



Learning Outcomes Assessment Summary Report Fall 2020

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The King's University

Learning Outcomes Assessment Summary 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 Department of Institutional Assessment and Research.

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 Survey (SES)	Indirect/Formative	March 2020
	Graduating Student Survey (GSS)	Indirect/Summative	June 2020
	Course Evaluations	Indirect/Summative	Fall '19/Spring '20
Undergraduate Degrees: Direct Measures of Institutional and Program Learning Outcomes	Selected Biblical Core Courses	Formative/Direct	Fall '19/Spring '20
	Major Courses	Summative/Direct	Fall '19/Spring '20
	Selected Major Course Electives	Formative/Direct	Fall '19/Spring '20
	Selected General Education Courses	Formative/Direct	Fall '19/Spring '20
	Senior Capstone Course	Summative/Direct	Spring/Summer '20
Graduate Degrees: Direct Measures of Institutional and Program Learning Outcomes	Selected Graduate Core Courses	Summative/Direct	Fall '19/Spring '20
	Graduate Capstone Course	Summative/Direct	Spring/Summer '20

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. Three instruments contain sections that relate to learning outcomes: the Graduating Student Survey, the Student Experience Survey, and the course evaluations at the conclusion of each semester (CoursEval).

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, samples of student work scored by a panel of faculty according to a rubric aligned with program outcomes.

IV. Demonstration of Achievement of Learning Outcomes

This section has two tables that show demonstration of achievement of learning outcomes: (1) the Core Curriculum learning outcomes mapped to scores of selected courses from Christian Foundations, General Education, and Practicums and (2) the Institutional learning outcomes mapped to both indirect and direct assessment scores.

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

All TKU 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 one of the 2019-2020 program reviews, the Doctor of Ministry degree. The other program that was reviewed in the 2019-2020 was the General Christian Studies program, but it was not charted due to the nature of this program being made up primarily of elective courses from other programs.

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 Learning Outcomes

- A. This section presents summary data of indirect measures of institutional learning outcomes as indicated in the Graduating Student Surevey. 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 five areas of personal growth and educational outcomes.¹

A. Trust in God	4.55
B. Ability to lead effectively	4.50
C. Ability to minister to the needs of others	4.50
D. Self-knowledge	4.50
E. Desire to become an authority in my field	4.41

2020 Graduating Student Survey

Measures of Personal Growth and Educational Outcomes	2019	2020
Ability to interpret scripture	4.57	4.34 ²
Ability to preach/teach	4.21	4.22
Ability to evangelize	3.89	3.97
Ability to minister to the needs of others	4.42	4.50
Ability to lead effectively	4.38	4.50
Empathy for the poor and oppressed	4.11	4.22
Ability to pray	4.09	3.98
Enthusiasm for learning	4.21	4.21
Insight into the troubles of others	4.25	4.24
Desire to become an authority in my field	4.21	4.41
Trust in God	4.51	4.55
Self-discipline and focus	4.23	4.24
Ability to live one's faith in daily	4.21	4.22
Clarity of vocational or ministry goals	4.15	4.26
Self-confidence	4.19	4.29
Critical thinking	4.26	4.40
Self-knowledge	4.32	4.50
Strength of spiritual life	4.34	4.36
Average Score for All Measures	4.25	4.30

¹ All five of these items scored higher this year than last year.

² Red highlighted scores indicate a decrease in score.

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

2019-20 Student Experience Survey

Line Item	Online	On-Ground
11. The courses online and/or online-platform provide a quality learning experience.	4.40 (88.0)	3.86 (77.2)
18. Assignments are personally challenging and encourage critical thinking.	4.54 (90.8)	4.52 (90.4)
20. I am learning valuable principles that apply to my chosen field	4.51 (90.2)	4.53 (90.6)
21. The education I am receiving at TKU is relevant to my current ministry and/or job.	4.44 (88.8)	4.35 (87.0)
23. I am developing a deeper spiritual life and faith Commitment.	4.48 (89.6)	4.55 (91.0)
24. My educational experience has deepened my appreciation for diverse perspectives.	4.30 (86.0)	4.35 (87)
25. My degree program provides an integration of theory, theology, and application.	4.40 (88.0)	4.40 (88.0)
33. The practicum provided valuable learning and growth Experiences.	4.42 (88.4)	4.19 (83.8)
Average Score	4.44 (88.7)	4.34 (86.9)

- C. This section presents summary data of indirect measures of student learning outcomes as indicated in the course evaluations at the end of the fall and spring semesters (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

