

South Florida Bible College and Theological Seminary

# Learning Outcomes Assessment

This report looks into Student Learning outcomes for all degree programs for the academic year 2021-22

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## Learning Outcomes Assessment

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Completed

4 GOALS 8 OUTCOMES 8 MEASURES 8 TARGETS 8 FINDINGS 0 ATTACHMENTS

## 1 Program Goals

The student will articulate intercultural awareness (IG: 3, 4, 5, 7, 8)

### 1.1 Outcome

Students will write a review of a movie/books; a minimum of words/lines will be applied according to the level. For projects the students must either write an essay or do an oral presentation, 5 to 10 minutes.

Movie/books reviews and/or US Holiday/Cultural Projects

### 1.1.1 Measures

The essays and oral presentation should be in accordance with the requirements described in the rubrics, and students must score 7 points out of 10.

### 1.1.1.1 Target Outcome

Not Reported this Period

TARGET OUTCOME Students will write a review of a movie/books; a minimum of words/lines will be applied according to the level. For projects the students must either write an essay or do an oral presentation, 5 to 10 minutes.

RESULTS This tool was not applied for evaluation this semester of assessment purpose.

JUDGMENTS This tool was not applied for evaluation this semester of assessment purpose.

### 1.2 Outcome

Students will understand the teacher's directions in class in order to prepare and present a review of the past lessons, applying the knowledge acquired and/or present an oral account of a written project.

### 1.2.1 Measures

A speaking evaluation will take place then, and the grades will be added to the Midterm and Final tests (Spring 2021) and to Participation Grade (Summer and Fall 2021).

### 1.2.1.1 Target Outcome

Met

TARGET OUTCOME	Students will understand the teacher's directions in class in order to prepare and present a review of the past lessons, applying the knowledge acquired and/or present an oral account of a written project.
RESULTS	The samples show that 25% of the students increased the score, 25% remained the same, and 50% didn't increase.
JUDGMENTS	The result showed that the goal was achieved as proposed by 25%.

### 1.3 Outcome

Students will notice improvement in their general English speaking. The student will feel more comfortable speaking to and getting involved with the American community around him.

#### 1.3.1 Measures

Students will answer questions, related to their oral interaction with the community during the Focus Group.

### 1.3.1.1 Target Outcome

Met

TARGET OUTCOME	Students will notice improvement in their general English speaking. The student will feel more comfortable speaking to and getting involved with the American community around him.
RESULTS	During the Focus Group students rated 70% Satisfied with the improvement of their academic English since the beginning of their semester, 20% unsatisfied, and 10% were neutral.
JUDGMENTS	The result shows that the student have been feeling a substantial improvement in their speaking since the beginning of the semester.

## 2

### Program Goals

The student will evidence an increased understanding of the English language mechanics, grammar and vocabulary, that is both general and academic-discipline specific. (IG: 3, 4, 5, 7, 8)

## 2.1 Outcome

Students will demonstrate an improvement and appropriate usage of grammar and vocabulary proposed for their learning level. The student will be able to use oral and written communication more accurately according to his/her learning level. Students will

Oral and Written activities in class, online practices, essays, drills, and other activities to reinforce grammar and lexical knowledge. Live experience and/or field trips are also strategies to achieve this goal. Quizzes and unit tests/activities and online practices.

### 2.1.1 Measures

The grades from the assignments will reflect the student's improvement in oral activities during class and online recorded activities as well writing exercises and essays. Students should score above 75% in such activities.

#### 2.1.1.1 Target Outcome

Met

TARGET OUTCOME Students will demonstrate an improvement and appropriate usage of grammar and vocabulary proposed for their learning level. The student will be able to use oral and written communication more accurately according to his/her learning level. Students will

RESULTS The sample shows that all the students score above 75% of what was expected.

JUDGMENTS The new evaluation was added and was applied to check the the students knowledge. The result was satisfactory and we will continue to use this measure.

## 2.2 Outcome

Students will be able to expose themselves to the language and build up their own strategies to express beyond the beginners level.

### 2.2.1 Measures

Participation evaluation will reflect the student's progress through activities in class. Students should a score a minimum of 75%.

#### 2.2.1.1 Target Outcome

Met

TARGET OUTCOME Students will be able to expose themselves to the language and build up their own strategies to express beyond the beginners level.

RESULTS	All students had achieved above 85% of the class participation grade throughout the semester.
JUDGMENTS	The results are higher than expected. The new curriculum improved the student participation in class.

### 3 Program Goals

The student will complete critical reading of college-level academic texts and other supplementary materials. (IG: 3, 4, 5, 7, 8)

#### 3.1 Outcome

Students will be able to research original materials and develop oral presentations/ socratic seminars, write essays and communicate at a higher level by expressing opinions, critical thinking, and proper language skills for academic entry-level.

Reading original and adapted materials according to the student's level. Socratic Seminar (class discussion) based on the theme of the unit that is being studied, such as an article, letter, journal, activity, or a special assignment related to the unit.

#### 3.1.1 Measures

The minimum score for these activities is 75 points.

#### 3.1.1.1 Target Outcome

Met

TARGET OUTCOME	Students will be able to research original materials and develop oral presentations/ socratic seminars, write essays and communicate at a higher level by expressing opinions, critical thinking, and proper language skills for academic entry-level.
RESULTS	100% of the students evaluated in this activity scored more than 75% points it is the minimum required for the goal.
JUDGMENTS	Added to the new curriculum, we evaluated the students through the File Tests. The results indicate the expected outcome.

### 4 Program Goals

The student will demonstrate oral and written communication skills necessary for entry-level academic success at South Florida Bible College. (IG: 3, 4, 5, 7, 8)

**4.1 Outcome**  
Improvement in student's oral and written skills.  
Oral Presentations and essays.

**4.1.1 Measures**  
Results of the presentations / discussions/ reviews between the beginning of the semester and the end of the semester will be compared.

**4.1.1.1 Target Outcome**  
**Met**

TARGET OUTCOME Improvement in student's oral and written skills. Improvement must exceed 10%.

RESULTS The evaluation of the mid of the semester compared with the final semester test showed that the students improved more than it was expected

JUDGMENTS The results are higher than expected, showing the student aproval with the new tool used.

**4.2 Outcome**  
Students write summarizing paragraphs and short essays

**4.2.1 Measures**  
Students write summarizing paragraphs and short essays.

**4.2.1.1 Target Outcome**  
**Met**

TARGET OUTCOME Essays and written exercises are expected to be graded 70% and above.

RESULTS The sample show that 100% of the students scored more than 85% of what was expected.

JUDGMENTS The results are great, higher than expected. The new books are more updated and contextualized, and the students showed more interest in duing their writings.

Completed

4 GOALS 4 OUTCOMES 4 MEASURES 4 TARGETS 4 FINDINGS 0 ATTACHMENTS

## 1 Program Goals

Identify the history, content, and background of the Bible. (I.G. 6)

### 1.1 Outcome

80% or more of students will show a achieve a score of 75% or more in the Bible Knowledge Exam upon graduation

Introduction classes in Biblical Covenants, OT & NT set the stage for learning the Scriptures.

Classes in major divisions of the Bible give greater focus on each of those divisions. The class on NT Bible Backgrounds undergirds the program.

### 1.1.1 Measures

Bible Knowledge Exam

### 1.1.1.1 Target Outcome

Not Reported this Period

TARGET OUTCOME 80% or more of students will show a achieve a score of 75% or more in the Bible Knowledge Exam upon graduation

RESULTS Have not yet begun this process

JUDGMENTS The pretests and post tests have not yet been checked.

## 2 Program Goals

Demonstrate an understanding of fundamentals of Christian doctrine and theology. (I.G. 4, 6)

### 2.1 Outcome

80% or more of students in the Senior Seminar will receive a score of 90% or higher on their personal doctrinal statement.

### 2.1.1 Measures

Personal Doctrinal Statement Assignment



### 2.1.1.1 Target Outcome

Met

TARGET OUTCOME 80% or more of students in the Senior Seminar will receive a score of 90% or higher on their personal doctrinal statement.

RESULTS Measurements were able to be taken for Fall 2021

JUDGMENTS Goal was met, though it is ongoing for each semester

## 3 Program Goals

Apply Biblical hermeneutics to an exegetical research project. (I.G. 4, 6)

### 3.1 Outcome

80% or more of students will show their ability to engage in Biblical Hermeneutics through the writing of an exegetical paper and project.

### 3.1.1 Measures

Senior Seminar Project

### 3.1.1.1 Target Outcome

Not Met

TARGET OUTCOME 80% or more of students will show their ability to engage in Biblical Hermeneutics through the writing of an exegetical paper and project.

RESULTS There remains plenty of room for improvement. There were only four students doing their Senior Seminar during the 2021-2022 Academic Year

JUDGMENTS Goal was not met for Fall 2021.

## 4 Program Goals

Demonstrate the importance of the Biblical worldview in Biblical Studies. (I.G. 4, 6)

### 4.1 Outcome

80% or more of students will present Biblically based position papers on key areas of Contemporary Christian Ethical Issues.

**4.1.1 Measures**  
Biblical Worldview Exam

**4.1.1.1 Target Outcome**

Not Reported this Period

TARGET OUTCOME 80% or more of students will present Biblically based position papers on key areas of Contemporary Christian Ethical Issues.

RESULTS Have not yet begun this process

JUDGMENTS Class will not be held until Spring 2023

Completed

9 GOALS 9 OUTCOMES 9 MEASURES 9 TARGETS 9 FINDINGS 0 ATTACHMENTS

## 1 Program Goals

Understand and articulate the biblical theology of ministry. (IG: 1, 3, 4, 5)

### 1.1 Outcome

Eighty percent of the Ministry students will score 80% or better.

The Ministry & Leadership students with a specialization in Pastoral Ministry & Missions will conduct a Pastoral Interview (Portfolio Assignment) in the Pastoral Leadership Online Course MIN 2203. Fall 2020-21

### 1.1.1 Measures

Midterm Portfolio assignment (Pastoral Interview).

### 1.1.1.1 Target Outcome

Not Met

TARGET OUTCOME Eighty percent of the Ministry students will score 80% or better.

RESULTS Quantitative Measure: Six out of eight students scored 80% or higher on the Portfolio Assignment.

JUDGMENTS The goal wasn't reached due to one of the students failed to complete any assignments after the third week of class, and obtained a zero for the course. Another student passed the Portfolio Assignment (midterm) with a score of 77%, which resulted in the class being 5 points short of obtaining its goal of 80%.

## 2 Program Goals

Develop and mature in their spiritual formation and Christian character. (IG: 1, 5, 6)

### 2.1 Outcome

Seventy-five percent of the students will score (75%) or greater.

The Ministry & Leadership students in the Spiritual Formation Courses On-campus & Online / MIN 1110 will be evaluated based on their performance on the Final Exam. Spring of 2019-20.

The Final Exam measures students' inward change of heart, by their personal journey as Christians through the spiritual discipline of reading scripture and encountering Christ, maturity occurs.

### 2.1.1 Measures Final Exam (Take-home)

#### 2.1.1.1 Target Outcome Met

TARGET OUTCOME Seventy-five percent of the students will score (75%) or greater.

RESULTS Quantitative Measure: Six out of eight students in the Ministry and Leadership Division scored about 90% and higher on the Final Exam.

JUDGMENTS The goal was successfully achieved.

## 3 Program Goals Develop and practice a biblical leadership style and expand skills and knowledge. (IG: 1, 5)

### 3.1 Outcome Seventy-five percent of the students will score 80% or higher.

The Ministry & Leadership students with a specialization in Pastoral Ministry will conduct a mock wedding, funeral, invocation, baptism service for professing adults, eucharist, benediction, an invitation to salvation, baby dedication, (Portfolio Assignment) in the Pastoral Responsibilities Course MIN 2209. Spring 2019-2020

### 3.1.1 Measures Final Exam (Portfolio Assignment)

#### 3.1.1.1 Target Outcome Met

TARGET OUTCOME Seventy-five percent of the students will score 80% or higher.

RESULTS Quantitative Measure: 7 out of 9 students scored 90% and higher on the Portfolio Assignment (Final Exam).

JUDGMENTS The goal was successfully achieved.

## 4 Program Goals

Prepare and present a theologically informed effective contextual preaching, teaching, and small group discussion. (IG: 3, 4, 5)

### 4.1 Outcome

Seventy-five percent of the students will score (75%) or higher.

The Ministry & Leadership students with a specialization in Pastoral Ministry & Missions in the Homiletics Course Online MIN 3302 will be evaluated based on their performance on the Final Homilectical Project. Fall 2020-21

### 4.1.1 Measures

The Final Homilectical Project (Final Exam)

### 4.1.1.1 Target Outcome

Met

TARGET OUTCOME Seventy-five percent of the students will score (75%) or higher.

RESULTS Quantitative Measure: 6 out of 7 Ministry and Leadership Students scored 80% and higher on the Final Homilectical Project.

JUDGMENTS The goal was successfully achieved.

## 5 Program Goals

Identify and promote culturally relevant evangelism and discipleship models. (IG: 1, 3, 5)

### 5.1 Outcome

Eighty percent of the students will score (80%) or more.

The Ministry & Leadership students in the (Evangelism Course Online MIN 1101) will be evaluated based on their performance on Practical Assignment #1. Fall of 2020-21.

### 5.1.1 Measures

Practical Assignment #1

### 5.1.1.1 Target Outcome

Met

TARGET OUTCOME	Eighty percent of the students will score (80%) or more.
RESULTS	Quantitative Measure: Nine out of ten Ministry and Leadership Students scored 90% and higher on Practical Assignment #1.
JUDGMENTS	The goal was successfully achieved.

## 6 Program Goals

Execute and manage ministries to carry out the Great Commission. (IG: 1, 3, 5)

### 6.1 Outcome

Eighty percent of the students will score (80%) or more.

The Ministry & Leadership students in the (Discipleship Course MIN 2214) will be evaluated based on their performance on the Final Exam (Case Study/Identifying Biblical Characteristics of mature disciples). 2020-21 Spring

### 6.1.1 Measures

Final Exam

### 6.1.1.1 Target Outcome

Not Met

TARGET OUTCOME	Eighty percent of the students will score (80%) or more.
RESULTS	Quantitative Measure: Nine out of fourteen students scored 85% and higher on the Final Exam.
JUDGMENTS	<p>The goal wasn't achieved due to one of the students scored 0% and the other student scored 67.5%, which resulted in the class falling short of meeting its goal. As well, two other students scored 75% and 70% on the Final Exam.</p> <p>Unfortunately, these students failed to use all of the allotted time given to pass the Final Exam.</p>

## 7 Program Goals

Understand the challenges, objections, and alternatives to the Christian faith and have

winsomely effective answers to the questions posed by an unbelieving society. (IG: 1, 3, 4, 5)

**7.1 Outcome**

Seventy-five percent of the students will score (80%) or greater.

The Ministry & Leadership students in (Christian Apologetics Online Course THE 4401 course) will be evaluated based on their performance on Paper #2. Fall 2020-21.

**7.1.1 Measures**

Major Paper #2.

**7.1.1.1 Target Outcome**

Met

TARGET OUTCOME Seventy-five percent of the students will score (80%) or greater.

RESULTS Quantitative Measure: 8 out of 8 Ministry and Leadership Students scored 100% on Major Paper# 2.

JUDGMENTS The goal was successfully achieved.

**8 Program Goals**

Demonstrate an understanding of the Biblical worldview as it relates to Ministry and Missions. (IG: 1, 3, 4, 5)

**8.1 Outcome**

Eighty percent of the students will score (80%) or more.

The Ministry & Leadership students with a specialization in Pastoral Ministry in the (Senior Seminar Capstone Course MIN 4460) will be evaluated based on their performance on the Biblical worldview exam. 2019-20 Spring

**8.1.1 Measures**

Biblical Worldview Post Exam.

**8.1.1.1 Target Outcome**

Met

TARGET OUTCOME Eighty percent of the students will score (80%) or more.

RESULTS Quantitative Measure: Four out of four Ministry and Leadership Students with a specialization in Pastoral Ministry scored 89% and higher on the Biblical Worldview

Post Exam.

JUDGMENTS

The goal was successfully achieved.

9

### Program Goals

Apply the Bible using sound exegetical, and hermeneutical methods. (IG: 1, 3, 5)

9.1

#### Outcome

Seventy-five percent of the students will score (75%) or more.

Ministry & Leadership students in the (Hermeneutics Course BBL 3370 course) will be evaluated based on their performance on the Final Exegetical Paper. Spring of 2019-20.

9.1.1

#### Measures

Exegetical Paper.

9.1.1.1

#### Target Outcome

Met

TARGET OUTCOME

Seventy-five percent of the students will score (75%) or more.

