



Program Assessment Reports
(Student Outcomes)

Report for the 2019-2020
Annual Faculty Review of Assessment

Fall 2020

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Demonstrate effective communication skills in written and spoken English.
2. Discuss and identify the importance and function of great literature.
3. Examine the principles of human nature and behavior, integrating behavioral science and the Christian faith.
4. Identify concepts of human society and cross-cultural variation, including ways individuals and groups function, interact, and change.
5. Demonstrate the ability to think critically and clearly about issues in professional and personal life.
6. Demonstrate knowledge of the physical universe and appreciate the scientific methodology that investigates it.
7. Identify how the basic principles of biblical ethics apply to contemporary culture.
8. Examine western civilization in global context with particular emphasis on the history of Christianity.
9. Engage in intentional spiritual growth toward Christ-like character and service.
10. Demonstrate the ability to apply logic and mathematical principles.

College Educational Outcomes	Corresponding General Education Outcomes
• effective communication skills in listening, speaking, and writing.	1
• critical thinking skills necessary to interact effectively in a culturally diverse and increasingly pluralistic world.	2, 5, 6, 8,10
• skills in biblical exposition that accurately reflect the content and meaning of Scripture.	
• a biblically-formed worldview, integrating the Christian faith with general educational content.	3, 6, 7
• recognition of the significance of the Wesleyan-Holiness theological perspective as foundational for life and ministry.	
• a pattern of lifelong learning.	2
• personal discipline in one’s care for body, mind, and spirit.	5
• a devoted relationship with Christ.	9
• a life of Christian holiness in community.	9
• leadership in a variety of ministry contexts.	3, 4
• effective service within the context of modern society.	9
• a commitment to global evangelism.	3, 4, 8

Academic Assessment Flow Chart

Mission: (Col. 1) →	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.	
Program Outcomes (Col. 2)		Criteria & Procedures (Col. 3)	Assessment Results (Col. 4)	Use of Results (Col. 5)
Completion of this program should enable students to:				
1. Demonstrate effective communication skills in written and spoken English.	<p>1a. Using the Proficiency Final Essay grades from English Comp I 1013, students will average a grade of 75% to demonstrate effective written communication. <i>See attached grade sheets</i></p> <p>1b. English Composition II 1023 demonstrates student ability to write with fluency in an academic essay The essay final rubric scores regarding essay structure and fluency will be averaged. Students will receive at least a 75% average score. <i>see attached student rubrics with grades</i></p>	<p>1a. Three classes were evaluated: W19b1, W19b2, and S20b. The scores for the Proficiency Exam averaged 77%</p> <p>1b. Final Argumentative Essay graded rubric was averaged. The average score was 89 %. Three students received a zero on the Essay. One was dropped, the other two did not complete.</p>	<p>1a. One class W19b1 had an average score of 61% . This class will be reviewed to identify possible causes of the lower scores.</p> <p>1b. This writing sample seems to be a good indication of student ability to write with academic fluency.</p>	
2. Discuss and identify the importance and functions of great literature.	2a. 2b.	2a. 2b.	2a. To be assessed 2020-2021 2b.	
3. Examine the principles of human nature and behavior, integrating behavioral science and the Christian faith.	3a 3b	3a 3b	3a. Assessed 2018-2019 3b	
4. Identify concepts of human society and cross-cultural variation, including ways individuals and groups function, interact, and change.	4a. Student Weekly Quizzes will average 80% in Sociology 1003. Quiz content evaluated to meet Program Outcomes. (SOC F19b) and (Soc S20b) Final grades used for Quiz student average. Quizzes Weeks 1-6 evaluated to demonstrate the content materials that correlate with Program Outcome 4. A	4a. This course taught an average of twice a year. Students taking SOC F19b and S20b averaged well over 80% on their quiz content. Quiz content mainly covered definitions of concepts that Identify concepts of human society and cross-cultural variation, including ways individuals	4a. Proficiency in the definitions of the study of Sociology exceeded the goal of knowledge of the concepts of human society exceeded goal.	

	<p>copy of the Quizzes from Week 1-6 are included With notes that show correlation with Program Outcome 4. <i>See attached quiz content</i></p> <p>4b Week 6 Observation Project evaluated. Students will average a minimum of 80 % on the completed Week 6 Observation Project. A copy of the Assignment will be provided. Final grades used for the Observation Project from (SOC F19b) and (Soc S20b) evaluated.</p>	<p>and groups function, interact, and change.</p> <p>4b. Final grades for Week 6 Observation Project averaged 81 %. In week 6 the Observation Project produces a document that demonstrated student use of concepts of how groups function, interact, and change.</p>	<p>4b. Meets the goal.</p>
5. Demonstrate the ability to think critically and clearly about issues in professional and personal life.	<p>5a.</p> <p>5b.</p>	<p>5a.</p> <p>5b.</p>	<p>5a. Assessed 2017-2018</p> <p>5b.</p>
6. Demonstrate knowledge of the physical universe and the scientific methodology that investigates it.	<p>6a.</p> <p>6b.</p>	<p>6a.</p> <p>6b.</p>	<p>6a. Assessed 2017-2018</p> <p>6b.</p>
7. Identify how the basic principles of biblical ethics apply to contemporary culture.	<p>7a.</p> <p>7b.</p>	<p>7a.</p> <p>7b.</p>	<p>7a. Assessed 2017-2018</p> <p>7b.</p>
8. Examine western civilization in global context with particular emphasis on the history of Christianity.	<p>8a.</p> <p>8b.</p>	<p>8a</p> <p>8b</p>	<p>8a. To be assessed in 2020-2021</p> <p>8b.</p>
9. Engage in intentional spiritual growth toward Christ-like character and service.	<p>9a</p> <p>9b</p>	<p>9a.</p> <p>9b</p>	<p>9a. To be assessed 2020-2021</p> <p>9b.</p>
10. Demonstrate the ability to apply logic and mathematical principles.	<p>10a. General Math 1003 Final Test scores were used to evaluate student competency in the use of logic and mathematical principles. Students will</p>	<p>10a. General Math Final Test scores did not meet the 80% average goal. Averages for the two classes taught were 69%</p>	<p>10a. The Director will meet with the Math Instructors to look for ways to improve the test scores and overall Math comprehension.</p>

	<p>score an average of 80 % on the Final Test.</p> <p>10b. Using the end of the course Student Evaluations, students will average 80% on Course Evaluation number 8. Overall, the course accomplished its stated objectives</p>	<p>10b. Student evaluation of the course meeting stated objectives showed an 86% level that the objectives were accomplished.</p>	<p>10b. No further action to be taken</p>
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Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}

Program Outcome #1a was evaluated using three classes. Although the average scores of the proficiency Essay met the goal, one of the classes was seen to have a 61% average. The Director will meet with instructors who teach English Composition 1 to look for ways to better support students who struggle.

Program Outcome #4 Test scores on weekly Quizzes demonstrated student proficiency in identifying the concepts of human society. The Observation Project in week 6 is an effective compilation that provides students with a document that demonstrates their understanding of the ways that individuals and groups function and interact.

Program Outcome # 10 Low scores in Mathematical Principles was discovered. The Director will meet with Math instructors to identify ways to improve scores and comprehension.

Budget Items {identify any decisions and/or changes which require budgetary support}:

Stipends for instructors requested for course revision

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Identify the basic content of the Bible.
2. Utilize sound methods and resources for interpreting the Bible.
3. Articulate the essentials of the Christian faith.
4. Nurture the Christ-like life as informed by Scripture and Christian thought.
5. Apply a Christian worldview to contemporary critical issues.

College Educational Outcomes	Corresponding Program Outcomes	
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>
• effective communication skills in listening, speaking, and writing.	1	
• critical thinking skills necessary to interact effectively in a culturally diverse and increasingly pluralistic world.	2, 5, 6, 8, 10	2, 5
• skills in biblical exposition that accurately reflect the content and meaning of Scripture.		1, 2
• a biblically-formed worldview, integrating the Christian faith with general educational content.	3, 6, 7	1, 3
• recognition of the significance of the Wesleyan-Holiness theological perspective as foundational for life and ministry.		3, 5
• a pattern of lifelong learning.	2	
• personal discipline in one's care for body, mind, and spirit.	5	
• a devoted relationship with Christ.	9	4
• a life of Christian holiness in community.	9	4, 5
• leadership in a variety of ministry contexts.	3, 4	
• effective service within the context of modern society.	9	
• a commitment to global evangelism.	3, 4, 8	

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3	Outcome4	Outcome5
Introduction to the Old Testament	B				
Introduction to the New Testament	B				
Biblical Interpretation		B			
Pentateuch	I	I		B	B
New Testament Gospels	I	I		I	B
OTHistBooks/Prophets/Poetic&WisdomLit	I	A		B	B
PaulineEpistles/Book of Acts	I	A		I	B
Doctrine of Holiness			I*	A	I
Systematic Theology I			I*	I	I
Systematic Theology II			I*	I	I

*Beginning level of theology instruction is provided in "Intro. to Christian Thought" within the General Education core

Academic Assessment Flow Chart

<p>Mission: (Col. 1) →</p>	<p>Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.</p>	<p>Goal:</p>	<p>Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.</p>				
<p>Program Outcomes (Col. 2)</p>		<p>Procedures & Goals (Col. 3)</p>		<p>Assessment Results (Col. 4)</p>		<p>Use of Results (Col. 5)</p>	
<p>Completion of this program should enable students to:</p>							
<p>1. Identify the basic content of the Bible.</p>	<p>1a. Group norm for NBC 2020 graduating seniors will exceed National norms for seniors in all 16 subject areas, on the ABHE Bible Content Exam.</p> <p>1b. In 3rd year Bible classes, 80% of students will score 70% or better in regard to "identifying the message" in the conclusion of their exegetical papers as scored on the exegetical grading rubric.</p>	<p>1a. 2020 NBC Grad group norms were higher than National norms in 14 of 16 subject areas.</p> <p>1b. HistBooksFallA: 2/6 PoeticWisdomFallB: 3/3 HistBooksWinterA: 8/8 ProphetsWinterB: 3/5 PoeticWisdomSpA: 7/8 ProphetsSpB: 3/3 ActsFallB: 6/6 PaulEpistlesSpringB: 5/12 PaulEpistlesWinterB: 8/11 JohannineLitWinterA: 3/5 ActsSpringA: 4/6 Total: 52/73 = 71% scored 70% or better</p>	<p>1a. This year (2020): above in 14 of 16 areas. Results are much more consistent now that the exam is embedded in the Graduate Colloquium. The two areas in which graduates scored lower are "OT:Timeline" and "OT: Geography" (both by less than 1 percentage point); will continue to watch these areas. See note in narrative below. 2019: above in All 16 areas 2018: above in all 16 areas 2017: above in all 14 areas 2016: above in all 14 areas 2015: below in all 14 areas 2014: below in all 14 areas 2013: below in all 14 areas 2012: above in 11 of 14 areas</p> <p>1b. Gaining perspective regarding institutional norms over time. <i>Student's Guide to Exegetical Work</i> has been revised and expanded (Fall 2017) to provide greater detail and clarity, and more illustrations. Quiz over the <i>Student's Guide</i> added to Biblical Interp. course, launched Spring 2019. History: This year (2020): 71% scored at goal or better 2019: 74% scored at goal or better 2018: 73% scored at goal or better 2017: 61% scored at goal or better 2016: 70% scored at goal or better 2015: 67% scored at goal or better</p>				
<p>2. Utilize sound methods and resources for interpreting the Bible.</p>	<p>2a. In 3rd year Bible classes, 80% of students will score 65% or better for the final score of their exegetical paper as scored on the exegetical grading rubric.</p>	<p>2a. HistBooksFallA: 6/6 PoeticWisdomFallB: 3/3 HistBooksWinterA: 7/8 ProphetsWinterB: 4/5 PoeticWisdomSpA: 7/8 ProphetsSpB: 3/3 ActsFallB: 6/6 PaulEpistlesSpringB: 9/12 PaulEpistlesWinterB: 6/11 JohannineLitWinterA: 3/5 ActsSpringA: 4/6</p>	<p>2a. Gaining perspective regarding institutional norms over time. <i>Student's Guide to Exegetical Work</i> has been revised and expanded (Fall, 2017) to provide greater detail and clarity, and more illustrations. Quiz over the <i>Student's Guide</i> added to Biblical Interp. course, launched Spring 2019. Lecture added to Week 2 of Biblical Interp to help students identify and utilize sound resources for exegetical research. A corresponding assignment was also added.</p>				

	<p>2b. At least 80% of students in Preaching III will compose a sermon ms which will be rated at least "4" (out of 5 pts.) in relation to being "exegetically correct," as indicated on the Preaching manuscript grading rubric.</p> <p>2c. At least 75% of graduates will respond "frequently" or "always true" in relation to the statement "I am dedicated to biblical exposition that accurately reflects the content and meaning of Scripture."</p> <p>2d. At least 75% of Alumni surveyed will respond "always true" in relation to the statement, "My courses in Bible and Theology at NBC improved my ability to use appropriate methods and sound resources to interpret the Bible."</p>	<p>Total: 58/73 = 79% scored 65% or better</p> <p>2b. PreachIII-Winter B: 4/4 Spring A: 5/5 Total: 9/9 = 100% scored 80% or better</p> <p>2c. 100% of students responded "frequently" or "always true"</p> <p>2d. 69.57% responded "always true"</p>	<p>History: This year (2020):79% scored at goal or better 2019: 83% scored at goal or better 2018: 62% scored at goal or better 2017: 52% scored at goal or better 2016: 60% scored at goal or better</p> <p>2b. New criteria. Still developing more consistent means of securing scores from Pastoral Ministries courses on Preaching.</p> <p>2c. This year (2020): 100%. Students are expressing a commitment to sound biblical exposition. 2019: 100% 2018: 100% 2017: 97.56% 2016: 100%</p> <p>2d. This year (2020) 69.57% responded "always true". Will continue to track. 2019:79.31% responded "always true"</p>
<p>3. Articulate the essentials of the Christian faith.</p>	<p>3a. Students taking the Theology sequence will write a paper that clearly articulates a doctrine of Christian theology. 80% of the statements will earn a score of 80% or above.</p> <p>3b. At least 80% of students in Preaching III will compose a sermon ms which will be rated at least "4" (out of 5 pts.) in relation to being "theologically sound," as indicated on the Preaching manuscript grading rubric.</p> <p>3c. At least 70% of Alumni surveyed will respond "always true" in relation to the statement, "My courses in Bible and Theology at NBC enhanced my ability to articulate the essentials of the Christian faith."</p>	<p>3a. SystTheoIIIFallB: 8/8 SystTheoIIWinterB: 9/9 SystTheoIISpring B:11/12 Total: 28/29 = 97% scored 80% or better</p> <p>3b. PreachIII-WinterB: 4/4 Spring A: 3/5 Total: 7/9 = 78% scored 80% or better</p> <p>3c. 78.26% responded "always true"</p>	<p>3a. Third year including newly revised online systematic theology courses which launched in the 2016-2017 academic year. This year (2020): 97% 2019: 90% 2018: 87% 2017: 90%</p> <p>3b. This year (2020) 78% of students attained goal score. Still developing more consistent means of securing scores from Pastoral Ministries courses on Preaching. 2019: 100%</p> <p>3c. This year (2020) 78.26% responded "always true". Will continue to track. 2019: 72.41% responded "always true"</p>

<p>4. Nurture the Christ-like life as informed by Scripture and Christian thought.</p>	<p>4a. District Superintendents will rate at least 80% of NBC Alumni on their district as "good" or "excellent" in the areas of "Personal Character (Holy Life)," and "Personal Character (Christlike Relationships)" according to the annual NBC "Survey For District Superintendents."</p> <p>4b. At least 80% of students will respond "frequently" or "always true" in relation to the statements "I use what I have learned from Bible classes when I engage in ministry related activities (witnessing, teaching, preaching, counseling, etc.)," and "I am involved in Christian Service within my community." Results will be taken from the NBC Student Development Inventory.</p>	<p>4a. District Superintendents rated 100% of NBC Alumni as "good" or "excellent" in relation to Holy life. District Superintendents rated 93% of NBC Alumni as "good" or "excellent" in relation to Christlike Relationships</p> <p>4b. Statement #1: 100% of students responded "frequently" or "always true" Statement #2: 98.28% of students responded "frequently" or "always true"</p>	<p>4a. This year (2020): DSs rate 100% of students "good" or excellent" in Holy Life; and 93% of students as "good" or "excellent" in Christlike Relationships. 2019: 100% both categories 2018: 100% and 90.47% 2017: 100% both categories 2016: 100% both categories</p> <p>4b. This year (2020): 100% and 98%. Students communicate confidence in their application of Scripture knowledge to ministry involvement. 2019: 98.72% and 85.9% 2018: 100% and 93.44% 2017: 96.96% and 85.56% 2016: 97.10% and 86.95%</p>
<p>5. Apply a Christian worldview to contemporary critical issues.</p>	<p>5a. In 3rd year Bible classes, 80% of students will score 75% or better in regard to "discussion of appropriate contemporary application" in the conclusion of their exegetical papers as scored on the exegetical grading rubric.</p> <p>5b. At least 75% of Alumni surveyed will respond "always true" or "frequently" in relation to the statement, "My courses in Bible and Theology at NBC helped me intentionally approach contemporary critical issues with a Christian worldview."</p>	<p>5a. HistBooksFallA: 6/6 PoeticWisdomFallB: 3/3 HistBooksWinterA: 7/8 ProphetsWinterB: 2/5 PoeticWisdomSpA: 7/8 ProphetsSpB: 2/3 ActsFallB: 6/6 PaulEpistlesSpringB: 11/12 PaulEpistlesWinterB: 7/11 JohannineLitWinterA: 4/5 ActsSpringA: 6/6 Total: 61/73 = 84% scored 75% or better</p> <p>5b. 69.57% responded "always true" or "frequently"</p>	<p>5a. Gaining perspective regarding institutional norms over time. <i>Student's Guide to Exegetical Work</i> has been revised and expanded (Fall, 2017) to provide greater detail and clarity, and more illustrations. Quiz over the <i>Student's Guide</i> added to Biblical Interp. course, launched Spring 2019. History: This year (2020):84% scored at goal or better 2019: 68% scored at goal or better 2018: 79% scored at goal or better 2017: 72% scored at goal or better 2016: 67% scored at goal or better 2015: 77% scored at goal or better</p> <p>5b. This year (2020) 69.57% responded "always true" or "frequently." Will continue to track. 2019: 82.76%</p>

Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

Overall: After years of tweaking assessment procedures, the program is beginning to see and monitor some significant history of performance among students in relation to certain outcomes. This provides a helpful view of trends in relation to strengths and weaknesses in the program.

The exegetical paper assignment is foundational to all Bible courses (except the Introductory courses). See below the changes that have been made in order to improve student performance in relation to this assignment.

95 video lectures were created during the Winter and Spring terms of 2019-2020 and embedded in Bible courses, in order to provide another avenue of instruction for students. This process has required the review of written lectures with the result that many have been edited and some completely rewritten. The program held its second Zoom conference with Bible adjuncts in order to discuss issues such as assignment expectations, consistent grading (fighting grade inflation), and Bible class procedures.

Regarding outcomes 1, 2, and 5: In the Spring of 2019, a **new quiz** was added to Biblical Interpretation class, specifically covering the instructions in the *Student's Guide to Exegetical Work*. During the summer of 2019, Week 2 of the online Biblical Interpretation course was enhanced by means of adding a **new detailed lecture** focused on helping students identify and utilize sound exegetical resources for their research. In addition a **new assignment** was added (another dropped to make room) providing opportunity for students to practice accessing sound exegetical resources and properly formatting them in a Works Cited list. We will monitor the impact of these changes as new students complete the course.

Regarding outcome 1 (Bible Content Exam): ABHE has once again completely changed the administration of this standard exam used by Bible colleges affiliated with ABHE. The exam has been re-written, and it is being administered through a completely different website and configuration. Currently "national norms" are not available, nor is the ability to readily extract comparative scores in relation to a student taking the exam pre- (freshman) and post- (graduate) the Bible program. We are working with ABHE to regain these comparative scores.

Budget Items {identify any decisions and/or changes which require budgetary support}:

-The new administration of the ABHE Bible Content Exam is now complimentary to member schools. Thus, NBC no longer needs to purchase licenses for students to complete the exam.

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

-The program has completed 95 individual video lectures in relation to 5 Bible courses. Video lectures will continue to be produced for the remaining Bible courses required for the ordination track.

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Become familiar with the basic content and themes of the Bible
2. Become acquainted with the essential doctrines of the Christian faith.
3. Nurture personal spiritual development.
4. Identify sound methods and resources for interpreting the Bible.
5. Understand the basic principles of biblically-based leadership.

College Educational Outcomes	Corresponding Program Outcomes	
	Previous Course Work	AdVantage Core
• effective communication skills in listening, speaking, and writing.	<i>PCW</i>	
• critical thinking skills necessary to interact effectively in a culturally diverse and increasingly pluralistic world.	<i>PCW</i>	
• skills in biblical exposition that accurately reflect the content and meaning of Scripture.		1, 4
• a biblically-formed worldview, integrating the Christian faith with general educational content.		1, 2, 4
• recognition of the significance of the Wesleyan-Holiness theological perspective as foundational for life and ministry.		2
• a pattern of lifelong learning.	<i>PCW</i>	3
• personal discipline in one's care for body, mind, and spirit.	<i>PCW</i>	3
• a devoted relationship with Christ.		1, 2, 3, 4
• a life of Christian holiness in community.		2, 3
• leadership in a variety of ministry contexts.		5
• effective service within the context of modern society.		5
• a commitment to global evangelism.		1, 2

Program Curriculum Map

	Outcome1	Outcome2	Outcome3	Outcome4	Outcome5
Adult and Professional Development			B		B
Survey of OT/Pentateuch	B			B	
Survey of NT/Gospels	B			B	
Bible and Life Application	I		I	I	
Biblical Leadership Principles			B		B
Survey of Christian Theology		B			
Holiness and the Life of the Believer		I	I		

Academic Assessment Flow Chart

Mission: (Col. 1) →	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.
Program Outcomes (Col. 2)	Criteria & Procedures (Col. 3)	Assessment Results (Col. 4)	Use of Results (Col. 5)
Completion of this program should enable students to:			
<p>1. Become familiar with the basic content and themes of the Bible</p>	<p>1a. 80% of the students will average a score of 80% or higher on both final exams of the Survey to OT and Survey to NT courses.</p> <p>1b. End of Course Reflection. 85% of the students will reflect positively on their End of Course Reflection assignment on the benefits of the class in terms of their increased understanding from the two Survey courses.</p>	<p>1a. 2 students took both exams. 3 out of the 4 exams (75%) had a score of 80% or higher.</p> <p>1b. 3 out of 4 students (75%) reflected very positively on their End of Course reflection on the benefits of the class for their increased understanding of the Bible.</p>	<p>1a. Did not meet goal. We only had 2 students in both courses, and so the results are somewhat stunted. We will continue to monitor the results.</p> <p>1b. Did not reach goal. The 1 student who did not reflect positively did not submit this final Course Reflection assignment. We need to find a more objective way to evaluate the End of Course Reflection. We will continue to monitor the results of this procedure and we will continue to work on finding a better way to evaluate this assignment for assessment.</p>
<p>2. Become acquainted with the essential doctrines of the Christian faith.</p>	<p>2a. Looking at the weekly theology assignments, 80% of the students will average a score of 80% on 2 of the weekly theology assignments (drawn from Weeks 3 and 5).</p> <p>2b. This Program Outcome will be evaluated in 2022-2023 according to the NBC goal of evaluating every Program Outcome at least every 5 years. We will find a second Criterion to evaluate when this Outcome is on the docket to be examined.</p>	<p>2a. 2 students submitted both assignments. 4 out of 4 assignments (100%) had a score of 80% or higher.</p> <p>2b. This Program Outcome will be evaluated in 2022-2023</p>	<p>2a. Met the goal.</p> <p>2b. This Program Outcome will be evaluated in 2022-2023</p>

<p>3. Nurture personal spiritual development.</p>	<p>3a. In Week 3 of the Adult and Professional Development course, the students have to write a “Personal life mission and development plan” paper. 80% of the students will relate this mission and plan to key concepts of “God’s Word/Bible, Christ/Christlikeness, Christian values, Godliness, and/or God’s call” by using at least 3 of these 5 key terms/phrases in their paper.</p> <p>3b. In the Holiness class, students have to do “spiritual formation” exercises. From Week 5 spiritual formation assignments: Students have to respond to a reflection question on “Discipling.” 80% of the students will articulate their need and desire to discipline their lives in such a way as to nurture the Christlike life.</p>	<p>3a. 1 out of 2 students (50%) used at least 3 of the 5 key terms/phrases in the articulation of their Personal Life Mission and Development plan.</p> <p>3b. 33.3% of the students wrote about either “discipline” or “Christlikeness” in their response. 1 out of 3 students (33.3%) specifically wrote about discipline and 1 out of 3 students (33.3%) specifically wrote about “Christlikeness.”</p>	<p>3a. Did not reach goal. This is the first time we have used this procedure in assessing this Outcome. The small number of students taking the course makes it difficult to interpret the data very effectively. We will continue to monitor the results. Hopefully, with more students in the Advantage Core, we will receive results that are more helpful.</p> <p>3b. Did not reach goal. The small number of students who took this class makes the assessment of the data more challenging. We will continue to monitor the results.</p>
<p>4. Identify sound methods and resources for interpreting the Bible.</p>	<p>4a. There is a final exam in “Bible and Life Application” about the basic methods of Bible interpretation. 80% of the students will score 80% or higher on this final examination in B&L Application course.</p> <p>4b. This Program Outcome will be evaluated in 2022-2023 according to the NBC goal of evaluating every Program Outcome at least every 5 years. We will find a second</p>	<p>4a. This Program Outcome will be evaluated in 2022-2023</p> <p>4b. This Program Outcome will be evaluated in 2022-2023</p>	<p>4a. This Program Outcome will be evaluated in 2022-2023</p> <p>4b. This Program Outcome will be evaluated in 2022-2023</p>

	Criterion to evaluate when this Outcome is on the docket to be examined.		
<p>5. Understand the basic principles of biblically-based leadership.</p>	<p>5a. In Week 6 of the course Biblical Leadership Principles, the students describe a plan for leadership development for themselves and others. 80% of the students will reflect on the Bible, Christ, or biblical examples in their leadership development plan.</p> <p>5b. End of Course Reflection in the course Biblical Leadership Principles. 85% of the students will reflect positively on their End of Course Reflection assignment on the benefits of the class in terms of their increased understanding of biblically-based leadership.</p>	<p>5a. 7 out of 11 students (63.6%) referred specifically to the Bible, Christ, or biblical examples in their Plan for Leadership Development. (Bible= 7 out of 11 [63.6%], Christ=6 out of 11 (54.5%), Biblical examples = 2 out of 11 (18.1%).</p> <p>5b. 6 out of 10 students (60%) reflected very positively on their End of Course reflection on the benefits of the class for their understanding of biblically-based leadership.</p>	<p>5a. Did not reach goal. . Last year we met the goal (81%). This is only the second time we have used this criterion, and so we will continue to monitor the results</p> <p>5b. Did not reach goal. Some of the students did not follow the instructions by responding to the End of Course Reflection. The others focused on the leadership aspects of the class without referring to biblically-based leadership. We will continue to monitor this criterion to see if we need to find a better way to assess this Outcome.</p>

Summation of Assessment Impact {describe decisions, changes, etc., made in response to assessment results; provide significant narrative explaining items in column 5}:

- 1. We did not reach our goal in 6 out of the 7 procedures we used for assessment this year. This is a bit disappointing, but with only 2 students enrolled in most of the classes that we used for assessing them, it is difficult to draw any solid conclusions. It looks like we have a bigger enrollment in the Advantage Core courses coming through the pipeline. Hopefully, this will yield more results that can be better examined and assessed.**
- 2. Outcomes 1, 3, and 5 are fully functional in terms of their assessment this year. We are working on finding meaningful procedures for assessing Outcomes 2 and 4. They will be added to the assessment field in 2022/23.**

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Identify the intended message of biblical passages.
2. Demonstrate exegetical skill in the interpretation of biblical texts.
3. Relate the message of the biblical text to a contemporary audience.

College Educational Outcomes	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	Major
• effective communication skills in listening, speaking, and writing.	1		
• critical thinking skills necessary to interact effectively in a culturally diverse and increasingly pluralistic world.	2, 5, 6, 8, 10	2, 5	1
• skills in biblical exposition that accurately reflect the content and meaning of Scripture.		1, 2	1,2
• a biblically-formed worldview, integrating the Christian faith with general educational content.	3, 6, 7	1, 3,	3
• recognition of the significance of the Wesleyan-Holiness theological perspective as foundational for life and ministry.		3, 5	
• a pattern of lifelong learning.	2		
• personal discipline in one's care for body, mind, and spirit.	5		
• a devoted relationship with Christ.	9	4	
• a life of Christian holiness in community.	9	4,5	3
• leadership in a variety of ministry contexts.	3, 4		
• effective service within the context of modern society.	9		
• a commitment to global evangelism.	3, 4, 8		3

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3
Prophets/PoetWisdom/OTHistory	A	A	
PaulineEpistles/Acts/WomenBible	A	A	
Elective Bible/Theology Course	A	A	A
Global Evangelism			I
Oral Interpretation	I	I	
Senior Ministry Integration			A

Nazarene Bible College ♦		Academic Assessment Flow Chart ♦		Program: <i>Bible and Theology Major</i> ♦		Academic Year: 2019-2020	
Mission: (Col. 1) →	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes (Col. 2)		Criteria & Procedures (Col. 3)		Assessment Results (Col. 4)		Use of Results (Col. 5)	
Completion of this program should enable students to:							
1. Identify the intended message of biblical passages.		<p>1a. Composite score of graduating majors will demonstrate at least 20% improvement over the composite score of the same students as entering freshmen, on the ABHE Bible Content Exam.</p> <p>1b. 80% of all majors will score 75% or better in relation to the "Summation of main points and clear identification of message" section of the exegetical paper grading rubric in their upper level Bible classes.</p>		<p>1a. 2 out of the 13 graduating B&T majors took both the freshman and senior tests. One student scored an 84% improvement, the other scored a 17% improvement. Thus, 50% of the students who took both tests scored an improvement of at least 20%.</p> <p>1b. 28 of 36 B&T majors (77.7%) scored 75% or better on the "Summation of main points and clear identification of message" section in an exegetical paper they wrote in their upper level Bible course</p>		<p>1a. Did not meet goal. Once again, it is disappointing that we do not have more results. However, the measures we have taken to acquire more results (namely, inserting the freshman test into the Intro to NT course and the senior text into the Graduating Colloquium) will begin to reap better scores within 2 or 3 years. We will continue to monitor this procedure with high hopes for more results to assess in ensuing years.</p> <p>1b. Did not meet goal. Last year we changed the language and expectations of this criterion to make the goal more realistic. We will continue to check results and see if we need to make any adjustments. However, the expectation of having 80% score at least 75% seems realistic. We met the goal last year, and so we will see if we can meet the goal this coming year.</p>	
2. Demonstrate exegetical skill in the interpretation of biblical texts.		<p>2a. 80% of all majors will score 70% or better on the exegetical papers they write in their upper level Bible classes.</p> <p>2b. 80% of all graduating seniors with a B&T major will reply "strongly agree" to the College Experience survey question, "I feel confident that I have been adequately prepared to interpret the Bible and communicate theology" and they will respond "always true" to the question, "I am dedicated to biblical exposition that accurately reflects the content and meaning of Scripture."</p>		<p>2a. 29 of 36 B&T majors (80.5%) scored 70% or better on an exegetical paper they wrote in their upper level (3rd year) Bible course</p> <p>2b. . 9 of 13 graduating students (69%) with a B&T major responded to the first question with "strongly agree" and 11 of 13 graduating students (85%) with a B&T major responded to the second question with "always true." As a composite percentage, 76.9% of the respondents met the criteria.</p>		<p>2a. Met the goal (barely). Last year we had 92.4% meet this goal. However, we have been talking to adjuncts about grade inflation and the necessity of scoring the paper according to the Grading Rubric. It would be nice if the lower percentage were due to papers being scored more accurately. We will continue to monitor the results.</p> <p>2b. Did not meet the goal. A higher percentage of students feel dedicated to accurately interpret Scripture than they feel like they have been "adequately prepared." This is the first time in 4 years we have NOT met our goal with this criterion. This is quite concerning because we want our students to at least feel strongly that they are being adequately prepared. We will continue to monitor the results to see if the failure of meeting the goal this year was only an anomaly or not.</p>	

<p>3. Relate the message of the biblical text to a contemporary audience.</p>	<p>3a. 80% of all majors will score 80% or better in relation to the "Discussion of appropriate contemporary application" section of the exegetical paper grading rubric in their upper level Bible classes.</p> <p>3b. A special Reflection Paper will be required of B&T majors in their SMI program with an "applicational" question in which they reflect upon the way their study of the Bible influences and affects the way they approach a Biblical text and present it to a contemporary audience. The question for the SMI question will contain two parts:</p> <ol style="list-style-type: none"> 1. Reflect upon how your experience in the B&T major has impacted your approach to interpreting the Bible. In other words, compare and contrast the way you study the Bible now versus the way you studied the Bible before you came to NBC. 2. Write a brief explanation of how you apply the message of a biblical passage to a contemporary audience. <p>85% of the B&T majors will exhibit a positive reflection upon the way they learned to interpret the Bible from NBC. (This "positive reflection" is measured by the student's usage of the 6 key words "context, word studies, genre, message, purpose, application." 85% of the B&T majors should use 4 out of these 6 key words in their reflection paper).</p>	<p>3a. 33 of 36 B&T majors (91.6%) scored 80% or better on the "Discussion of appropriate contemporary application" section of the exegetical paper grading rubric in their upper level (3rd year) Bible course.</p> <p>3b. 4 out of 8 students (50%) talked about the importance of 4 of the 6 key words of this criterion. Their reflection on their experience in the B&T major was very positive. (8 out of 8 talked about Application, 7 out of 8 talked about Purpose 6 out of 8 talked about Message, 4 out of 8 talked about Context, and 3 out of 8 talked about Word Studies and Genre).</p>	<p>3a. Met the goal. Last year we changed the language of this criterion from 90% of majors to 80% of majors. Interestingly, we met the prior goal of 90% this year, but we hardly ever met the goal in previous years. 80% of students scoring 80% or higher seems like a reasonable expectation. We will continue to monitor the results.</p> <p>3b. Did not meet goal. We received Reflection Papers from 8 out of 13 graduates. It would be helpful to have more results. Despite the fact that we changed slightly the instructions for this assignment this year to try to better prompt the students to reflect more specifically on the elements of exegesis that they believe are more important, we still had several of the students who seemed to misunderstand what the assignment was trying to get them to do. We may need to tweak the questions for this paper some more in order to help the students reflect on the specific aspects of exegesis that they find to be most valuable. However, we will continue to monitor the results to see if any other changes to the questions are needed.</p>
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Summation of Assessment Impact {describe decisions, changes, etc., made in response to assessment results; provide significant narrative explaining items in column 5}:

1. **ABHE has discontinued the current Bible Content Exam, and they will be inaugurating a new exam in the academic year 2020-21. This has not impacted our scores in this current year (2019/20), but it will probably impact the number of incoming freshman in 2020/21 who will be able to take this “entrance exam.”**
2. **We slightly adjusted the instructions for the 6th SMI Reflection paper about the impact the Bible and Theology major has had on the students’ approach and interpretation of the Bible. Unfortunately, we did not see much of a change in the students’ response in this paper. Many of them did not answer the question very specifically as to how they interpret the Bible. We will observe the results again in this coming academic year, and if the answers are not more in line with what we are wanting them to do (namely, we want them to reflect on elements of exegesis that they think are important and that they use when they interpret a passage of Scripture), we will adjust the instructions again.**
3. **We are concerned that we did not meet our goal of 80% of our B&T major graduates who “feel strongly” that NBC has adequately prepared them to “interpret the Bible and communicate theology.” We will be monitoring the responses with great interest in this coming year to see if this becomes a trend or not. In the past 3 years, we met this goal quite handily (with 90+%). This “affective goal” is very important, and we want to ensure that our students feel very strongly in a positive sense about the preparation they receive at NBC in the Bible and Theology major.**

Budget Items {identify any decisions and/or changes which require budgetary support}:

- a. Spent in current academic year: b. Request for following academic year:
 - a. **ABHE Content exam (amount unknown)**
 - b. **ABHE is changing the Bible Content exam once again this year. However, they will not be charging member colleges any fee for the taking of this test in ensuing years. Thus, NBC will NOT have to spend any money in this coming year (or years) for the students to take this Content Exam. That’s good news!**

Strategic Planning {identify any decisions and/or changes which need to be communicated to the strategic planning committee}:

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Identify, understand, and implement critical elements of an educational ministry that enable a local church to lead its members to Christian maturity.
2. Implement key principles and practices in leading an educational ministry to fulfill its purpose in a local church.
3. Develop an organization that will facilitate effective educational ministry in the local church and in cooperative denominational programs of education.

College Educational Outcomes	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	<i>Major</i>
• effective communication skills in listening, speaking, and writing.	1		3
• critical thinking skills necessary to interact effectively in a culturally diverse and increasingly pluralistic world.	2, 5, 6, 8, 10	2, 5	3
• skills in biblical exposition that accurately reflect the content and meaning of Scripture.		1, 2	1
• a biblically-formed worldview, integrating the Christian faith with general educational content.	3, 6, 7	1, 3	1, 2
• recognition of the significance of the Wesleyan-Holiness theological perspective as foundational for life and ministry.		3, 5	1
• a pattern of lifelong learning.	2		
• personal discipline in one’s care for body, mind, and spirit.	5		2
• a devoted relationship with Christ.	9	4	2
• a life of Christian holiness in community.	9	4, 5	
• leadership in a variety of ministry contexts.	3, 4		
• effective service within the context of modern society.	9		3
• a commitment to global evangelism.	3, 4, 8		1

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3
CEM-2003 Introduction to CE Ministries	B	I	A
CEM-2113 Foundations for CE Ministries	B	I	A
CEM-2123 Teaching Methods and Curriculum Design	I	B	A
CEM-3113 Children's Ministries	A	I	B
CEM-3123 Youth Ministries	A	I	B
CEM-3133 Adult Ministries	A	I	B
CEM-4113 Multiple Staff and Team Ministries	A	B	I
CEM-2133 & 4133-Leadership of CE Ministries	A	I	B
CEM-4092 Senior Ministry Integration-CE Ministries	A	A	A
MUS-1143 Music Ministries I-Introduction	B	B	
OTR-2013 Global Evangelism	I	I	B
PAS-2023 History & Polity of the COTN	B	B	I
PAS-4023 Church Administration and Finance	B	I	B

Academic Assessment Flow Chart

<p>Mission: (Col. 1) →</p>	<p>Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.</p>	<p>Goal:</p>	<p>Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.</p>				
<p>Program Outcomes (Col. 2)</p>		<p>Procedures & Goals (Col. 3)</p>		<p>Assessment Results (Col. 4)</p>		<p>Use of Results (Col. 5)</p>	
<p>Completion of this program should enable students to:</p>							
<p>1. Demonstrate doctrinal principles of a Christian Educational Ministries program.</p>	<p>1a. Students will write 4 Case Studies for CEM2113-Foundations of CEM. 75% of the students will score a minimum of 80% higher or above on their Case Studies.</p> <p>1b. Students will write 4 Philosophy Papers for CEM2113-Foundations of CEM. 75% of the students will score a minimum of 80% higher or above on their Philosophy Papers.</p>	<p>1a. 75% of the students met or exceeded goals with scores ranging from 80% to 96%. Two students failed to achieve the goal. Their scores were in the 65%-78% range.</p> <p>1b. Overall the class scored 80% on the 4 Philosophy Papers.</p>	<p>1a. The Case Studies are appropriately structured, assessed, and evaluated.</p> <p>1b. The Philosophy papers are appropriately structured, assessed, and evaluated.</p>				
<p>2. Identify Christian Educational Ministry Programs that best facilitate spiritual growth.</p>	<p>2a. District Superintendents were sent the 2019-2020 District Superintendents Survey. One CEM question is included in the survey: "How well do our graduates lead and utilize the Christian education and age-level ministries of the local church." 24 District Superintendents were sent the 2019-2020 District Superintendents Survey. 80% of the DS will respond "effective" CE and Age-level ministries of the local church.</p> <p>2b. Students will be engaged in a Discipleship/Mentoring Assignment (CEM2123). 80% of the students will complete and score 95% or higher.</p>	<p>2a. 24 District Superintendents were sent the 2019-2020 District Superintendents Survey. 42% responded to the survey question. 89% feels NBC graduates are effective or very effective in leading and utilizing the Christian Education and age-level ministries of the local church. Below Average: 11% Effective: 56% Very Effective: 33% The 11% rating of Below Average comes from the closing of SS and the focus of Educational Ministries in some local churches.</p> <p>2b. Fall Section reflects 83% of the students scored 95% or higher. Winter Section reflects 100% of the students scored 95% or higher. Spring Section 100% of the students scored 95% or higher.</p>	<p>2a. A semi-annual mailing to DS's and CEM Alumni focusing on Christian Education and Age-level ministries in the local church.</p> <p>2b. The Discipleship/Mentoring Assignment is appropriately structured, assessed, and evaluated.</p>				
<p>3. Develop an educational philosophy to meet the goals of Christian Educational Ministries</p>	<p>3a. Personal Philosophy Papers for the following courses will be submitted: Age group level CEM courses: Children-CEM3113 Youth-CEM3123 Adult-CEM3133 Students will score 80% or higher on their perspective personal philosophy papers.</p>	<p>3a. CM-Students average score was 85% YM-Students average score was 75% AM-Will be assessed in 2020/2021</p>	<p>3a. The Personal Philosophy Papers are appropriately structured, assessed, and evaluated.</p>				

3b. Students will write and submit a Case Study on the Effectiveness of CE Curriculum (CEM2123) used in the local church. 80% of the students will score 80% or higher on this assignment.

3b. The average score of the student's assignment reflected a score of 82%.

3b. The Case Study assignment is appropriately structured, assessed, and evaluated.

Program Assessment Report Program: *Christian Educational Ministries Major*

Academic Year: 2019-2020

Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

The annual DS Survey needs the CEM question edited or changed to align with current language being used by the COTN (Discipleship Ministries).

The annual DS Survey CEM question response seems to offer confusion than clarity for the DS's and therefore, NBC needs to ensure the CEM question is clearly written in a way that garners the results needed for a fair assessment tool in the CEM program.

The annual DS Survey needs to take the College's Strategic Planning narrative into consideration as the CEM question is utilized in the survey.

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Know the basic counseling principles as they relate to individuals, families, organizations, human development, abnormal behavior, and Christian thought.
2. Identify basic counseling techniques.
3. Develop strategies for managing conflict within organizations.
4. Discern accurately the feelings in oneself and others in the counseling setting.

College Educational Outcomes	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	Major
• effective communication skills in listening, speaking, and writing.	1		2
• critical thinking skills necessary to interact effectively in a culturally diverse and increasingly pluralistic world.	2, 5, 6, 8, 10	2, 5	1
• skills in biblical exposition that accurately reflect the content and meaning of Scripture.		1, 2	
• a biblically-formed worldview, integrating the Christian faith with general educational content.	3, 6, 7	1, 3	
• recognition of the significance of the Wesleyan-Holiness theological perspective as foundational for life and ministry.		3, 5	1
• a pattern of lifelong learning.	2		
• personal discipline in one's care for body, mind, and spirit.	5		4
• a devoted relationship with Christ.	9	4	
• a life of Christian holiness in community.	9	4, 5	
• leadership in a variety of ministry contexts.	3, 4		1, 3
• effective service within the context of modern society.	9		1, 2, 3, 4
• a commitment to global evangelism.	3, 4, 8		

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3	Outcome4
Orientation to Counseling for Christian Ministries				A
Developmental Issues in Counseling	A	A		
Counseling and Christian Thought	A	A		
Individual Counseling Theories	A	A		A
Marriage and Family Counseling Theories	A	A		A
Abnormal Psychology for Counseling	A	A		
Group and Organizational Behavior	A		A	
Managing Change and Conflict	A		A	
Capstone to Counseling for Christian Ministries		A		A

Academic Assessment Flow Chart

Mission: (Col. 1) →	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes (Col. 2)		Criteria & Procedures (Col. 3)		Assessment Results (Col. 4)		Use of Results (Col. 5)	
Completion of this program should enable students to:							
<p>1. Know the basic counseling principles as they relate to individuals, families, organizations, human development, abnormal behavior, and Christian thought</p>	<p>1a. CCM cohort 17 will achieve at least a 15% improvement on the Knowledge Assessment Test posttest</p> <p>1b. CCM cohort 17 will achieve at least the following scores in each of the 6 areas on the Knowledge Assessment posttest:</p> <ul style="list-style-type: none"> - Developmental Issues – 60% - Counseling & Christian Thought – 60% - Individual Counseling Theories – 60% - Marriage & Family Theories – 60% - Abnormal Psychology – 60% - Group & Organizational Behavior – 60% 	<p>1a. CCM cohort 17 achieved a 23.4% improvement on the Knowledge Assessment Test posttest. Average improvements for 13 cohorts: 16.2%</p> <p>1b. CCM cohort 17 achieved the following scores in each of the 6 areas on the Knowledge Assessment posttest:</p> <ul style="list-style-type: none"> - Developmental Issues – 56% - Counseling & Christian Thought – 70% - Individual Counseling Theories – 54% - Marriage & Family Theories – 80% - Abnormal Psychology – 68% - Group & Organizational Behavior – 62% <p>Averages for 12 cohorts on pretests for each of the 6 KAT areas:</p> <ul style="list-style-type: none"> - Developmental Issues – 41.9% - Counseling & Christian Thought – 62.1% - Individual Counseling Theories – 45.2 % - Marriage & Family Theories – 70.6% - Abnormal Psychology – 69% - Group & Organizational Behavior – 51.3% <p>Averages for 15 cohorts on posttests for each of the 6 KAT areas:</p> <ul style="list-style-type: none"> - Developmental Issues – 46.5% - Counseling & Christian Thought – 77.2% - Individual Counseling Theories – 53% - Marriage & Family Theories – 81% - Abnormal Psychology – 77% - Group & Organizational Behavior – 57% 	<p>1a. Cohort 17 exceeded the year’s goal and the 13-year average for improvement on the Knowledge Assessment Test posttest.</p> <p>1b. Cohort 17 reached or exceeded the year’s goals in 4 of the 6 areas on the Knowledge Assessment Test posttest. In the last 2 yearly assessments, Marriage & Family Theories and Abnormal Psychology met the goals. In 2019-2020, Counseling & Christian Thought and Abnormal Psychology met the goals as well. Developmental Issues and Individual Counseling Theories did not do as well. As the 12-year pre-test averages reveal, students come into the CCM program with lower scores in Developmental Issues and Individual Counseling Theories.</p>				
<p>2. Identify basic counseling techniques</p>	<p>2a. CCM cohort 17 will achieve at least 50% on the Technique Identification Assessment at the end of the major year.</p>	<p>2a. CCM cohort 17 achieved 41.6% on the Technique Identification Assessment at the end of the major year: Average for 17 cohorts: 55.6%</p>	<p>2a. Cohort 17 did not reach the year’s goal or the 16-cohort average for the Technique Identification Assessment. Because the Counseling for Christian Ministries curriculum is mainly an online program with no labs or internships, students are expected to be able to <u>identify</u> procedures, not demonstrate them. These techniques are primarily taught in the theory courses.</p>				

	<p>2b. In PSY-4602, at least 90% of Cohort 17 will score at least 270 of 300 points (90%) in Group Process.</p>	<p>2b. In PSY-4602, 100 % of cohort 17 scored at least 270 of 300 points (90%) in Group Process.</p>	<p>2b. Cohort 17 exceeded the year's goal. In Group Process in Psy-4602, students have an opportunity to be aware of and use core skills & techniques such as active listening, questioning, attending, and interpreting.</p>
<p>3. Develop strategies for managing conflict within organizations</p>	<p>3a. CCM cohort 17 will achieve at least 60% on the Group & Organizational Behavior section of the KAT posttest.</p> <p>3b. At least 70% of the students who submit the Student Development Inventory will answer "Always True" or "Frequently True" about this statement, "I can lead and manage groups to ensure they are meeting their purpose."</p> <p>3c. At least 70% of the students who submit the Student Development Inventory will answer "Always True" or "Frequently True" about this statement, "I am confident in my ability to recruit, train, and supervise other persons."</p>	<p>3a. CCM cohort 17 achieved 62% on the Group & Organizational Behavior section of the KAT posttest. Average for 4 cohorts: 60.7%</p> <p>3b. 83.3% of the students who submitted the Student Development Inventory answered "Always True" or "Frequently True" about this statement: "I can lead and manage groups to ensure they are meeting their purpose." Average for 5 cohorts: 85.7%</p> <p>3c. 83.3% of the students who submitted the Student Development Inventory answered "Always True" or "Frequently True" about this statement: "I am confident in my ability to recruit, train, and supervise other persons." Average for 5 cohorts: 87.9%</p>	<p>3a. Cohort 17 exceeded the year's goal and the 4-cohort average for the Group & Organizational Behavior section of the KAT posttest.</p> <p>3b. & 3c. Students who submitted the SDI exceeded the year's goals in both assessments. These 2 self-reports reveal that 83% of the students are confident in their skills for leading and managing groups, as well as recruiting, training, and supervising others.</p>
<p>4. Discern accurately the feelings in oneself and others in the counseling setting</p>	<p>4a. CCM cohort 17 will achieve at least a 6% improvement on the Reflective Feeling Assessment posttest.</p> <p>4b. On the <i>Becoming a Helper</i> test, at least 90% of the cohort will answer question 37 correctly. The question asks the counselor to identify feelings that lead to and are the result of burnout.</p>	<p>4a. CCM cohort 17 achieved 0% improvement on the Reflective Feeling Assessment posttest. Average improvements for 16 cohorts: 6.3% Average for 16 cohorts on pretests: 70.5%</p> <p>4b. Not assessed in 2019-2020</p>	<p>4a. Cohort 17 did not show improvement on the Reflective Feeling Assessment posttest. It's notable that this cohort scored 71.3% on the <u>pretest</u>, which is higher than the average for 16 cohorts (70.5%). Helping students be aware of and label their own feelings and the feelings of clients is an important outcome for the Counseling for Christian Ministries program. It is a vital part of being a therapeutic person and helping clients recognize and work through emotional issues in their lives.</p> <p>4b.</p>

Program Assessment Report Program: *Counseling for Christian Ministries Major*

Academic Year: 2019-2020

Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Know the strategies that lead to the attainment of organizational goals.
2. Demonstrate leadership skills necessary to mentor others successfully.
3. Utilize effective professional communications strategies.
4. Understand the regulatory requirements within the business setting.
5. Identify the change management strategies which ensure optimal organizational performance.

College Educational Outcomes	Corresponding Program Outcomes		
	Previous Course Work	Adv. Core	Major
• effective communication skills in listening, speaking, and writing.	PCW		2,3
• critical thinking skills necessary to interact effectively in a culturally diverse and increasingly pluralistic world.	PCW		4
• skills in biblical exposition that accurately reflect the content and meaning of Scripture.		1, 4	
• a biblically-formed worldview, integrating the Christian faith with general educational content.		1, 2, 4	4
• recognition of the significance of the Wesleyan-Holiness theological perspective as foundational for life and ministry.		2	
• a pattern of lifelong learning.	PCW	3	2,3,5
• personal discipline in one's care for body, mind, and spirit.	PCW	3	2,3,5
• a devoted relationship with Christ.		1, 2, 3, 4	2
• a life of Christian holiness in community.		2, 3	2
• leadership in a variety of ministry contexts.		5	1,2,3,4,5
• effective service within the context of modern society.		5	1,2,3,4
• a commitment to global evangelism.		1, 2	

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3	Outcome4	Outcome5
BLE-4614: Business & Prof. Communication	A	A	A	B	I
BLE-4624: Business Finance	I	I	A	A	A
BLE-4644: Legal, Ethical, and Reg. Environment of Business	A	A	A	A	A
BLE-4654: Group & Org. Behavior	A	A	I	B	A
BLE-4664: Strategic Leadership & Management	A	I	A	B	A
BLE-4674: Business Ethics	A	A	A	I	B
BLE-4684: Managing Change and Conflict	A	A	A	B	A
BLE-4694: Capstone Project	A	A	A	A	A
BLE-4624: Business Finance	I	I	A	A	A

Academic Assessment Flow Chart

Mission: (Col. 1) →	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.		
Program Outcomes (Col. 2)		Procedures & Goals (Col. 3)		Assessment Results (Col. 4)	Use of Results (Col. 5)
Completion of this program should enable students to:					
1. Know the strategies that lead to the attainment of organizational goals.	1a. Final Exam-BLE4654-Group & Organizational Behavior. 80% of the students will earn 80% or more on the Final Exam. 1b. Students in BLE4654 will take a Midterm Exam (Open Book). 80% of the students will score 80% or higher on the Midterm Exam.		1a. 60% achieve the goal of earning 80% or more on the final exam. 1b. 90% of the students scored 80% or higher on the Midterm Exam.	1a. A study guide will be made available for students in preparation for the final exam. 1b. Continue with an Open Book exam to foster learning.	
2. