6 groups had similar responses for items 1-4; only one table contributed to item #5) :

1. “More reflective, as opposed to a capstone project of the learning experience at TKU.” “Focus on theological reflection needs to be highlighted more...”
2. “Not academic tone; overly conversational approach.” “...no evidence of critical thinking.”
3. “Met the criteria of the rubric, but not well-written.” “Not graduate level sourcing.” “Improper footnotes, no bibliography or badly formatted bibliography.” “...poor grammar.”
4. “No reference to “Greater Church.”” “The papers, or perhaps the class as a whole, seemed to miss the mark on an understanding of the Church as God’s/Spirit’s empowered agent in the world.”
5. “Clearly identified need for ESL support for students.”

## Undergraduate Core Learning Outcomes Composite Assessment

This table presents a composite assessment of undergraduate core learning outcomes based on selected core course assignments. Core course assignments are evaluated by faculty utilizing assessment rubrics designed to evaluate educational effectiveness in all undergraduate degree Program programs.

Undergraduate Core Learning Outcomes*	Selected Core Courses**	Aggregate Assessment Scores
1. Demonstrate a foundational knowledge of Scripture and the doctrines of the Church from the perspective of the Pentecostal and renewal Christian traditions;	Biblical Background and Interpretation Introduction to the Bible Pentecostal and Charismatic Movement Life of Jesus	4.1 4.1 4.4 3.5 4.0
2. Demonstrate literacy of the humanities, sciences, and quantitative analysis.	English Composition I Math Science	3.8 4.3 4.2 4.1
3. Demonstrate an appreciation for God's creative design, redemptive purposes, and renewing activity in the broad arena of creation	Introduction to the Bible Spirit-formed Life NSCI 1401 Natural Science and the Bible	4.1 4.3 4.2 4.2
4. Exhibit Christ-like character through Spirit-empowered life and service	Spirit-Formed Life Spirit-Formed Ministry Christian Ethics Practicums	4.3 4.1 4.2 4.4 4.3
5. Respond to cultural and spiritual questions from a biblically based worldview	Philosophy & Christian Thought Intro to Sociology Christian Worldview Christian Ethics	3.9 4.3 4.5 4.2 4.2
6. Integrate biblical and theological knowledge with the philosophical and practical application of ministry;	Introduction to the Bible New Testament Studies Leadership Development Senior Capstone Practicums	4.1 3.6 4.1 4.6 4.4 4.2
7. Communicate with clarity and conviction in written and oral, and interpersonal formats;	English Composition Leadership Development Pub Speak & Interpersers.	3.8 4.1 4.2 4.0
<b>Composite Score</b>		<b>4.1 (82%)</b>

\* The program objectives are published in the current Catalog.

\*\* Selected core courses share common objectives that develop and assess learning competencies related to the specific degree program.

Rated on a 5-Point Scale. The performance standard for this learning outcome assessment is a total aggregate score of **4.0/80%** (minimum score for "successful") and **4.5/90%** (minimum score for "excellent").

## Institutional Learning Outcomes Composite Assessment

This table presents the composite assessment scores of institutional student learning outcomes based on both direct and indirect measures

