

Mid-America Christian University

Program Outcome and Student Learning Assessment Report



Assessment Report

Please submit all data electronically

The Higher Learning Commission (HLC) defines assessment of student learning as a participatory, iterative process that: (1) Provides data/information you need on your students' learning, (2) Engages you and others in analyzing and using this data/information to confirm and improve teaching and learning, (3) Produces evidence that students are learning the outcomes you intended, (4) Guides you in making educational and institutional improvements, (5) Evaluates whether changes made improve/impact student learning, and (6) Documents the learning and your efforts.

MACU Vision: Preparing People to Do Greater Things for God and His Kingdom

MACU Mission: Preparing students through a Wesleyan perspective to create, collaborate, and innovate to solve local and global problems for the glory of God through Jesus Christ and the good of society.

MACU WIGs:

1. MACU will "put F.E.A.T." to its student-centered services by achieving an annual 5% increase in the overall student satisfaction survey beginning 6/1/15 and ending 5/31/18. (F.E.A.T. = Friendly, Excellent, Accountable, and Timely)
2. MACU will take a "GiANT step" in developing a "Liberator" by starting five core groups each year over the next three years beginning 6/1/15 and ending 5/31/18.

Section I: Background Information

School: CAGS

Program: Christian Ministries

Faculty/Chair: Dr. Kimberly Thomas

Email: kthomas@macu.edu

Report Date: 06/2016

Quarter/Year: 4th/ 2015-16

School Mission/Goals: Preparing vocational and non-vocational ministerial leaders to competently serve the spiritual, emotional, relational, and social needs of those within the local congregation, ministry setting, and global community of the 21st century from a Wesleyan-Arminian perspective.

School/Program WIGs:

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1. Review D2L curricula content, Christian Ministries courses content, and ethic courses content to determine if instructions for assignments and quizzes are clearly stated. The goal is to reduce the number of vague or poorly written instructions in 1/3 of our courses each year from 2015 to 2018.
2. All adjunct and full time faculty are to create a welcome video to be posted in each course they teach. This will be completed by December 2015.

Section II: Data Collection

1. List your Program and Student Learning Outcomes.

Outcome	Program Outcome Description	Student Learning Outcome Description
Outcome 1	Analyze the call and practice of ministry through personal and collaborative experiences.	1.1 – Develop and articulate a biblical and theological foundation for the call to the Christian Ministry. 1.2 – Summarize a personal philosophy of ministry formed from Scripture, history of tradition, personal experience, skills/giftings, and ethics. 1.3 – Assess the influence society and culture has on individual and communal history.
Outcome 2	Apply principles of Christian discipleship to individual and communal experiences.	2.1 – Assess one’s spiritual growth and discipleship development. 2.2 – Outline the definition of discipleship from both the Biblical and Wesleyan-Arminian perspective. 2.3 – Devise effective strategies to encourage others to grow in their relationship with Jesus Christ. 2.4 – Defend how living out Christ-like discipleship influences others.
Outcome 3	Examine biblical and theological principles from a Wesleyan-Arminian orthodox Christian tradition.	3.1 – Defend the authority and reliability of the Bible. 3.2 – Analyze the relationship between biblical interpretation and theological application. 3.3 – Illustrate the use of the Inductive Method of studying the Bible. 3.4 – Support how biblical and theological principles shape daily, practical living. 3.5 – Compare and contrast theological generalizations from essential questions. 3.6 – Explain the Biblical role of the Trinity in theology and human experiences.

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Outcome 4	Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.	<p>4.1 – Define how one’s understanding of and relationship with God shapes ministry implementation.</p> <p>4.2 – Express the value of diverse cultures, faith practices, and social traditions, past and present, found within local congregations, the Church at large, and the world.</p> <p>4.3 – Design curricula and programs that recognize diverse values, skills, and experiences of the audience.</p> <p>4.4 – Assess needs and problems within an organization/community to devise effective solutions.</p> <p>4.5 – Integrate theoretical knowledge and team dynamics that lead toward organizational goals.</p>
Outcome 5	Construct lessons, sermons, and programs using effective communication skills.	<p>5.1 – Combine elements of history and post modernity in designing sermons, lessons, and projects.</p> <p>5.2 – Teach and preach lessons that are biblically and theologically sound.</p> <p>5.3 – Generate programs and curricula that combine multiple sources/resources to address the intellectual, emotional, and spiritual needs of the audience.</p> <p>5.4 – Employ leaders and peers to provide healthy critique of communication skills.</p>
Outcome 6	Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).	<p>6.1 – Defend a personal commitment to a historic, orthodox Christian faith.</p> <p>6.2 – Integrate the practice of spiritual disciplines to the formation of Christ-like character.</p> <p>6.3 – Model behavioral dispositions that are positive, collegial, and teachable.</p> <p>6.4 – Synthesize the qualities of Christ-like leadership within one’s personal, professional, and public life.</p> <p>6.5 – Support other leaders when not leading.</p>

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2. Indicate which Program Outcomes measured quarterly (Q) by marking X.

Outcome	Q1 2014	Q2 2014	Q3 2015	Q4 2015	Q1 2015	Q2 2015	Q3 2016	Q4 2016	Q1 2016	Q2 2016	Q3 2017	Q4 2017
Outcome 1	X	X			X	X	X	X				
Outcome 2	X	X			X	X	X	X				
Outcome 3	X	X			X	X	X	X				
Outcome 4			X	X					X	X	X	X
Outcome 5			X	X					X	X	X	X
Outcome 6			X	X					X	X	X	X

Section III: Data Analysis

1. Use the 4 Point Scale Rubric below to indicate **number** of the students in each category.

OUTCOME	1=Not Met	2=Need Improvement	3=Met	4=Exceed Expectations
1.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 1.1 – Develop and articulate a biblical and theological foundation for the call to the Christian Ministry 			50.00%	50.00%
1.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 1.2 – Summarize a personal philosophy of ministry formed from Scripture, history of tradition, personal experience, skills/giftings, and ethics. 			50.00%	50.00%
2.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 2.3 - Devise effective strategies to encourage others to grow in their relationship with Jesus Christ. 			27.27%	72.73%
2.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 2.4 – Defend how living out Christ-like discipleship influences others. 				
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.1 – Defend the authority and reliability of the Bible. 				
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.2 – Analyze the relationship between 				

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biblical interpretation and theological application.				
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.4 – Support how biblical and theological principles shape daily, practical living. 			63.64%	27.27%
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.5 – Compare and contrast theological generalizations from essential questions. 			45.46%	50.00%
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.6 – Explain the Biblical role of the Trinity in theology and human experiences. 			63.64%	27.27%
4.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 				
5.0: Program Outcome: Construct lessons, sermons, and programs using effective communication skills. <ul style="list-style-type: none"> Student Learning Outcome: 				
6.0: Program Outcome: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others). <ul style="list-style-type: none"> Student Learning Outcome: 				

- Identify courses and total number of students. Record the **percentage (%)** of students “Met and/or Exceed Expectations” program outcome quarterly (Q).