RESULTS

Quantitative Measure: 5 out of 5 Ministry and Leadership Students scored 88% and higher on the Final Exegetical Paper.

JUDGMENTS

The goal was successfully achieved.



Completed

11 GOALS 13 OUTCOMES 13 MEASURES 13 TARGETS 13 FINDINGS 0 ATTACHMENTS

## 1 Program Goals

Demonstrate effective oral and written communication skills [I.G. 1, 3, 4, 5, 7]

### 1.1 Outcome

In ENC1102, 70% of students will achieve 75% or more on the Argumentation Essay

#### 1.1.1 Measures

Argumentation Essay

Argumentation essay utilized in ENC1102 course

#### 1.1.1.1 Target Outcome

Partially Met

TARGET OUTCOME In ENC1102, 70% of students will achieve 75% or more on the Argumentation Essay

RESULTS 81% of the students achieved 75% or more on the Argumentation Essay

JUDGMENTS The strategy is inconclusive. The assignment that was used for the Measure was only included in the online sections but should also be included in the residential sections moving forward.

### 1.2 Outcome

In SPC1024, 70% of students will achieve at least 75% or more on the Persuasive Speech

#### 1.2.1 Measures

Persuasive Speech

#### 1.2.1.1 Target Outcome

Met

TARGET OUTCOME In SPC1024, 70% of students will achieve at least 75% or more on the Persuasive Speech

RESULTS 83% of students achieved 75% or more on the Persuasive Speech

JUDGMENTS The strategy was successful.

## 2 Program Goals

Exhibit proficiency in quantitative and qualitative reasoning [I.G. 1, 3, 4, 5, 7]

### 2.1 Outcome

In MAC1105, 70% of students will achieve 75% or more on the Final Exam

#### 2.1.1 Measures

MAC 1105 Final Exam

#### 2.1.1.1 Target Outcome

Not Met

TARGET OUTCOME In MAC1105, 70% of students will achieve 75% or more on the Final Exam

RESULTS 55% of the students achieved 75% or more on the Final Exam

JUDGMENTS The strategy failed. MAC1105 was only offered online and there was no additional tutoring available for the students. The strategy should be expanded to also include STA2023.

### 2.2 Outcome

In PHI2100, 70% of students will achieve a 50% increase on the Post-Diagnostic Test

#### 2.2.1 Measures

Logic Pre- and Post- Diagnostic Test

#### 2.2.1.1 Target Outcome

Partially Met

TARGET OUTCOME In PHI2100, 70% of students will achieve a 50% increase on the Post-Diagnostic Test

RESULTS "RESIDENTIAL: 11% of the students achieved 75% or more on the Pre-Diagnostic test while 33% achieved 75% or more on the Post- Diagnostic test. ONLINE: 18% of the students achieved 75% or more on the Pre-Diagnostic test while 45% of the students

achieve

JUDGMENTS

The results are based on the average test scores. The strategy needs to be revised.

3

### Program Goals

Research and critically analyze information, ideas and arguments [I.G. 1, 3, 4, 5, 7]

3.1

#### Outcome

70% of students will achieve 75% or more on the Argumentation Essay

3.1.1

#### Measures

Argumentation Essay

3.1.1.1

#### Target Outcome

Partially Met

TARGET OUTCOME

70% of students will achieve 75% or more on the Argumentation Essay

RESULTS

81% of the students achieved 75% or more on the Argumentation Essay

JUDGMENTS

The strategy is inconclusive. The assignment that was used for the Measure was only included in the online sections but should also be included in the residential sections moving forward.

4

### Program Goals

Comprehend basic psychological theories and principles [I.G. 1, 3, 4, 5, 7]

4.1

#### Outcome

70% of students will achieve 75% or more on the Final Exam

4.1.1

#### Measures

PSY2012 Final Exam

4.1.1.1

#### Target Outcome

Met

TARGET OUTCOME

70% of students will achieve 75% or more on the Final Exam

RESULTS 87% of the students achieved 75% or more on the Final Exam

JUDGMENTS The strategy was successful.

## 5 Program Goals

Examine major world religions from a Christian context [I.G. 1, 3, 4, 5, 7]

### 5.1 Outcome

70% of students will achieve 75% or more on the Final Paper

#### 5.1.1 Measures

REL2300 Final Paper

#### 5.1.1.1 Target Outcome

Met

TARGET OUTCOME 70% of students will achieve 75% or more on the Final Paper

RESULTS 77% of the students achieved 75% or more on the Final Paper

JUDGMENTS The strategy was successful.

## 6 Program Goals

Understand and explain how history influences the religious, political, social, and cultural components of society [I.G. 1, 3, 4, 5, 7]

### 6.1 Outcome

70% of students will achieve 75% or more on the Movie Review Paper

#### 6.1.1 Measures

WOH1012 Movie Review Paper

#### 6.1.1.1 Target Outcome

Met

TARGET OUTCOME 70% of students will achieve 75% or more on the Movie Review Paper

RESULTS 86% of the students achieved 75% or more on the Movie Review Paper

7

**Program Goals**

Grasp the fundamental concepts of philosophy and explain how various theistic and non-theistic ideologies affect the Christian perspective [I.G. 1, 3, 4, 5, 7]

7.1

**Outcome**

70% of students will achieve 75% or more on the Worldview Paper

7.1.1

**Measures**

Worldview Paper

7.1.1.1

**Target Outcome**

Not Met

TARGET OUTCOME 70% of students will achieve 75% or more on the Worldview Paper

RESULTS 58% of the students achieved 75% or more on the Worldview Paper

JUDGMENTS The strategy failed. Most of the students who failed either misunderstood the assignment or did not follow the instructions that were given. Few students had no submissions.

8

**Program Goals**

Analyze the influence of societies and cultures on the humanities [I.G. 1, 3, 4, 5, 7]

8.1

**Outcome**

70% of students will achieve 75% or more on the Final Discussion

8.1.1

**Measures**

ENL2012 Final Discussion

8.1.1.1

**Target Outcome**

Partially Met

TARGET OUTCOME 70% of students will achieve 75% or more on the Final Discussion

RESULTS 72% of the students achieved 75% or more on the Final Discussion

JUDGMENTS

The strategy is inconclusive. The assignment that was used for the Measure was not included all sections when the course was taught. The strategy need to be revised.

**9 Program Goals**  
Develop knowledge of the physical universe and understand how human actions affect the environment [I.G. 1, 3, 4, 5, 7]

**9.1 Outcome**  
70% of students will achieve 75% or more on the Final Project

**9.1.1 Measures**  
ESC1000 Final Project

**9.1.1.1 Target Outcome**  
Met

TARGET OUTCOME 70% of students will achieve 75% or more on the Final Project

RESULTS 91% of the students achieved 75% or more on the Final Project

JUDGMENTS The strategy was successful.

**10 Program Goals**  
Demonstrate an understanding of the Biblical Worldview in general education courses [I.G. 1, 3, 4, 5, 7]

**10.1 Outcome**  
80% of students will achieve a 20% increase on the Worldview Test (Post)

**10.1.1 Measures**  
Worldview Test

**10.1.1.1 Target Outcome**  
Not Reported this Period

TARGET OUTCOME 80% of students will achieve a 20% increase on the Worldview Test (Post)

RESULTS There have been no graduates from the General Studies program to date.

The strategy is ongoing and need to be revised.

11

### Program Goals

Comprehend introductory business principles and practices [I.G. 1, 3, 4, 5, 7]

11.1

#### Outcome

70% of students will achieve 75% or more on the Final Paper/Project

11.1.1

#### Measures

Final Paper/Project

11.1.1.1

#### Target Outcome

Met

TARGET OUTCOME 70% of students will achieve 75% or more on the Final Paper/Project

RESULTS 78% of GEB1011 students achieved 75% or more on the Final Project

JUDGMENTS The strategy was successful.

Completed

5 GOALS 5 OUTCOMES 5 MEASURES 5 TARGETS 5 FINDINGS 0 ATTACHMENTS

## 1 Program Goals

Synthesize biblical knowledge and the Biblical Worldview with both counseling and psychological methodology. (IG. 1, 3, 5)

### 1.1 Outcome

A minimum score of 80% or higher will be achieved by 80% or higher of students on the post-Worldview exam at time of program completion.

Goal to be achieved by the pre and post worldview exams.

### 1.1.1 Measures

Students will complete a Pre-and post-testing at the beginning and end of program.

### 1.1.1.1 Target Outcome

Met

TARGET OUTCOME A minimum score of 80% or higher will be achieved by 80% or higher of students on the post-Worldview exam at time of program completion.

