

# **Horizon University**

Learning Outcomes  
Assessment Report  
Fall 2019

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# Horizon University

## Learning Outcomes Assessment Report

### I. Learning Outcomes Assessment Overview

Horizon University 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	Winter Semester	Spring Semester	Summer Semester
September - November	January - March	April - June	July - August

#### Student Learning Outcomes Instruments and Measures

Assessment of Program Learning Outcomes	Assessment Process	Type of Assessment	Assessment Schedule
Core Institutional Instruments	Student Experience Inventory (SEI)	Indirect/Formative	Spring 2019
	Graduating Student Inventory (GSI)	Indirect/Summative	Spring 2019
Course Evaluations	Selected Courses	Indirect/Summative	Summer 2019
BBS Biblical Studies	Selected Bible Core Courses	Formative/Direct	Fall 2019
	Selected Bible Core Courses	Summative/Direct	Fall 2019
BLM Leadership in Ministry	Selected Leadership Core Courses	Formative/Direct	Fall 2019
	Selected Leadership Core Courses	Summative/Direct	Fall 2019
BOL Organizational Leadership	Selected Organizational Core Courses	Formative/Direct	Fall 2019
	Selected Organizational Core Courses	Summative/Direct	Fall 2019
General Education	Selected GE Courses	Formative/Direct	Fall 2019
	Selected GE Courses	Summative/Direct	Fall 2019

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

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

### **2019 Graduating Student Inventory (most recent representative sample)**

#### **Measures of Personal Growth and Educational Outcomes**

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

### **III. Assessment of Student Learning Outcomes**

- A. This section presents summary data of indirect measures of student learning outcomes as indicated in the Student Experience Inventory.

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

<b>Line Item</b>	<b>Satisfaction*</b>
11. Online courses provide a quality learning experience	5.2
18. Assignments are personally challenging and encourage critical thinking	5.3
20. I am learning valuable principles that apply to my chosen field	5.8
21. My educational experiences are relevant to my current ministry	5.8
23. I am developing a deeper spiritual life and faith commitment	5.4
24. My educational experience has deepened my appreciation for diverse perspectives	5.4
25. My degree program provides an integration of theory, theology, and application	5.4
33. The internship/field study programs provide valuable learning and growth experiences	4.8
<b>Average Score (4.8 Minimum/5.4 Excellent)</b>	<b>5.4</b>

\* Rated on a 6-Point Scale

The performance standard for this learning outcome assessment is a total aggregate score of 4.8/80% (minimum score for “successful”) and 5.4/90% (minimum score for “excellent”). The current score of 5.4 (90%) indicates “sexcellent” overall achievement in accomplishing institutional learning outcomes.

- B. This section presents summary data of indirect measures of student learning outcomes as indicated in the Course Evaluations.

<b>General Education Core Courses</b>	<b>Score*</b>
Introduction to English Language/Linguistics	5.0
Writing and Research	4.0
Introduction to Ethics	4.9
Personal Finances	4.9
Basic College Math	5.0
<b>Average Score for All Measures</b>	<b>4.7</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>Bible &amp; Theology Courses</b>	<b>Score*</b>
Biblical Living	4.6
Biblical Interpretation	4.5
Biblical Worldviews	5.0
Life of Christ	4.6
Old Testament Survey	3.9

Genesis	4.0
New Testament Survey	5.0
Pastoral Epistles	4.5
Apologetics	5.0
World Religions	4.7
Theology II	5.0
Theology III	4.5
Church History II	4.5
<b>Average Score for All Measures</b>	<b>4.6*</b>

<b><u>Professional Studies Courses</u></b>	<b><u>Score*</u></b>
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<u>Ministry Courses</u>	
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Introduction to Discipleship	4.2
Foundations for Preaching and Teaching	4.3
Spiritual Formation	4.4
Introduction to Evangelism	4.3

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**4.3**

<u>Leadership Courses</u>	
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Biblical Concepts of Leadership	4.9
Economics and the Manager	4.5
Essentials of Management	5.0
Case studies in Leadership	4.5
Case studies in Ethics	5.0
Intro to Leadership and Admin	4.5
Organizational Behavior	4.3

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**4.5**

<u>Biblical Counseling</u>	
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Critique of Modern Counseling Theory	4.0
Trauma and Crisis Counseling	5.0

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**4.5**

<b>Average Score for All Measures</b>	<b>4.5*</b>
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\* 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 direct measures of student learning outcomes as indicated in the selected course assignments for assessment.