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Percent (%) of Students Meet and/or Exceed Expectations							
Program Outcome	School Year	Course# PMIN1003 Stu#4	Course# PMIN4103 Stu#13	Program Outcome	School Year	Course# Stu#	Course# Stu#
Outcome 1	Q1 2014			Outcome 4	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015	80.95%			Q1 2015		
	Q2 2015	100.00%			Q2 2015		
	Q3 2016	100.00%			Q3 2016		
	Q4 2016	100.00%			Q4 2016		
Outcome 2	Q1 2014			Outcome 5	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015		80.00%		Q1 2015		
	Q2 2015		100.00%		Q2 2015		
	Q3 2016		100.00%		Q3 2016		
	Q4 2016		100.00%		Q4 2016		
Outcome 3	Q1 2014			Outcome 6	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015		93.33%		Q1 2015		
	Q2 2015		100.00%		Q2 2015		
	Q3 2016		100.00%		Q3 2016		
	Q4 2016		100.00%		Q4 2016		

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Percent (%) of Students Meet and/or Exceed Expectations							
Program Outcome	School Year	Course# THEO2303 Stu#11	Course# PMIN1103 Stu#0	Program Outcome	School Year	Course# Stu#	Course# Stu#
Outcome 1	Q1 2014			Outcome 4	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015				Q1 2015		
	Q2 2015				Q2 2015		
	Q3 2016		100.00%		Q3 2016		
	Q4 2016				Q4 2016		
Outcome 2	Q1 2014			Outcome 5	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015				Q1 2015		
	Q2 2015				Q2 2015		
	Q3 2016		100.00%		Q3 2016		
	Q4 2016				Q4 2016		
Outcome 3	Q1 2014			Outcome 6	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015				Q1 2015		
	Q2 2015	80.00%			Q2 2015		
	Q3 2016	78.90%			Q3 2016		
	Q4 2016	90.91%			Q4 2016		

Section IV: Reports:

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1. Prepare a paragraph or two explaining your findings (process and result).

For the fourth quarter assessment, Program Outcomes 1, 2, and 3 continued to be reviewed to compare with the first quarter. The findings for the courses are as follows:

PMIN1003 – Program Orientation showed:

50% (a drop of 50% over the 3rd quarter) met expectations and 50% (a drop of 2.38% over the 3rd quarter) exceeded expectations for Program Outcome 1 – Student Outcome 1.1.

PMIN4103 – Pastor’s Role in Church Administration showed:

27.27% (an improvement of 19.57% over the 3rd quarter) met expectations and 72.73 % (a drop of 19.57% over the 3rd quarter) exceeded expectations for Program Outcome 2 – Student Outcome 2.3.

27.27% (an improvement of 19.57% over the 3rd quarter) met expectations and 72.73% (a drop of 19.57% over the 3rd quarter) exceeded expectations for Program Outcome 3 – Student Outcome 3.5.

THEO2303 – Introduction to Christian Theology showed:

63.64% (an improvement of 37.34% over the 3rd quarter) met expectations and 27.27% (a drop of 25.33% over the 3rd quarter) exceeded expectations for Program Outcome 3 – Student Outcome 3.4.

63.64% (an improvement of 37.34% over the 3rd quarter) met expectations and 27.27% (a drop of 25.33% over the 3rd quarter) exceeded expectations for Program Outcome 3 – Student Outcome 3.5.

63.64% (an improvement of 37.34% over the 3rd quarter) met expectations and 27.27% (a drop of 25.33% over the 3rd quarter) exceeded expectations for Program Outcome 3 – Student Outcome 3.6.

PMIN1103 – Foundations of Ministry showed:

This course was not taught during the 4th quarter.

2. Define an action plan to **sustain** student learning with “Met and Exceed Expectations” and to **improve** student learning with “Not Met or Need Improvement”.

Revisiting the instructions for the PMIN1003, PMIN4103, and THEO2303 courses have shown that clearer instructions help to improve student scores.

3. List the follow-up steps to create a plan designed to **help** all of students meet and exceed expectations.

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Program Director will continue to be in discussion with instructors of PMIN1003 to determine areas they feel need changes or enhancements to bring consistency to the performance of Student Outcomes 1.1 and 1.2. The material and instructor have remained consistent but the student performance has vacillated. Need to determine whether instructions still need more clarification.

4. Comments:

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Section I: Background Information

School: CAGS

Program: Christian Ministries

Faculty/Chair: Dr. Kimberly Thomas

Email: kthomas@macu.edu

Report Date: 11/2015

Quarter/Year: 1st/ 2015-16

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Outcome 6	Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).	<p>6.1 – Defend a personal commitment to a historic, orthodox Christian faith.</p> <p>6.2 – Integrate the practice of spiritual disciplines to the formation of Christ-like character.</p> <p>6.3 – Model behavioral dispositions that are positive, collegial, and teachable.</p> <p>6.4 – Synthesize the qualities of Christ-like leadership within one’s personal, professional, and public life.</p> <p>6.5 – Support other leaders when not leading.</p>

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2. Indicate which Program Outcomes measured quarterly (Q) by marking X.

Outcome	Q1 2014	Q2 2014	Q3 2015	Q4 2015	Q1 2015	Q2 2015	Q3 2016	Q4 2016	Q1 2016	Q2 2016	Q3 2017	Q4 2017
Outcome 1	X	X			X	X	X	X				
Outcome 2	X	X			X	X	X	X				
Outcome 3	X	X			X	X	X	X				
Outcome 4			X	X					X	X	X	X
Outcome 5			X	X					X	X	X	X
Outcome 6			X	X					X	X	X	X

Section III: Data Analysis

1. Use the 4 Point Scale Rubric below to indicate **number** of the students in each category.

OUTCOME	1=Not Met	2=Need Improvement	3=Met	4=Exceed Expectations
1.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 1.1 – Develop and articulate a biblical and theological foundation for the call to the Christian Ministry 			33.33%	47.62%
2.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 2.3 - Devise effective strategies to encourage others to grow in their relationship with Jesus Christ. 			13.33%	66.67%
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.5 – Compare and contrast theological generalizations from essential questions. 			33.33%	60.00%
4.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 				
5.0: Program Outcome: Construct lessons, sermons, and programs using effective communication skills. <ul style="list-style-type: none"> Student Learning Outcome: 				

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<p>6.0: Program Outcome: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).</p> <ul style="list-style-type: none"> • Student Learning Outcome: 				

2. Identify courses and total number of students. Record the **percentage (%)** of students “Met and/or Exceed Expectations” program outcome quarterly (Q).

Percent (%) of Students Meet and/or Exceed Expectations							
Program Outcome	School Year	Course# PMIN3013 Stu#21	Course# PMIN4103 Stu#15	Program Outcome	School Year	Course# Stu#	Course# Stu#
Outcome 1	Q1 2014			Outcome 4	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015	80.95%			Q1 2015		
	Q2 2015				Q2 2015		
	Q3 2016				Q3 2016		
	Q4 2016				Q4 2016		
Outcome 2	Q1 2014			Outcome 5	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015		80.00%		Q1 2015		
	Q2 2015				Q2 2015		

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	Q3 2016				Q3 2016		
	Q4 2016				Q4 2016		
Outcome 3	Q1 2014			Outcome 6	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015		93.33%		Q1 2015		
	Q2 2015				Q2 2015		
	Q3 2016				Q3 2016		
	Q4 2016				Q4 2016		

Section IV: Reports:

1. Prepare a paragraph or two explaining your findings (process and result).

For the first quarter assessment, Program Outcomes 1, 2, and 3 were reviewed. These will be the Program Outcomes that will be observed for the 2015-2016 academic year. This quarter will set the baseline for comparison for the rest of the academic year.

PMIN3013 – Program Orientation showed 33.33% met expectations and 47.62 % exceeded expectations for Program Outcome 1 – Student Outcome 1.1.

PMIN4103 – Pastor’s Role in Church Administration showed 13.33% met expectations and 66.67 % exceeded expectations for Program Outcome 2 – Student Outcome 2.3. 33.33% met expectations and 60.00% exceeded expectations for Program Outcome 3 – Student Outcome 3.5.