Christian Foundations	Fall '19	Spring '20 (Virtual)	Online	Aggregate
BIBM-1301 The Spirit-Formed Life	4.63 (92.5)	-	4.41 (88.3)	4.52 (90.4)
BIBL-1300 Introduction to the Bible	4.87 (97.4)	4.24 (84.8)	4.73 (94.6)	4.61 (92.3)
BIBH-1301 Pentecostal and Charismatic Movement	-	4.69 (93.8)	4.40 (88.0)	4.55 (91.0)
BIBL-2302 Life of Jesus	3.44 (68.8)	-	4.09 (81.7)	3.77 (75.3)
BIBT-1304 Christian Worldview	-	4.64 (92.8)	4.62 (92.5)	4.63 (92.6)
Average Score for All Measures	4.31 (86.3)	4.52 (90.5)	4.45 (89.0)	4.42 (88.3)

General Education Courses	Fall '19	Spring '20 (Virtual)	Online	Aggregate
PHIL-2301 Christian Ethics	-	4.37 (87.5)	4.22 (84.4)	4.30 (85.9)
SOCI-1301 Introduction to Sociology	-	-	4.36 (87.1)	4.36 (87.1)
ENGL-1301 English Composition I	4.98 (99.5)	-	4.33 (96.7)	4.66 (93.1)
BIBM-3302 Leadership Development	-	4.25 (85.1)	4.59 (91.7)	4.42 (88.4)
NSCI-1401 Natural Science and the Bible	-	4.83 (96.5)	4.78 (95.5)	4.81 (96.1)
PHIL-3305 Philosophy and Christian Thought	4.87 (97.4)	-	4.59 (91.7)	4.73 (94.6)
COMS-2303 Public Speaking and Interpersonal Communication	4.48 (89.7)	4.79 (95.7)	4.67 (93.3)	4.64 (92.9)
BIBM-3201 Junior Ministry Practicum	4.79 (95.7)	4.79 (95.7)	-	4.79 (95.7)
BIBM-4302 Capstone Course			4.52 (90.3)	4.52 (90.3)
Average Score for All Measures	4.78 (95.6)	4.61 (91.1)	4.51 (90.2)	4.58 (91.6)

Associate of Christian Ministry	Fall '19	Spring '20 (Virtual)	Online	Aggregate
BIBL 1301 Old Testament Studies	4.66 (93.2)	-	4.31 (86.2)	4.49 (89.7)
BIBL 1302 New Testament Studies	-	4.36 (87.3)	4.55 (91.0)	4.46 (89.1)
BIBT 2304 The Blessed Church	-	4.71 (94.3)	4.42 (88.3)	4.57 (91.3)
BIBT 2303 To the Jew First	-	4.70 (94.0)	4.51 (90.2)	4.61 (92.1)
BIBM 3306 Teaching to Transform Lives	-	4.14 (82.9)	4.75 (95.0)	4.58 (91.6)
Average Score for All Measures	4.66 (93.2)	4.48 (89.6)	4.51 (90.2)	4.54 (90.8)

Bachelor of Worship Leadership	Fall '19	Spring '20 (Virtual)	Online	Aggregate
BIBT 1302 History and Theology of Christian Worship	4.13 (82.5)	-	-	4.13 (82.5)
MPEW 2103 Band Labs	4.33 (86.7)	4.12 (82.4)	-	4.23 (84.5)
MUST 1301 Music Theory I	3.93 (78.5)	-	4.75 (95.0)	4.34 (86.8)
MUST 1302 Music Theory II	4.75 (95.0)	4.71 (94.3)	4.57 (91.4)	4.68 (93.5)
MUSW 2303 Worship Leader as Architect	-	5.00 (100.0)	-	5.00 (100.0)
Applied Music Lessons	4.50 (90.0)	4.54 (90.7)	4.71 (94.1)	4.58 (91.7)
Average Score for All Measures	4.33 (86.6)	4.59 (91.9)	4.68 (93.5)	4.49 (89.9)

Bachelor of Media Arts	Fall '19	Spring '20 (Virtual)	Online	Aggregate
MEDA 1301 AV & Lighting I	-	4.71 (94.3)	-	4.71 (94.3)
MEDA 1302 AV & Lighting II	3.63 (72.6)	-	-	3.63 (72.6)
MEDA 1303 Media and Society	5.00 (100.0)	-	-	5.00 (100.00)
MEDA 2301 Media Writing I	4.43 (88.6)	-	-	4.43 (88.6)
MEDA 3301 Media Law and Ethics	-	3.91 (78.3)	-	3.91 (78.3)
MEDA 3305 Production Methods I	-	2.96 (59.1)	-	2.96 (59.1)
Average Score for All Measures	4.35 (87.1)	3.86 (77.2)	-	4.11 (82.1)

