



# South Florida Bible College and Theological Seminary

## 2024-25 Assessment Plans

This report outlines the assessment plans for all degree programs for the 2024-25 Academic Year

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## 2024-25 Assessment Plans

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4.1 90% pass ThM thesis; student publications in SFBC Journal or other reputable publications. ....	58

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2 Develop and mature in their spiritual formation and Christian character. (IG: 1, 5, 6) .....	61
2.1 Seventy-five percent of the students will score (75%) or greater. ....	61
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4.1 Seventy-five percent of the students will score (75%) or higher. ....	63
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**255 - Master of Divinity** July 1, 2024 - June 30, 2025

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- 3 In CED5612 students should demonstrate knowledge gained from the writing of the final paper through an oral "defense" or presentation. .... 68
- 3.1 Students will either present before the class, or present privately to me on Zoom. .... 68
- 4 This goal deals with producing students who are biblically informed. For OTS5501 Old Testament Literature and Theology: students should demonstrate the ability to evaluate biblical knowledge from the Old Testament as well as evaluate how scholars are approaching the Old Testament..... 68
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**270 - Doctor of Ministry** July 1, 2024 - June 30, 2025

- 1 The course MIS8330 Spring 2025 is tied to our DMin program goal #3. Evaluate theories of race, class, and gender from a Biblical perspective to create incarnational ministry models. 70
- 1.1 Students will understand the role of black theology as contextual theology which assesses and critiques church praxis for the purpose of promoting faithful Christian witness..... 70

1.2 Students will understand the biblical/theological perspective for support of advocacy and action on social justice issues. .... 70

2 The course MIN7100 Fall 2024 is tied to the DMin program goal #1. Explore their walk with Christ for deeper character formation and the development of servant leadership.. .... 71

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Internal Review

5 GOALS 6 OUTCOMES 8 MEASURES 2 TARGETS 6 FINDINGS 0 ATTACHMENTS

1 Program Goals

The student will articulate intercultural awareness (IG: 3, 4 , 5, 7, 8)  
Written movie or book reviews about USA holidays or cultural events. Examples: Field trips Christmas movies and museums.

1.1 Student Learning Outcomes

Students will write reviews on books and researches about local facts and natural events.  
Natural events (Tornadoes, hurricanes, floods) Local facts ( Everglades, local birds, and more)

Action Plan

Budget Source	Amount	Due	Status
New Curriculum	\$1,000.00	8/1/2025	In Progress

Action Item 1	Created	Due	Status
We will change the level of the evaluation for level 2	3/5/2025	12/5/2025	Planned

Action Item 2	Created	Due	Status
To improve to communication skills, we will change the current curriculum	3/5/2025	12/5/2025	Planned

1.1.1 Measures

The students are expected to achieve a minimum of 70% on the book review.

1.1.1.1 Target Outcome

Met

TARGET OUTCOME

RESULTS

According to the results of the students that were evaluated, they achieved the

minimum of 70%.

JUDGMENTS

Theses students reached only the minimum of 70% on their reviews. In this assessment, one level 1 class the not achieved the minimum required.

### 1.1.1.2 Target Outcome

TARGET OUTCOME

RESULTS

JUDGMENTS

- 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
- Student Learning Outcomes**  
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.  
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.

#### Action Plan

Budget Source	Amount	Due	Status
None	\$0.00	1/1/2023	Planned

Action Item 1	Created	Due	Status
We will reduce the mimimum % of the results to 70%.	3/5/2025	12/5/2025	Planned

- 2.1.1
- Measures**  
The grades from the assignments will reflect the student's improvement in their oral and writing skills through activities during class. An end of course project which includes essay and oral presentation of a topic within the student's level will be applied.

In this end of course project students should score above 75% in such activity.  
Oral presentation at the end of the semester.

### 2.1.1.1 Target Outcome

Oral presentation at the end of the semester. Partially Met

#### TARGET OUTCOME

**RESULTS** The goal was not achieved through activities conducted in class. In the end-of-course project all students showed progress. The students were required to score above 75%, and the majority didn't meet this target.

**JUDGMENTS** Although all students actively participated in class activities, the projects were designed to assess their overall progress and ability to communicate. However, the students did not meet the required score, indicating that they were unable to successfully apply the language skills they acquired throughout the course.

## 2.1.2 Measures

### 2.1.2.1 Target Outcome

Partially Met

#### TARGET OUTCOME

#### RESULTS

#### JUDGMENTS

## 2.2 Student Learning Outcomes

Students will be able to expose themselves to the language and build up their own strategies to express beyond the previous' level and/or experience.

### Action Plan

Create a new assignment that incorporates the proper activities for this evaluation in the curriculum.

Budget Source	Amount	Due	Status
none	\$0.00	7/1/2022	<span>Planned</span>

### 2.2.1 Measures

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

#### 2.2.1.1 Target Outcome

Class Participation in Populi Met

##### TARGET OUTCOME

##### RESULTS

The average grade of the students for this activity was 88 on Class Participation.

##### JUDGMENTS

Considering the grade, 100% of the students showed improvement in their speaking since the beginning of the course, considering that this analysis was made subjectively by the teacher.

## 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 Student Learning Outcomes

Students will be able to reading original and adapted materials according to the student's level. Class discussion about "What is your Angle?" activity based on articles, texts, journals, encyclopedia summaries or a special assignment related to the unit.

Critical Reading on Populi

#### Action Plan

Budget Source	Amount	Due	Status
	\$0.00	no due date set	

Action Item 1	Created	Due	Status
With the implementation of a new curriculum, we will change the outcome activity,	3/5/2025	12/5/2025	<span>Planned</span>

#### 3.1.1 Measures

The minimum score for these activities is 75 points.

### 3.1.1.1 Target Outcome

Exceeded

TARGET OUTCOME	Students will be able to research original materials and develop oral presentations or 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 score more than 75 points, which is the minimum required for the goal.
JUDGMENTS	The results indicate the expected outcome since the activity was detailed oriented, covering specific points to be evaluated.

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

### 4.1 Student Learning Outcomes

80 % of the students must grade 65 or higher on the Oxford leveling test.

#### Action Plan

Budget Source	Amount	Due	Status
	\$0.00	no due date set	

Action Item 1	Created	Due	Status
We will re-evaluate the data collected after the new leveling test is implemented.	3/5/2025	12/5/2025	Planned

### 4.1.1 Measures

Level 5 will take the Oxford test to enter the College.

The students must grade 65 as a minimum on the Oxford leveling test.

### 4.1.1.1 Target Outcome

Not Met

TARGET OUTCOME	
RESULTS	23 of the level 5 students took the college entrance test and achieved a minimum of



65 points. 14 students enrolled in college and 9 transferred to other schools.