2. Define an action plan to **sustain** student learning with “Met and Exceed Expectations” and to **improve** student learning with “Not Met or Need Improvement”.

Both of these courses have been re-written in early 2015. The new material is demonstrating that students are grasping the material more clearly. The assignment instructions still need to be reviewed to determine if they need to be more clearly stated to help the “Not Met or Need Improvement” students to improve.

3. List the follow-up steps to create a plan designed to **help** all of students meet and exceed expectations.

Program Director will be in discussion with instructors of PMIN4103 to determine areas they feel need changes or enhancements to improve the students’ understanding of assignments thus increasing the

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students' performance from "needs improvement" or "met expectations" to "exceeds expectations" for Program Outcome 2 – Student Outcome 2.3.

Program Director will be in discussion with instructors of PMIN3013 to determine areas they feel need changes or enhancements to improve the students' understanding of assignments thus increasing the students' performance from "needs improvement" or "met expectations" to "exceeds expectations" for Program Outcome 1 – Student Outcome 1.1.

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Program Outcome and Student Learning Assessment Report

2. Indicate which Program Outcomes measured quarterly (Q) by marking X.

Outcome	Q1 2014	Q2 2014	Q3 2015	Q4 2015	Q1 2015	Q2 2015	Q3 2016	Q4 2016	Q1 2016	Q2 2016	Q3 2017	Q4 2017
Outcome 1	X	X			X	X	X	X				
Outcome 2	X	X			X	X	X	X				
Outcome 3	X	X			X	X	X	X				
Outcome 4			X	X					X	X	X	X
Outcome 5			X	X					X	X	X	X
Outcome 6			X	X					X	X	X	X

Section III: Data Analysis

1. Use the 4 Point Scale Rubric below to indicate **number** of the students in each category.

OUTCOME	1=Not Met	2=Need Improvement	3=Met	4=Exceed Expectations
1.0: Program Outcome: • Student Learning Outcome:				
2.0: Program Outcome: • Student Learning Outcome:				
3.0: Program Outcome: • Student Learning Outcome:				
4.0: Program Outcome: • Student Learning Outcome:				
5.0: Program Outcome: Construct lessons, sermons, and programs using effective communication skills. • Student Learning Outcome 5.1(PMIN1103 05W1 15SP – 18 Students): Explore the nature of “The Call”, identify and examine one’s spiritual gifts and personality type, recognize different philosophies of ministry, discover different leadership styles and determine one’s personal leadership style, evaluate and discuss the effects of change in the Church. • Student Learning Outcome 5.4 (PMIN4303 03M1 15SP – 4 Students): Demonstrate awareness of tools needed to empower other leaders.			22.22%	72.22%
6.0: Program Outcome: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control,			0.00%	100.00%

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service, valuing oneself and others). <ul style="list-style-type: none"> • Student Learning Outcome 6.2 (PMIN1103 05W1 15SP – 18 students): Explore the nature of “The Call”. • Student Learning Outcome 6.2 (PMIN4303 03M1 15SP – 4 students): Compare and contrast the relationship between success and humility. • Student Learning Outcome 6.4 (PMIN4303 03M1 15SP – 4 students 			38.89%	38.89%
			0.00%	100.00%
			0.00%	100.00%

2. Identify courses and total number of students. Record the **percentage (%)** of students “Met and/or Exceed Expectations” program outcome quarterly (Q).

Percent (%) of Students Meet and/or Exceed Expectations							
Program Outcome	School Year	Course# Stu#	Course# Stu#	Program Outcome	School Year	Course# PMIN1103 Stu#18	Course# PMIN4303 Stu#4
Outcome 1	Q1 2014			Outcome 4	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015				Q1 2015		
	Q2 2015				Q2 2015		
	Q3 2016				Q3 2016		
	Q4 2016				Q4 2016		
Outcome 2	Q1 2014			Outcome 5	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015	94.44%	100.00%
	Q1 2015				Q1 2015		
	Q2 2015				Q2 2015		
	Q3 2016				Q3 2016		

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	Q4 2016				Q4 2016		
Outcome 3	Q1 2014			Outcome 6	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015	77.78%	100.00%
	Q1 2015				Q1 2015		
	Q2 2015				Q2 2015		
	Q3 2016				Q3 2016		
	Q4 2016				Q4 2016		

Section IV: Reports:

1. Prepare a paragraph or two explaining your findings (process and result).

For the fourth quarter assessment, Program Outcome 5 and Program Outcome 6 were reviewed in order to compare and contrast with the third quarter report. This allows for a second straight comparison of courses that had recently been revised. The assessment results demonstrated the following:

PMIN1103 – Foundations of Ministry showed an increase in exceeds expectations of 36.52% for Program Outcome 5 – Student Outcome 5.1. However, there was only an increase in exceeds expectations of 3.19% for Program Outcome 6 – Student Outcome 6.2.

PMIN4303 – Leadership Formation showed an increase in exceeds expectations of 30.77% for Program Outcome 5 – Student Outcome 5.4. There was an increase in exceeds expectations of 92.31% for Program Outcome 6 – Student Outcome 6.2. There was an increase in exceeds expectations of 30.77% for Program Outcome 6 – Student Outcome 6.4.

This was the first opportunity to compare quarters when using recently revised course contents. Data confirms that new content is helping students grasp course materials and concepts.

2. Define an action plan to **sustain** student learning with “Met and Exceed Expectations” and to **improve** student learning with “Not Met or Need Improvement”.

Continue to monitor student results in these courses. Review the contents of PMIN1103 to determine what content enhancements need to occur to help students improve in their abilities to fulfill Program Outcome 6 – Student Outcome 6.2.

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3. List the follow-up steps to create a plan designed to help all of students meet and exceed expectations.

Program Director will be in discussion with instructors of PMIN1103 to determine areas they feel need changes or enhancements to improve the students' understanding of assignments thus increasing the students' performance from "needs improvement" or "met expectations" to "exceeds expectations" for Program Outcome 6 – Student Outcome 6.2.

4. Comments:

Student Learning Assessment Report

Program Outcome



Assessment Report

Please submit all data electronically

The Higher Learning Commission (HLC) defines assessment of student learning as a participatory, iterative process that: (1) Provides data/information you need on your students' learning, (2) Engages you and others in analyzing and using this data/information to confirm and improve teaching and learning, (3) Produces evidence that students are learning the outcomes you intended, (4) Guides you in making educational and institutional improvements, (5) Evaluates whether changes made improve/impact student learning, and (6) Documents the learning and your efforts.

MACU Vision: Preparing People to Do Greater Things for God and His Kingdom

MACU Mission: Preparing students through a Wesleyan perspective to create, collaborate, and innovate to solve local and global problems for the glory of God through Jesus Christ and the good of society.

Background:

College: MACU

School: CAGS

Program: Christian Ministries

Course: Undergraduate courses

Faculty/Chair: Dr. Kimberly Thomas

Email: kthomas@macu.edu

Report Date: 4/2015

Program Enrollment: 196

School Mission/Goals (if any):

University Student Outcomes:

MACU Graduates will be able...
1. SPIRITUAL FORMATION
2. EFFECTIVE COMMUNICATION
3. APPLICATION OF MEDIA LITERACY
4. DECONSTRUCTION AND RECONSTRUCTION OF IDEAS
5. CREATIVE AND INNOVATIVE PROBLEM SOLVING & ENTREPRENEURSHIP
6. COLLABORATIVE INQUIRY
7. ETHICAL LEADERSHIP AND VALUES
8. EXPERTISE IN THE DISCIPLINE
9. ENGAGEMENT IN SCHOLARSHIP
10. LOCAL AND GLOBAL SERVICE

Student Learning Assessment Report

Program Outcome

Program Outcome:

✓ Insert Your Overall Program Outcome Table here:

Program Outcome 1 – Analyze the call and practice of ministry through personal and collaborative experiences.

