

Horizon University

Learning Outcomes
Assessment Report
Fall 2020

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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 2020
	Graduating Student Inventory (GSI)	Indirect/Summative	Spring 2020
Course Evaluations	Selected Courses	Indirect/Summative	Summer 2020
BBS Biblical Studies	Selected Bible Core Courses	Formative/Direct	Fall 2020
	Selected Bible Core Courses	Summative/Direct	Fall 2020
BLM Leadership in Ministry	Selected Leadership Core Courses	Formative/Direct	Fall 2020
	Selected Leadership Core Courses	Summative/Direct	Fall 2020
BOL Organizational Leadership	Selected Organizational Core Courses	Formative/Direct	Fall 2020
	Selected Organizational Core Courses	Summative/Direct	Fall 2020
General Education	Selected GE Courses	Formative/Direct	Fall 2020
	Selected GE Courses	Summative/Direct	Fall 2020

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.

2020 Graduating Student Inventory

Measures of Personal Growth and Educational Outcomes

Ability to interpret scripture	5.0*
Ability to preach/teach	5.0
Ability to evangelize	4.0
Ability to minister to the needs of others	4.0
Ability to lead effectively	5.0
Empathy for the poor and oppressed	3.0
Ability to pray	5.0
Enthusiasm for learning	5.0
Insight into the troubles of others	4.0
Desire to become an authority in my field	5.0
Trust in God	5.0
Self-discipline and focus	5.0
Ability to live one's faith in daily	5.0
Clarity of vocational or ministry goals	5.0
Self-confidence	5.0
Critical thinking	5.0
Self-knowledge	5.0
Strength of spiritual life	5.0
Average Score for All Measures	4.7

* 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.

2020 Student Experience Inventory (student satisfaction with learning outcomes)

<u>Line Item</u>	<u>Satisfaction*</u>
11. Online courses provide a quality learning experience	5.3
18. Assignments are personally challenging and encourage critical thinking	5.5
20. I am learning valuable principles that apply to my chosen field	5.4
21. My educational experiences are relevant to my current ministry	5.3
23. I am developing a deeper spiritual life and faith commitment	5.5
24. My educational experience has deepened my appreciation for diverse perspectives	4.8
25. My degree program provides an integration of theory, theology, and application	5.5
33. The internship/field study programs provide valuable learning and growth experiences	5.0

Average Score (4.8 Minimum/5.4 Excellent) **5.3**

* 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.

<u>General Education Core Courses</u>	<u>Score*</u>
Introduction to Ethics	5.0
Basic College Math	4.8
English Composition	4.4
Critical Thinking	4.7
Introduction to Philosophy	4.5
Writing for Graduate School	4.7
<u>Average Score for All Measures</u>	<u>4.7</u>

* 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”).

<u>Bible and Theology Courses</u>	<u>Score*</u>
Biblical Living	4.7
Biblical Interpretation	4.0
Biblical Worldviews	3.5
Life of Christ	3.6
Old Testament Survey	4.5
New Testament Survey	5.0
Pastoral Epistles	4.2
World Religions	4.8
Church History I	5.0
Church History II	4.7
Gospel of John	4.6
Ephesians	4.6
Romans	5.0
Hebrews	4.9
Acts	4.8
<hr/>	
Average Score for All Measures	4.5*

<u>Professional Studies Courses</u>	<u>Score*</u>
<u>Ministry Courses</u>	
Introduction to Discipleship	4.9
Foundations for Preaching and Teaching	4.8
MN401 Student Ministry Practicum	4.8
Spiritual Formation	4.8
Christianity in the Marketplace	4.6
Effective Pastoring	5.0
Strategies for International Missions	4.5
<hr/>	
Average Score for All Measures	4.8

* 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

<u>Leadership Courses</u>	
Biblical Concepts of Leadership	4.0
Case studies in Leadership	4.3
Case studies in Ethics	5.0
Intro to Leadership and Admin	4.5
Effective Pastoral Leadership	4.2
Accountability	4.5
<hr/>	
Average Score for All Measures	4.4
<u>Organizational Courses</u>	
Accounting for Managers	5.0
Economics and the Manager	4.8
Essentials of Management	4.1
Communication Concepts	5.0
Organizational Behavior	4.7
<hr/>	
Average Score for All Measures	4.7
<u>Biblical Counseling</u>	
Intro to Biblical Counseling	4.8
Marriage and Family Counseling	4.3
Biblical Counseling Observation	5.0
<hr/>	
Average Score for All Measures	4.7

* 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.

General Education Courses	Learning Outcome	Score*
Introduction to Ethics	70%	3.5
Basic College Math	97%	4.9
English Composition	60%	3.0
Critical Thinking	80%	4.0
Introduction to Philosophy	72%	3.6
Writing for Graduate School	na	na
Average Score for All Measures	76%	3.8*

Bible & Theology Courses	Learning Outcomes	Score
Biblical Living	85%	4.3
Biblical Interpretation	65%	3.3
Biblical Worldviews	60%	3.0
Life of Christ	95%	4.8
Old Testament Survey	85%	4.3
New Testament Survey	95%	4.8
Pastoral Epistles	97%	4.9
World Religions	97%	4.9
Church History I	82%	4.1
Church History II	80%	4.0
Gospel of John	70%	3.5
Ephesians	65%	3.3
Romans	65%	3.3
Hebrews	95%	4.8
Acts	92%	4.6
Average Score for All Measures	82%	4.1*

* 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

Professional Studies Courses	Learning Outcome	Score*
<u>Ministry Courses</u>		
Introduction to Discipleship	65%	3.3
Foundations for Preaching and Teaching	97%	4.8
Spiritual Formation	74%	3.7
Christianity in the Marketplace	82%	4.1
Effective Pastoring	97%	4.8
Average Score for All Measures	83%	4.1*
<u>Leadership Courses</u>		
Biblical Concepts of Leadership	87%	4.4
Case studies in Leadership	96%	4.8
Case studies in Ethics	94%	4.7
Intro to Leadership and Admin	95%	4.8
Effective Pastoral Leadership	70%	3.5
Accountability	95%	4.8
Average Score for All Measures	90%	4.5*
<u>Organizational Courses</u>		
Accounting for Managers	84%	4.3
Economics and the Manager	57%	2.9
Essentials of Management	93%	4.7
Communication Concepts	88%	4.4
Organizational Behavior	97%	4.9
Average Score for All Measures	85%	4.2*
<u>Biblical Counseling Courses</u>		
Intro to Biblical Counseling	80%	4.0
Marriage and Family Counseling	97%	4.9
Biblical Counseling Observation	100%	5.0
Average Score for All Measures	93%	4.6*

* 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.

World Religions

Student Learning Outcomes	Aggregate Score*	Percent Score
1. Demonstrate basic knowledge of the fundamental concepts, histories, practices and traditions of the major world religions (e.g., Judaism, Islam, Hinduism, and Buddhism, as well as African, Native American, and other Eastern religions).	4.8	95%
2. Provide an adaptable, working definition of the term “worldview.”	4.8	95%
3. Understand how a worldview functions in forming cultural and religious thought patterns.	4.5	90%
4. Identify and describe the major worldview categories.	4.8	95%
5. Have a basis for effective communication with those of other faiths, particularly in regard to sharing the gospel in a way that is both non-offensive and non-compromising	4.7	94%
TOTAL Learning Outcomes Scores	4.7	94%

Effective Pastoring

Student Learning Outcomes	Aggregate Score*	Percent Score
1. Examine the scriptural evidence for the need, purpose, and methods of Shepherding biblically	4.7	94%
2. Understand and articulate the responsibility of leading a local congregation by means of the preached Word and character of life.	4.7	94%
3. Define pastoral ministry in a way that is biblically based but culturally relevant—framing pastoral ministry that is anchored in the scriptures, but geared to the times.	4.5	90%
4. Become skilled in articulating a biblical philosophy of pastoral ministry grounded in orthodox, biblical theology	4.5	90%
TOTAL Learning Outcomes Scores	4.6	92%

* 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”).