RESULTS Post Worldview exam -of counseling grads indicate a 47% increase from their Freshman pre-test with an average of 89%

JUDGMENTS 1-Continue to administer a pre and post worldview exam.  
2-This goal has been achieved

## 2 Program Goals

Identify psychological approaches, both Christian and secular, including theoretical and applied principles of counseling. (IG. 2, 4, 5)

### 2.1 Outcome

80% of students will achieve a score of 80 or higher in their Port Folio assignment - Personal Integrative Theories Paper .

Goal to be achieved through comprehensive exams, research papers and counseling role play.



## 2.1.1 Measures

Rubric (a criterion-based rating scale) scores for writing, oral presentations, class discussion, posts, participation and overall performances

### 2.1.1.1 Target Outcome

Not Met

TARGET OUTCOME 80% of students will achieve a score of 80 or higher in their Port Folio assignment - Personal Integrative Theories Paper .

RESULTS The median score for 70% of students on Port folio assignment was 80%.. The mean score of tests/quizzes of 100 % students was 97%. The Port Folio Rubric was used for this assignment.

JUDGMENTS 1- This goal was not achieved. Only 70% of students scored 80% or hire.  
2-Students need to increase their portfolio assignment graded. This will be completed by professors placing stronger directives in the syllabus and class discussions.  
3- Professors to continue with weekly quizzes. These rendered high outcome measures.

## 3 Program Goals

Employ interviewing skills and psychological techniques with different counseling methods. (IG. 1, 3, 5)

### 3.1 Outcome

At least 80% of students will complete portfolio assignment with 2 video counseling sessions scoring 80% or above on assignment.

Goal to be achieved through mock counseling sessions that assess' student's ability to demonstrate intentional counseling skills and techniques with secular and Christian methods.

### 3.1.1 Measures

CCO2250- Counseling Skills and Technique- Method of evaluation based of Rubric criterion and peer evaluation.

### 3.1.1.1 Target Outcome

Partially Met

TARGET OUTCOME At least 80% of students will complete portfolio assignment with 2 video counseling sessions scoring 80% or above on assignment.

RESULTS The on campus portfolio counseling videos- resulted in 88% of students with a score range of 84-90%. The on-line class research paper resulted in 70% of students with a score pf 100%. The portfolio and research paper rubrics

JUDGMENTS 1. This goal exceeded expectations for the on-campus. The mock counseling videos will continue to be a portfolio assignment.  
2. All on classes for CCO 2250 Counseling Skills will require mock video counseling.  
3. Professors can choose to use counseling research paper when videos are not possible.

## 4 Program Goals

Formulate counseling strategies and apply them to a practical project. (IG. 1, 4, 7)

### 4.1 Outcome

100% of students will demonstrate 90% proficiency in case con-capitalization This capstone course is an opportunity for synthesis and integration of the student's over all learning experience.

Students to demonstrate that they have achieved the goals for learning established in their specific area of study.

### 4.1.1 Measures

Psy4932- Senior Seminar Behavior Science-Rubric (a criterion-based rating scale) scores for written, presentation, class discussion.

### 4.1.1.1 Target Outcome

Not Met

TARGET OUTCOME 100% of students will demonstrate 90% proficiency in case con-capitalization This capstone course is an opportunity for synthesis and integration of the student's over all learning experience.

RESULTS The CAP STONE paper/project resulted in 100% of students scoring 64% of the projected 100% score. The Cap Stone project rubric was used to evaluate student's work. NOTE- This was an independent study class.

JUDGMENTS 1. This goal was not reached. Students neglected to submit capstone project that met curriculum and syllabus requirements. Note students were not successful in meeting assignment rubric.

2. The professors will define a weekly breakdown of assignment requirements. Feedback will be given throughout the semester to the student.
3. Format will be displayed on syllabus and Populi.

5

## Program Goals

Demonstrate familiarity with psychological research and field methods. (IG. 5, 7, 8)

5.1

### Outcome

100% of Students will secure internship and perform 90% all the activities hours, complete a case conceptualization project .

Goal to be achieved by 100 hours of field placement practicum and project.

5.1.1

### Measures

PCO 4941-Behavior Science Practicum- Site supervisor's evaluation Rubric (a criterion-based rating scale) scores for written proficiency in case conceptualization research paper.

5.1.1.1

### Target Outcome

Met

TARGET OUTCOME	100% of Students will secure internship and perform 90% all the activities hours, complete a case conceptualization project .
RESULTS	The results for this goal is 100% of students completed the 100 hours of internship successfully (100%). Site supervisor evaluations, case conceptualization, class discussion all used to measure this goal.
JUDGMENTS	<ol style="list-style-type: none"> <li>1. This goal was achieved. The professor will continue to provide list of viable angles for internship.</li> <li>2. The format of biweekly contact with professor and breakdown of assignments on syllabus and populi will be model for future classes.</li> <li>3. Post Covid- professor are encouraged to visit internship sites.</li> </ol>

Completed

6 GOALS 6 OUTCOMES 6 MEASURES 6 TARGETS 6 FINDINGS 0 ATTACHMENTS

- 1 **Program Goals**  
Understand and apply general business theories, principles, and practices, including proper ethical values

- 1.1 **Outcome**  
Portfolio assignments will be developed which display competency in the Nature of Business and Management, Human Resource Management, Ethical Social Responsibility and Diversity. Students will be expected to score an 80% or higher on these assignments wi

Several courses will be offered that lay foundational principles for business including the following: • MAN2021 • GEB 1011 • MAN 3310 Several benchmark assessments are designed in these courses to gauge student learning.

- 1.1.1 **Measures**  
Portfolio Assignments

- 1.1.1.1 **Target Outcome**  
Met

TARGET OUTCOME	Portfolio assignments will be developed which display competency in the Nature of Business and Management, Human Resource Management, Ethical Social Responsibility and Diversity. Students will be expected to score an 80% or higher on these assignments wi
RESULTS	77.17% of students in all subjects passed the subject areas with an A or A-. Across all subject areas the course curricula was achieved at 89.32%. Assignments appropriate to course objective is 92%. Tests related to lectures and course materials are at 92.34% and 93.84 % respectively.
JUDGMENTS	The results indicate that the application of general business theories, principles and practices to include ethical values, have been achieved. Students are able to identify management theories and philosophies and their relevant application, as a result of lectures and tests that are appropriate to the subject area. Overall, there are some goals that need to be more specific and less vague. These have subsequently been

addressed.

## 2 Program Goals

Recognize and demonstrate organizational leadership in local and global business contexts, while emphasizing biblical leadership practices

### 2.1 Outcome

Portfolio assignments will be developed which display competency in these areas. Students will be expected to score an 80% or higher on these assignments. Several courses will be offered that lay foundational principles for organizational leadership including the following: MAN 2021 Several benchmark assessments are designed in these courses to gauge student learning.

#### 2.1.1 Measures

Portfolio assignments

#### 2.1.1.1 Target Outcome

Met

TARGET OUTCOME	Portfolio assignments will be developed which display competency in these areas. Students will be expected to score an 80% or higher on these assignments.
RESULTS	80.84% of students passed this class with an A and A-. The Course Curricula objective, Assignments appropriate to the course objective was achieved 100%. Tests related to the lectures and course material was achieved 100%
JUDGMENTS	The results indicate that students had a high level of recognition of organizational leadership capabilities within local and global leadership contexts. There is enough emphasis of biblical leadership concepts

## 3 Program Goals

Understand and acquire an in-depth understanding of the concepts and theories of management while exploring the manager's operational role in all types of organizations; an examination of the ethical issues relating to critical thinking, decision making

### 3.1 Outcome

Portfolio assignments will be developed which display competency in these areas.

Students will be expected to score an 80% or higher on these assignments. Several courses will be offered that lay foundational managerial principles for business including the following: • BUS 2261 • MAN 2021 • MAN 3240 • MAN 3310 Several benchmark assessments are designed in these courses to gauge student learning.

### 3.1.1 Measures Portfolio assignments

#### 3.1.1.1 Target Outcome

Not Met

TARGET OUTCOME Portfolio assignments will be developed which display competency in these areas. Students will be expected to score an 80% or higher on these assignments.

RESULTS 77.78% of students passed this class with an A or A-, The Course Curricula objective, Assignments appropriate to the course objective was achieved 100%. Tests related to the lectures and course material was achieved 100%

JUDGMENTS The results revealed that students had a reasonable level of comprehension regarding management principles and would be able to effectively use those principles for business development.