JUDGMENTS

The result shows that 61% of the students who completed the EAP program achieved the goal and enrolled in College.

4.2 Student Learning Outcomes

Improve the percentage of students that entered the program with a grade of less than 10 on the first Oxford test and achieved 65 or more on the final Oxford in order to enter the College.

Will the students who entered with less than 10 on the Oxford test be able to achieve a minimum of 65 or more after 3 years?

Action Plan

Budget Source	Amount	Due	Status
	\$0.00		no due date set

4.2.1 Measures

The result is taken by comparing the scores from the first and the last grades of the Oxford test. They should achieve 65 and over on this test.

All 6 Writings in the semester \_ Populi

4.2.1.1 Target Outcome

Not Reported this Period

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

RESULTS                      Because of the change of the leveling test from Oxford to the National Geographic one, we do not yet have the data.

JUDGMENTS

4.2.2 Measures

5 Program Goals



Internal Review

5 GOALS 12 OUTCOMES 14 MEASURES 14 TARGETS 13 FINDINGS 0 ATTACHMENTS

## 1 Program Goals Effective Communication

- 1.1 **Student Learning Outcomes**  
Demonstrate communication skills in writing that effectively convey organized information using conventions appropriate to academic and professional writing

### Action Plan

Investigate why the measure failed for the ENC1102 online students.

Budget Source	Amount	Due	Status
Academics	\$0.00	7/31/2025	In Progress

Action Item 1	Created	Due	Status
Perform investigation	3/5/2025	7/31/2025	In Progress

- 1.1.1 **Measures**  
ENC1102 Argumentative Essay

- 1.1.1.1 **Target Outcome**  
Partially Met

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

RESULTS 83% of on-campus students and 67% of online student achieved 75% or more on the Argumentative Essay

JUDGMENTS The measure was partially met.

- 1.2 **Student Learning Outcomes**  
Deliver oral presentations in a variety of communication settings with clarity, coherence, and persuasiveness

## Action Plan

Investigate why the measure failed for the SPC1024 on-campus students.

Budget Source	Amount	Due	Status
Academics	\$0.00	7/31/2025	In Progress

Action Item 1	Created	Due	Status
Perform investigation	3/5/2025	7/31/2025	In Progress

### 1.2.1 Measures SPC1024 Persuasive Speech

#### 1.2.1.1 Target Outcome Partially Met

TARGET OUTCOME	In SPC1024, 70% of students will achieve at least 75% or more on the Persuasive Speech
RESULTS	52% of on-campus students and 74% of online student achieved 75% or more on the Argumentative Essay
JUDGMENTS	The measure was partially met.

## 2 Program Goals Critical Thinking

### 2.1 Student Learning Outcomes Grasp the fundamental concepts of philosophy to explain how various theistic and non-theistic ideologies affect the Christian worldview

## Action Plan

Investigate why the measure failed for the on-campus section of PHI2010 for the Spring 2023-2023 period.

Budget Source	Amount	Due	Status
Academics	\$0.00	7/31/2025	In Progress

Action Item 1	Created	Due	Status
Perform investigation	3/5/2025	7/31/2025	In Progress

## 2.1.1 Measures

### PHI2010 Final Paper/Exam

### 2.1.1.1 Target Outcome

Partially Met

TARGET OUTCOME	In PHI2010, 70% of students will achieve 75% or more on the Final Paper/Exam
RESULTS	50% of on-campus students and 87% of online students achieved 75% or more on the Final Exam.
JUDGMENTS	The measure was partially successful.

## 2.2 Student Learning Outcomes

### Identify and create valid logical arguments

### 2.2.1 Measures

#### Logic Pre- and Post-Diagnostic Tests

### 2.2.1.1 Target Outcome

Not Met

TARGET OUTCOME	In PHI2100/PHI1100, there will be a 40% increase on the average score for the Post-Diagnostic Test
RESULTS	There was a 10% increase on the average score for the Post-Diagnostic Test. However, it should be noted that the average score for the Pre-Diagnostic Test was 70%.
JUDGMENTS	The measure did not succeed.

## 2.3 Student Learning Outcomes

### Understand and creatively integrate the Biblical Worldview

### 2.3.1 Measures

#### Biblical Worldview Test

#### 2.3.1.1 Target Outcome

Not Reported this Period

TARGET OUTCOME	There will be a 25% increase on the average score for the Biblical Worldview Test (Post)
RESULTS	There is no data available as no students graduated from the AA in General Studies program during the 2024 assessment period.
JUDGMENTS	The measure is ongoing.

### 2.3.2 Measures

#### REL2300 Portfolio Assignment

#### 2.3.2.1 Target Outcome

TARGET OUTCOME	70% of the students will achieve 75% or more on the Portfolio Assignment (Final Paper)
RESULTS	
JUDGMENTS	

## 3 Program Goals

### Quantitative and Scientific Reasoning

#### 3.1 Student Learning Outcomes

Comprehend and use mathematical concepts to interpret data and effectively problem-solve in a wide array of contexts and everyday life situations

#### Action Plan

Investigate why the measure failed for the online section of STA2023 for the Spring 2023-2023 period.

Budget Source	Amount	Due	Status
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Academics	\$0.00	7/31/2025	In Progress
<b>Action Item 1</b>	<b>Created</b>	<b>Due</b>	<b>Status</b>
Perform investigation	3/5/2025	7/31/2025	In Progress

### 3.1.1 Measures MAC1105 Final Exam

#### 3.1.1.1 Target Outcome Exceeded

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

RESULTS 79% of on-campus students and 81% of online students achieved 75% or more on the Final Exam.

JUDGMENTS The measure was successful.

### 3.1.2 Measures STA2023 Final Exam

#### 3.1.2.1 Target Outcome Partially Met

TARGET OUTCOME In STA2023, 70% of students will achieve 75% or more on the Final Exam

RESULTS 100% of on-campus students and 55% of online students achieved 75% or more on the Final Exam.

JUDGMENTS The measure was partially met.

## 3.2 Student Learning Outcomes Demonstrate knowledge of the physical universe from a Christian perspective and understand the interrelatedness of the environment and humanity

### 3.2.1 Measures ESC1000 Final Paper/Project

### 3.2.1.1 Target Outcome

Exceeded

TARGET OUTCOME	In ESC1000, 70% of students will achieve 75% or more on the Final Paper/Project
RESULTS	96% of the on-campus students and 85% of online students achieved 75% or more on the Final Paper/Project.
JUDGMENTS	The measure was successful.