Institutional Learning Outcomes	Courses*	Indirect Measures	Direct Measures	Composite Score**
Show a commitment to the Lordship of Jesus Christ	BIBM 4301 Capstone BIBM1301 Spirit Formed Life	4.4	4.5	4.5
Show the fruit of a Spirit-filled lifestyle and mindset	BIBM 4301 Capstone BIBM1301 Spirit Formed Life BIBM 4301-4201 Practicum	4.5	4.4	4.5
Acknowledge the authority of Scripture in the way they live	BIBM 4301 Capstone BIBM 4301-4201 Practicum BIBL 2302 Life of Jesus	4.4	4.1	4.3
Demonstrate firm knowledge of Scripture and ability to apply its principles to life	BIBM 4301 Capstone BIBL 1300 Introduction to the Bible	4.5	4.4	4.5
Evidence a commitment to the biblical mandate of evangelism and the ability to share their faith	BIBM 4301 Capstone BIBT 1304 Christian Worldview	4.1	4.6	4.4
Evidence a commitment to the Church and to serve in it	BIBM1301 Spirit Formed Life BIBM 4301-4201 Practicum	4.4	4.4	4.4
Demonstrate the ability to effectively communicate in both written and oral form	ENGL 1302 English II COMS 2303 Pub. Sp. & Interpersonal	4.3	4.0	4.2
Give evidence of reasoning skills with the ability to interpret and integrate knowledge	BIBM 4301 Capstone BIBT 1304 Christian Worldview PHIL 3305 Phil. & Chris. Thought	4.3	4.3	4.3
Demonstrate the ability to do research on a post-secondary level	BIBM 4301 Capstone ENGL 1302 English II	4.3	4.2	4.3
Manifest a commitment to lifelong learning and growth	BIBM 4301 Capstone BIBM1301 Spirit Formed Life PHIL 2301 Christian Ethics	4.4	4.4	4.4
<b>Composite</b>				<b>4.4**</b>

\*\* Selected core courses share common objectives that develop and assess learning competencies related to the specific degree program.

\*\*\*Rated on a 5-Point Scale. The performance standard for this learning outcome assessment is a total aggregate score of **4.0/80%** (minimum score for “successful”) and **4.5/90%** (minimum score for “excellent”).

## IV. Program Review Learning Outcomes Composite Assessment

The following tables present a composite assessment of MDiv/MPT learning outcomes based on both direct and indirect assessments. Course assignments are mapped to program outcomes for assessing student achievement.

**Table A.1.4: 2018-2019 MDiv Program Assessment Plan Results**

MDiv Program Outcomes	Directed Measures*					Indirect Measures*			
	Panel-Scored Papers**	Scores	Selected Courses	Average Scores	Aggregate Score	Focus Group	Course Evals.	GSS Items	Aggregate Score
1. Demonstrate the ability to interpret and properly apply biblical texts using sound hermeneutical principles and exegetical methods;	BIBD 6302 Christian Theology II	4.5	BIBL 5301 OT BIBL 5302 NT BIBL 5304 Current Issues in Bib. Int. BGRK 5302 Greek II BHEB 5302 Heb. II	4.4	<b>4.4</b>	3.5	4.6	4.8	<b>4.3</b>
2. Demonstrate a knowledge of the heritage, traditions and practices of the global Pentecostal/Charismatic Movements, including a vision for healing the schism between the Church and the Jewish people;	BIBM 7315 Master's Capstone	4.0	BIBH 5302 Christian Hist. & Renewal II	4.4	<b>4.2</b>	3.5	4.7	-	<b>4.1</b>
3. Articulate a biblically based and Spirit-empowered theology of ministry based on knowledge of the nature and mission of the Church;	BIBM 7315 Master's Capstone	4.3	BIBM 6301 Graduate Ministry Practicum BIBM 7312 Ministry of Reconciliation	4.3	<b>4.3</b>	5	4.7	4.6	<b>4.8</b>
4. Apply biblical and theological knowledge to one's personal spiritual formation and with the practices of ministry;	BIBM 7315 Master's Capstone	4.3	BIBM 5305 The Spirit Formed Leader BIBM 6301 Graduate Ministry Practicum	4.5	<b>4.4</b>	4.5	4.7	4.5	<b>4.6</b>
5. Communicate God's truth clearly, accurately, and convincingly to a single individual or a community.	BIBM 7315 Master's Capstone	4.3	BIBM 5305 The Spirit Formed Leader BIBM 5307 Preaching That Connects BIBM 6301 Graduate Ministry Practicum	4.3	<b>4.3</b>	4.5	4.7	4.3	<b>4.5</b>
<b>Composite Scores</b>					<b>4.3***</b>				<b>4.5***</b>

\*All scores converted to a 5-point scale in order to normalize the measures.

\*\*The Panel Scored Papers and the Ministry Practicum Supervisor Scores align each learning outcome with specific criteria from the scored rubrics. The Selected Courses scores are based on the total grade for the designated paper or test.

\*\*\*The performance standard for these assessments is a total aggregate score of 4.0/80% (minimum score for "successful") and 4.5/90% (minimum score for "excellent").



Table B.1.4: MPT Program Assessment Plan Results										
MPT Program Outcomes		Directed Measures*				Indirect Measures*				
		Panel-Scored Papers**	Scores	Selected Courses	Scores	Aggregate Score	Focus Group	Course Evals.	GSS Items	Aggregate Score
1.	Demonstrate a knowledge of Scripture and the ability to use hermeneutical and exegetical principles to interpret and apply the Word of God in life and ministry;	BIBD 6302 Christian Theology II	4.0	BIBL 5301 OT Theology BIBL 5302 NT Theology BIBL 5304 Current Issues in Bib. Int.	4.4	<b>4.3</b>	4	4.6	4.6	<b>4.4</b>
2.	Explain the heritage, traditions and practices of the global Pentecostal/Charismatic Movements, including a vision for healing the schism between the Church and the Jewish people;	BIBM 6315 Master's Capstone	3.9	BIBH 5302 Christian Hist. & Renewal II	4.4	<b>4.2</b>	4.0	4.7	-	<b>4.4</b>
3.	Integrate biblical and theological knowledge in the student's specialized area of ministry;			BIBM 6301 Grad. Ministry Practicum	4.3	<b>4.3</b>	5.0	4.7	4.5	<b>4.7</b>
4.	Apply biblical and theological knowledge to one's personal spiritual formation within the practices of ministry;	BIBM 6315 Master's Capstone	4.1	BIBM 5305 The Spirit Formed Leader BIBM 6301 Graduate Ministry Practicum	4.5	<b>4.3</b>	4.5	4.7	4.4	<b>4.5</b>
5.	Communicate a biblically based and Spirit-empowered theology of ministry and leadership based on knowledge of the nature and mission of the Church.	BIBM 6315 Master's Capstone	4.0	BIBM 5305 The Spirit Formed Leader BIBM 5307 Preaching That Connects BIBM 6301 Graduate Ministry Practicum	4.3	<b>4.2</b>	4.5	4.7	4.3	<b>4.5</b>
<b>Composite Scores***</b>						<b>4.3</b>				<b>4.5</b>

\*All scores converted to a 5-point scale in order to normalize the measures.

\*\*The Panel Scored Papers and the Ministry Practicum Supervisor Scores align each learning outcome with specific criteria from the scored rubrics. The Selected Courses scores are based on the total grade for the designated paper or test.

\*\*\*The performance standard for these assessments is a total aggregate score of 4.0/80% (minimum score for "successful") and 4.5/90% (minimum score for "excellent").

## **IV. Measures of Effectiveness**

**Student Learning Outcomes Scorecard.** This is a scorecard of the aggregated results from all measures of student learning outcomes.

Measures of Student Learning Outcomes	Minimum Value for "Success"	Minimum Value for "Excellent"	Current Score*
Indirect Measures			
Graduating Student Inventory	4.0	4.5	<b>4.3</b>
Student Experience Inventory	4.0	4.5	<b>4.4</b>
Course Evaluations	4.0	4.5	<b>4.4</b>
Direct Measures			
Undergraduate Biblical Core Courses	4.0	4.5	<b>4.2</b>
Undergraduate Selected Major Courses	4.0	4.5	<b>4.0</b>
Undergraduate Selected General Education	4.0	4.5	<b>4.2</b>
Undergraduate Practicum Evaluations	4.0	4.5	<b>4.4</b>
Capstone Senior Reflection Paper	4.0	4.5	<b>4.6</b>
Graduate Core Courses	4.0	4.5	<b>4.5</b>
Graduate Panel Reviewed Courses	4.0	4.5	<b>4.1</b>
Graduate Practicum Evaluations	4.0	4.5	<b>4.3</b>
Graduate Capstone Paper	4.0	4.5	<b>4.1</b>

\* All scores converted to a 5-point scale in order to normalize the measures.