## 4 Program Goals Understand the dynamics of organizational diversity and effective communication within multi-cultural environments

### 4.1 Outcome

Portfolio assignments will be developed which display competency in these areas. Students will be expected to score an 80% or higher on these assignments. Several courses will be offered that lay foundational principles for organizational diversity and communication including the following: • GEB 3213 • BUS 2261 • MAN 3240 Several benchmark assessments are designed in these courses to gauge student learning.

### 4.1.1 Measures Portfolio assignments

#### 4.1.1.1 Target Outcome

Met

TARGET OUTCOME	Portfolio assignments will be developed which display competency in these areas. Students will be expected to score an 80% or higher on these assignments.
RESULTS	80.84% of students passed this class with an A and A-. The Course Curricula objective was achieved at 100%. Assignments appropriate to the course objective was achieved at 100%. Tests related to the course material and lectures were achieved at 100%
JUDGMENTS	The results indicate that students had a high level of understanding of the dynamics of effective communication essentials, with specific relations to diversity in multicultural environments

## 5 Program Goals

Understand effective business development strategies and apply them to a practical project

### 5.1 Outcome

90% of students will score a B or higher on the courses (BUS4450 and BUS4460), since they are capstone courses.

Capstone courses (BUS4450 and BUS4460) have been designed in order to allow students to have a practical project, in which they demonstrate business strategies.

### 5.1.1 Measures

Capstone courses

### 5.1.1.1 Target Outcome

Met

TARGET OUTCOME	90% of students will score a B or higher on the courses (BUS4450 and BUS4460), since they are capstone courses.
RESULTS	100% of students achieved the Curricula objective in this class. Students applied business development modules to a practical environment of which they are a part, and provide weekly summaries and evaluations via a third party.
JUDGMENTS	The results indicate that the application of what is learnt in the business program is achieved via a real world environment. However the goal needs revision.

## 6

### Program Goals

Demonstrate the importance of the Biblical worldview in Business Administration & Management.

#### 6.1 Outcome

Students will display achievement of this goal through a portfolio assignment that gauges their integration of biblical principles with a biblical worldview. Students are expected to receive a B or higher on this assignment.

Biblical principles are embedded into every business course. Assignments and lectures are given from a biblical worldview.

#### 6.1.1 Measures

portfolio assignment.

#### 6.1.1.1 Target Outcome

Met

**TARGET OUTCOME** Students will display achievement of this goal through a portfolio assignment that gauges their integration of biblical principles with a biblical worldview. Students are expected to receive a B or higher on this assignment.

**RESULTS** The biblical worldview is embedded in all business courses. This is demonstrated by the number of students receiving grades of A and A- in all business classes.

**JUDGMENTS** The results indicate that the application of what is learnt in the business program is achieved via a real world environment. However the goal needs to be revised for more clarity.



Completed

5 GOALS 6 OUTCOMES 6 MEASURES 8 TARGETS 8 FINDINGS 0 ATTACHMENTS

1

## Program Goals

Interpret and analyze the history, content, and background of the Bible

Use of Portfolio assignments and Bible knowledge test to gauge student achievement.

### 1.1 Outcome

90% of students score above benchmark on the Bible knowledge test at graduation  
90% of students achieve a pass grade (B) in OTS 5501 portfolio assignments (midterm & final) 90% pass grade (B) in NTS 5501 & THE 6651 portfolio assignments (papers).

### 1.1.1 Measures

Bible knowledge test scores, Grading rubrics in the portfolio assignments

### 1.1.1.1 Target Outcome

Not Met

TARGET OUTCOME 90% of students score above benchmark on the Bible knowledge test at graduation

RESULTS Average increase of 9% (from 77 to 86) in BK test

JUDGMENTS Clarify evaluation criteria & benchmark – e.g. at least average increase of 10% in BK test.

### 1.1.1.2 Target Outcome

Met

TARGET OUTCOME 90% of students achieve a pass grade (B) in OTS 5501 portfolio assignments (midterm & final)

RESULTS OTS: 92% pass rate (12/13)

JUDGMENTS Clarify evaluation criteria & benchmark – e.g. at least average increase of 10% in BK test.

### 1.1.1.3 Target Outcome

Partially Met

TARGET OUTCOME 90% pass grade (B) in NTS 5501 & THE 6651 portfolio assignments (papers).

RESULTS NTS: 70% pass rate (11/13 & 3/7) THE: 100% pass rate (6/6)

JUDGMENTS Review NTS 5501 assignment and rubric.

- 2 Program Goals**  
Evaluate Christian doctrine and theology and articulate their ethical and theological positions in light of local and global contexts;  
Use of Portfolio assignments to gauge student achievement.

**2.1 Outcome**  
90% pass grade (B) in THE 5561/5562 portfolio assignment (doctrinal statement); and reflection paper in NTS 5507.

**2.1.1 Measures**  
Grading rubrics in the portfolio assignments

#### 2.1.1.1 Target Outcome

Partially Met

TARGET OUTCOME 90% pass grade (B) in THE 5561/5562 portfolio assignment (doctrinal statement); and reflection paper in NTS 5507.

RESULTS THE 5561&62: 100% pass (14/14) [Assignment on personal doctrinal statement incomplete (THE 5562) though a similar assignment was given - it's in the syllabus for current semester] NTS: 90% pass (9/10)

JUDGMENTS Ensure students complete personal doctrinal statement assignment in THE 5562 course

- 3 Program Goals**  
Design and defend scholarly research papers.

Use of Portfolio assignments, course completion, and student publications to gauge student

achievement.

### 3.1 Outcome

CED 5612 satisfactory course completion with at least B on the Final Research paper; Student publications (e.g. SFBC Journal); satisfactory completion of MA Seminar paper.

#### 3.1.1 Measures

Course completion; student publications

#### 3.1.1.1 Target Outcome

Exceeded

TARGET OUTCOME CED 5612 satisfactory course completion with at least B on the Final Research paper; Student publications (e.g. SFBC Journal); satisfactory completion of MA Seminar paper.

RESULTS CED 5612: 100% pass rate (8/8) 100% passed MA Seminar (9/9) Publications: four graduate students published an article in SFBC&TS Journal

JUDGMENTS This goal is being achieved.

## 4 Program Goals

Apply Biblical hermeneutics to advanced exegetical research project  
Portfolio assignments and MA seminar paper

### 4.1 Outcome

95% of students pass MA seminar paper.

#### 4.1.1 Measures

Grading rubric in the portfolio assignment

#### 4.1.1.1 Target Outcome

Met

TARGET OUTCOME 95% of students pass MA seminar paper.

RESULTS MA paper: 100% passed (10/10) though 4 w/ "B-" [56%, 5/9 passed]

JUDGMENTS MA paper: 100% passed (10/10) though 4 w/ "B-" [56%, 5/9 passed]

**5 Program Goals**  
Evaluate other worldviews and apply the Biblical worldview to theological reflection in their specific context;  
Use of Portfolio assignments, course completion, and student publications to gauge student achievement.

**5.1 Outcome**  
90% of the students pass portfolio assignment on World Religions project (REL 5300); MA seminar paper.

**5.1.1 Measures**  
Grading rubrics in the portfolio assignments

**5.1.1.1 Target Outcome**  
**Met**

TARGET OUTCOME 90% of the students pass portfolio assignment on World Religions project (REL 5300); MA seminar paper.

RESULTS REL5300: 96% pass rate (23/24)

JUDGMENTS This goal was achieved successfully

**5.2 Outcome**  
Biblical worldview test pre- and post-test scores. Improvement in 90% of the students.

**5.2.1 Measures**  
Grading rubrics in the portfolio assignments

**5.2.1.1 Target Outcome**  
**Partially Met**

TARGET OUTCOME Biblical worldview test pre- and post-test scores. Improvement in 90% of the students.

RESULTS BWV test scores improved (from avg. 63 to 88pts.)

JUDGMENTS Clarify evaluation criteria & benchmark – e.g. at least average increase of 10% in BWV test.



Completed

4 GOALS 4 OUTCOMES 4 MEASURES 4 TARGETS 4 FINDINGS 0 ATTACHMENTS

- 1 Program Goals**  
Demonstrate advanced theological and hermeneutical competence as it relates to theological thinking and biblical studies  
Use of Portfolio assignments and Bible knowledge test to gauge student achievement.