## 3.3 Student Learning Outcomes

Grasp basic psychological theories and skills to understand human behavior and social issues

### 3.3.1 Measures

PSY2012 Final Exam

### 3.3.1.1 Target Outcome

Exceeded

TARGET OUTCOME	In PSY2012, 70% of students will achieve 75% or more on the Final Exam
RESULTS	95% of on-campus students and 83% of online students achieved 75% or more on the Final Exam.
JUDGMENTS	The measure was successful.

## 4

### Program Goals

Religion, Culture, and Society

### 4.1 Student Learning Outcomes

Examine major world religions from a Christian context

### Action Plan

Investigate why the measure failed for the online section of REL2300 for the Spring 2023-2023 period.

Budget Source	Amount	Due	Status
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Academics	\$0.00	7/31/2025	In Progress
<b>Action Item 1</b>	<b>Created</b>	<b>Due</b>	<b>Status</b>
Perform investigation	3/5/2025	7/31/2025	In Progress

#### 4.1.1 Measures

##### REL2300 Portfolio Assignment

#### 4.1.1.1 Target Outcome

##### Partially Met

TARGET OUTCOME	In REL2300, 70% of students will achieve 75% or more on the Portfolio Assignment (Final Paper)
RESULTS	75% of on-campus students and 63% of online students achieved 75% or more on the Portfolio Assignment (Final Paper).
JUDGMENTS	The measure was partially met.

#### 4.2 Student Learning Outcomes

##### Discuss the central events of world civilizations and apply historical knowledge to contemporary issues

#### 4.2.1 Measures

##### WOH1022 Movie Review Paper 2

#### 4.2.1.1 Target Outcome

##### Exceeded

TARGET OUTCOME	In WOH1022, 70% of students will achieve 75% or more on the Movie Review Paper 2
RESULTS	84% of on-campus students and 83% of online students achieved 75% or more on the Movie Review Paper 2.
JUDGMENTS	The measure was successful.

#### 4.3 Student Learning Outcomes

##### Demonstrate a familiarity with major genres of literature and understand how literature influences culture

#### 4.3.1 Measures

ENL2012 Final Exam

##### 4.3.1.1 Target Outcome

Exceeded

TARGET OUTCOME In ENL2012, 70% of students will achieve 75% or more on the Final Exam

RESULTS 100% of on-campus students and 82% of online students achieved 75% or more on the Final Exam. ENL2012 was offered as an Independent Study in Summer 2023-2024, with the Literary Analysis assignment as the measure. All students scored 75% or higher.

JUDGMENTS The measure was successful. The faculty decided to use the Literary Analysis assignment as the measure of assessment for the Independent Study.

## 5 Program Goals

### Business Competency

#### 5.1 Student Learning Outcomes

Understand effective business and managerial practices

##### 5.1.1 Measures

GEB1011 or MAN2021 Final Project/Exam

##### 5.1.1.1 Target Outcome

Exceeded

TARGET OUTCOME In GEB1011 or MAN2021, 70% of students will achieve 75% or more on the Final Project/Exam

RESULTS 100% of GEB1011 students and 73% of MAN2021 students achieved 75% or more on the Final Project/Exam.

JUDGMENTS The measure was successful.

In Progress

7 GOALS 5 OUTCOMES 5 MEASURES 5 TARGETS 1 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 **Student Learning Outcomes**

Students will show competency integrating a Biblical Worldview. with psychological theories.

Port Folio assignment-Student will write an 8-10-page research paper on their own newly developed theory on counseling based on personality research.

1.1.1 **Measures**

Personality Theories- Integrative Theories Port folio assignment

Rubrics will be used to grade Personality Theories- Integrative Theories Port folio assignment.

1.1.1.1 **Target Outcome**

PPE3003- Personality Theories- Integrative Theories Paper

TARGET OUTCOME A minimum score of 80% or higher will be achieved by 80% or higher of students on the Personality Theories- Integrative Theories Port Folio assignment of course completion.

RESULTS In the on-campus class, the portfolio theories paper, the mean average of 8 students is 87.4. The median 100%. The on-line class

JUDGMENTS

2 **Program Goals**

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

2.1 **Student Learning Outcomes**

Students will demonstrate their ability to provide comprehensive utilization of

scripture, ethical knowledge and understanding through the use of AACC code of ethics and the laws and rule of Florida, as well as knowledge gained through readings and class discussions.

### 2.1.1 Measures

Port folio assignment of Mock interview that focuses on ethical dilemmas, and self reflective paper.

### 2.1.1.1 Target Outcome

PSY3620- Counseling Ethics- Ethical/interview Case Study Port Folio assignment.

TARGET OUTCOME 80% of students will achieve a score of 80 or higher in their Port Folio assignment.

RESULTS

JUDGMENTS

## 3 Program Goals

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

### 3.1 Student Learning Outcomes

Student demonstrates a strong understanding and application of a basic counseling Micro Skills.

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.

A rubric to measure the Mock Micro skills interviews both midterm and final.

### 3.1.1.1 Target Outcome

Students will complete two video counseling role play.as a Port Folio assignment.

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

RESULTS

JUDGMENTS

## 4 Program Goals

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

### 4.1 Student Learning Outcomes

Students to demonstrate counseling competencies their specific area.

Port Folio assignment of student's .proficiency in case conceptualization.

#### 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

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

RESULTS

JUDGMENTS

## 5 Program Goals

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

### 5.1 Student Learning Outcomes

Students will secure internship with an approved agency and complete 100 hours.

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

#### 5.1.1 Measures

Site supervisor's evaluation Rubric (a criterion- based rating scale) scores for written proficiency in case con-capitalization research paper.

#### 5.1.1.1 Target Outcome

PCO 4941-Behavior Science Practicum-

TARGET OUTCOME 100% of Students will secure internship and perform 90% all the activities hours, complete a case conceptualization project . This will be measured by the Port folio

assignment.

RESULTS

JUDGMENTS

## 6 Program Goals

## 7 Program Goals

1 Program Goals

Evaluate and implement pastoral counseling theories and practices.  
MAMHC Students in MHS6802: Christian Counseling Theories are 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 THE5406: Pastoral Counseling Theories are taught pastoral counseling theories and practices through lectures, role plays, discussions and/or other activities that aid students in mastering this goal. Practicum and Internships: MAPC and MAMHC students under supervision implement pastoral counseling theories and practices at the Christian Counseling Lab.

1.1 Student Learning Outcomes

75% or more will successfully complete practicum by implementing pastoral and Christian counseling theories under supervision.  
MAPC and MAMHC students under supervision implement pastoral counseling theories and practices at the Christian Counseling Lab.

Action Plan

Although students have successfully completed practicum and internship courses, a hours and supervision tracking software is needed as mandated by MPCAC accreditation. In addition, the counseling lab needs to subscribe to Zoom Health which is \$22 a month in order to be HIPAA compliant. This works out to be \$264 a year.