<b>General Education Courses</b>	<b>Learning Outcome</b>	<b>Score*</b>
Introduction to English Language/Linguistics	91%	4.6
Writing and Research	92%	4.6
Introduction to Ethics	95%	4.8
Personal Finances	97%	4.9
Basic College Math	75%	3.8
<b>Average Score for All Measures</b>	<b>90%</b>	<b>4.5*</b>

<b>Bible &amp; Theology Courses</b>	<b>Learning Outcomes</b>	<b>Score</b>
Biblical Living	87%	4.4
Biblical Interpretation	91%	4.6
Biblical Worldviews	80%	4.0
Life of Christ	84%	4.3
Old Testament Survey	87%	4.4
Genesis	87%	4.4
New Testament Survey	92%	4.6
Pastoral Epistles	81%	4.1
Apologetics	80%	4.0
World Religions	95%	4.8
Theology II	83%	4.2
Theology III	83%	4.2
Church History II	90%	4.5
<b>Average Score for All Measures</b>	<b>86%</b>	<b>4.4*</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”).

\*\* n/a indicates an insufficient sample size for analysis

<b>Professional Studies Courses</b>	<b>Learning Outcome</b>	<b>Score*</b>
<u>Ministry Courses</u>		
Introduction to Discipleship	88%	4.4
Foundations for Preaching and Teaching	96%	4.8
Spiritual Formation	96%	4.8
Introduction to Evangelism	97%	4.9
		<b>94%</b>
		<b>4.7</b>
<u>Leadership Courses</u>		
Biblical Concepts of Leadership	90%	4.5
Economics and the Manager	96%	4.8
Essentials of Management	95%	4.8
Case studies in Leadership	90%	4.5
Case studies in Ethics	84%	4.3
Intro to Leadership and Admin	90%	4.5
Organizational Behavior	95%	4.8
		<b>91%</b>
		<b>4.6</b>
<u>Biblical Counseling Courses</u>		
Critique of Modern Counseling Theory	95%	4.8
Trauma and Crisis Counseling	70%	3.5
		<b>83%</b>
		<b>4.2</b>
<b>Average Score for All Measures</b>		<b>89%</b>
		<b>4.5*</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").

\*\* n/a indicates an insufficient sample size for analysis



- D. This section presents summary data of direct measures of student learning outcomes as indicated in the selected core course summative assignments for assessment.

### Biblical Living

Student Learning Outcomes	Aggregate Score*	Percent Score
1. Reflections on life and ministry practice including implications for your approach to relationships, work, and ministry.	4.2	84%
2. Reflections on Personal Growth and Spiritual Development including identified areas for personal challenge and change.	4.5	90%
3. Reflections on Life-Long Learning.	4.0	80%
4. Additional Considerations: Biblical integration, clarity/coherence, references, academic writing style and mechanics	3.8	76%
<b>TOTAL Learning Outcomes Scores</b>	<b>4.2</b>	<b>84%</b>

### Biblical Interpretation

Student Learning Outcomes	Aggregate Score*	Percent Score
1. Analyze biblical texts with reference to historical, cultural, and grammatical context	4.5	90%
2. Analyze biblical texts with reference to the biblical languages.	4.0	80%
3. Demonstrate the appropriate contextualization and application of biblical texts based on an evangelical hermeneutic	4.5	90%
4. Demonstrate an effective use of biblical study tools and resources appropriate to an evangelical hermeneutic	4.5	90%
<b>TOTAL Learning Outcomes Scores</b>	<b>4.4</b>	<b>88%</b>