Student Outcome 1.1 – Develop and articulate a biblical and theological foundation for the call to the Christian ministry.

Student Outcome 1.2 – Summarize a personal philosophy of ministry formed from Scripture, history of tradition, personal experience, skills/giftings, and ethics.

Student Outcome 1.3 – Assess the influence society and culture has on individual and communal history.

Program Outcome 2 – Apply principles of Christian discipleship to individual and communal experiences.

Student Outcome 2.1 – Assess one’s spiritual growth and discipleship development.

Student Outcome 2.2 – Outline the definition of discipleship from both the Biblical and Wesleyan Arminian perspective.

Student Outcome 2.3 – Devise effective strategies to encourage others to grow in their relationship with Jesus Christ.

Student Outcome 2.4 – Defend how living out Christ-like discipleship influences others.

Program Outcome 3 – Examine biblical and theological principles from a Wesleyan-Arminian, orthodox Christian tradition.

Student Outcome 3.1 – Defend the authority and reliability of the Bible.

Student Outcome 3.2 – Analyze the relationship between biblical interpretation and theological application.

Student Outcome 3.3 – Illustrate the use of the Inductive Method of studying the Bible.

Student Outcome 3.4 – Support how biblical and theological principles shape daily, practical living.

Student Outcome 3.5 – Compare and contrast theological generalizations from essential questions.

Student Learning Assessment Report

Program Outcome

Student Outcome 3.6 – Explain the Biblical role of the Trinity in theology and human experiences.

Program Outcome 4 – Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.

Student Outcome 4.1 – Define how one’s understanding of and relationship with God shapes ministry implementation.

Student Outcome 4.2 – Express the value of diverse cultures, faith practices, and social traditions, past and present, found within local congregations, the Church at large, and the world.

Student Outcome 4.3 – Design curricula and programs that recognize diverse values, skills, and experiences of the audience.

Student Outcome 4.4 – Assess needs and problems within an organization/community to devise effective solutions.

Student Outcome 4.5 – Integrate theoretical knowledge and team dynamics that lead toward organizational goals.

Program Outcome 5 – Construct lessons, sermons, and programs using effective communication skills.

Student Outcome 5.1 – Combine elements of history and post modernity in designing sermons, lessons, and projects.

Student Outcome 5.2 – Teach and preach lessons that are biblically and theologically sound.

Student Outcome 5.3 – Generate programs and curricula that combine multiple sources/resources to address the intellectual, emotional, and spiritual needs of the audience.

Student Outcome 5.4 – Employ leaders and peers to provide healthy critique of communication skills.

Program Outcome 6 – Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).

Student Outcome 6.1 – Defend a personal commitment to a historic, orthodox Christian faith.

Student Learning Assessment Report

Program Outcome

Student Outcome 6.2 – Integrate the practice of spiritual disciplines to the formation of Christ-like character.

Student Outcome 6.3 – Model behavioral dispositions that are positive, collegial, and teachable.

Student Outcome 6.4 – Synthesize the qualities of Christ-like leadership within one’s personal, professional, and public life.

Student Outcome 6.5 – Support other leaders when not leading.

✓ Insert the 4-Scale Rubric used to measure this Program. See Below Sample.

<p>Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.</p> <p>Student Outcome 4.1: Define how one’s understanding of and relationship with God shapes ministry implementation.</p>	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations

<p>Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.</p> <p>Student Outcome 4.2: Express the value of diverse cultures, faith practices, and social traditions, past and present, found within local congregations, the Church at large, and the world.</p>	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations

Student Learning Assessment Report

Program Outcome

<p>Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.</p> <p>Student Outcome 4.3: Design curricula and programs that recognize diverse values, skills, and experiences of the audience.</p>	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations

<p>Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.</p> <p>Student Outcome 4.4: Assess needs and problems within an organization/community to devise effective solutions.</p>	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations

<p>Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.</p> <p>Student Outcome 4.5: Integrate theoretical knowledge and team dynamics that lead toward organizational goals.</p>	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations

<p>Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.</p>	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations
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Student Learning Assessment Report

Program Outcome

Student Outcome 5.1: Combine elements of history and post modernity in designing sermons, lessons, and projects.				
Define the Good News and specify means of nurturing those who accept the Gospel			100%	
Evaluate and discuss the effects of change in the church.			64.3%	35.7%

Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations
Student Outcome 5.2: Teach and preach lessons that are biblically and theologically sound.				
Illustrate the techniques of pulpit communication: projection pitch and tone, enunciation, body language, pace and space, articulation			72.73%	0%
Identify picture thinking found within a telecommunications society			9.09%	90.91%

Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations
Student Outcome 5.3: Generate programs and curricula that combine multiple sources/resources to address the intellectual, emotional, and spiritual needs of the audience.				
Define the Good News and specify means of nurturing those who accept the Gospel			63.64%	36.36%

Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations
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Student Learning Assessment Report

Program Outcome

Student Outcome 5.4: Employ leaders and peers to provide healthy critique of communication skills.				
Demonstrate awareness of tools needed to empower other leaders			23.08%	69.23%

<p>Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).</p> <p>Student Outcome 6.1: Defend a personal commitment to a historic, orthodox Christian faith.</p>	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations

<p>Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).</p> <p>Student Outcome 6.2: Integrate the practice of spiritual disciplines to the formation of Christ-like character.</p>	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations
Compare and contrast the relationship between success and humility			84.62%	7.69%
Explore the nature of "The Call"			64.3%	35.7%

Student Learning Assessment Report

Program Outcome

<p>Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).</p> <p>Student Outcome 6.3: Model behavioral dispositions that are positive, collegial, and teachable.</p>	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations
Articulate appropriate behavioral dispositions needed for personal and professional development.			72.73%	9.09%

<p>Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).</p> <p>Student Outcome 6.4: Synthesize the qualities of Christ-like leadership within one's personal, professional, and public life.</p>	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations
Demonstrate an awareness of tools needed to empower other leaders			23.08%	69.23%

<p>Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).</p> <p>Student Outcome 6.5: Support other leaders when not leading.</p>	1=Not Met	2=Needs Improvement	3=Met	4=Exceeds Expectations

Student Learning Assessment Report

Program Outcome

✓ Assessment Map:

Please indicate the measured outcome per year by marking X in an appropriate box

OUTCOME	YEAR									
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Program Outcome 1		x		x		x		x		x
Program Outcome 2		x		x		x		x		x
Program Outcome 3		x		x		x		x		x
Program Outcome 4			x		X		x		x	
Program Outcome 5			x		x		X		x	
Program Outcome 6			x		x		x		x	

✓ Assessment Data Summary Table:

Please indicate the Course, N=Number of Students. Also in each relevant column show the percentage(%) of students Met or Exceeds Expectation

PROGRAM OUTCOME	School Year	ASSESSMENT OUTCOME							
		PMIN 3013	PMIN 1103	BIOT 1103	BINT 1203	THEO 2303	PMIN 2603	PMIN 3103	BINT 3103
		N=11	N= 14	N=	N=	N=	N=	N=11	N=
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.1	2014-2015								
	2015-2016								
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.2	2014-2015								
	2015-2016								
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.3	2014-							100%	