Budget Source	Amount	Due	Status
Academic Office	\$3,264.00	8/1/2025	In Progress
Action Item 1	Created	Due	Status
Zoom Health	3/5/2025		Planned
Action Item 2	Created	Due	Status
Hours and supervision tracking software	7/14/2025		Planned

1.1.1

**Measures**

Supervised Practicums and Internships. Practicum and Internships or pass of fail.  
Supervised Practicums and Internships. Practicum and Internships are pass of fail.

1.1.1.1

**Target Outcome**

Supervised practicum and internships. **Exceeded**

TARGET OUTCOME	75% of the students or more will successfully complete practicum by implementing pastoral and christian counseling theories under supervision.
RESULTS	100% of the students successfully completed practicum for MAPC, and Practicum and internship for MAMHC (formally MACC) between academic calendar 2022-2024.
JUDGMENTS	Passed, however there are a couple of issues that need to be addressed in order to be MPCAC and HIPAA compliant. A software to track hours and supervision requirements is needed as mandated by MPCAC accreditation. In addition, the counseling lab needs to subscribe to Zoom Health which is \$22 a month in order to be HIPAA compliant. This works out to be \$264 a year.

1.2

**Student Learning Outcomes**

75% of the students or more will score 80% or higher on the case conceptualization portfolio assignment.

Students are provided with a case to analyze using the counseling theories read about and discussed in class. Students review the presenting case, select a counseling theory, and answer the case conceptualization questions in an 8-9-page paper. Students are to use the course readings, scripture, and personal reflections to support their chosen counseling theories. .

**Action Plan**

Budget Source	Amount	Due	Status
	\$0.00	no due date set	

1.2.1

**Measures**

MACC Portfolio Assignment- Case Conceptualization Paper MAPCPortfolio - Final Term Paper

Students are provided with a case to analyze using the counseling theories read about and discussed in class. Students will read the presenting case, select a counseling theory, and answer the case conceptualization questions in an 8-9-page paper. Students are to use the



course readings, scripture, and personal reflections to support their chosen counseling theories. The paper must be written in APA format; however, students are allowed and are encouraged to write in the first-person (I, we, my) for this assignment. A minimum of 5 scholarly sources are required. Course reading materials can be included in the list of scholarly sources.

### 1.2.1.1 Target Outcome

75% or more will receive an 80% or higher on their Case Conceptualization assignment. Met

TARGET OUTCOME 75% or more will receive an 80% or higher on their Case Conceptualization assignment.

RESULTS 75% or more of the students received an 80% or higher on their case conceptualization paper for both MAPC and MAMHC in the 2022-2024 academic school years.

JUDGMENTS Passed

## 2 Program Goals

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

### 2.1 Student Learning Outcomes

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.

### Action Plan

A part time professor is needed for the graduate level behavioral science program due to meet enrollment increases. This is necessary for MPCAC compliance.

Budget Source	Amount	Due	Status
Academics	\$30,000.00	8/17/2025	In Progress

## 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

TARGET OUTCOME	MACC 75% or more of students will earn 80% score in MHS5350: Research and Program Evaluation MAPC 75% or more of students will earn 80% score or higher on their Capstone/Research in MHS 6850: MAPC Capstone Semin
RESULTS	75% or more of students earned 80% score or higher in MHS5350: Research and Program Evaluation/Capstone Seminar for MAMHC (formally MACC) and MAPC.
JUDGMENTS	Passed, however, given increase enrollment in MAMHC and MAPC, a part-time professor is needed in the graduate level behavioral science programs. This is necessary for compliance with MPCAC accreditation.

## 3 Program Goals

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

### 3.1 Student Learning Outcomes

75% or more of students will earn 80% score or higher on their midterm 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

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	75% or more of students earned 80% score on their final exam in MHS 5482 Human Growth and Development for the 2022-2024 academic calendars. The Summer A

2023 course replaced the final exam with a final project.

JUDGMENTS

Passed.

4

### Program Goals

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

4.1

#### Student Learning Outcomes

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

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 75% or more of students earned 80% score or higher on their final exam in MHS 6427 Diagnosis and Treatment of Psychopathology for the 2022-2024 academic calendars.

JUDGMENTS

Passed.

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

#### Student Learning Outcomes

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

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	75% or more of the students earned 80% score or higher on their final exam in MHS 6470 and 75% or more of students earned 80% score or higher on their “Interview on Ethics” final paper in MHS 6700 between 2022-2024 academic school year.
JUDGMENTS	Passed.

## 6 Program Goals

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

### 6.1 Student Learning Outcomes

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

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.
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RESULTS	75% or more of students earned 80% score or higher on their final draft group presentation project in The MHS 6511 Group Theories and Practices course in the 2023-2024 fall semester.
JUDGMENTS	Passed.

## 7

### Program Goals

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

#### 7.1

#### Student Learning Outcomes

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

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	75% or more of students earned 80% score or higher on their on their final exam in the MHS 6222 Individual Evaluation and Assessment course between the 2022-2024 academic school calendars.
JUDGMENTS	Passed.

## 8

### Program Goals

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

#### 8.1

#### Student Learning Outcomes

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.

### 8.1.1 Measures

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

#### 8.1.1.1 Target Outcome

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	75% or more of students earned 80% score or higher on their assignments in the MHS5350: Research and Program Evaluation course:- Literature review- Methodology paper- Program presentation during the Fall 2023-2024 semester in which the course was taught.
JUDGMENTS	Passed. However, due to the lack of qualified faculty to teach MHS5350: Research and Program Evaluation, the course was only be offered once in 2023. The last time it was taught was in the Spring of 2021-2022. We have since hired an adjunct faculty who will teach it in the Fall 2025-2026 semester again.

## 9 Program Goals

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

### 9.1 Student Learning Outcomes

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

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
RESULTS	75% or more of students passed their internships MHS 6881 Internship I, and MHS 6882Internship II between the 2022-2024 academic school calendars. However, the Mock Interviews were not implemented until the Fall 2024-2025 semester.
JUDGMENTS	Passed.

## 10 Program Goals

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

### 10.1 Student Learning Outcomes

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

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	75% or more of students earned 80% score or higher their final exam in the MHS 6450 Psychotherapy and Substance Abuse course during the Summer 2022-2023 semester. The course was not taught again until Fall 2024-2025.

JUDGMENTS

Passed.



# 214 - AA/BA - Business Administration & Management

July 1,  
2024 -  
June 30,  
2025

Internal Review

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

## 1 Program Goals

Understand and apply general business theories, principles, and practices, including proper ethical values

Several courses will be offered that lay foundational principles for business. Several benchmark assessments are designed in these courses to gauge student learning.