Communication Concepts

Student Learning Outcomes	Aggregate Score*	Percent Score
1. Examine intra personal and interpersonal communication methods, obstacles to clear understanding, and the skills and abilities to effect clear communication.	4.1	82%
2. Learn effective interpersonal communication skills for personal and professional setting to include individual, small groups, interviews, and presentations.	4.2	83%
3. Become familiar with diversity (i.e. ethnic, cultural etc.) in communications, related verbal and non-verbal strategies for success in one's personal and professional life, including biblical approaches to interpersonal communication.	4.2	83%
4. Critically research, evaluate and write an analysis of one's personal and professional communication as perceived by self and others	4.1	82%
TOTAL Learning Outcomes Scores	4.2	83%

Accounting for Managers

Student Learning Outcomes	Aggregate Score*	Percent Score
1. Demonstrate a knowledge of foundational accounting principles for managerial decision-making	4.4	88%
2. Explain the importance of accurate financial reporting	3.8	76%
3. Present best practices in the acquisition and analysis of accounting information	3.9	78%
4. Summarize key principles for tracking and evaluating financial performance	4.0	80%
TOTAL Learning Outcomes Scores	4.0	80%

* 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").

Biblical Interpretation

Student Learning Outcomes	Aggregate Score*	Percent Score
1. Analyze biblical texts with reference to historical, cultural, and grammatical context	3.0	60%
2. Analyze biblical texts with reference to the biblical languages.	3.0	60%
3. Demonstrate the appropriate contextualization and application of biblical texts based on an evangelical hermeneutic	3.0	60%
4. Demonstrate an effective use of biblical study tools and resources appropriate to an evangelical hermeneutic	3.0	60%
TOTAL Learning Outcomes Scores	3.0	60%

Intro to 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	85%
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.	3.0	80%
4. Additional Considerations: Biblical integration, clarity/coherence, references, academic writing style and mechanics	3.0	80%
TOTAL Learning Outcomes Scores	4.2	84%

Strategies for International Missions

Student Learning Outcomes	Aggregate Score*	Percent Score
1. Demonstrate a basic knowledge of the theology, history, strategy, cultural and practical realities of missions in the world today.	4.8	95%
2. Be committed to the Great Commission and be able to explain the theme of mission in the Bible from beginning to end.	4.5	90%
3. See the wide range of possible types of mission work and mission involvement.	4.5	90%
4. Understand what makes a good missionary including the significance of personal qualities, training and strategy suitable for the work at hand.	4.5	90%
TOTAL Learning Outcomes Scores	4.6	92%

* 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”).

Student Ministry Practicum

Student Learning Outcomes	Aggregate Score*	Percent Score
1. Increase biblical knowledge, including Old and New Testament, theology, hermeneutics and apologetics.	3.0	60%
2. Develop and apply attitudes, values and beliefs which are consistent with transformed Christian character.	4.5	90%
3. Integrate a broad knowledge base with practical experience including evangelism and discipleship to prepare for Christian leadership with the potential for vocational ministry.	4.5	90%
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.	4.0	80%
TOTAL Learning Outcomes Scores	4.0	80%

*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 – 2019-2020

Diploma in Biblical Studies – On campus program 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 (Fall 2019 – Spring 2020) and indirect assessment of course evaluations (Fall 2019 – Spring 2020). 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	
<u>Biblical</u> 1. Increase general biblical knowledge with an in-depth understanding of key books of the Bible.	Gospel of John	n/a	4.9
	Acts	n/a	n/a
	Introduction to Theology	n/a	n/a
	Biblical Interp: Hermeneutics	n/a	n/a
<u>Transformational</u> 2. Develop the attitudes, values and beliefs which are consistent with transformed Christian character.	Intro to Ethics	n/a	n/a
	Biblical Living	n/a	4.5
<u>Experiential</u> 3. Integrate a specialized biblical foundation with practical experience that prepares the student to serve the body of Christ.	Introduction to Biblical Living	n/a	4.5
<u>Missional</u> 4. Develop a missional Christian worldview to win, disciple and send others for Jesus Christ in increasingly globalized organizations and communities.	Introduction to Missions	n/a	n/a
Composite Score			x.x (xx%)

"DA" = Direct Assessment of select course assignments from Fall 2014 through Spring 2018

"IDA" = Indirect Assessment through course evaluations during Fall 2019 through Spring 2020

