



# Learning Outcomes Assessment Summary Report Fall 2020

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# The King's Seminary

Learning Outcomes Assessment Summary Report

## I. Learning Outcomes Assessment Overview

The King's Seminary 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 Department of Institutional Assessment and Research.

### Academic Calendar

<b>Fall Semester</b>	<b>Spring Semester</b>	<b>Summer Semester</b>
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 Survey (SES)	Indirect/Formative	March 2020
	Graduating Student Survey(GSS)	Indirect/Summative	May 2020
	Course Evaluations	Indirect/Summative	Fall '19/Spring '20
Graduate Degrees: Direct Measures of Institutional and Program Learning Outcomes	Selected Graduate Core Courses	Formative/Direct	Fall '19/Spring '20
	Graduate Practicum	Summative/Direct	Spring 2020
	Graduate Capstone Course	Summative/Direct	Spring 2020
Program Review	Doctor of Ministry	Indirect/Direct Summative/Formative	Spring 2020

In addition to the schedule shown above, this report is divided into the following sections:

### II. Indirect Assessment of Student Learning Outcomes

Indirect assessment of learning involves information based on student perceptions of how much they learned or achieved the course, program, and/or institutional stated learning outcomes. Instruments that have sections that relate to learning outcomes are the Graduating Student Survey, the Student Experience Survey, course evaluations at the conclusion of each semester (CoursEval), and the three DMin cohort surveys.

### III. Direct Assessment of Student Learning Outcomes

Direct Assessment involves the actual assessment of student work. This section includes first, the scores from papers, projects, and tests from selected classes, and next, student work scored by a

panel of faculty according to a rubric aligned with program outcomes, and finally, results of Ministry Supervisor observations of Practicum students .

#### IV. Demonstration of Achievement of Learning Outcomes

This section presents a table that shows demonstration of achievement of Seminary learning outcomes based on both indirect and direct assessment.

#### V. Program Review Results of Indirect and Direct Assessment of Learning Outcomes

All TKS academic programs (degrees plus the Core Curriculum) are on a four-year cyclical schedule of extensive review. This review includes thorough analysis of institutional effectiveness data related to the particular program, instructional effectiveness (review of effectiveness of current faculty), comparability study, SWOT analysis, review of program objectives and outcomes, Library collection analysis, review of program objectives and outcomes, review of data from the core surveys, and a review of the assessment of learning outcomes data for the program.

Section V shows the results of the indirect and direct assessment of learning outcomes for the 2019-2020 program review, the Doctor of Ministry degree.

#### VI. Measures of Effectiveness

This section shows a table of the aggregated results of both indirect and direct scoring from sections II and III.

#### VII. Summary

This section summarizes the highlights of the indirect and direct data results.

#### ***A Note About Scoring***

*All scores are rated on a 5-point Likert scale with 1 being the lowest score and 5 being the highest score.*

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

## II. Indirect Assessment of Seminary Learning Outcomes

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

### 2020 Graduating Student Survey

The top three areas of personal growth and educational outcomes.<sup>1</sup>

A. Trust in God	4.65
B. Ability to preach/teach	4.50
C. Ability to lead effectively	4.55

### 2020 Graduating Student Survey

<b>Measures of Personal Growth and Educational Outcomes</b>	<b>2019</b>	<b>2020</b>
Ability to interpret scripture	4.80	4.40
Ability to preach/teach	4.30	4.50
Ability to evangelize	4.00	4.00
Ability to minister to the needs of others	4.40	4.30
Ability to lead effectively	4.40	4.55
Empathy for the poor and oppressed	4.30	4.15
Ability to pray	4.10	4.06
Enthusiasm for learning	4.40	4.35
Insight into the troubles of others	4.30	4.05
Desire to become an authority in my field	4.30	4.45
Trust in God	4.50	4.65
Self-discipline and focus	4.30	4.45
Ability to live one's faith in daily	4.40	4.30
Clarity of vocational or ministry goals	4.20	4.30
Self-confidence	4.30	4.39
Critical thinking	4.30	4.45
Self-knowledge	4.40	4.45
Strength of spiritual life	4.30	4.45
<b>Average Score for All Measures</b>	<b>4.30</b>	<b>4.39</b>

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<sup>1</sup> All five of these items scored higher this year than last year.