**1.1 Outcome**  
90% pass grade (B) NTS 5565; NTS 5566; GRE 5220/5221 portfolio assignments (papers).

**1.1.1 Measures**  
Grading rubrics in the portfolio assignments

**1.1.1.1 Target Outcome**  
Met

TARGET OUTCOME 90% pass grade (B) NTS 5565; NTS 5566; GRE 5220/5221 portfolio assignments (papers).

RESULTS NTS 5566: 100% (one student); GRE 5220: 100% (one student); GRE 5221: 100% (two students)

JUDGMENTS Pass (limited data)

- 2 Program Goals**  
Exhibit an awareness how socio-cultural contexts shape interpretations of tradition, thought, and practice  
Use of Portfolio assignments test to gauge student achievement.

**2.1 Outcome**  
90% pass portfolio assignment in NTS 5560; THE 6300.

**2.1.1 Measures**  
Grading rubrics in the portfolio assignments

### 2.1.1.1 Target Outcome

Not Met

TARGET OUTCOME 90% pass portfolio assignment in NTS 5560; THE 6300.

RESULTS NTS 5560 & 6300: 50% (2 students)

JUDGMENTS Fail (limited amount of data)

## 3 Program Goals

Demonstrate an in-depth knowledge of the field New Testament studies, including exegetical methods, and apply them to Th.M research project

Use of Portfolio assignments and student publications to gauge student achievement.

### 3.1 Outcome

90% pass ThM thesis; student publications in SFBC Journal or other reputable publications.

#### 3.1.1 Measures

Grading rubrics in the portfolio assignments.

### 3.1.1.1 Target Outcome

Not Reported this Period

TARGET OUTCOME 90% pass ThM thesis; student publications in SFBC Journal or other reputable publications.

RESULTS No ThM theses completed; no publications by students

JUDGMENTS Incomplete data

## 4 Program Goals

Demonstrate academic rigor and competence to pursue postgraduate studies at DMin and PhD level.

Use of Portfolio assignments and student publications; alumni statistics.

### 4.1 Outcome

90% pass ThM thesis; student publications in SFBC Journal or other reputable

publications.

**4.1.1 Measures**

Grading rubrics in the portfolio assignments; focus group interviews; number (%) of students pursuing DMin, PhD or related studies in recognized Universities

**4.1.1.1 Target Outcome**

Not Reported this Period

TARGET OUTCOME 90% pass ThM thesis; student publications in SFBC Journal or other reputable publications.

RESULTS No ThM theses completed; no publications by students; no one graduated with ThM

JUDGMENTS Incomplete data



Completed

5 GOALS 5 OUTCOMES 5 MEASURES 5 TARGETS 5 FINDINGS 0 ATTACHMENTS

- 1 **Program Goals**  
Reflect on how the OT is relevant for contemporary church, society, and personal application (IG 4, 5)

- 1.1 **Outcome**  
The scores of the Assignment Rubric (research paper).  
OTS 5501 Participation in discussions and readings in preparation for the final paper (course taught by Daniel Topf in the Spring 2022)

- 1.1.1 **Measures**  
80% of the students should articulate a relevant issue for their current ministry context, as expressed in a research paper scored at 80% or above

- 1.1.1.1 **Target Outcome**  
Not Reported this Period

TARGET OUTCOME The scores of the Assignment Rubric (research paper).

RESULTS This course was not taught during this assessment cycle.

JUDGMENTS This course was not taught during this assessment cycle.

- 2 **Program Goals**  
Describe the general content of each Old Testament book in their historical, theological, and canonical context (IG 1, 2)

- 2.1 **Outcome**  
The scores of the final exam (as calculated by Populi).  
OTS 5501 Participation in lectures and readings in preparation for the Portfolio Assignment (final exam)

- 2.1.1 **Measures**  
80% of the students should score at 80% or above

### 2.1.1.1 Target Outcome

Not Reported this Period

TARGET OUTCOME The scores of the final exam (as calculated by Populi).

RESULTS This course was not taught during this assessment cycle.

JUDGMENTS This course was not taught during this assessment cycle.

## 3 Program Goals

Create, participate in, and evaluate a community outreach project with an evangelistic emphasis (IG 1, 3, 4)

### 3.1 Outcome

The students will score sufficiently according to the Assignment Rubric  
MIN 5520 Portfolio Assignment: Final course paper (taught by Brian Wagner in the Fall)

#### 3.1.1 Measures

80% of the students should score at 80% or above

#### 3.1.1.1 Target Outcome

Met

TARGET OUTCOME The students will score sufficiently according to the Assignment Rubric

RESULTS 7 out of 7 students achieved a score of 80% or above on the final course assignment

JUDGMENTS The use of the rubric and Brian's engagement with the students over it should be continued in order to maintain this success with other students

## 4 Program Goals

Demonstrate understanding of how church history relates to contemporary times and church ministries by evaluating the significance of the life of a historical Christian figure (IG 4)

### 4.1 Outcome

The scores of the Assignment Rubric  
HIS 5502 Portfolio Assignment: Final Exam (taught by Brian Wagner in the Spring 2022)

**4.1.1 Measures**  
80% of the students should score at 80% or above

**4.1.1.1 Target Outcome**  
Not Reported this Period

TARGET OUTCOME The scores of the Assignment Rubric

RESULTS This course was not taught during this assessment cycle.

JUDGMENTS This course was not taught during this assessment cycle.

## 5 Program Goals

Analyze the relevance of NT Scripture and theology to a contemporary concern, topic, or issue (IG 4)

**5.1 Outcome**  
The scores of the Assignment Rubric  
NTS 5501 Portfolio papers: Final course paper (taught by Anna Droll Fall of 2021)

**5.1.1 Measures**  
80% of the students should score at 80% or above

**5.1.1.1 Target Outcome**  
Not Met

TARGET OUTCOME The scores of the Assignment Rubric

RESULTS Of the 7 students, only 3 achieved a score of 80% or above on the research paper.

JUDGMENTS I recognize that I have to put in more time and effort explaining the goals of the final paper. Therefore, I will create a lecture recording that is specific to the task of reiterating requirements of the final paper. Also, I will embed an essay question into the final exam which asks for a description of what the student comes away with from the course as relevant to a contemporary concern, topic, or issue. This will give added data to supplement the final paper assignment.

Completed

10 GOALS 10 OUTCOMES 10 MEASURES 10 TARGETS 10 FINDINGS 0 ATTACHMENTS

## 1 Program Goals

Evaluate and implement pastoral counseling theories and practices.

**1.1 Outcome**  
75% or more of students will earn 80% score or higher on their portfolio assignment. MACC Students in MHS: 5441 Marriage and Family Counseling Theories will be instructed in Christian counseling theories and practices through lectures, role plays, discussions and/or other activities that aid students in mastering this goal. MAPC Students in THE 5406: Pastoral Counseling Theories will be taught pastoral counseling theories and practices through lectures, role plays, discussions and/or other activities that aid students in mastering this goal.

**1.1.1 Measures**  
MACC Portfolio Assignment- Case Conceptualization Paper MAPC Portfolio - Final Term Paper

**1.1.1.1 Target Outcome**  
Partially Met

TARGET OUTCOME 75% or more of students will earn 80% score or higher on their portfolio assignment.

RESULTS MACC - At least 87% of students earned 80% or higher on the Case Conceptualization Paper. MAPC - Only 64% scored 80% or higher on the Final Term Paper.

JUDGMENTS MACC - Pass MAPC - Failed (Key elements of the rubric criteria was missed by a number of students. More instructor explanation and guidance may be needed). A better practicum format that would help students to implement theory and practice. This can be accomplished through adequate space or practicum room with a 2-way mirror to allow group supervision and learning. Support staff and competitive adjunct salaries are also needed.

## 2

### Program Goals

Produce scholarly research papers pertaining to theological and theoretical basis for counseling.

#### 2.1

##### Outcome

MACC 75% or more of students will earn 80% score or higher on their assignments in MHS5350: Research and Program Evaluation MAPC 75% or more of students will earn 80% score or higher on their Capstone/ Research assignment in MHS 6850: MAPC Capstone Semin

Students will be taught scholarly writing, the theological and theoretical basis for counseling through lectures, discussions, reading assignments and/or other activities throughout the MACC and MAPC program.