### 1.1 Student Learning Outcomes

Competency in the Nature of Business and Management, Human Resource Management, Ethical Social Responsibility and Diversity, Organizational Behavior and Senior Seminar in Business. 70% of students will be expected to score a 75% or higher on these assignments

Human Resource Management 3310 :Understand, demonstrate and apply the importance of the role of Human Resource Management (HRM) within organizations, including the basic principles of HRM staffing, training and development, motivation, and maintenance.

### Action Plan

Various goals

Budget Source	Amount	Due	Status
none	\$0.00	6/30/2023	Planned

Action Item 1	Created	Due	Status
	3/5/2025		

### 1.1.1 Measures

% of students would be expected to score 75% or higher in Human Resource Management 3310

### 1.1.1.1 Target Outcome

Portfolio assignment grades across the curriculum Exceeded

TARGET OUTCOME 70% of students are expected to score an 75% or higher passing grade in the

Portfolio Assignments (PA) in the these courses.

RESULTS	91% of students achieved 80% or higher passing grade in this course
JUDGMENTS	This course has an average 91% student success rate of students who completed the course

- 2
- Program Goals**  
Understand and apply general business theories, principles, and practices, including proper ethical values  
Several courses will be offered that lay foundational principles for business. Several benchmark assessments are designed in these courses to gauge student learning.

- 2.1
- Student Learning Outcomes**  
Understand, demonstrate and apply organizational goals, priorities and strategies that interfaces with the behavior of individuals and groups inside the organization and in other affecting organizations.  
MAN 3240: Attention is given to the effect of organizational culture, government laws and regulations and the economy upon organizational behavior.

### Action Plan

Budget Source	Amount	Due	Status
	\$0.00	no due date set	
Action Item 1	Created 2/21/2024	Due	Status
Action Item 2	Created 2/21/2024	Due	Status

- 2.1.1
- Measures**  
% of students who score 75% or high on portfolio assignment.

- 2.1.1.1
- Target Outcome**  
Portfolio assignment grades across the curriculum **Exceeded**

TARGET OUTCOME	70% of students will be expected to score an 75% or higher on these assignments.
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RESULTS	100% of students scored 75% or higher on these assignments.
JUDGMENTS	This course has an average 100% student success rate for students who completed the course.

### 3 Program Goals

Understand and apply general business theories, principles, and practices, including proper ethical values

Several courses will be offered that lay foundational principles for business. Several benchmark assessments are designed in these courses to gauge student learning.

#### 3.1 Student Learning Outcomes

Survey the variety of ways in which businesses and business practitioners communicate business matters internal and external to the organization

GEB3213: Course will cover interpersonal and technical communication including instruction and practice in both oral and written business communication such as conducting meetings and writing letters, memos, and reports.

#### 3.1.1 Measures

% Students who score an 75% or higher on these assignments.

#### 3.1.1.1 Target Outcome

Exceeded

TARGET OUTCOME	70% Students will be expected to score an 75% or higher on these assignments
RESULTS	80% of students scored 75% or higher on these assignments
JUDGMENTS	This course has an average 80% student success rate for students who completed the course.

### 4 Program Goals

Understand and apply general business theories, principles, and practices, including proper ethical values

Several courses will be offered that lay foundational principles for business. Several benchmark assessments are designed in these courses to gauge student learning.

4.1

### **Student Learning Outcomes**

Display and demonstrate an understanding and mastery of the business learning discipline by applying their learning to a comprehensive project that serves as an instrument of evaluation.

Senior Seminar Project GEB 4932: Capstone experience where students synthesize and integrate knowledge of the business courses thus far.

4.1.1

### **Measures**

% of students who score 80% or higher on their final project

4.1.1.1

### **Target Outcome**

Exceeded

TARGET OUTCOME    70% will be expected to score an 80% or higher on these assignments.

RESULTS              72% of students scored 80% or higher on these assignments

JUDGMENTS          This course has an average 72% student success rate for students who completed the course.

## 1 Program Goals

Recognize and have a deep understanding of core business concepts, theories and principles including finance, marketing, technology, and business operations.

### 1.1 Student Learning Outcomes

Students will gain comprehensive knowledge and understanding of core concepts, theories, practices and financial principles, marketing, technology, and business operations; enabling them to apply knowledge to real-world business scenarios, and make informed strategic decisions and include a biblical worldview.

## 2 Program Goals

2. Apply and analyze acquired business knowledge to identify and solve complex business challenges, including ethics and social responsibility and put forward worthwhile solutions.

### 2.1 Student Learning Outcomes

Students will display an understanding of how to utilize business knowledge to address and resolve intricate business challenges, considering ethical implications and social responsibility and present valuable and effective decisions and appropriate solutions.

## 3 Program Goals

3. Critically examine and critique innovative business strategies, the business decision-making process, and business processes and goals.

### 3.1 Student Learning Outcomes

Students will know how to thoroughly investigate, assess and understand innovative strategies, decision-making processes, and align the organizational objectives, enhancing the students' strategic and analytical skills.

## 4 Program Goals

4. Synthesize different business elements using data and technology to evaluate the feasibility of different business solutions, identifying patterns, opportunities, risk and opportunity costs

### 4.1 Student Learning Outcomes

Students will understand, apply, and utilize Management Information Systems to

leverage data and technology, to include business strategies; decision-making; market analysis; behaviors; trends; operational efficiency; competition; and the ability to adapt to rapid and advanced technological changes.

## **5 Program Goals**

5. Understand the influence and effects of globalization on business and recognize and grasp diverse contexts

### **5.1 Student Learning Outcomes**

Students will analyze and evaluate the impact of the global sphere on business operations and effectively navigate varying international, cultural, and economic systems contexts. .

## **6 Program Goals**

6. Conduct and understand the ramifications of research to include data collection, qualitative and quantitative analysis, and interpretation of innovative business practices.

### **6.1 Student Learning Outcomes**

Students will execute extensive and comprehensive research involving data collection, to include qualitative and quantitative analysis and critically interpret findings in inventive and creative ways.

## **7 Program Goals**

7. Demonstrate an in-depth understanding of diverse cultural theories and perspectives.

### **7.1 Student Learning Outcomes**

Students will display thorough understanding of multiple and diverse cultural theories and points of view and show an appreciation for the intricacies of culture in various business settings both locally and internationally.

## **8 Program Goals**

8. Communicate information, ideas, strategies clearly and persuasively in written and oral form.

### **8.1 Student Learning Outcomes**

Students will show the ability to convey information, business concepts and strategies, precisely, concisely and effectively, with clarity and persuasion in written and oral form.