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

### 2019 Student Experience Survey

Line Item	Online	On-Ground
18. Assignments are personally challenging and encourage critical thinking.	4.53 (90.6%)	4.52 (90.4%)
20. I am learning valuable principles that apply to my chosen field	4.44 (88.8%)	4.48 (89.6%)
21. The education I am receiving at TKU is relevant to my current ministry and/or job.	4.42 (88.4%)	4.34 (86.8%)
23. I am developing a deeper spiritual life and faith Commitment.	4.38 (87.6%)	4.48 (89.6%)
24. My educational experience has deepened my appreciation for diverse perspectives.	4.29 (85.8%)	4.21 (84.2%)
25. My degree program provides an integration of theory, theology, and application.	4.42 (88.4%)	4.24 (84.8%)
33. The practicum provided valuable learning and growth Experiences.	4.43 (88.6%)	3.92 (78.4%)
<b>Average Score</b>	<b>4.42 (88.38)</b>	<b>4.36 (87.13)</b>

- C. The following section presents summary data of indirect measures of student learning outcomes as indicated in the course evaluations at the end of the fall or spring semester (CoursEval). In the CoursEval instrument, the following seven questions are asked to glean student perceived achievement:

1. I feel I successfully achieved the course learning objectives.
2. The course was intellectually stimulating and encouraged me to think critically.
3. The course increased my knowledge and understanding of ministry work.
4. This course helped me develop a greater appreciation for service to others.
5. I gained factual knowledge and learned about the fundamental principles or theories from this course.
6. This course contributed to my practice of Christianity and was integrated with biblical principles.
7. I can identify ways to apply the things taught to my life and ministry.

## Self-Reported Progress Related to Course Learning Outcomes in CoursEval

<b>Seminary Courses</b>	<b>Online</b>	<b>On-Ground</b>	<b>Aggregate</b>
BIBH 5303 Christian History and Renewal II	4.31 (86.3)	4.75 (95.0)	<b>4.53 (90.6)</b>
BIBM-5305 The Spirit-Formed Leader	4.69 (93.8)	4.69 (93.8)	<b>4.69 (93.8)</b>
BIBL-5301 Old Testament Theology	-	4.80 (96.0)	<b>4.80 (96.0)</b>
BIBL-5302 New Testament Theology	4.45 (89.1)	4.74 (94.8)	<b>4.60 (91.9)</b>
BIBM-6315/7315 Master's Capstone Project	4.50 (90.0)	5.00 (100.0)	<b>4.75 (95.0)</b>
BIBL-5304 Current Issues in Biblical Interpretation	3.90 (77.92)	4.64 (92.9)	<b>4.27 (85.4)</b>
LEAD-6303 Organizational Development and Change	4.54 (90.8)		<b>4.54 (90.8)</b>
BIBD-6308 Renewal Theology and Leadership	-	4.16 (83.1)	<b>4.16 (83.1)</b>
BIBM-8301 Renewing the Spirit-Formed Leader	-	4.68 (93.7)	<b>4.68 (93.7)</b>
BGRK-5302 Greek II	4.43 (88.6)	4.00 (80.0)	<b>4.22 (84.3)</b>
BHEB-5302 Hebrew II	4.83 (96.6)	4.82 (96.4)	<b>4.83 (96.5)</b>
BIBL-5305 Life of Jesus in Historical Context	4.43 (88.7)	4.88 (97.6)	<b>4.66 (93.1)</b>
BIBM 5307 Preaching That Connects	4.89 (97.8)	5.00 (100.0)	<b>4.95 (98.9)</b>
BIBD 6302 Christian Theology II	4.62 (92.4)	4.93 (98.6)	<b>4.78 (95.5)</b>
BIBM 6301 Graduate Practicum	4.87 (97.4)	4.72 (94.3)	<b>4.77 (95.3)</b>
<b>Average Score for All Measures</b>	<b>4.54 (90.8)</b>	<b>4.70 (94.0)</b>	<b>4.62 (92.3)</b>

- D. This section presents a summary data of learning outcomes and of the Seminary student learning as drawn from the DMin Survey 2 (2018 cohort) and Survey 3 (2017 Cohort).