Student Learning Assessment Report

Program Outcome

	2015								
	2015-2016								
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.4	2014-2015								
	2015-2016								
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.5	2014-2015								
	2015-2016								
List Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.									
Outcome: 5.1	2014-2015		100%					54.54%	
	2015-2016								
List Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.									
Outcome: 5.2	2014-2015								
	2015-2016								
List Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.									
Outcome: 5.3	2014-2015							100%	
	2015-2016								
List Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.									
Outcome: 5.4	2014-2015								
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.1	2014-								

Student Learning Assessment Report

Program Outcome

	2015								
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.2	2014-2015		100%						
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.3	2014-2015	81.82%							
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.4	2014-2015								
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.5	2014-2015								
	2015-2016								

PROGRAM OUTCOME	ASSESSMENT OUTCOME								
	School Year	BINT 3303	PMIN 3303	PMIN 3343	THEO 4303	THEO 3603	BIOT 3713	PMIN 4103	PMIN 4303
		N=	N=	N=	N=	N=	N=	N=	N=13
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.1	2014-2015								
	2015-2016								
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									

Student Learning Assessment Report

Program Outcome

Outcome: 4.2	2014-2015								
	2015-2016								
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.3	2014-2015								
	2015-2016								
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.4	2014-2015								
	2015-2016								
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.5	2014-2015								
	2015-2016								
List Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.									
Outcome: 5.1	2014-2015								
	2015-2016								

PROGRAM OUTCOME	ASSESSMENT OUTCOME								
	School Year	BINT 3303	PMIN 3303	PMIN 3343	THEO 4303	THEO 3603	BIOT 3713	PMIN 4103	PMIN 4303
		N=	N=	N=	N=	N=	N=	N=	N=13
List Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.									
Outcome: 5.2	2014-2015								
	2015-2016								
List Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.									

Student Learning Assessment Report

Program Outcome

Outcome: 5.3	2014-2015								
	2015-2016								
List Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.									
Outcome: 5.4	2014-2015								92.31%
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.1	2014-2015								
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.2	2014-2015								92.31%
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.3	2014-2015								
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.4	2014-2015								92.31%
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.5	2014-2015								
	2015-2016								

Student Learning Assessment Report

Program Outcome

PROGRAM OUTCOME	ASSESSMENT OUTCOME								
	School Year	THEO 4403	PMIN 4603						
		N=	N=	N=	N=	N=	N=	N=	N=
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.1	2014-2015								
	2015-2016								
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.2	2014-2015								
	2015-2016								
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.3	2014-2015								
	2015-2016								
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.4	2014-2015								
	2015-2016								
List Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.									
Outcome: 4.5	2014-2015								
	2015-2016								
List Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.									
Outcome: 5.1	2014-2015								

Student Learning Assessment Report

Program Outcome

	2015-2016								
List Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.									
Outcome: 5.2	2014-2015								
	2015-2016								
List Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.									
Outcome: 5.3	2014-2015								
	2015-2016								
List Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.									
Outcome: 5.4	2014-2015								
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.1	2014-2015								
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.2	2014-2015								
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.3	2014-2015								
	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.4	2014-2015								

Student Learning Assessment Report

Program Outcome

	2015-2016								
List Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).									
Outcome: 6.5	2014-2015								
	2015-2016								

Reports:

✓ Program Outcome, Measurement, and Result Descriptions: For the first quarter assessment report, Program Outcome 4, Program Outcome 5, and Program Outcome 6 were measured. **(Program Outcome 4: Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.; Program Outcome 5: Construct lessons, sermons, and programs using effective communication skills.; Program Outcome 6: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others.)** The courses used for this assessment report were recently re-written. Results demonstrate that instructions, assignments, and course materials have helped students to successful meet outcome expectations. However, this is only one set of data and the future quarterly reports should help to confirm or negate these findings.

✓ Program Recommendations: Continue to monitor student results in these courses to determine if new material and resources are in fact helping students to meet or exceed program outcomes.

✓ Program Follow-up Action Plan: As new courses are being implemented results will be compared to other quarters to see if students are better able to accomplish the student outcomes with new assignments, instructions, and possible need course materials.

✓ Comments: _____

Student Learning Assessment Report

Program Outcome

The Adult School of Christian Ministries (ASCM) begins the process of assessment with the program's Curriculum Map (see attachment). This Curriculum Map is a visual guide that outlines the alignment of Program/Student outcomes to courses with the Christian Ministries Bachelor's degree program.

Program/Learning Outcomes are usually reviewed annually or every two years. Six different Program Outcomes and their corresponding Student Learning Outcomes were assessed over four quarters beginning in the 2014-2015 through the 2015-2016 academic years. Three Program Outcomes were assessed during the 2014-2015 academic year and three different Program Outcomes were assessed during the 2015-2016 academic years.

The following 4-prong process has been used to assess student learning over the fore stated quarters:

- Instructors were given a rubric and trained on how to use it. These rubrics assessed a specific assignment within a course that addresses the selected Student Learning Outcomes.
- Rubric scores from several students were averaged and then converted into percentages.
- For lower performance rubric results, the course content in D2L was analyzed to review: grades earned on the assignment, clarity of assignment instructions, correlation of the assignment goal with other assignments, correlation of the assignment to textbook readings.
- A determination was made as to the relevance of the assignment. If the assignment was deemed as irrelevant to the specific Student Learning Outcome, it was removed, or, in some instances modified to align to the outcome.

This process has been a means by which ASCM has been able to examine at least 80 percent of our courses within two academic years. This process has moved us to sharpen our Program/Learning Outcomes, revise course instructions, analyze assignments for alignment purposes, and to forecast degree program changes that will better meet the learning needs of ministry students.

Review of the 3-Prong Assessment Report
Adult School of Christian Ministries (ASCM)
June 17, 2016

Correlation of the Assessment System to the 3-prong Process

The Adult School of Christian Ministries has consistently used the 3-prong assessment system to assess Program, Student Learning, and course outcomes for a few years. However, since 2015, the School has also included student information, as reported in the end-of-course evaluations, to help us have a more in depth look at the alignment of the student's course performance to the Program/Student Learning outcomes.

The process of assessment begins with the Christian Ministries Program Curriculum Map. This Map displays where course outcomes fall within Program/Student Outcomes (see attachment). This Curriculum Map has encouraged our school to make several considerations: 1) how course outcomes align with Program/Student outcomes; 2) if assignments in the course support course outcomes; 3) if course outcomes are too narrow or broad in how they are stated; 4) do course textbooks support the Program/Student learning outcomes; 5) should a course be rewritten with fresh course outcomes that align with the Program/Student outcomes.

How Program and Student Learning Outcomes Assess Student Learning

Program Outcomes are usually reviewed annually or every two years as student learning needs are taken into consideration or new courses have been added or courses are eliminated. Most recently, the Christian Ministries Program Outcomes have been revised so that they can be shared by both the College of Arts and Sciences (CAS) School of Ministry and the CAGS (College of Adult and Graduate Studies) Adult School of Christian Ministries (ASCM) and are effective beginning June 1, 2016. For the purpose of this report, the six former Program Outcomes and their corresponding Student Learning Outcomes were assessed over the past two years: three Program Outcomes were assessed during the 2014-2015 academic year and three different Program Outcomes were assessed during the 2015-2016 academic years.

In order to assess student learning, Program/Student Learning Outcomes were assessed over four quarters of a year. Instructors are given a rubric and trained on how to use it. These rubrics assess specific assignments within courses that address the selected Student Learning Outcomes. The results from the rubrics are averaged to report students' application of course knowledge learned. The scores collected are averaged and then converted into percentages that reflect the overall amount of learning that took place among different students who took the same or different course over a calendar year.