Master of Organizational Leadership	Fall '19	Spring '20 (Zoom)	Online	Aggregate
LEAD 6301 Leading Healthy Organizations	-	-	4.42 (88.3)	4.42 (88.3)
LEAD 6304 Current Issues in Leadership Studies	-	-	4.59 (91.8)	4.59 (91.8)
BIBD-6308 Renewal Theology and Leadership	-	4.16 (83.1)	-	4.16 (83.1)
BIBM-5305 The Spirit-Formed Leader	-	4.69 (93.8)	4.69 (93.8)	4.69 (93.8)
BIBM 5306 Contemporary Approaches to Leadership	5.00 (100.0)	-	4.58 (91.7)	4.79 (95.8)
Average Score for All Measures	5.00 (100.0)	4.43 (88.5)	4.57 (91.4)	4.52 (90.3)

Seminary Courses	Fall '19	Spring '20 (Virtual)	Online	Aggregate
BIBH-5302 Christian History and Renewal I	4.75 (95.0)	-	4.31 (86.3)	4.53 (90.6)
BIBM-7315 Master's Capstone Project: Divinity	-	5.00 (100.0)	4.50 (90.0)	4.75 (95.0)
BIBM-8301 Renewing the Spirit-Formed Leader	4.68 (93.7)	-	-	4.68 (93.7)
BGRK-5302 Greek II	4.00 (80.0)	-	4.43 (88.6)	4.22 (84.3)
BHEB-5302 Hebrew II	-	4.82 (96.4)	4.83 (96.6)	4.83 (96.5)
BIBL-5305 Life of Jesus in Historical Context	-	4.88 (97.6)	4.43 (88.7)	4.66 (93.1)
BIBM-6301 Graduate Ministry Practicum	5.00 (100.00)	4.43 (88.6)	4.87 (97.4)	4.77 (95.3)
Average Score for All Measures	4.61 (92.2)	4.78 (95.7)	4.58 (91.6)	4.64 (92.8)

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
	GSS ³	SES ⁴	CE ⁵	
Show a commitment to the Lordship of Jesus Christ	4.36	4.51	4.52	4.46
Show the fruit of a Spirit-filled lifestyle and mindset	4.31	4.51	4.61	4.48
Acknowledge the authority of Scripture in the way they live	4.28	4.40	4.36	4.35
Demonstrate firm knowledge of Scripture and ability to apply its principles to life	4.28	4.40	4.56	4.41
Evidence a commitment to the biblical mandate of evangelism and the ability to share their faith	3.97	-	4.58	4.28
Evidence a commitment to the Church and to serve in it	-	4.51	4.66	4.59
Demonstrate the ability to effectively communicate in both written and oral form	4.22	-	4.65	4.44
Give evidence of reasoning skills with the ability to interpret and integrate knowledge	4.37	4.46	4.62	4.48
Demonstrate the ability to do research on a post-secondary level	4.40	-	4.59	4.50
Manifest a commitment to lifelong learning and growth	4.21	-	4.44	4.33
Composite				4.43

³ Graduating Student Survey Data

⁴ Student Experience Survey Data

⁵ CoursEval Data

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.

Christian Foundations	On-Ground		Online		Aggregate Score
	Papers/Projects	Exams	Papers/Projects	Exams	
BIBM-1301 The Spirit-Formed Life	4.29 (85.8)	4.29 (85.9)	-	4.16 (83.2)	4.25 (84.9)
BIBL-1300 Introduction to the Bible	3.93 (78.5)	4.25 (85.0)	4.58 (91.6)	4.70 (94.0)	4.37 (87.3)
BIBH-1301 Pentecostal and Charismatic Movement	-	4.99 (99.7)	4.26 (85.12)	4.30 (85.9)	4.51 (90.3)
BIBL-2302 Life of Jesus	-	4.54 (90.7)	-	4.13 (82.7)	4.34 (86.8)
BIBT-1304 Christian Worldview	-	4.76 (95.1)	-	-	4.76 (95.1)
Average Score for All Measures	4.11 (82.2)	4.57 (91.3)	4.42 (88.4)	4.32 (86.5)	4.45 (88.9)