#### 2.1.1

##### Measures

MACC MHS5350: Research and Program Evaluation assignments: - Literature Review - Methodology Paper MAPC MHS 6850: MAPC Capstone Seminar F4

#### 2.1.1.1

##### Target Outcome

Partially Met

TARGET OUTCOME	MACC 75% or more of students will earn 80% score or higher on their assignments in MHS5350: Research and Program Evaluation MAPC 75% or more of students will earn 80% score or higher on their Capstone/ Research assignment in MHS 6850: MAPC Capstone Semin
RESULTS	MACC - 85% of the students scored 80% or higher on the Literature Review. Only 71% scored 80% or higher on the Methology Paper. MAPC - N/A: MHS 6850 has not been taught yet.
JUDGMENTS	MACC - Pass MAPC - N/A: No data yet. For positive future learning outcomes, the purchase EBSCO or other scholarly journals would greatly help students acheive this goal. Also, competetive adjunct salaries for professors specialized in the field of research is needed.

## 3

### Program Goals

Critique and apply human growth and development theories in context of Christian Counseling.

### 3.1 Outcome

75% or more of students will earn 80% score or higher on their final exam in MHS 5482 Human Growth and Development.

Students will be instructed through lectures, discussions, reading assignment, and/or other activities in the MHS 5482 Human Growth and Development course.

#### 3.1.1 Measures

The final exam in MHS 5482 Human Growth and Development.

#### 3.1.1.1 Target Outcome

Met

TARGET OUTCOME 75% or more of students will earn 80% score or higher on their final exam in MHS 5482 Human Growth and Development.

RESULTS MACC and MAPC - A final exam in MHS 5482 Human Growth Development was not given; however 100% of the students scored 80% or higher on the Midterm Exam and on the final Group Presentation.

JUDGMENTS MACC and MAPC: Pass - For better future learning outcomes, competitive adjunct salaries is needed.

## 4 Program Goals

Critique and apply the principles of diagnosing in the treatment of psychopathology considering Biblical worldview on mental illness.

### 4.1 Outcome

75% or more of students will earn 80% score or higher on their final exam in MHS 6427 Diagnosis and Treatment of Psychopathology.

Students will be instructed through lectures, role plays, discussions, reading assignments and/or other activities in MHS 6427 Diagnosis and Treatment of Psychopathology.

#### 4.1.1 Measures

Student scores in the final exam of MHS 6427 Diagnosis and Treatment of Psychopathology.

#### 4.1.1.1 Target Outcome

Not Reported this Period

TARGET OUTCOME	75% or more of students will earn 80% score or higher on their final exam in MHS 6427 Diagnosis and Treatment of Psychopathology.
RESULTS	MACC - N/A: MHS 6427 Diagnosis and Treatment of Psychopathology was not taught in 2021.
JUDGMENTS	MACC - N/A: MHS 6427 Diagnosis and Treatment of Psychopathology was not taught in 2021. For better future learning outcomes, competitive adjunct salaries is needed.

**5 Program Goals**  
 Conduct comparative analysis of Biblical worldview and the secular as it pertains to issues of human sexuality, diversity, legal and ethical considerations, and professional standards through scholarly papers and/or projects.

**5.1 Outcome**  
 75% or more of students will earn 80% score or higher on their final exam in MHS 6470 Human Sexuality and 75% or more of students will earn 80% score or higher on their “Interview on Ethics” final paper in MHS 6700 Legal, Ethical, and Professional Issues  
 Students will be instructed through lectures, discussions, reading assignments and/or other activities in MHS 6470 Human Sexuality and MHS 6700 Legal, Ethical, and Professional Issues.

**5.1.1 Measures**  
 Student Scores in Final exam of MHS 6470 Human Sexuality Student Scores in “Interview on Ethics” final paper of MHS 6700 Legal, Ethical, and Professional Issues

**5.1.1.1 Target Outcome**

Not Met

TARGET OUTCOME	75% or more of students will earn 80% score or higher on their final exam in MHS 6470 Human Sexuality and 75% or more of students will earn 80% score or higher on their “Interview on Ethics” final paper in MHS 6700 Legal, Ethical, and Professional Issues
RESULTS	MACC and MAPC - Only 1 student scored 80% or higher on the final exam for MHS 6470 Human Sexuality. Only 66% scores 80% or higher on the “Interview on Ethics” final paper for MHS 6700 Legal, Ethical, and Professional Issues in Counseling.
JUDGMENTS	MACC and MAPC: Fail - For MHS 6470 Human Sexuality, better content explanation and course resources were needed (this is being addressed). For MHS 6700 Legal,

Ethical, and Professional Issues in Counseling, key elements of the rubric criteria was missed by a number of students. More instructor explanation and guidance may be needed.

## 6 Program Goals

Critique and apply group theories and practice in the context of Christian counseling.

### 6.1 Outcome

75% or more of students will earn 80% score or higher on their final draft group presentation project in The MHS 6511 Group Theories and Practices course.

Students will be instructed through lectures, role plays, discussions, reading assignments and/or other activities in MHS 6511 Group Theories and Practices.

### 6.1.1 Measures

The final draft group presentation project in The MHS 6511 Group Theories and Practices course.

### 6.1.1.1 Target Outcome

Not Reported this Period

TARGET OUTCOME 75% or more of students will earn 80% score or higher on their final draft group presentation project in The MHS 6511 Group Theories and Practices course.

RESULTS MACC and MAPC - Only 1 student took this course in 2021 as an independent study.

JUDGMENTS MACC and MAPC: N/A- Only 1 student took this course in 2021 as an independent study. For better future learning outcomes, an improved practicum format that would help students to implement theory and practice. This can be accomplished through adequate space or practicum room with a 2-way mirror to allow group supervision and learning.

## 7 Program Goals

Demonstrate proficiency in the analysis and application of different modes of counseling assessments.

### 7.1 Outcome

75% or more of students will earn 80% score or higher on their final exam in the MHS



6222 Individual Evaluation and Assessment course.

Students will be instructed through lectures, role plays, discussions, reading assignments and/or other activities in MHS 6222 Individual Evaluation and Assessment.

### 7.1.1 Measures

The final exam in the MHS 6222 Individual Evaluation and Assessment course.

### 7.1.1.1 Target Outcome

Met

TARGET OUTCOME 75% or more of students will earn 80% score or higher on their final exam in the MHS 6222 Individual Evaluation and Assessment course.

RESULTS 100% of the students scored 80% or higher on the final exam for the MHS 6222 Individual Evaluation and Assessment course.

JUDGMENTS Pass - 80% or higher of the students met the criteria for this goal. Although this goal was met, there remains a need for a better practicum format that would allow group supervision and learning. This can be accomplished through adequate space or practicum room with a 2-way mirror to allow group supervision and learning. Support staff and competitive adjunct salaries are also needed.

## 8 Program Goals

Develop mock programs and methods of evaluations for common social issues.

### 8.1 Outcome

75% or more of students will earn 80% score or higher on their assignments in the MHS5350: Research and Program Evaluation course: - Literature review - Methodology paper - Program presentation

Students will be instructed through lectures, discussions, reading assignments and/or other activities in the MHS 5350 Research and Program Evaluation course.

### 8.1 Measures

Assignments in the MHS5350: Research and Program Evaluation course: - Literature review - Methodology paper - Program presentation

### 8.1.1 Target Outcome

Met

TARGET OUTCOME	75% or more of students will earn 80% score or higher on their assignments in the MHS5350: Research and Program Evaluation course: - Literature review - Methodology paper - Program presentation
RESULTS	85% of the students scored 80% or higher on the Literature Review, 85% of the students scored 80% or higher on the Program Presentation , and 71% of the students scored 80% or higher on the Methodology Paper. An average of these scores (.85 + .85 + .71 = total / by 3) equal 80% of the students meeting the criteria.
JUDGMENTS	Pass - 80% or higher of the students met the criteria for this goal. Although this goal was met, there remains a need for a better practicum format that would allow group supervision and learning. Support staff and competitive adjunct salaries are also needed.

**9 Program Goals**

Demonstrate the ability to assess cases and provide appropriate modes of counseling in community settings.

**9.1 Outcome**

75% or more of students will earn 80% score or higher on their Recorded Mock Interview in the MHS 6800 Practicum course. 75% or more of students will pass their internships MHS 6881Internship I MHS 6882Internship II

Students will be instructed through lectures, discussions, reading assignments, hands-on practice, role plays, discussions and/or other activities in the following courses: MHS 6020 Counseling in Community Settings MHS 6800 Practicum MHS 6881Internship I MHS 6882Internship II

**9.1.1 Measures**

Recorded Mock Interview in the MHS 6800 Practicum course. Internship Evaluations (Pass or Fail) (Indirect/Qualitative data)

**9.1.1.1 Target Outcome**

Met

TARGET OUTCOME	75% or more of students will earn 80% score or higher on their Recorded Mock Interview in the MHS 6800 Practicum course. 75% or more of students will pass their internships MHS 6881Internship I MHS 6882Internship II
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RESULTS No mock interviews were assigned; however, 100% of the students successfully completed or passed the Practicum or Internship evaluations.