Follow-up Plans for Low Student Learning Results

Summarized data confirms that 75-90% of students are meeting the Program/Student Learning Outcomes. However, for those lower percentages, follow up has consisted of reviewing the course content in D2L for several components: grades students earned on the assignment, clarity of assignment instructions, emphasis of the assignment goal in other assignments within the course, the correlation of the assignment to textbook readings, inviting instructors to submit concerns about assignment instructions and/or assignment relevance, and determining if the assignment is relevant to the Student Learning Outcome. If there is a determination that the assignment is not relevant to student learning in its current form, the assignment is revised or replaced.

The ASCM takes a team approach in reviewing rewritten material or assignments. By each team member participating in reading or reviewing a revised assignment or course, focused attention is given to clarity of assignment instruction and ease of comprehension. Clarity of assignment instruction and ease of comprehension are being measured by a decrease in end-of-course instruction statements from students that address these as problem areas.

It has been observed that some student grades have improved in response to revised instructions, however, where students continue to struggle in comprehending expectations, we are experimenting with visual instructions using short instructional video clips, and in some cases, instructors are arranging video conference meetings with students to allow for questions and answers. In a greater way, this internal assessment system has moved the ASCM to a systematic check of D2L course materials as a WIG (Wildly Important Goal) that is addressed in a weekly meeting of the team.

List of items attached for this report:

Christian Ministries (CHM) Curriculum Map

Sample rubrics used for cumulative course assignment assessment results

Quarterly Reports of Program/Student Learning assessment results

Report created and submitted by:

Kimberly S. Thomas, D. Min.

Chair, Adult School of Christian Ministries (ASCM)

Mid-America Christian University

Program Outcome and Student Learning Assessment Report



Assessment Report

Please submit all data electronically

The Higher Learning Commission (HLC) defines assessment of student learning as a participatory, iterative process that: (1) Provides data/information you need on your students' learning, (2) Engages you and others in analyzing and using this data/information to confirm and improve teaching and learning, (3) Produces evidence that students are learning the outcomes you intended, (4) Guides you in making educational and institutional improvements, (5) Evaluates whether changes made improve/impact student learning, and (6) Documents the learning and your efforts.

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1. MACU will "put F.E.A.T." to its student-centered services by achieving an annual 5% increase in the overall student satisfaction survey beginning 6/1/15 and ending 5/31/18. (F.E.A.T. = Friendly, Excellent, Accountable, and Timely)
2. MACU will take a "GiANT step" in developing a "Liberator" by starting five core groups each year over the next three years beginning 6/1/15 and ending 5/31/18.

Section I: Background Information

School: CAGS

Program: Christian Ministries

Faculty/Chair: Dr. Kimberly Thomas

Email: kthomas@macu.edu

Report Date: 04/2016

Quarter/Year: 3rd/ 2015-16

School Mission/Goals: Preparing vocational and non-vocational ministerial leaders to competently serve the spiritual, emotional, relational, and social needs of those within the local congregation, ministry setting, and global community of the 21st century from a Wesleyan-Arminian perspective.

School/Program WIGs:

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Program Outcome and Student Learning Assessment Report

1. Review D2L curricula content, Christian Ministries courses content, and ethic courses content to determine if instructions for assignments and quizzes are clearly stated. The goal is to reduce the number of vague or poorly written instructions in 1/3 of our courses each year from 2015 to 2018.
2. All adjunct and full time faculty are to create a welcome video to be posted in each course they teach. This will be completed by December 2015.

Section II: Data Collection

1. List your Program and Student Learning Outcomes.

Outcome	Program Outcome Description	Student Learning Outcome Description
Outcome 1	Analyze the call and practice of ministry through personal and collaborative experiences.	1.1 – Develop and articulate a biblical and theological foundation for the call to the Christian Ministry. 1.2 – Summarize a personal philosophy of ministry formed from Scripture, history of tradition, personal experience, skills/giftings, and ethics. 1.3 – Assess the influence society and culture has on individual and communal history.
Outcome 2	Apply principles of Christian discipleship to individual and communal experiences.	2.1 – Assess one’s spiritual growth and discipleship development. 2.2 – Outline the definition of discipleship from both the Biblical and Wesleyan-Arminian perspective. 2.3 – Devise effective strategies to encourage others to grow in their relationship with Jesus Christ. 2.4 – Defend how living out Christ-like discipleship influences others.
Outcome 3	Examine biblical and theological principles from a Wesleyan-Arminian orthodox Christian tradition.	3.1 – Defend the authority and reliability of the Bible. 3.2 – Analyze the relationship between biblical interpretation and theological application. 3.3 – Illustrate the use of the Inductive Method of studying the Bible. 3.4 – Support how biblical and theological principles shape daily, practical living. 3.5 – Compare and contrast theological generalizations from essential questions. 3.6 – Explain the Biblical role of the Trinity in theology and human experiences.

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Program Outcome and Student Learning Assessment Report

Outcome 4	Integrate scripture, theology, history of tradition, and practical skills to ministry leadership in diverse settings.	<p>4.1 – Define how one’s understanding of and relationship with God shapes ministry implementation.</p> <p>4.2 – Express the value of diverse cultures, faith practices, and social traditions, past and present, found within local congregations, the Church at large, and the world.</p> <p>4.3 – Design curricula and programs that recognize diverse values, skills, and experiences of the audience.</p> <p>4.4 – Assess needs and problems within an organization/community to devise effective solutions.</p> <p>4.5 – Integrate theoretical knowledge and team dynamics that lead toward organizational goals.</p>
Outcome 5	Construct lessons, sermons, and programs using effective communication skills.	<p>5.1 – Combine elements of history and post modernity in designing sermons, lessons, and projects.</p> <p>5.2 – Teach and preach lessons that are biblically and theologically sound.</p> <p>5.3 – Generate programs and curricula that combine multiple sources/resources to address the intellectual, emotional, and spiritual needs of the audience.</p> <p>5.4 – Employ leaders and peers to provide healthy critique of communication skills.</p>
Outcome 6	Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others).	<p>6.1 – Defend a personal commitment to a historic, orthodox Christian faith.</p> <p>6.2 – Integrate the practice of spiritual disciplines to the formation of Christ-like character.</p> <p>6.3 – Model behavioral dispositions that are positive, collegial, and teachable.</p> <p>6.4 – Synthesize the qualities of Christ-like leadership within one’s personal, professional, and public life.</p> <p>6.5 – Support other leaders when not leading.</p>

Mid-America Christian University

Program Outcome and Student Learning Assessment Report

2. Indicate which Program Outcomes measured quarterly (Q) by marking X.

Outcome	Q1 2014	Q2 2014	Q3 2015	Q4 2015	Q1 2015	Q2 2015	Q3 2016	Q4 2016	Q1 2016	Q2 2016	Q3 2017	Q4 2017
Outcome 1	X	X			X	X	X	X				
Outcome 2	X	X			X	X	X	X				
Outcome 3	X	X			X	X	X	X				
Outcome 4			X	X					X	X	X	X
Outcome 5			X	X					X	X	X	X
Outcome 6			X	X					X	X	X	X

Section III: Data Analysis

1. Use the 4 Point Scale Rubric below to indicate **number** of the students in each category.

OUTCOME	1=Not Met	2=Need Improvement	3=Met	4=Exceed Expectations
1.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 1.1 – Develop and articulate a biblical and theological foundation for the call to the Christian Ministry 			36.35%	63.65%
1.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 1.2 – Summarize a personal philosophy of ministry formed from Scripture, history of tradition, personal experience, skills/giftings, and ethics. 			36.35%	54.55%
2.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 2.3 - Devise effective strategies to encourage others to grow in their relationship with Jesus Christ. 			7.7%	92.3%
2.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 2.4 – Defend how living out Christ-like discipleship influences others. 			63.6%	36.4%
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.1 – Defend the authority and reliability of the Bible. 				
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.2 – Analyze the relationship between 				