General Education	On-Ground		Online		Aggregate Score
	Papers/Projects	Exams	Papers/Projects	Exams	
PHIL-2301 Christian Ethics	-	4.76 (95.1)	-	4.62 (92.4)	4.69 (93.8)
SOCI-1301 Introduction to Sociology	-	-	-	4.40 (88.0)	4.40 (88.0)
ENGL-1301 English Composition I	4.20 (84.1)	-	4.45 (88.9)	-	4.33 (86.5)
BIBM-3302 Leadership Development	4.58 (91.5)	4.25 (85.0)	4.47 (98.4)	4.74 (94.8)	4.51 (90.2)
NSCI-1401 Natural Science and the Bible	-	4.52 (90.3)	-	4.56 (91.1)	4.54 (90.8)
PHIL-3305 Philosophy and Christian Thought	4.93 (98.7)	-	4.67 (93.4)	4.31 (86.2)	4.64 (92.7)
COMS-2303 Public Speaking and Interpersonal Communication	4.52 (90.45)	-	-	4.81 (96.2)	4.67 (93.3)
BIBM-3201 Junior Ministry Practicum	-	-	-	-	-
BIBM-4302 Capstone Course	-	-	4.75 (94.9)	-	4.75 (94.9)
Average Score for All Measures	4.56 (91.2)	4.51 (90.2)	4.59 (91.7)	4.61 (92.2)	4.57 (91.3)

Associate of Christian Ministries	On-Ground		Online		Aggregate Score
	Papers/Projects	Exams	Papers/Projects	Exams	
BIBL-1301 Old Testament Studies	4.71 (94.3)	4.54 (90.7)	4.58 (91.5)	4.36 (87.2)	4.55 (91.0)
BIBL-1302 New Testament Studies	-	4.67 (93.4)	-	4.20 (83.9)	4.44 (88.7)
BIBT-2304 The Blessed Church	-	5.00 (100.0)	-	4.09 (81.9)	4.55 (90.9)
BIBT-2303 To the Jew First	4.50 (90.1)	-	-	-	4.50 (90.1)
BIBM 3306 Teaching to Transform Lives	-	4.58 (91.7)	4.74 (94.8)	-	4.66 (93.2)
Average Score for All Measures	4.61 (92.1)	4.70 (94.0)	4.66 (93.2)	4.22 (84.3)	4.54 (90.8)

Bachelor of Worship Leadership	On-Ground		Online		Aggregate Score
	Papers/Projects	Exams	Papers/Projects	Exams	
BIBT 1302 History and Theology of Christian Worship	3.97 (79.5)	4.34 (86.8)	-	-	4.16 (83.1)
MPEW 2103 Band Labs	-	-	-	-	-
MUST 1301 Music Theory I	-	4.09 (81.82)	-	4.52 (90.3)	4.31 (86.1)
MUST 1302 Music Theory II	-	4.59 (91.8)	-	4.85 (97.0)	4.72 (94.4)
MUSW 2303 Worship Leader as Architect	4.78 (95.6)	-	-	-	4.78 (95.6)
Applied Music Lessons	3.77 (75.3) ⁶	4.53 (90.6) ⁷	4.28 (85.5) ⁸	4.10 (82.0) ⁹	4.17 (83.4)
Average Score for All Measures	4.17 (83.4)	4.39 (87.8)	4.28 (85.5)	4.49 (89.8)	4.43 (88.6)

⁶ Technical Jury for select Fall 2019 Applied Music Lessons.

⁷ Performance Jury for select Fall 2019 Applied Music Lessons.

⁸ Technical Jury for select Spring 2020 Applied Music Lessons.

⁹ Performance Jury for select Spring 2020 Applied Music Lessons.

Bachelor of Media Arts	On-Ground		Online		Aggregate Score
	Papers/Projects	Exams	Papers/Projects	Exams	
MEDA 1302 AV & Lighting II	4.10 (82.1)	4.34 (86.7)	4.29 (83.2)	4.16 (83.2)	4.22 (84.5)
MEDA 1303 Media and Society	4.31 (86.3)	4.02 (80.3)	-	-	4.17 (83.3)
MEDA 2301 Media Writing I	-	4.73 (94.6)	-	-	4.73 (94.6)
MEDA 3301 Media Law and Ethics	-	4.19 (83.8)	-	-	4.19 (83.8)
MEDA 3305 Production Methods I	4.96 (99.3)	4.33 (86.5)	-	-	4.65 (92.9)
Average Score for All Measures	4.46 (89.1)	4.32 (86.4)	4.29 (83.2)	4.16 (83.2)	4.39 (87.8)