* 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

Associate 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 (Fall 2014 – Spring 2018) and indirect assessment of course evaluations (Fall 2019 – Spring 2020). 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		
<u>Biblical</u> 1. Increase biblical knowledge, including Old and New Testament, theology and hermeneutics.	Old Testament Survey New Testament Survey Introduction to Theology Biblical Interp: Hermeneutics	4.5 4.8 4.8 4.6	4.5 5.0 n/a 4.0	4.6
<u>Transformational</u> 2. Develop and apply attitudes, values and beliefs which are consistent with transformed Christian character.	Intro to Ethics Biblical Living	4.7 4.7	5.0 4.7	4.8
<u>Experiential</u> 3. Integrate a broad knowledge base with practical experience that prepares the student for Christian leadership.	Introduction to Discipleship Foundations of Preaching & Teaching	4.4 4.7	4.9 4.8	4.7
<u>Missional</u> 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 Introduction to Discipleship Foundations of Preaching & Teaching	n/a 4.4 4.7	4.8 4.9 4.8	4.7
<u>GenEd</u> 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 English Composition Intro to Writing & Research Math	4.5 4.1 4.2 4.7	4.8 4.4 n/a 4.8	4.5
Composite Score				4.7 (96%)

"DA" = Direct Assessment of select course assignments from Fall 2014 through Spring 2019

"IDA" = Indirect Assessment through course evaluations during Fall 2019 through Spring 2020

* 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 (Fall 2014 – Spring 2019) and indirect assessment of course evaluations (Fall 2019 – Spring 2020). 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	
<u>Biblical</u> 1. Increase biblical knowledge, including Old and New Testament, theology, hermeneutics and apologetics.	Old Testament Survey	4.5	4.5	4.5
	New Testament Survey	4.8	5.0	
	Theology I, II, III	4.2	n/a	
	Hermeneutics	4.6	4.0	
	Apologetics	4.6	n/a	
<u>Transformational</u> 2. Develop and apply attitudes, values and beliefs which are consistent with transformed Christian character.	Biblical Living	4.7	4.7	4.7
	Intro to Ethics	4.7	5.0	
	Intro to Philosophy	4.5	4.5	
	Romans: <i>New Life in the Spirit</i>	4.4	5.0	
<u>Experiential</u> 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	4.9	4.7
	Foundations of Preach & Teach	4.7	4.8	
	Effective Pastoring	n/a	5.0	
	Biblical Counseling	4.7	4.8	
	Intro to Leadership & Admin	4.5	4.5	
<u>Missional</u> 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	n/a	4.8	4.6
	Christianity in the Marketplace	4.3	4.6	
	Intro to Evangelism	4.5	n/a	
	Spiritual Formation	4.6	4.8	
<u>GenEd</u> 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	4.8	4.5
	English Composition	4.1	4.4	
	Writing & Research	4.2	n/a	
	Critical Thinking	4.1	4.7	
	Math	4.7	4.8	
Composite Score				4.6 (92%)

"DA" = Direct Assessment of select course assignments from Fall 2014 – Spring 2019

"IDA" = Indirect Assessment through course evaluations during Fall 2019 through Spring 2020

* 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 & 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 (Fall 2014 – Spring 2019) and indirect assessment of course evaluations (Fall 2019 – Spring 2020). 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
<u>Biblical</u> 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	4.5	4.5	4.4
	New Testament Survey	4.8	5.0	
	Hermeneutics	4.6	4.0	
	Intro to Ethics	4.7	5.0	
	Intro to Philosophy	4.5	4.5	
	Accountability	2.7	4.5	
	Biblical Concepts of Leadership	4.7	4.0	
<u>Transformational</u> 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	4.7	4.7	4.3
	Biblical Worldview	4.5	3.5	
	Life of Christ	4.5	3.6	
	Intro to Christian Theology	4.8	n/a	
	Wisdom Literature of the Bible	n/a	n/a	
<u>Experiential</u> 3. Establish and experientially apply personal management strategies consistent with one's ministry and/or professional goals.	Pastoral Epistles	4.1	4.2	4.5
	Foundations of Preach & Teach	4.7	4.8	
	Principles of Management	4.9	4.1	
	Organizational Behavior	4.4	4.7	
	Small Groups in the Church	4.6	n/a	
	Biblical Counseling	4.7	4.8	
<u>Missional</u> 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.	Acts: The Early Church	4.2	5.0	4.5
	Evangelism & Discipleship	4.0	n/a	
	Current Issues in Management	4.5	n/a	
	Case Studies in Ethics	4.7	5.0	
	Case Studies in Leadership	4.5	4.3	
<u>GenEd</u> 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	4.8	4.5
	English Composition	4.1	4.4	
	Writing & Research	4.2	n/a	
	Critical Thinking	4.1	4.7	
	Math	4.7	4.8	
	Composite Score			