### Spiritual Formation

Student Learning Outcomes	Aggregate Score*	Percent Score
1. Identify key biblical factors related to Christian growth and maturity	4.5	90%
2. Demonstrate the appropriate contextualization and application of spiritual growth and development concepts and frameworks	4.0	80%
3. Personally apply biblical factors of Christian formation in practical, comprehensive, and effective ways	4.0	80%
4. Overall presentation and development; includes appropriate research resources properly cited.	3.8	76%
<b>TOTAL Learning Outcomes Scores</b>	<b>4.1</b>	<b>82%</b>

**Introduction to Leadership and Administration**

<b>Student Learning Outcomes</b>	<b>Aggregate Score*</b>	<b>Percent Score</b>
1. Identify and discuss key theoretical factors as they relate to the theology and practice of biblical leadership.	4.5	90%
2. Integration or contrast of the biblically oriented material with organizational leadership and administrative principles and best practices.	4.0	80%
3. Apply related Christian leadership and administrative concepts in practical, comprehensive, and effective ways	4.5	90%
4. Overall presentation and development; includes appropriate research resources properly cited.	4.5	90%
<b>TOTAL Learning Outcomes Scores</b>	<b>4.4</b>	<b>88%</b>

**2018 Practicum Education Integration Paper (BBS)**

<b>Student Learning Outcomes</b>	<b>Aggregate Score*</b>	<b>Percent Score</b>
1. Integration of Overall Education	5.0	100%
2. Biblical Knowledge	4.8	95%
3. Transformed Christian Character	5.0	100%
4. A broad knowledge base integrated with practical experience	4.8	95%
5. Missional Christian Worldview	5.0	100%
<b>TOTAL Learning Outcomes Scores</b>	<b>4.9</b>	<b>98%</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”).

## Undergraduate Program Learning Outcomes Assessment – 2019

### Associates in Biblical Studies Core Learning Outcomes Composite Assessment

This table presents a composite assessment of undergraduate core learning outcomes based on direct assessment of selected core course assignments and indirect assessment of course evaluations (Fall 2018 – Spring 2019). Core course assignments are evaluated by faculty utilizing assessment rubrics designed to evaluate educational effectiveness in all undergraduate degree programs.

Core Learning Outcomes (Program Objectives)*	Selected Core Courses**		Aggregate Assessment Scores***	
	DA	IDA		
<b><u>Biblical</u></b> 1. Increase biblical knowledge, including Old and New Testament, theology and hermeneutics.	Old Testament Survey	4.4	3.9	4.5
	New Testament Survey	4.6	5.0	
	Introduction to Theology	n/a	n/a	
	Biblical Interpretation	4.6	4.5	
<b><u>Transformational</u></b> 2. Develop and apply attitudes, values and beliefs which are consistent with transformed Christian character.	Intro to Ethics	4.8	4.9	4.7
	Biblical Living	4.4	4.6	
<b><u>Experiential</u></b> 3. Integrate a broad knowledge base with practical experience that prepares the student for Christian leadership.	Introduction to Discipleship	4.4	4.0	4.5
	Foundations of Preaching & Teaching	4.8	4.6	
<b><u>Missional</u></b> 4. Develop a missional Christian worldview prepared to engage minds in increasingly globalized organizations and communities in order to win, disciple and send others for Christ.	World Religions	4.8	n/a	4.5
	Introduction to Discipleship	4.4	4.0	
	Foundations of Preaching & Teaching	4.8	4.6	
<b><u>GenEd</u></b> 5. Develop a broad knowledge base and critical thinking skills in order to equip students for the vocational and cultural contexts in which they will serve.	Church History I, II	4.5	4.5	4.6
	Introduction to English	4.6	5.0	
	Writing & Research	4.6	4.0	
	Critical Thinking	n/a	n/a	
	Personal Finances	4.9	4.9	
	Basic College Math	3.8	5.0	
<b>Composite Score</b>			<b>4.6 (91%)</b>	

“DA” = Direct Assessment of select course assignments from Fall 2018 through Spring 2019

“IDA” = Indirect Assessment through course evaluations during Fall 2018 through Spring 2019

\* 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

## Bachelor in Biblical Studies

### Core Learning Outcomes Composite Assessment

This table presents a composite assessment of undergraduate core learning outcomes based on direct assessment of selected core course assignments and indirect assessment of course evaluations (Fall 2018 – Spring 2019). Core course assignments are evaluated by faculty utilizing assessment rubrics designed to evaluate educational effectiveness in all undergraduate degree programs.