Master of Organizational Leadership	On-Ground		Online		Aggregate Score
	Papers/Projects	Exams	Papers/Projects	Exams	
LEAD 6301 Leading Healthy Organizations	-	-	4.83 (96.5)	4.96 (99.1)	4.90 (97.9)
LEAD 6304 Current Issues in Leadership Studies	-	-	4.50 (90.0)	-	4.50 (90.0)
LEAD-6303 Organizational Development and Change	4.54 (90.8)	-	-	-	4.54 (90.8)
BIBD-6308 Renewal Theology and Leadership	4.30 (86.0)	-	-	-	4.30 (86.0)
Average Score for All Measures	4.42 (88.4)	-	4.67 (93.3)	4.96 (99.1)	4.56 (91.2)

Seminary Courses	On-Ground		Online		Aggregate Score
	Papers/Projects	Exams	Papers/Projects	Exams	
BIBH-5302 Christian History and Renewal I	4.27 (85.4)	4.52 (90.3)	4.47 (89.34)	4.44 (88.8)	4.43 (88.5)
BIBM-5305 The Spirit-Formed Leader	-	4.81 (96.2)	4.57 (91.4)	4.14 (82.8)	4.51 (90.1)
BIBM-7315 Master's Capstone Project: Divinity	4.83 (96.6)	-	4.59 (91.86)	-	4.71 (94.2)
BIBM-8301 Renewing the Spirit-Formed Leader	4.56 (91.2)	-	-	-	4.56 (91.2)
BGRK-5302 Greek II	-	-	-	5.00 (100.0)	5.00 (100.0)
BHEB-5302 Hebrew II	4.86 (97.2)	4.59 (91.9)	4.46 (89.2)	4.18 (83.6)	4.52 (90.5)
BIBL-5305 Life of Jesus in Historical Context	-	4.66 (93.1)	4.16 (83.2)	4.54 (90.7)	4.45 (89.1)
BIBM-6301 Graduate Ministry Practicum	-	-	4.81 (96.2)	-	4.81 (96.2)
Average Score for All Measures	4.63 (92.6)	4.58 (91.6)	4.51 (90.2)	4.46 (89.2)	4.63 (92.5)

- B. 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.

BIBL 1300 Introduction to the Bible

Student Learning Outcomes Evaluative Criteria	Aggregate Score	Percent Score
1. Introduction previews the main elements of the paper and clear organization is evident throughout.	4.03	80.6%
2. Demonstration of foundational knowledge and reliability of Scripture and doctrines of the Church.	4.07	81.4%
3. Integration of biblical and theological knowledge with the philosophical and practical application of ministry.	4.13	82.5%
4. Appropriate research citations and sources.	3.72	74.4%
5. Appropriate and effective sentence, writing mechanics, and grammar.	3.93	78.6%
Total Learning Outcomes Scores	3.98	79.5%

BIBL 1301 Old Testament Survey

Student Learning Outcomes Evaluative Criteria	Aggregate Scores	Percent Score
1. Appropriate biblical/theological themes and main points for the topic.	3.81	76.1
2. Theological formulations are supported by carefully interpreted Scripture properly referenced and by known historical facts.	3.96	79.2
3. Appropriate integration of Messianic prophecy related to the Davidic Covenant.	3.49	69.7
4. Appropriate research citations and sources.	3.78	75.6
5. Appropriate and effective sentence structure, writing mechanics, and organization.	4.22	84.4
Total Learning Outcomes Scores	3.85	77.0

BIBM 4302 Senior Capstone Project

Student Learning Outcomes Evaluative Criteria	Aggregate Scores	Percent Score
1. Evidence of foundational knowledge of biblical and theological studies.	3.82	76.4
2. Integration of key course concepts with ministry application.	3.79	75.8
3. Reflections on personal growth and future ministry application.	4.18	83.6
4. Depth of reflection and analysis.	4.11	82.2
5. Organization and overall presentation.	4.15	83.1
Total Learning Outcomes Scores	4.01	80.2

BIBM 6315/7315 Master's Capstone Project

Student Learning Outcomes Evaluative Criteria	Aggregate Scores	Percent Score
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
Total Learning Outcomes Scores	4.33	86.6

ENGL 1302 English Composition II - Section I

Student Learning Outcomes Evaluative Criteria	Aggregate Scores	Percent Score
1. Focus, Purpose, Thesis (Controlling Idea)	3.93	78.6
2. Ideas, Support & Development (Evidence)	4.11	82.2
3. Structure, Organization	3.99	79.7
4. Tone, Vocabulary, and Word Usage	4.26	85.3
5. Sentence structure (Grammar), Writing Mechanics, and Presentation	4.14	82.8
Total Learning Outcomes Scores	4.09	81.7