JUDGMENTS Pass - 80% or higher of the students met the criteria for this goal. Although this goal was met, there remains a need for a better practicum format that would allow group supervision and learning. This can be accomplished through adequate space or practicum room with a 2-way mirror. Support staff and competitive adjunct salaries are also needed.

## 10 Program Goals

Demonstrate the ability to assess for substance abuse and implement appropriate counseling practices.

### 10.1 Outcome

75% or more of students will earn 80% score or higher their final exam in the MHS 6450 Psychotherapy and Substance Abuse course.

Students will be instructed through lectures, role plays, discussions, reading assignments and/or other activities in the MHS 6450 Psychotherapy and Substance Abuse course.

### 10.1.1 Measures

The final exam in the MHS 6450 Psychotherapy and Substance Abuse course.

### 10.1.1.1 Target Outcome

Not Reported this Period

TARGET OUTCOME 75% or more of students will earn 80% score or higher their final exam in the MHS 6450 Psychotherapy and Substance Abuse course.

RESULTS No data - Currently being taught.

JUDGMENTS N/A - No data. However, for positive future learning outcomes, an improved practicum format that would help students to implement theory and practice. This can be accomplished through adequate space or practicum room with a 2-way mirror to allow group supervision and learning. Support staff and competitive adjunct salaries are also needed.

Completed

9 GOALS 9 OUTCOMES 9 MEASURES 9 TARGETS 9 FINDINGS 0 ATTACHMENTS

## 1 Program Goals

Engage with Christian impact on culture by analyzing a case study of Christian social activism and its theological underpinnings (IG 1, 3, 4)

### 1.1 Outcome

The scores of the Assignment Rubric

MIS 8330 Engaging Social Justice Issues: Portfolio Assignment

### 1.1.1 Measures

80% of the students should score at 80% or above

### 1.1.1.1 Target Outcome

Met

TARGET OUTCOME The scores of the Assignment Rubric

RESULTS 100% of the students (4 students) scored over 80% on the assignment, 3 students far exceeding the 80% threshold.

JUDGMENTS The results indicate that students understood well the requirements of the rubric and I can see that the use of the rubric positions the student for success.

## 2 Program Goals

Become equipped to teach others regarding biblical justice as social justice (IG 1, 3)

### 2.1 Outcome

The scores of the Pre-course Survey as compared with the scores of the Post-course survey

MIS 8330: Participation in discussions, reading reflections, and lectures

### 2.1.1 Measures

80% of the students should articulate an increase in knowledge and in confidence for teaching the subject matter

### 2.1.1.1 Target Outcome

Partially Met

TARGET OUTCOME	The scores of the Pre-course Survey as compared with the scores of the Post-course survey
RESULTS	The four students were asked to rate three statements regarding knowledge of social justice as biblical justice, knowledge of black theology for understanding racial justice, and their personal sense of equipping for teaching on the subject of Christians engaging in social justice. 100% of the time students judged themselves to have increased in knowledge, 75% of the time students judged themselves as more equipped to teach.
JUDGMENTS	The results indicate that students did grow in understanding through the course material. It's clear to me that the use of the pre and post survey allows the voice of the student to come through clearly for assessment.

## 3

### Program Goals

Become a leader who brings transformational leadership that fosters an environment for flourishing in the church, para-church, or other organization (IG 1)

#### 3.1 Outcome

The scores of the Assignment Rubric

MIN 7400 Administration and Management: Portfolio Assignment

#### 3.1.1 Measures

80% of the students should articulate an understanding of the biblical principles for organizational flourishing and the strategies needed to foster that flourishing in our contexts today

#### 3.1.1.1 Target Outcome

Not Reported this Period

TARGET OUTCOME	The scores of the Assignment Rubric
RESULTS	The course was not taught during this assessment cycle.
JUDGMENTS	The course was not taught during this assessment cycle.

4

**Program Goals**

Become equipped to teach others regarding Christian organizational flourishing and the impediments to it that should be avoided (IG 1)

4.1

**Outcome**

The scores of the Pre-course Survey as compared with the scores of the Post-course survey

MIN 7400: Participation in discussions, reading reflections, and lectures

4.1.1

**Measures**

80% of the students should articulate an increase in knowledge and in confidence for teaching the subject matter as indicated in 2 or more categories of the survey

4.1.1.1

**Target Outcome**

Not Reported this Period

TARGET OUTCOME The scores of the Pre-course Survey as compared with the scores of the Post-course survey

RESULTS The course was not taught during this assessment cycle.

JUDGMENTS The course was not taught during this assessment cycle.

5

**Program Goals**

Become equipped to make impact on culture through Christian discipleship (IG 1, 3, 4)

5.1

**Outcome**

The scores of the Assignment Rubric

THE 8250 Third Millennium Discipleship: Portfolio Assignment

5.1.1

**Measures**

100% of the students should articulate 80% of the time understanding of methods and their applications for discipleship in contemporary contexts

5.1.1.1

**Target Outcome**

Not Reported this Period

TARGET OUTCOME The scores of the Assignment Rubric

RESULTS The course was not taught during this assessment cycle.

JUDGMENTS The course was not taught during this assessment cycle.

## 6 Program Goals

Become equipped to apply methods for Christian discipleship and teach others those methods as well (IG 1)

### 6.1 Outcome

The scores of the Pre-course Survey as compared with the scores of the Post-course survey

THE 8250: Participation in discussions, reading reflections, and lectures

### 6.1.1 Measures

100% of the students should articulate an increase in knowledge and in confidence for teaching the subject matter as indicated in 2 or more categories of the survey

### 6.1.1.1 Target Outcome

Not Reported this Period

TARGET OUTCOME The scores of the Pre-course Survey as compared with the scores of the Post-course survey

RESULTS The course was not taught during this assessment cycle.

JUDGMENTS The course was not taught during this assessment cycle.

## 7 Program Goals

Analyze the theological and philosophical perspectives that exist in our pluralistic world through the lens of a Biblical worldview (IG 3, 4)

### 7.1 Outcome

The scores of the Assignment Rubric

MIS 8320 Engaging Worldviews: Portfolio Assignment

### 7.1.1 Measures

80% of the students should articulate 80% of the time the claims of Christ and the tenants of Christian thought and praxis as they compare with other religious and philosophical worldviews

### 7.1.1.1 Target Outcome

Not Reported this Period

TARGET OUTCOME The scores of the Assignment Rubric

RESULTS The course was not taught during this assessment cycle.

JUDGMENTS The course was not taught during this assessment cycle.

## 8 Program Goals

Become equipped to formulate a relevant spirituality for a specific public context and to teach about matters related to spiritual formation (IG 1, 6)

### 8.1 Outcome

The scores of the Assignment Rubric (research paper)

MIN 7100 Spiritual Formation: Portfolio Assignment (research paper)

### 8.1.1 Measures

80% of the students should score at 80% or above

### 8.1.1.1 Target Outcome

Met

TARGET OUTCOME The scores of the Assignment Rubric (research paper)

RESULTS All four students of the class reached over 80% in their final assignment.

JUDGMENTS Achieved through the Portfolio Assignment. The rubric is very helpful for guiding students toward the goals of engagement, critical analysis, and application of new knowledge. An adjustment should be made by means of a pre and post course survey that assesses students' self assessment for teaching on the material learned.

## 9 Program Goals

Become more aware of their own holistic development (moral, social, emotional) as a spiritual leader (IG 1, 6)



9.1

**Outcome**

The level of progression in comparing the answers of the Pre-course Survey (online) with the answers of the Post-course survey (online)

MIN 7100: Participation in discussions, reading reflections, and lectures

9.1.1

**Measures**

80% of the students should articulate an increase in knowledge regarding spiritual practices and growing self-awareness as a leader

9.1.1.1

**Target Outcome**

Partially Met

TARGET OUTCOME	The level of progression in comparing the answers of the Pre-course Survey (online) with the answers of the Post-course survey (online)
RESULTS	The questions posed in the survey yielded qualitative data revealing personal reflections about practices for spiritual formation and spiritual leadership.
JUDGMENTS	Gains in achievement were not actually able to be gleaned. The survey questions need to be adjusted to gauge the gains in knowledge as well as the sense of equipping in the estimation of the student.