Core Learning Outcomes (Program Objectives)*	Selected Core Courses**		Aggregate Assessment Scores***	
	DA	IDA		
<b>Biblical.</b> 1. Increase biblical knowledge, including Old and New Testament, theology, hermeneutics and apologetics.	Old Testament Survey	4.4	3.9	4.5
	New Testament Survey	4.6	5.0	
	Theology I, II, II	4.2	4.7	
	Biblical Interpretation	4.6	4.5	
	Apologetics	4.0	5.0	
<b>Transformational</b> 2. Develop and apply attitudes, values and beliefs which are consistent with transformed Christian character.	Intro to Ethics	4.8	4.9	4.5
	Biblical Living	4.4	4.6	
	Intro to Philosophy	n/a	n/a	
	Genesis	4.4	4.0	
<b>Experiential</b> 3. Integrate a broad knowledge base with practical experience that prepares the student for Christian leadership with the potential for vocational ministry.	Introduction to Discipleship	4.4	4.2	4.5
	Foundations of Preaching & Teaching	4.8	4.3	
	Intro to Leadership and Admin	4.5	4.5	
	Biblical Concepts of Leadership	4.5	4.9	
<b>Missional</b> 4. Develop a missional Christian worldview prepared to engage minds in increasingly globalized organizations and communities in order to win, disciple and send others for Christ.	World Religions	4.8	4.7	4.7
	Christianity in the Marketplace	n/a	n/a	
	Introduction to Evangelism	4.9	4.3	
	Spiritual Formation	4.8	4.4	
<b>GenEd</b> 5. Develop a broad knowledge base and critical thinking skills in order to equip students for the vocational and cultural contexts in which they will serve.	Church History I, II	4.5	4.5	4.6
	Introduction to English	4.6	5.0	
	Writing & Research	4.6	4.0	
	Critical Thinking	n/a	n/a	
	Personal Finances	4.9	4.9	
	Basic College Math	3.8	5.0	
<b>Composite Score</b>			<b>4.6 (91%)</b>	

“DA” = Direct Assessment of select course assignments from Fall 2018 through Spring 2019

“IDA” = Indirect Assessment through course evaluations during Fall 2018 through Spring 2019

\* 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

## Bachelor in Leadership and Ministry Core Learning Outcomes Composite Assessment

This table presents a composite assessment of undergraduate core learning outcomes based on direct assessment of selected core course assignments and indirect assessment of course evaluations (Fall 2018 – Spring 2019). Core course assignments are evaluated by faculty utilizing assessment rubrics designed to evaluate educational effectiveness in all undergraduate degree programs.

Core Learning Outcomes (Program Objectives)*	Selected Core Courses**		Aggregate Assessment Scores***	
	DA	IDA		
<b>Biblical.</b> 1. Develop a biblical understanding of leadership that combines attitudes, values, beliefs and communication skills which are consistent with Christian character and leadership in ministry.	Old Testament Survey	4.4	4.4	4.7
	New Testament Survey	4.6	4.6	
	Biblical Interpretation	4.6	4.5	
	Intro to Ethics	4.8	4.9	
	Intro to Philosophy	n/a	n/a	
	Biblical Concepts of Leadership	4.5	4.9	
<b>Transformational</b> 2. Comprehend what it means to be a transformed Christian, including how to express and exemplify the Christian faith, the basics of Christian theology and a Christian worldview.	Biblical Living	4.4	4.6	4.5
	Biblical Worldview	4.0	5.0	
	Life of Christ	4.3	4.6	
	Intro to Christian Theology	n/a	n/a	
	Wisdom Literature of the Bible	n/a	n/a	
<b>Experiential</b> 3. Establish and experientially apply personal management strategies consistent with one's ministry and/or professional goals.	Pastoral Epistles	4.1	4.5	4.5
	Foundations of Preach & Teach	4.8	4.3	
	Essentials of Management	4.8	5.0	
	Organizational Behavior	4.8	4.3	
	Trauma and Crisis Counseling	3.5	5.0	
<b>Missional</b> 4. Be prepared to integrate all of the above missionally, to engage minds in increasingly globalized organizations and communities in order to win, disciple and send others for Christ.	Biblical Worldview	4.0	5.0	4.6
	Essentials of Management	4.8	5.0	
	Biblical Concepts of Leadership	4.5	4.9	
	Case Studies in Ethics	4.3	5.0	
	Case Studies in Leadership	4.5	4.5	
	Intro to Leadership and Admin	4.5	4.5	
<b>GenEd</b> 5. Develop a broad knowledge base and critical thinking skills in order to equip students for the vocational and cultural contexts in which they will serve.	Church History I, II	4.5	4.5	4.6
	Introduction to English	4.6	5.0	
	Writing & Research	4.6	4.0	
	Critical Thinking	n/a	n/a	
	Personal Finances	4.9	4.9	
	Basic College Math	3.8	5.0	
<b>Composite Score</b>			<b>4.6 (92%)</b>	

"DA" = Direct Assessment of select course assignments from Fall 2018 through Spring 2019

"IDA" = Indirect Assessment through course evaluations during Fall 2018 through Spring 2019

\* 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

## Bachelor in Organizational Leadership Core Learning Outcomes Composite Assessment

This table presents a composite assessment of undergraduate core learning outcomes based on direct assessment of selected core course assignments and indirect assessment of course evaluations (Fall 2018 – Spring 2019). Core course assignments are evaluated by faculty utilizing assessment rubrics designed to evaluate educational effectiveness in all undergraduate degree programs.

Core Learning Outcomes (Program Objectives)*	Selected Core Courses**		Aggregate Assessment Scores***	
	DA	IDA		
<b>Biblical.</b> 1. Develop a biblically integrated understanding of organizational leadership and management skills for the marketplace.	Old Testament Survey	4.4	3.9	4.5
	New Testament Survey	4.6	5.0	
	Biblical Interpretation	4.6	4.5	
	Intro to Leadership and Admin	4.5	4.5	
	Biblical Concepts of Leadership	4.5	4.9	
<b>Transformational</b> 2. Explore ethical and moral decision making for profit and nonprofit organizations to express and exemplify a transformed Christian faith, theology and worldview.	Biblical Living	4.4	4.6	4.6
	Intro to Ethics	4.8	4.9	
	Intro to Philosophy	n/a	n/a	
	Biblical Worldview	4.0	5.0	
	Life of Christ	4.3	4.6	
<b>Experiential</b> 3. Experientially apply one's knowledge of organizational leadership and management skills.	Pastoral Epistles	4.1	4.5	4.6
	Organizational Behavior	4.8	4.3	
	Communication Skills	n/a	n/a	
	Essentials of Management	4.8	5.0	
	Economics and the Manager	4.8	4.5	
<b>Missional</b> 4. Be prepared to integrate organizational leadership skills and competencies into a missional approach to one's vocation in increasingly globalized organizations and communities in order to win, disciple and send others for Christ.	Current Issues in Management	n/a	n/a	4.6
	Case Studies in Ethics	4.3	5.0	
	Case Studies in Leadership	4.5	4.5	
<b>GenEd</b> 5. Develop a broad knowledge base and critical thinking skills in order to equip students for the vocational and cultural contexts in which they will serve.	Church History I, II	4.5	4.5	4.6
	Introduction to English	4.6	5.0	
	Writing & Research	4.6	4.0	
	Critical Thinking	n/a	n/a	
	Personal Finances	4.9	4.9	
	Basic College Math	3.8	5.0	
<b>Composite Score</b>			<b>4.6 (92%)</b>	

"DA" = Direct Assessment of select course assignments from Fall 2018 through Spring 2019

"IDA" = Indirect Assessment through course evaluations during Fall 2018 through Spring 2019

\* 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

## Educational Mission and Institutional Effectiveness Assessment

This table presents a composite assessment of educational effectiveness and outcomes related to the institutional purpose and mission statement.