Internal Review

4 GOALS 4 OUTCOMES 5 MEASURES 5 TARGETS 0 FINDINGS 0 ATTACHMENTS

1 Program Goals

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

1.1 Student Learning Outcomes

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

Action Plan

Budget Source

Amount

Due

Status

\$0.00

no due date set

Complete

1.1.1 Measures

Personal Doctrinal Statement Assignment

Systematic Theology 1 & 2 is adding in 2024-2025 a series of assignments that will have students writing a more in-depth personal doctrinal statement. This would help to facilitate the final Doctrinal Statement component of the Senior Seminar.

1.1.1.1 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

JUDGMENTS

2 Program Goals

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

## 2.1 Student Learning Outcomes

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.

### Action Plan

Offer an Emphasis/Specialization in Judeo-Christian Studies under the B.A. in Biblical Studies & Theology.

Budget Source	Amount	Due	Status
none	\$0.00	6/30/2023	Planned

Action Item 1	Created	Due	Status
The movement toward Emphasis/Specialization in Judeo-Christian Studies under the B.A. in Biblical Studies & Theology has been delayed as all the components are not yet in place.	4/10/2024		In Progress

Action Item 2	Created	Due	Status
	4/10/2024		

## 2.1.1 Measures

### Bible Knowledge Exam

### 2.1.1.1 Target Outcome

Met

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

JUDGMENTS

## 3 Program Goals

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



### 3.1 Student Learning Outcomes

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

#### Action Plan

Budget Source	Amount	Due	Status
	\$0.00	no due date set	Complete

### 3.1.1 Measures

Senior Seminar Project completed with a 85% grade

#### 3.1.1.1 Target Outcome

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

JUDGMENTS

### 3.1.2 Measures

Hermeneutics Project successfully completed

#### 3.1.2.1 Target Outcome

Met

TARGET OUTCOME 80% or more of students will show their ability to engage in Biblical Hermeneutics through submitting their hermeneutics project.

RESULTS

JUDGMENTS

## 4

### Program Goals

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

4.1

### **Student Learning Outcomes**

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**

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

RESULTS

JUDGMENTS

Completed

5 GOALS 6 OUTCOMES 8 MEASURES 8 TARGETS 8 FINDINGS 1 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 **Student Learning Outcomes**  
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).

## Action Plan

1) Evaluate reasons for data discrepancy between NTS 5501 and THE 6651 results 2) Evaluate the suitability of the BK test - and possible other reasons for low BK test results.

Budget Source	Amount	Due	Status
	\$0.00	no due date set	Complete

- 1.1.1 **Measures**  
Bible knowledge test scores, Grading rubrics in the portfolio assignments

- 1.1.1.1 **Target Outcome**  
AYs 2022-2023 graduates

TARGET OUTCOME	Average increase of 20% (20pts.) in BK test.
RESULTS	An average of almost -13 point decrease in BK test results --- however, half of the students improved, two remained the same, and two had a significant decrease in BK test results.
JUDGMENTS	Review the suitability of the BK test - and any other possible changes that need to be made.

1.1.1.2

**Target Outcome**

Data from Spring 2022-2023 and Spring 2021-22

TARGET OUTCOME	90% of students achieve a pass grade (B) in OTS 5501 portfolio assignments (midterm & final)
RESULTS	2022-23: 79% and 201-22: 83%
JUDGMENTS	90% pass rate is too high especially since the number of students in each class is relatively small. It is more realistic to keep the score at 80%

1.1.1.3

**Target Outcome**

Fall 2021-22, Fall 2022-2023; Fall and Spring 2022-23

TARGET OUTCOME	90% pass grade (B) in NTS 5501 & THE 6651 portfolio assignments (papers).
RESULTS	57% (NTS 5501); 96% (THE 6651)
JUDGMENTS	There is a great discrepancy between the courses. One reason may be different professors; another that students take NTS as one of the first seminary courses whereas THE 6651 is taken much later.

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

**Student Learning Outcomes**

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

**Action Plan**

Doctrinal statement assignment completed by students; evaluate % of satisfactory completion.

**Budget Source****Amount****Due****Status**

\$0.00

no due date set

Complete

- 2.1.1 **Measures**  
Grading rubrics in the portfolio assignments  
Grading rubric are in place and are being utilized.

- 2.1.1.1 **Target Outcome**  
From Spring 2021-22 to Fall 2022-23 Partially Met

TARGET OUTCOME	90% pass grade (B) in THE 5562/1 portfolio assignment (doctrinal statement); and reflection paper in NTS 5507.
RESULTS	Grades for Fall 2023-2024 indicate this target was not met, but this was due to several students who did not complete the course. Of those that did complete the course, the goal was met and even exceeded.
JUDGMENTS	

- 3 **Program Goals**  
Design and defend scholarly research papers.  
Use of Portfolio assignments, course completion, and student publications to gauge student achievement.

- 3.1 **Student Learning Outcomes**  
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.  
From Summer Fall 2021-22 to Fall 2022-2023

<b>Action Plan</b>			
Increase Adjunct faculty compensation			
<b>Budget Source</b>	<b>Amount</b>	<b>Due</b>	<b>Status</b>
Academics	\$20,000.00	7/1/2024	<span>In Progress</span>
<b>Action Item 1</b>	<b>Created</b>	<b>Due</b>	<b>Status</b>
Increase Adjunct compensation for master’s programs	7/25/2022	7/1/2024	<span>In Progress</span>

- 3.1.1 **Measures**  
Course completion; student publications

### 3.1.1.1 Target Outcome

Met

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	The number of students who had publishable papers which were accepted into the SFBC Journal substantially increased this year.
JUDGMENTS	The number of students who had publishable papers which were accepted into the SFBC Journal substantially increased this year.

## 4 Program Goals

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

### 4.1 Student Learning Outcomes

90% of students pass MA seminar paper.  
From Spring 2021-22 to spring 2022-2023

#### Action Plan

Evaluate why some students failed the thesis

Budget Source	Amount	Due	Status
	\$0.00	no due date set	In Progress

### 4.1.1 Measures

Grading rubric in the portfolio assignment

### 4.1.1.1 Target Outcome

Partially Met

TARGET OUTCOME	90% of students pass MA seminar paper.
RESULTS	Five out of six passed with a mark A- or higher
JUDGMENTS	Overall satisfactory rate even if the target outcome was not met.

## 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 Student Learning Outcomes

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

#### 5.1.1 Measures

#### 5.1.2 Measures

Grading rubrics in the portfolio assignments

#### 5.1.2.1 Target Outcome

From spring 2021-22; spring 2022-23 Met

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

RESULTS 5/6 passed MA Seminar; 100% passed REL5300 project

JUDGMENTS Satisfactory completion despite some minor lack in MA Seminar.