ENGL 1302 English Composition II - Section II

Student Learning Outcomes Evaluative Criteria	Aggregate Scores	Percent Score
1. Focus, Purpose, Thesis (Controlling Idea)	4.10	82.1
2. Ideas, Support & Development (Evidence)	4.04	80.8
3. Structure, Organization	4.04	80.8
4. Tone, Vocabulary, and Word Usage	4.17	83.3
5. Sentence structure (Grammar), Writing Mechanics, and Presentation	4.02	80.4
Total Learning Outcomes Scores	4.08	81.5

LEAD 6304 Current Issues in Leadership Studies

Student Learning Outcomes Evaluative Criteria	Aggregate Scores	Percent Score
1. Evidence of knowledge of seminal and current concepts and theories related to organizational leadership.	4.20	84.1
2. Integration of key leadership concepts with organizational and ministry applications.	4.16	83.2
3. Graduate level research.	4.20	84.1
4. Depth of reflection and analysis.	4.23	84.5
5. Organizational and overall presentation.	3.86	77.3
Total Learning Outcomes Scores	4.13	82.6

BIBT 2304 The Blessed Church

Student Learning Outcomes Evaluative Criteria	Aggregate Scores	Percent Score
1. Demonstration of an understanding of basic Christian doctrines.	4.13	82.5
2. Demonstration of knowledge of leading people in spiritual growth.	4.01	80.3
3. Integration of key concepts with the philosophical and practical application of ministry.	3.99	79.7
4. Depth of reflection and analysis.	3.96	79.2
5. Appropriate and effective sentence structure, writing mechanics, and grammar.	4.14	82.8
Total Learning Outcomes Scores	4.04	80.9

Undergraduate Practicum Evaluations¹⁰

Individual Practicum Competencies	Online	On Ground	Average Score
1. Personal Development- Self management, self-awareness, character, cultural and personality differences	4.58 (92.0)	4.49 (89.0)	4.54 (91.0)
2. Spiritual Development- Spiritual attunement, spiritual confession, spiritual knowledge, ministry vision and values, priority management	4.56 (91.0)	4.45 (89.0)	4.51 (90.0)
3. Relational Development - Communication skills, teamwork, interpersonal skills, conflict resolution	4.50 (90.0)	4.45 (89.0)	4.48 (89.0)
4. Professional Development- Servant leadership, administration, etiquette and deportment	4.54 (91.0)	4.51 (90.0)	4.53 (91.0)
Competencies Average			4.52 (90.0)

Graduate Practicum Evaluations¹⁰

Individual Practicum Competencies	Average Score
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)
Competencies Average	4.51 (90.0)

¹⁰ This is an average of the practicum supervisor's direct assessment of student work during practicums.

IV. Demonstration of Achievement of the Undergraduate Core Curriculum Learning Outcomes and the Institutional Learning Outcomes

Undergraduate Core Learning Outcomes Composite Assessment

This table presents a composite assessment of undergraduate core learning outcomes based on selected core course assignments drawn from the Direct Assessment scores reported in sections A and B above.

Undergraduate Core Learning Outcomes ¹¹	Selected Core Courses ¹²		Aggregate Scores
1. Demonstrate a foundational knowledge of Scripture and the doctrines of the Church from the perspective of the Pentecostal and renewal Christian traditions;	Old Testament	3.85	4.27
	Introduction to the Bible	4.37	
	Pentecostal and Charismatic Movement	4.51	
	Life of Jesus	4.34	
2. Demonstrate literacy of the humanities, sciences, and quantitative analysis.	English Composition I & II	4.27	4.41
	Math	-	
	Science	4.54	
3. Demonstrate an appreciation for God's creative design, redemptive purposes, and renewing activity in the broad arena of creation	Introduction to the Bible	4.37	4.39
	Spirit-formed Life	4.25	
	Natural Science and the Bible	4.54	
4. Exhibit Christ-like character through Spirit-empowered life and service	Spirit-Formed Life	4.25	4.45
	Christian Ethics	4.69	
	Practicums	4.40	
5. Respond to cultural and spiritual questions from a biblically based worldview	Philosophy & Christian Thought	4.64	4.70
	Christian Worldview	4.76	
	Christian Ethics	4.69	
6. Integrate biblical and theological knowledge with the philosophical and practical application of ministry;	Introduction to the Bible	4.37	4.28
	Old Testament Studies	3.85	
	Leadership Development	4.51	
	Practicums	4.40	
7. Communicate with clarity and conviction in written and oral, and interpersonal formats;	English Composition I & II	4.27	4.48
	Leadership Development	4.51	
	Public Speaking & Interpersonal Communication.	4.67	
Composite Score			4.43

¹¹ The program objectives are published in the current Catalog.