Mid-America Christian University

Program Outcome and Student Learning Assessment Report

biblical interpretation and theological application.				
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.4 – Support how biblical and theological principles shape daily, practical living. 			26.3%	52.6%
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.5 – Compare and contrast theological generalizations from essential questions. 			17%	72.45%
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.6 – Explain the Biblical role of the Trinity in theology and human experiences. 			26.3%	52.6%
4.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 				
5.0: Program Outcome: Construct lessons, sermons, and programs using effective communication skills. <ul style="list-style-type: none"> Student Learning Outcome: 				
6.0: Program Outcome: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others). <ul style="list-style-type: none"> Student Learning Outcome: 				

- Identify courses and total number of students. Record the **percentage (%)** of students “Met and/or Exceed Expectations” program outcome quarterly (Q).

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Program Outcome and Student Learning Assessment Report

Percent (%) of Students Meet and/or Exceed Expectations							
Program Outcome	School Year	Course# PMIN3013 Stu#4	Course# PMIN4103 Stu#13	Program Outcome	School Year	Course# Stu#	Course# Stu#
Outcome 1	Q1 2014			Outcome 4	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015	80.95%			Q1 2015		
	Q2 2015	100.00%			Q2 2015		
	Q3 2016	100.00%			Q3 2016		
	Q4 2016				Q4 2016		
Outcome 2	Q1 2014			Outcome 5	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015		80.00%		Q1 2015		
	Q2 2015		100.00%		Q2 2015		
	Q3 2016		100.00%		Q3 2016		
	Q4 2016				Q4 2016		
Outcome 3	Q1 2014			Outcome 6	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015		93.33%		Q1 2015		
	Q2 2015		100.00%		Q2 2015		
	Q3 2016		100.00%		Q3 2016		
	Q4 2016				Q4 2016		

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Program Outcome and Student Learning Assessment Report

Percent (%) of Students Meet and/or Exceed Expectations							
Program Outcome	School Year	Course# THEO2303 Stu#19	Course# PMIN1103 Stu#11	Program Outcome	School Year	Course# Stu#	Course# Stu#
Outcome 1	Q1 2014			Outcome 4	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015				Q1 2015		
	Q2 2015				Q2 2015		
	Q3 2016		100.00%		Q3 2016		
	Q4 2016				Q4 2016		
Outcome 2	Q1 2014			Outcome 5	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015				Q1 2015		
	Q2 2015				Q2 2015		
	Q3 2016		100.00%		Q3 2016		
	Q4 2016				Q4 2016		
Outcome 3	Q1 2014			Outcome 6	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015				Q1 2015		
	Q2 2015	80.00%			Q2 2015		
	Q3 2016	78.90%			Q3 2016		
	Q4 2016				Q4 2016		

Section IV: Reports:

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Program Outcome and Student Learning Assessment Report

1. Prepare a paragraph or two explaining your findings (process and result).

For the third quarter assessment, Program Outcomes 1, 2, and 3 continued to be reviewed to compare with the first quarter. The findings for the courses are as follows:

PMIN1003 – Program Orientation showed:

0% (a drop of 33% over the 2nd quarter) met expectations and 100% (an improvement of 52.38% over the 2nd quarter) exceeded expectations for Program Outcome 1 – Student Outcome 1.1.

PMIN4103 – Pastor’s Role in Church Administration showed:

7.7% (a drop of 25.63% over the 2nd quarter) met expectations and 92.3 % (an improvement of 25.63% over the 2nd quarter) exceeded expectations for Program Outcome 2 – Student Outcome 2.3.

7.7% (a drop of 25.63% over the 2nd quarter) met expectations and 92.3% (an improvement of 25.63% over the 2nd quarter) exceeded expectations for Program Outcome 3 – Student Outcome 3.5.

THEO2303 – Introduction to Christian Theology showed:

26.3% (an improvement of 26.3% over the 2nd quarter) met expectations and 52.6% (a drop of 27.4% over the 2nd quarter) exceeded expectations for Program Outcome 3 – Student Outcome 3.4.

26.3% (an improvement of 26.3% over the 2nd quarter) met expectations and 52.6% (a drop of 27.4% over the 2nd quarter) exceeded expectations for Program Outcome 3 – Student Outcome 3.5.

26.3% (an improvement of 26.3% over the 2nd quarter) met expectations and 52.6% (a drop of 27.4% over the 2nd quarter) exceeded expectations for Program Outcome 3 – Student Outcome 3.6.

PMIN1103 – Foundations of Ministry showed:

72.7% met expectations and 27.3% exceeded expectations for Program Outcome 1 – Student Outcome 1.1.

72.7% met expectations and 27.3% exceeded expectations for Program Outcome 1 – Student Outcome 1.2.

63.6% met expectations and 36.4% exceeded expectations for Program Outcome 2 – Student Outcome 2.4.

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Program Outcome and Student Learning Assessment Report

2. Define an action plan to **sustain** student learning with “Met and Exceed Expectations” and to **improve** student learning with “Not Met or Need Improvement”.

Revisiting the instructions for the PMIN1003, PMIN1103, and PMIN4103 courses have shown that clearer instructions help to improve student scores. The assignment instructions for THEO2303 still need evaluation to determine what caused drop.

3. List the follow-up steps to create a plan designed to **help** all of students meet and exceed expectations.

Program Director will continue to be in discussion with instructors of PMIN4103 to determine areas they feel need changes or enhancements to improve the students’ understanding of assignments thus increasing the students’ performance from “needs improvement” or “met expectations” to “exceeds expectations” for Program Outcome 2 – Student Outcome 2.3.

Program Director will be in discussion with instructors of THEO2303 to determine areas they feel need changes or enhancements to improve the students’ understanding of assignments thus increasing the students’ performance from “needs improvement” or “met expectations” to “exceeds expectations” for Program Outcome 3 – Student Outcomes 3.4, 3.5, and 3.6.

4. Comments:

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Program Outcome and Student Learning Assessment Report



Assessment Report

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Section I: Background Information

School: CAGS

Program: Christian Ministries

Faculty/Chair: Dr. Kimberly Thomas

Email: kthomas@macu.edu

Report Date: 01/2016

Quarter/Year: 2nd/ 2015-16

School Mission/Goals: Preparing vocational and non-vocational ministerial leaders to competently serve the spiritual, emotional, relational, and social needs of those within the local congregation, ministry setting, and global community of the 21st century from a Wesleyan-Arminian perspective.