#### 5.1.3 Measures

### 5.2 Student Learning Outcomes

Biblical worldview test pre- and post-test scores. 15% average increase in student scores.

AY 2021-2023 graduates

#### 5.2.1 Measures

Grading rubrics in the portfolio assignments


5.2.1.1

### Target Outcome

Met

TARGET OUTCOME	Biblical worldview test pre- and post-test scores. 15% average increase in test results.
RESULTS	73% of the students scored significantly higher in post test.
JUDGMENTS	Overall the goal was reached; however, it is unclear why two student's scores dropped considerably.

#### Project Attachments (1)

Attachments	File Size
 Bible Knowledge Exam 2024.pdf	32KB



- 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
- Student Learning Outcomes**

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

**Action Plan**

Need to recruit more students for the program - advertising and recruiting - if the number of students does not increase, ThM will be put on teach out and program discontinued.

Budget Source	Amount	Due	Status
	\$1,500.00	5/31/2024	Planned
Action Item 1	Created	Due	Status
	2/21/2024		
Action Item 2	Created	Due	Status
	2/21/2024		

- 1.1.1
- Measures**

Grading rubrics in the portfolio assignments

- 1.1.1.1
- Target Outcome**

Fall 2020 to spring 2024

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

RESULTS NTS 5565: 100%; 5566: 100%; GRE 5220/1: 100%

#### JUDGMENTS

Students achieved great results; however, the number of students in the program is very small.

- 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 Student Learning Outcomes**  
90% pass portfolio assignment in NTS 5560; THE 6300.  
Fall 2021 data for NTS 5560, Spring 2022-23 for THE 6300 (insufficient data for both)

#### Action Plan

Need to recruit more students for the program (as above)

Budget Source	Amount	Due	Status
	\$0.00	no due date set	

- 2.1.1 Measures**  
Grading rubrics in the portfolio assignments

#### 2.1.1.1 Target Outcome

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

RESULTS NTS 5560: 100% pass; THE 6300: 50%

JUDGMENTS Limited 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 Student Learning Outcomes**  
90% pass ThM thesis; student publications in SFBC Journal or other reputable

publications.

### Action Plan

Need to recruit more students for the program

Budget Source	Amount	Due	Status
	\$0.00	no due date set	

Action Item 1	Created	Due	Status
Need to recruit more students for the program	4/17/2023		

### 3.1.1 Measures

Grading rubrics in the portfolio assignments.

#### 3.1.1.1 Target Outcome

Met

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

RESULTS One person completed ThM thesis

JUDGMENTS One student in NT track completed thesis.

## 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 Student Learning Outcomes

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

### Action Plan

Need to recruit more students for the program

Budget Source	Amount	Due	Status
Need to recruit more students for the program	\$0.00	no due date set	

Action Item 1	Created	Due	Status
Need to recruit more students for the program	4/17/2023		

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**

Met

TARGET OUTCOME	90% pass ThM thesis; student publications in SFBC Journal or other reputable publications.
RESULTS	One student completed ThM thesis
JUDGMENTS	Insufficient data

Completed

12 GOALS 9 OUTCOMES 11 MEASURES 9 TARGETS 10 FINDINGS 0 ATTACHMENTS

1 Program Goals

Understand and articulate the biblical theology of ministry. (IG: 1, 3, 4, 5)  
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 Spring 2024-2025.

1.1 Student Learning Outcomes

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/Oncampus Course MIN 2225. Spring 2024-2025

Action Plan

Budget Source	Amount	Due	Status
	\$0.00	no due date set	

1.1.1 Measures

Midterm Portfolio assignment (Pastoral Interview).

1.1.1.1 Target Outcome

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. Summer A 2021-2022

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

RESULTS Revisit in March 2025

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%

## 1.1.2 Measures

### 1.1.2.1 Target Outcome

Not Reported this Period

TARGET OUTCOME

RESULTS There weren't anything results enter this period due to the course being taught presently in the Spring 2024-2025.

JUDGMENTS There weren't anything results enter this period due to the course being taught presently in the Spring 2024-2025.

## 2 Program Goals

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

### 2.1 Student Learning Outcomes

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. Summer A of 2023-24. 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

The Ministry & Leadership students in the Spiritual Formation Course Online/ MIN 1110 will be evaluated based on their performance on the Final Exam int the Summer A 2023-2024. **Met**

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

RESULTS Ninety percent of students in Summer A in the Spiritual Formation course of 2023-2024 scored 90% or higher.

Last year only one course in Spiritual Formation was taught online for the Summer A 2023 & 2024.

## 2.1.2 Measures

### 3

#### Program Goals

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

#### 3.1 Student Learning Outcomes

Eighty 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. Fall 2023-24

#### 3.1.1 Measures

Final Exam (Portfolio Assignment)

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. Fall 2023-24

#### 3.1.1.1 Target Outcome

Met

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

RESULTS Eighty-seven percent of the students scored 80% or higher.

JUDGMENTS Increase the target outcome from 75% to 80% students will score 80% or higher.

### 4

#### Program Goals

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

#### 4.1 Student Learning Outcomes

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 Homiletical Project. Spring 2021-2022.

##### 4.1.1 Measures

The Final Homiletical Project (Final Exam)

##### 4.1.1.1 Target Outcome

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 Homiletical Project. Spring 2023-2024. **Met**

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

RESULTS                80% of the students online scored 84% or higher on the written exam and 90% of the students online scored 92% or higher preaching exam.

JUDGMENTS            Compared to On-campus students who scored 80% or higher on the written exam and students also scored 80% or higher on the preaching exam.

## 5 Program Goals

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

#### 5.1 Student Learning Outcomes

Eighty-five 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 2024-2025.

##### 5.1.1 Measures

Practical Assignment #1

##### 5.1.1.1 Target Outcome

**Met**

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

RESULTS                Ninety percent of the students on campus scored 90% or higher.



#### JUDGMENTS

Compared to ninety-three percent of the students online scored 90% or higher. Also, I change the target outcome from 80% to 85% of the students will score (80%) or more.

## 6 Program Goals

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

### 6.1 Student Learning Outcomes

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

The Ministry & Leadership students in the (Discipleship Online Course MIN 2214) will be evaluated based on their performance on the Final Exam (Case Study/Identifying Biblical Characteristics of mature disciples). Summer A 2023-2024.

#### 6.1.1 Measures

Final Exam Online

#### 6.1.1.1 Target Outcome

Met

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

RESULTS Eighty-eight percent of the students online scored 80% or higher.

JUDGMENTS Discipleship Online Course (Summer A 2023-2024) is the only discipleship course taught between Fall 2022-2023 & Summer A 2023-2024.