"DA" = Direct Assessment of select course assignments from Fall 2014 – Spring 2018

"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 (Fall 2014 – Spring 2019) and indirect assessment of course evaluations (Fall 2019 – Spring 2020). 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	
<u>Biblical</u> 1. Develop a biblically integrated understanding of organizational leadership and management skills for the marketplace.	Old Testament Survey New Testament Survey Hermeneutics Accountability Biblical Concepts of Leadership	4.5 4.8 4.6 2.7 4.7	4.5 4.8 4.6 4.5 4.0	4.4
<u>Transformational</u> 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 Intro to Ethics Intro to Philosophy Biblical Worldview Life of Christ Intro to Christian Theology Wisdom Literature of the Bible	4.7 4.7 4.5 4.5 4.5 4.8 n/a	4.7 5.0 4.5 3.5 3.6 n/a n/a	4.5
<u>Experiential</u> 3. Experientially apply one's knowledge of organizational leadership and management skills.	Pastoral Epistles Organizational Behavior Communication Concepts Principles of Management Marketing Concepts & Application Accounting for Managers Economics and the Manager	4.1 4.4 n/a 4.9 4.9 n/a 4.7	4.2 4.7 5.0 4.1 n/a 5.0 4.8	4.6
<u>Missional</u> 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 Case Studies in Ethics Case Studies in Leadership	4.5 4.7 4.5	n/a 5.0 4.3	4.6
<u>GenEd</u> 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 English Composition Writing & Research Critical Thinking Math	4.5 4.1 4.2 4.1 4.7	4.8 4.4 n/a 4.7 4.8	4.5
Composite Score				4.5 (90%)

"DA" = Direct Assessment of select course assignments from Fall 2014 – Spring 2018

"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	4.0	4.4
Broad knowledge base	4.7	3.8	4.2
Biblically integrated understanding of their vocation	4.5	4.3	4.4
Servant Leadership	4.4	4.5	4.5
Evangelism and Discipleship	4.3	4.7	4.5
Composite Score			4.4

* 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	4.7
Student Experience Inventory	4.0	4.5	4.4
Course Evaluations	4.0	4.5	4.6
Direct Measures			
Bible Core Courses	4.0	4.5	4.1 (82%)
Professional Studies Courses	4.0	4.5	4.4 (88%)
General Education Core Courses	4.0	4.5	3.8 (76%)
Practicum	4.0	4.5	4.7 (98%)
Institutional Education Effectiveness Score			4.3 (86%)

* 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 2020 Graduating Student Inventory indicated an aggregate score of 4.4 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	4.0	4.4
Broad knowledge base	4.7	3.8	4.2
Biblically integrated understanding of their vocation	4.5	4.3	4.4
Servant Leadership	4.4	4.5	4.5
Evangelism and Discipleship	4.3	4.7	4.5
Composite Score			4.4

* 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 2020 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	4.7
Student Experience Inventory	4.0	4.5	4.4
Course Evaluations	4.0	4.5	4.6
Composite Score			4.6

Direct Measures

Measures of Student Learning Outcomes	Minimum Value for "Success"	Minimum Value for "Excellent"	Current Score*
Bible Core Courses	4.0	4.5	4.1 (82%)
Professional Studies Courses	4.0	4.5	4.4 (88%)
General Education Core Courses	4.0	4.5	3.8 (76%)
Practicum	4.0	4.5	4.7 (98%)
Composite Score			4.3 (86%)

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.