Mission Statement Components	Indirect Measures*	Direct Measures**	Aggregate Score
Critical thinking skills	4.7	4.5	4.6
Broad knowledge base	4.7	4.5	4.6
Biblically integrated understanding of their vocation	4.6	4.5	4.5
Servant Leadership	4.5	4.6	4.5
Evangelism and Discipleship	4.3	4.7	4.5
<b>Composite Score</b>			<b>4.5</b>

\* Scores taken from the annual SEI and GSI data

\*\* Selected core course assignments assess learning competencies related to the mission statement

## 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	4.5
Student Experience Inventory	4.0	4.5	4.5
Course Evaluations	4.0	4.5	4.5
Direct Measures			
Bible Core Courses	4.0	4.5	4.6 (92%)
Professional Studies Courses	4.0	4.5	4.5 (91%)
General Education Core Courses	4.0	4.5	4.5 (91%)
Practicum	4.0	4.5	4.7 (98%)
<b>Institutional Education Effectiveness Score</b>			<b>4.6 (92%)</b>

\* 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").

## V. Summary and Suggestions

### A. Institutional Objectives

Institutional learning objective scores related to measures of personal growth and educational outcomes based on the results of the 2017 Graduating Student Inventory indicated an aggregate score of 4.5 on a 5-point scale indicating a strong score for successful performance.

The composite assessment of institutional learning outcomes based on both direct and indirect measures of student learning outcomes indicated a strong score at 4.5

Mission Statement Components	Indirect Measures*	Direct Measures**	Aggregate Score
Critical thinking skills	4.7	4.5	4.6
Broad knowledge base	4.7	4.5	4.6
Biblically integrated understanding of their vocation	4.6	4.5	4.5
Servant Leadership	4.5	4.6	4.5
Evangelism and Discipleship	4.3	4.7	4.5
<b>Composite Score</b>			<b>4.5</b>

\* Scores taken from the annual SEI and GSI data

\*\* Selected core course assignments assess learning competencies related to the mission statement

#### Suggestions:

1. Determine key areas of academic review based on the lowest performing scores on the 2019 Graduating Student Inventory 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.

### B. Student Learning Outcomes

The composite assessment of program learning outcomes based on selected core course assignments indicated an aggregate score of 4.5 on a 5-point scale indicating strong performance.

#### Indirect Measures

Measures of Student Learning Outcomes	Minimum Value for "Success"	Minimum Value for "Excellent"	Current Score*
Graduating Student Inventory	4.0	4.5	4.5
Student Experience Inventory	4.0	4.5	4.5
Course Evaluations	4.0	4.5	4.5
<b>Composite Score</b>			<b>4.5</b>



## Direct Measures

Measures of Student Learning Outcomes	Minimum Value for "Success"	Minimum Value for "Excellent"	Current Score*
Bible Core Courses	4.0	4.5	4.6 (92%)
Professional Studies Courses	4.0	4.5	4.5 (91%)
General Education Core Courses	4.0	4.5	4.5 (91%)
Practicum	4.0	4.5	4.7 (98%)
<b>Composite Score</b>			<b>4.6 (92%)</b>

Suggestions:

1. Continue to track and offer courses according to the student learning outcomes schedule.
2. Ensure that each core course includes a substantive summative assessment in the form of a comprehensive final exam, Research paper, or final Project.
3. Review the curriculum in order to improve in lowest scoring areas based on the course evaluations and direct summative assignment assessments.
4. Continue to systematically identify student samples of course assignments for direct measures of assessing student learning outcomes.