¹² Selected core courses share common objectives that develop and assess learning competencies related to the specific degree program.

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 ¹³	Indirect Measures	Direct Measures	Composite Score
Show a commitment to the Lordship of Jesus Christ	BIBM 4301 Capstone ¹⁴	4.46	4.25	4.34
	BIBM1301 Spirit Formed Life			
Show the fruit of a Spirit-filled lifestyle and mindset	BIBM 4301 Capstone ¹⁴	4.48	4.39	4.44
	BIBM1301 Spirit Formed Life			
	BIBM 4301-4201 Practicum			
Acknowledge the authority of Scripture in the way they live	BIBM 4301 Capstone ¹⁴	4.35	4.43	4.39
	BIBM 4301-4201 Practicum			
	BIBL 2302 Life of Jesus			
Demonstrate firm knowledge of Scripture and ability to apply its principles to life	BIBM 4301 Capstone ¹⁴	4.41	4.18	4.29
	BIBL 1300 Old Testament			
	BIBL 1300 Introduction to the Bible			
	Practicum			
Evidence a commitment to the biblical mandate of evangelism and the ability to share their faith	BIBM 4301 Capstone ¹⁴	4.28	4.64	4.46
	BIBT 1304 Christian Worldview			
	BIBM 4301Pracicum			
Evidence a commitment to the Church and to serve in it	BIBM1301 Spirit Formed Life	4.59	4.39	4.49
	BIBM 4301-4201 Practicum			
Demonstrate the ability to effectively communicate in both written and oral form	ENGL 1301 English I	4.44	4.26	4.35
	ENGL 1302 English II			
	COMS 2303 Public Speaking & Interpersonal Communication			
Give evidence of reasoning skills with the ability to interpret and integrate knowledge	BIBM 4301 Capstone ¹⁴	4.48	4.54	4.51
	BIBT 1304 Christian Worldview			
	PHIL 3305 Phil. & Chris. Thought			
Demonstrate the ability to do research on a post-secondary level	BIBM 4301 Capstone ¹⁴	4.50	4.22	4.36
	ENGL 1301 English I			
	ENGL 1302 English II			
Manifest a commitment to lifelong learning and growth	BIBM 4301 Capstone ¹⁴	4.33	4.43	4.23
	BIBM1301 Spirit Formed Life			
	PHIL 2301 Christian Ethics			
Composite				4.38

¹³ The courses listed are taken from the direct assessment reported above in sections A and B and are the courses used for figuring the indirect course evaluation scores.

¹⁴ This year the assignment was changed for the capstone paper, and it did not provide demonstration of achievement for the institutional outcomes it normally has been aligned with for direct assessment.

V. Program Review Learning Outcomes Composite Assessment

The following table presents a composite assessment of DMin learning outcomes based on both direct and indirect assessments. Course assignments are mapped to program outcomes for assessing student achievement.

Aggregate Table of Indirect and Direct Assessment of DMin Program Learning Outcomes						
DMin Program Outcomes	Indirect Assessment			Direct Assessment		Aggregate
	Survey #3	Research Specific outcomes on Survey 2 & 3	CoursEval Scores from courses mapped to program outcomes	Selected ¹⁵ 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)
Composite						4.40 (88.0)

¹⁵ The selected assignments are based on the total grade for the designated paper or test.

VI. Measures of Effectiveness

Student Learning Outcomes Scorecard¹⁶

Measures of Student Learning Outcomes	Minimum Value for "Success"	Minimum Value for "Excellent"	Current Score
Indirect Measures			
Graduating Student Survey	4.0	4.5	4.30
Student Experience Survey	4.0	4.5	4.37
Course Evaluations	4.0	4.5	4.50
Direct Measures			
Undergraduate Biblical Core Courses	4.0	4.5	4.45
Undergraduate Selected Major Courses	4.0	4.5	4.45
Undergraduate Selected General Education	4.0	4.5	4.59
Undergraduate Panel Reviewed Courses	4.0	4.5	4.00
Undergraduate Practicum Evaluations	4.0	4.5	4.52
Senior Capstone Paper	4.0	4.5	4.38
Graduate Core Courses	4.0	4.5	4.63
Graduate Panel Reviewed Courses	4.0	4.5	4.23
Graduate Practicum Evaluations	4.0	4.5	4.66
Graduate Capstone Paper	4.0	4.5	4.54

¹⁶ This is a scorecard of the aggregated results from all measures of student learning outcomes.