<b>Survey # 2 Specific Research Related Outcomes</b>		
<b>Q4. Learning Outcomes: How confident are you in the following:</b>	<b>Weighted Average</b>	<b>Percentage</b>
Academic research skills	4.4	88.0
Ability to write a literature review	4.0	80.0
Ability to choose a research methodology for a research project	4.4	88.0
Ability to employ a data collection strategy for a research project	3.6	72.0
Ability to analyze qualitative or quantitative data from a research study	3.6	72.0
Academic writing skills	4.2	84.0
Analytical skills	4.6	92.0
Ability to start and complete a research project on your own	4.0	80.0
<b>Total Average</b>	<b>4.10</b>	<b>82.0</b>

<b>Survey #3 Specific Research Related Outcomes</b>		
<b>Q4. Learning Outcomes: How confident are you in the following:</b>	<b>Weighted Average</b>	<b>Percentage</b>
Academic research skills	3.91	78.2%
Ability to write a literature review	4.27	85.4%
Ability to choose a research methodology for a research project	4.18	83.6%
Ability to employ a data collection strategy for a research project	3.55	71.0%
Ability to analyze qualitative or quantitative data from a research study	3.55	71.0%
Academic writing skills	3.91	78.2%
Analytical skills	3.91	78.2%
Ability to start and complete a research project on your own	3.82	76.4%
<b>Total Average</b>	<b>3.89</b>	<b>77.8%</b>



<b>Survey #3 Program Learning Outcomes</b>		
<b>DMin Program Learning Outcomes</b>	<b>Weighted Average</b>	<b>Percentage</b>
1. The program has enabled me to engage in Spirit-focused theological reflection and application of scriptural truth to ministry.	4.64	92.8%
2. The program helped me develop and practice Spirit-empowered approaches to spiritual formation and leadership development.	4.55	91.0%
3. The program has enabled me to foster Spirit-guided communities worldwide and engage culture and contemporary worldviews.	4.27	85.4%
4. The program has taught me to assess ministry effectiveness by utilizing research methodologies and skills.	4.18	83.6%
5. The program has taught me to evaluate organizational culture in order to bring health and alignment for the accomplishment of mission.	4.45	89.0%
<b>Total Average</b>	<b>4.42</b>	<b>88.4%</b>

### 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.

Seminary Courses	On-Ground		Online		Aggregate Score
	Papers/Projects	Exams	Papers/Projects	Exams	
BIBL 5301 Old Testament Theology	4.77 (95.4)	-	-	4.80 (96.0)	<b>4.76 (95.7)</b>
BIBL 5302 New Testament Theology	4.79 (95.7)	-	-	4.15 (83.1)	<b>4.47 (89.4)</b>
BIBL 5304 Current Issues in Biblical Interpretation	-	4.50 (89.9)	4.46 (89.1)	-	<b>4.48 (89.6)</b>
BIBD 6302 Christian Theology II	-	4.47 (89.4)	4.13 (82.6)	-	<b>4.30 (86.0)</b>
BIBL 5305 Life of Jesus in Historical Context	-	4.66 (93.1)	4.16 (83.2)	4.54 (90.7)	<b>4.45 (89.1)</b>
BIBM 5307 Preaching that Connects	4.62 (92.4)	4.66 (93.1)	4.92 (98.5)	-	<b>4.73 (94.7)</b>
BIBH-5302 Christian History and Renewal II	4.27 (85.4)	4.52 (90.3)	4.47 (89.34)	4.44 (88.8)	<b>4.43 (88.5)</b>
BIBM-5305 The Spirit-Formed Leader	-	4.81 (96.2)	4.57 (91.4)	4.14 (82.8)	<b>4.51 (90.1)</b>
BIBM-7315 Master Capstone Project	4.83 (96.6)	-	4.59 (91.86)	-	<b>4.71 (94.2)</b>
LEAD-6303 Organizational Development and Change	4.54 (90.8)	-	-	-	<b>4.54 (90.8)</b>
BIBD-6308 Renewal and Theology Leadership	4.30 (86.0)	-	-	-	<b>4.30 (86.0)</b>
BIBM-8301 Renewing the Spirit-Formed Leader	4.56 (91.2)	-	-	-	<b>4.56 (91.2)</b>
BGRK-5301 Greek II	-	-	-	5.00 (100.0)	<b>5.00 (100.0)</b>
BHEB-5302 Hebrew II	4.86 (97.2)	4.59 (91.9)	4.46 (89.2)	4.18 (83.6)	<b>4.52 (90.5)</b>
<b>Average Score for All Measures</b>	<b>4.62 (92.3)</b>	<b>4.60 (92.0)</b>	<b>4.47 (89.4)</b>	<b>4.46 (89.3)</b>	<b>4.21 (84.4)</b>

- B. This section presents summary data of direct measures of student work (1) six papers representing a broad spectrum of achievement, scored by faculty panels according to a learning outcomes rubric aligned with the corresponding degree program outcomes for the Capstone course and (2) student learning scored by the Practicum supervisor for the Practicum table.