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Mid-America Christian University

Program Outcome and Student Learning Assessment Report

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Program Outcome and Student Learning Assessment Report

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Mid-America Christian University

Program Outcome and Student Learning Assessment Report

2. Indicate which Program Outcomes measured quarterly (Q) by marking X.

Outcome	Q1 2014	Q2 2014	Q3 2015	Q4 2015	Q1 2015	Q2 2015	Q3 2016	Q4 2016	Q1 2016	Q2 2016	Q3 2017	Q4 2017
Outcome 1	X	X			X	X	X	X				
Outcome 2	X	X			X	X	X	X				
Outcome 3	X	X			X	X	X	X				
Outcome 4			X	X					X	X	X	X
Outcome 5			X	X					X	X	X	X
Outcome 6			X	X					X	X	X	X

Section III: Data Analysis

1. Use the 4 Point Scale Rubric below to indicate **number** of the students in each category.

OUTCOME	1=Not Met	2=Need Improvement	3=Met	4=Exceed Expectations
1.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 1.1 – Develop and articulate a biblical and theological foundation for the call to the Christian Ministry 			33.33%	47.62%
1.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 1.2 – Summarize a personal philosophy of ministry formed from Scripture, history of tradition, personal experience, skills/giftings, and ethics. 			32.37%	60.47%
2.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 2.3 - Devise effective strategies to encourage others to grow in their relationship with Jesus Christ. 			33.33%	66.67%
2.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 2.4 – Defend how living out Christ-like discipleship influences others. 			14.28%	71.43%
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.1 – Defend the authority and reliability of the Bible. 			39.28%	53.57%
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.2 – Analyze the relationship between 			42.86%	50.00%

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Program Outcome and Student Learning Assessment Report

biblical interpretation and theological application.				
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.4 – Support how biblical and theological principles shape daily, practical living. 			0.00%	80.00%
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.5 – Compare and contrast theological generalizations from essential questions. 			38.10%	65.56%
3.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 3.6 – Explain the Biblical role of the Trinity in theology and human experiences. 			0.00%	80.00%
4.0: Program Outcome: <ul style="list-style-type: none"> Student Learning Outcome: 				
5.0: Program Outcome: Construct lessons, sermons, and programs using effective communication skills. <ul style="list-style-type: none"> Student Learning Outcome: 				
6.0: Program Outcome: Formulate a world-view consistent with Christ-like character (humility, life-long learning, self-control, service, valuing oneself and others). <ul style="list-style-type: none"> Student Learning Outcome: 				

- Identify courses and total number of students. Record the **percentage (%)** of students “Met and/or Exceed Expectations” program outcome quarterly (Q).

Mid-America Christian University

Program Outcome and Student Learning Assessment Report

Percent (%) of Students Meet and/or Exceed Expectations							
Program Outcome	School Year	Course# PMIN3013 Stu#11	Course# PMIN4103 Stu#6	Program Outcome	School Year	Course# Stu#	Course# Stu#
Outcome 1	Q1 2014			Outcome 4	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015	80.95%			Q1 2015		
	Q2 2015	100.00%			Q2 2015		
	Q3 2016				Q3 2016		
	Q4 2016				Q4 2016		
Outcome 2	Q1 2014			Outcome 5	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015		80.00%		Q1 2015		
	Q2 2015		100.00%		Q2 2015		
	Q3 2016				Q3 2016		
	Q4 2016				Q4 2016		
Outcome 3	Q1 2014			Outcome 6	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015		93.33%		Q1 2015		
	Q2 2015		100.00%		Q2 2015		
	Q3 2016				Q3 2016		
	Q4 2016				Q4 2016		

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Program Outcome and Student Learning Assessment Report

Percent (%) of Students Meet and/or Exceed Expectations							
Program Outcome	School Year	Course# THEO2303 Stu#5	Course# BIOT1103 Stu#28	Program Outcome	School Year	Course# Stu#	Course# Stu#
Outcome 1	Q1 2014			Outcome 4	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015				Q1 2015		
	Q2 2015		92.86%		Q2 2015		
	Q3 2016				Q3 2016		
	Q4 2016				Q4 2016		
Outcome 2	Q1 2014			Outcome 5	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015		80.00%		Q1 2015		
	Q2 2015				Q2 2015		
	Q3 2016				Q3 2016		
	Q4 2016				Q4 2016		
Outcome 3	Q1 2014			Outcome 6	Q1 2014		
	Q2 2014				Q2 2014		
	Q3 2015				Q3 2015		
	Q4 2015				Q4 2015		
	Q1 2015				Q1 2015		
	Q2 2015	80.00%	92.86%		Q2 2015		
	Q3 2016				Q3 2016		
	Q4 2016				Q4 2016		

Section IV: Reports:

Mid-America Christian University

Program Outcome and Student Learning Assessment Report

1. Prepare a paragraph or two explaining your findings (process and result).

For the second quarter assessment, Program Outcomes 1, 2, and 3 continued to be reviewed to compare with the first quarter. Two additional courses were added to the study in order to cover more specific student learning outcomes. The findings for the courses are as follows:

PMIN3013 – Program Orientation showed:

36.36% (an improvement of 3.03% over the 1st quarter) met expectations and 63.64% (an improvement of 16.02% over the 1st quarter) exceeded expectations for Program Outcome 1 – Student Outcome 1.1.

PMIN4103 – Pastor’s Role in Church Administration showed:

33.33% (an improvement of 20.0% over the 1st quarter) met expectations and 66.67 % (remained the same) exceeded expectations for Program Outcome 2 – Student Outcome 2.3.

33.33% (remained the same) met expectations and 66.67% (an improvement of 6.67% over 1st quarter) exceeded expectations for Program Outcome 3 – Student Outcome 3.5.

THEO2303 – Introduction to Christian Theology showed:

0.00% met expectations and 80.00% exceeded expectations for Program Outcome 3 – Student Outcome 3.4.

0.00% met expectations and 80.00% exceeded expectations for Program Outcome 3 – Student Outcome 3.5.

0.00% met expectations and 80.00% exceeded expectations for Program Outcome 3 – Student Outcome 3.6.

BIOT1103 – Introduction to Old Testament showed:

46.43% met expectations and 46.43% exceeded expectations for Program Outcome 1 – Student Outcome 1.2.

39.28% met expectations and 53.57% exceeded expectations for Program Outcome 3 – Student Outcome 3.1.

42.86% met expectations and 50.00% exceeded expectations for Program Outcome 3 – Student Outcome 3.2.

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42.86% met expectations and 50.00% exceeded expectations for Program Outcome 3 – Student Outcome 3.6.

2. Define an action plan to **sustain** student learning with “Met and Exceed Expectations” and to **improve** student learning with “Not Met or Need Improvement”.

Revisiting the instructions for the PMIN3013 and PMIN4103 courses have shown that clearer instructions help to improve student scores. The assignment instructions for THEO2303 and BIOT1103 are currently under evaluation to see if clarity is needed to help improve student results.

3. List the follow-up steps to create a plan designed to **help** all of students meet and exceed expectations.

Program Director will continue to be in discussion with instructors of PMIN4103 to determine areas they feel need changes or enhancements to improve the students’ understanding of assignments thus increasing the students’ performance from “needs improvement” or “met expectations” to “exceeds expectations” for Program Outcome 2 – Student Outcome 2.3.

Program Director will continue be in discussion with instructors of PMIN3013 to determine areas they feel need changes or enhancements to improve the students’ understanding of assignments thus increasing the students’ performance from “needs improvement” or “met expectations” to “exceeds expectations” for Program Outcome 1 – Student Outcome 1.1.

Program Director will be in discussion with instructors of THEO2303 to determine areas they feel need changes or enhancements to improve the students’ understanding of assignments thus increasing the students’ performance from “needs improvement” or “met expectations” to “exceeds expectations” for Program Outcome 3 – Student Outcomes 3.4, 3.5, and 3.6.

Program Director will be in discussion with the instructors of BIOT1103 to determine areas they feel need changes or enhancements to improve the students’ understanding of assignments thus increasing the students’ performance from “needs improvement” or “met expectations” to “exceeds expectations” for Program Outcome 1 – Student Outcome 1.2 and Program Outcome 3 – Student Outcomes 3.1, 3.2, and 3.5.

4. Comments:
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