The performance standard for this learning outcome assessment is a total aggregate score of 4.0/80% (minimum score for "successful") and 4.5/90% (minimum score for "excellent").

## **V. Summary and Suggestions**

### A. Indirect Measures and learning outcomes

1. On the spring 2019 Student Experience Survey (SES) the institutional learning objective scores related to measures of personal growth and educational outcomes based on the results in the “successful” range (On ground-4.3; online 4.4).
2. Graduating Student Survey indicated an aggregate score of 4.1 on a 5-point scale indicating “successful” performance. All learning outcomes on the survey improved except for one, and the overall total for the institution went up from 4.1 to 4.3.

Although the lowest scoring items improved from last year, they indicate areas for discussion and strategizing, especially the one score that was below the “successful” range:

#### **2019 GSS lowest scores on Measures of Personal Growth and Educational Outcomes compared to 2018 GSI lowest scores:**

	<b>2018</b>	<b>2019</b>
Ability to evangelize	3.6	3.9
Ability to pray	3.8	4.1
Empathy for the poor and oppressed	4.0	4.1

3. The average CoursEval scores are in the “successful” range. The lowest scoring items indicate areas of curriculum review.
4. The composite assessment of institutional learning outcomes based on indirect measures of student learning outcomes indicated a strong score at 4.3. The lowest scoring items indicate areas of curriculum review.

#### **Suggestions:**

1. Determine key areas of academic review based on the lowest performing scores on the 2019 GSS and suggest curricular revisions to increase performance.
2. Determine key areas of academic review based on the lowest performing scores on the composite assessment of institutional learning outcomes assessment and suggest curricular revisions to increase performance.
3. Review focus group data to determine how to improve student perception of program outcome achievement.

### B. Direct Measures and learning outcomes

1. The composite assessments based on direct measures are all either in the “successful” or “excellent” range on a 5-point scale. Low scores assessed from direct measures are the following:

Undergraduate Selected Major Courses	<b>4.0</b>
Graduate Panel Reviewed Courses	<b>4.1</b>
Graduate Capstone Paper	<b>4.1</b>

Lowest scoring items indicate areas for curriculum review.

2. The composite assessment of learning outcomes based on selected undergraduate core course assignments mapped to the General Education outcomes indicated an aggregate score of 4.1 (86%) on a 5-point scale indicating “successful” performance. Outcomes with the lowest scores are the following:

Undergraduate Core Learning Outcomes*	Selected Core Courses**	Aggregate Assessment Scores***
1. Demonstrate a foundational knowledge of Scripture and the doctrines of the Church from the perspective of the Pentecostal and renewal Christian traditions;	Biblical Background and Interpretation	4.1
	Introduction to the Bible	4.1
	Pentecostal and Charismatic Movement	4.4
	Life of Jesus	3.5
7. Communicate with clarity and conviction in written and oral, and interpersonal formats.	English Composition	3.8
	Leadership Development	4.1
	Pub Speak & Interpersonal Communication	4.2

### **Suggestions:**

1. Review the curriculum in order to improve lowest scoring areas.
2. Continue to determine courses that map to the learning outcomes of each specific program for additional direct assessments.
3. Continue to develop embedded assignments and scoring rubrics that align with program and institutional outcomes and systematically collect student samples of course assignments for direct measures of assessing learning outcomes. Some courses either did not have assessments scores in Blackboard or did not include adequate assignment submissions and representation.
4. Based on the feedback from the faculty panels who conducted direct assessment of specified courses, consider strategizing about ways to improve student writing.