VII. Summary

A. Indirect Measures and learning outcomes

1. On the spring 2019 Student Experience Survey (SES) the institutional learning outcomes scores related to measures of personal growth and educational outcomes were in the “successful” range (On ground-4.34; online 4.44).
2. The Graduating Student Survey indicated an average score from all measures of 4.30 on a 5-point scale indicating “successful” performance. This was an increase from the 4.25 average score last year.
3. The lowest scoring items fluctuated slightly from last year, so they continue to indicate areas for discussion and strategizing, especially the two scores that are below the “successful” range:

2020 GSS scores on Measures of Personal Growth and Educational Outcomes compared to previous GSS lowest scores:

	2018	2019	2020
Ability to evangelize	3.6	3.9	3.97
Ability to pray	3.8	4.1	3.98
Empathy for the poor and oppressed	4.0	4.1	4.22

4. The average CoursEval scores for all seven categories are in the “successful” range. The lowest scoring items indicate areas of curriculum review.
5. The composite assessment of institutional learning outcomes based on indirect measures of student learning outcomes indicated a strong score at 4.38. The lowest scoring items indicate areas of curriculum review.

B. Direct Measures and learning outcomes

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

Undergraduate Panel Reviewed courses	4.0
Graduate Panel Reviewed Courses	4.23

2. The composite assessment of learning outcomes based on selected undergraduate core course assignments mapped to the General Education outcomes indicates an aggregate score of 4.43 (88%) on a 5-point scale indicating "successful" performance. Outcomes with the lowest scores are the following:

Undergraduate Core Learning Outcomes ¹⁷	Selected Core Courses ¹⁸		Aggregate Scores
1. Demonstrate a foundational knowledge of Scripture and the doctrines of the Church from the perspective of the Pentecostal and renewal Christian traditions;	Old Testament	3.85	4.27
	Introduction to the Bible	4.37	
	Pentecostal and Charismatic Movement	4.51	
	Life of Jesus	4.34	
	Christian Worldview	4.76	
	Christian Ethics	4.69	
6. Integrate biblical and theological knowledge with the philosophical and practical application of ministry;	Introduction to the Bible	4.37	4.28
	Old Testament Studies	3.85	
	Leadership Development	4.51	
	Practicums	4.40	
	Leadership Development	4.51	
	Public Speaking & Interpersonal Communication.	4.67	

3. The direct assessment panel scored undergraduate papers overall scored 4.0, which is benchmarked as "successful." Introduction to the Bible and Old Testament scored less than successful. This indicates an area for further investigation.

BIBL 1300 Introduction to the Bible

Student Learning Outcomes Evaluative Criteria	Aggregate Score	Percent Score
1. Introduction previews the main elements of the paper and clear organization is evident throughout.	4.03	80.6%
2. Demonstration of foundational knowledge and reliability of Scripture and doctrines of the Church.	4.07	81.4%
3. Integration of biblical and theological knowledge with the philosophical and practical application of ministry.	4.13	82.5%
4. Appropriate research citations and sources.	3.72	74.4%
5. Appropriate and effective sentence, writing mechanics, and grammar.	3.93	78.6%
Total Learning Outcomes Scores	3.98	79.5%

¹⁷ The program objectives are published in the current Catalog.

¹⁸ Selected core courses share common objectives that develop and assess learning competencies related to the specific degree program.

BIBL 1301 Old Testament Survey

Student Learning Outcomes Evaluative Criteria	Aggregate Scores	Percent Score
1. Appropriate biblical/theological themes and main points for the topic.	3.81	76.1
2. Theological formulations are supported by carefully interpreted Scripture properly referenced and by known historical facts.	3.96	79.2
3. Appropriate integration of Messianic prophecy related to the Davidic Covenant.	3.49	69.7
4. Appropriate research citations and sources.	3.78	75.6
5. Appropriate and effective sentence structure, writing mechanics, and organization.	4.22	84.4
Total Learning Outcomes Scores	3.85	77.0

4. This year the assignment in the capstone course changed and did not provide demonstration of achievement of the institutional outcomes as it has done in the past. This indicates an area for discussion.