## BIBM 6315/7315 Master's Capstone Project

<b>Student Learning Outcomes Evaluative Criteria</b>	<b>Aggregate Score</b>	<b>Percent Score</b>
1. The Capstone Theology of Ministry shows student self-awareness by recognizing the influence of others (peers, professors, or staff) on their spiritual, academic, and ministry experience at TKU.	4.53	90.5
2. The Capstone Theology of Ministry shows appreciation for spiritual growth with God while at TKU by describing changes or growth in biblical, theological, and ministry thinking and/or understanding, outlook on faith, and personal and ministry practice.	4.63	92.5
3. The Capstone Theology of Ministry shows understanding of the Church as the Spirit empowered agent of God's mission in the world through the discussion of Christian doctrine in support of such mission/ ministry.	4.20	84.0
4. The Capstone Theology of Ministry shows biblical and theological learning through the citations of books, lectures, podcasts, and other media to demonstrate the learning.	3.90	78.0
5. The Capstone Theology of Ministry shows an understanding of calling in current and future ministry, as well as commitment to lifelong study.	4.40	88.0
<b>Total Learning Outcomes Scores</b>	<b>4.33</b>	<b>86.6</b>

Graduate Practicum Evaluations<sup>2</sup>

<b>Individual Practicum Competencies</b>	<b>Average Score</b>
1. Personal Development- Self management, self-awareness, character, cultural and personality differences	4.55 (91.0)
2. Spiritual Development- Spiritual attunement, ministry vision and values, priority management	4.52 (90.0)
3. Relational Development - Communication skills, teamwork, interpersonal skills, conflict resolution; spiritual confession.	4.48 (89.6)
4. Professional Development- Servant leadership, administration, etiquette and deportment	4.48 (89.6)
<b>Competencies Average</b>	<b>4.51 (90.0)</b>

<sup>2</sup> This is an average of the practicum supervisor's direct assessment of student work during practicums.

## IV. Program Review Learning Outcomes Composite Assessment

This tables presents a composite assessment of Doctor of Ministry learning outcomes based on both direct and indirect assessments. In the cases of direct assessment, course assignments are mapped to program outcomes for assessing student achievement.

<b>Aggregate Table of Indirect and Direct Assessment of DMin Program Learning Outcomes</b>						
<b>DMin Program Outcomes</b>	<b>Indirect Assessment</b>			<b>Direct Assessment</b>		<b>Aggregate</b>
	Survey #3	Research Specific outcomes on Survey 2 & 3	CoursEval Scores from courses mapped to program outcomes	Selected <sup>3</sup> assignments from courses mapped to program outcomes	BIBM 8301 Paper (Written at the end of the first course)	
1. Engage in Spirit-focused theological reflection and application of scriptural truth to ministry;	4.60 (93.0)		4.60 (92.0)	4.60 (92.0)	3.90	4.40 (88.0)
2. Develop and practice Spirit-empowered approaches to spiritual formation and leadership development;	4.60 (91.0)		4.90 (98.0)	4.70 (94.0)	4.20	4.60 (91.0)
3. Demonstrate the ability to foster Spirit-guided communities worldwide and to engage culture and contemporary worldviews;	4.30 (85.0)		4.50 (90.0)	4.60 (92.0)		4.50 (89.0)
4. Assess ministry effectiveness by utilizing research methodologies and skills; and	4.20 (84.0)	3.90 (78.0) 4.10 (82.0) 4.20 (84.0)	4.30 (86.0)	4.60 (92.0)	4.20 (84.0)	4.20 (84.0)
5. Evaluate organizational culture in order to bring health and alignment for the accomplishment of mission.	4.40 (88.0)		4.40 (88.0)	4.50 (95.0)		4.40 (88.0)
<b>Composite</b>						<b>4.40 (88.0)</b>

<sup>3</sup> The selected assignments are based on the total grade for the designated paper or test.

## V. Assessment of Seminary Learning Outcomes

This table presents a composite assessment of seminary learning outcomes based on both direct and indirect measures.

Seminary Learning Outcomes <sup>4</sup>	Indirect Measures			Direct Measures		Aggregate Score
	GSS <sup>5</sup>	SES <sup>6</sup>	CE <sup>7</sup>	PCC SLO <sup>8</sup>	PS SLO <sup>9,10</sup>	
1. Demonstrate the ability to interpret Scripture utilizing academically and spiritually informed exegetical principles and methods;	4.48	4.43	4.62	4.57	4.40	4.50
2. Formulate an extensive understanding of the Spirit-empowered traditions and practices of the historic Christian faith and community;	4.32	4.21	4.64	4.57	4.39	4.43
3. Apply effective leadership skills in various contemporary ministry contexts according to their God-given vocation;	4.56	4.25	4.58	4.53	4.46	4.48
4. Integrate biblical principles and theological knowledge with the process of personal development and spiritual transformation;	4.43	4.38	4.61	4.46	4.49	4.47
5. Implement sound academic research principles in order to expand knowledge and formulate solutions to real-world issues.	4.31	4.39	4.75	4.71	4.41	4.51
<b>Composite Score</b>						<b>4.48</b>

<sup>4</sup> Selected core courses share common objectives that develop and assess learning competencies related to the specific degree program.

<sup>5</sup> Graduating Student Survey Data

<sup>6</sup> Student Experience Survey Data

<sup>7</sup> CoursEval Data

<sup>8</sup> Scores of Program Core Courses mapped to Program and Seminary outcomes for direct measures

<sup>9</sup> Panel Scored Student papers mapped to Program and Seminary Outcomes

<sup>10</sup> The Master's Capstone papers were the only Seminary papers scored by the panel this year, so the rubric criteria are mapped to the Seminary learning outcomes.

## VI. Measures of Effectiveness

### Student Learning Outcomes Scorecard<sup>11</sup>

Measures of Student Learning Outcomes	Minimum Value for "Success"	Minimum Value for "Excellent"	Current Score
<b>Indirect Measures</b>			
Graduating Student Survey	4.0	4.5	<b>4.39</b>
Student Experience Survey	4.0	4.5	<b>4.39</b>
Course Evaluations	4.0	4.5	<b>4.62</b>
DMin Survey Results	4.0	4.5	<b>4.14</b>
<b>Direct Measures</b>			
Panel Scored Capstone Reflection Paper/Project	4.0	4.5	<b>4.33</b>
Practicum Evaluations	4.0	4.5	<b>4.51</b>
Mapped DMin Courses	4.0	4.5	<b>4.60</b>

<sup>11</sup> This is a scorecard of the aggregated results from all measures of student learning outcomes.

## VII. Summary

### A. Indirect Measures and learning outcomes

1. Scores related to measures of personal growth and educational learning based on the results of the 2020 Graduating Student Survey indicated an aggregate score of 4.39 on a 5-point scale indicating "successful" performance. The last two graduating classes have maintained improvement over the lowest scoring items of the 2018 class.

#### Measures of Personal Growth and Educational Outcomes

	2018	2019	2020
Ability to evangelize	3.60	3.90	4.00
Ability to pray	3.80	4.10	4.00
Ability to live one's faith in daily life	3.90	4.40	4.39
Empathy for the poor and oppressed	4.00	4.10	4.15
Self-discipline and focus	4.00	4.30	4.45
Ability to minister to the needs of others	4.10	4.40	4.33

The lowest scoring items from the 2020 class indicate areas of review.

Ability to evangelize	4.00
Ability to pray	4.00
Insight into the troubles of others	4.05
Empathy for the poor and oppressed	4.15

2. The student perceived SES item "The practicum provided valuable learning and growth experiences" scored below "successful" at 3.92 for on ground students, but the practicum supervisor score of student work scored "excellent" performance at 4.51.

### B. Direct Measures and learning outcomes

1. The BIBM 6315/7315 Master's Capstone Project was the only Seminary course assessed this year. While the overall score was 4.33 ("successful"), one of the rubric criteria scored less than "successful" at 3.90.
2. The average score for all measures of courses selected for direct assessment was 4.21 ("successful"); likewise, all of the individual courses shown on the direct assessment table averaged in the "successful" performance range (see p. 8).

### C. Assessment of Seminary Learning Outcomes

1. The composite score of the panel assessed papers is 4.33 and the direct assessment of selected core courses is 4.21 (both scores are in the "successful" performance standard).
2. The composite assessment of Seminary learning outcomes based on both direct and indirect measures of student learning outcomes indicated an overall score in the "successful" range of 4.5; each of the individual Seminary learning outcomes also scored in the "successful range."