## 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 Student Learning Outcomes

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. Summer A 2023-24.

#### 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 Seventy-five percent of the students scored 80%.

JUDGMENTS Two students were late taking their test, with no indication they were penalized (this could affect the score).

## 8 Program Goals

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

### 8.1 Student Learning Outcomes

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 Senior Seminar Final Project. Spring 2024-25.

### 8.1.1 Measures

Senior Seminar Final Project.

### 8.1.1.1 Target Outcome

Not Reported this Period

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

RESULTS There aren't any changes here due to the course being taught in the Fall & Spring (Final Project) hasn't been graded yet his semester.

JUDGMENTS No judgements here

## 9 Program Goals

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

9.1

### Student Learning Outcomes

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. Summer 2023-2024.

9.1.1

### Measures

Exegetical Paper.

9.1.1.1

### Target Outcome

Partially Met

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

RESULTS                Out of two students who took the test, one scored 90% and the other didn't take the test

JUDGMENTS            The score is 50% due to one student taking the test and the other student passing the test with a 90%.

10

## Program Goals

11

## Program Goals

12

## Program Goals

In Progress

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

## 1 Program Goals

The program goal deals with being able to produce an acceptable final paper for the graduate degree.. Therefore, CED5612 in Fall 2024 (Writing Across Curriculum) students should demonstrate the ability to perform in terms of writing mechanics.

### 1.1 Student Learning Outcomes

The students will complete the process of revisions of his or her paper in order to present a final finished project.

#### 1.1.1 Measures

Data will be drawn from the final paper of this course.

#### 1.1.1.1 Target Outcome

Not Met

TARGET OUTCOME 87% of students will receive 87% or better as a grade on their final paper submission of CED5612.

RESULTS 86.36% of students (19 Of the 22) received 87% on their final paper.

JUDGMENTS We almost met the goal. Perhaps I should lower the expectation of this measure simply to make allowance for non compliant students who therefore compromise their final results on the paper. I had one like that and because of that I think the data is skewed somewhat.

## 2 Program Goals

In CED5612 students should demonstrate the understanding of the importance of being included among writers who can contribute at the "theological table" today.

### 2.1 Student Learning Outcomes

The students will answer questions 1 and 2 in a final exam which pertain to the significance of theological writing in today's climate.

2.1.1

### Measures

Total percentage of students answering correctly on two questions in the final exam.

2.1.1.1

### Target Outcome

Met

TARGET OUTCOME Learning will be assessed as having been achieved if 87% of students answer correctly on the first two questions of the test that pertain to the subject.

RESULTS 95% of students achieved this target.

JUDGMENTS I repeatedly drilled students on the subject matter in preparation for the exam. This was effective.

3

## Program Goals

In CED5612 students should demonstrate knowledge gained from the writing of the final paper through an oral "defense" or presentation.

3.1

### Student Learning Outcomes

Students will either present before the class, or present privately to me on Zoom.

3.1.1

### Measures

Success will be measured according to the Rubric for this assignment.

3.1.1.1

### Target Outcome

Not Reported this Period

TARGET OUTCOME 80% of students should score at least 80% in this oral presentation.

RESULTS 95% of students achieved.

JUDGMENTS

4

## Program Goals

This goal deals with producing students who are biblically informed. For OTS5501 Old Testament Literature and Theology: students should demonstrate the ability to evaluate biblical knowledge from the Old Testament as well as evaluate how scholars are approaching the Old Testament.

4.1

## **Student Learning Outcomes**

Students will take a final exam covering half of the course material.

4.1.1

### **Measures**

By percentage.

4.1.1.1

### **Target Outcome**

TARGET OUTCOME    85% of students should receive a mark of 85% or better on the final exam.

RESULTS              This will be assessed at the end of this semester.

JUDGMENTS          The results will be analyzed later.

## 1 Program Goals

The course MIS8330 Spring 2025 is tied to our DMin program goal #3. Evaluate theories of race, class, and gender from a Biblical perspective to create incarnational ministry models. .

### 1.1 Student Learning Outcomes

Students will understand the role of black theology as contextual theology which assesses and critiques church praxis for the purpose of promoting faithful Christian witness.

#### 1.1.1 Measures

Data will be collected from an exam given at the end of the course.  
The exam will ask for students to answer essay questions.

#### 1.1.1.1 Target Outcome

Students will respond to the question: "Name two essential elements of black theology that point to its significance as contextual theology in the U.S.?"

Not Reported this Period

TARGET OUTCOME Learning will be assessed as achieved when 90% of students score 90% on the exam indicating knowledge gained about the value of black theology as contextual theology critiquing racial issues in the US.

RESULTS Will assess this later at the end of this semester. Last time I taught in 2023 my goal of 90% (using a different measure) was not met.

JUDGMENTS The goals and measures I used the last time I assessed this course in 2023 were not logically linked. I'm more pleased now with how I'm going to measure learning achievement this time around.

### 1.2 Student Learning Outcomes

Students will understand the biblical/theological perspective for support of advocacy and action on social justice issues.

### 1.2.1 Measures

Data will be collected from an exam taken at the end of the course.  
The exam will ask for students to answer essay questions.

#### 1.2.1.1 Target Outcome

Students will connect each of 5 authors (Groody, Plantinga, Keller, Tolbert, and Jennings) with one theological (biblically supported supposition) for social justice.

Not Reported this Period

TARGET OUTCOME    Learning will be assessed as achieved when 90% of students score 90% on the exam indicating knowledge gained about the theological support for Christian activity on behalf of social justice.

RESULTS              Will assess this later at the end of this semester. Last time I taught in 2023 my goal of 80% (using a different measure) was met.

JUDGMENTS

## 2 Program Goals

The course MIN7100 Fall 2024 is tied to the DMin program goal #1. Explore their walk with Christ for deeper character formation and the development of servant leadership..

### 2.1 Student Learning Outcomes

Students will demonstrate ability to synthesize course materials, class engagement, and their own experiences to produce a ministry model for spiritual formation.

#### 2.1.1 Measures

Students will be graded from their final paper according to a rubric which has a specific category devoted to the ministry model.

##### 2.1.1.1 Target Outcome

TARGET OUTCOME    Learning will be assessed as achieved when 80% of students score 80% or above as indication that they have synthesized materials, class interactions, and own experience for production of a ministry model. .

RESULTS              All students scored over 80% on the category in the rubric dealing with the ministry model. The last time this course was taught by Dr. Topf, students also demonstrated achievement that met the targets.



#### JUDGMENTS

Beyond the evidence reflected in these scores, I'm confident that students are learning in this course because I note that some students have mentioned the impact of the books and topics they have covered in the course.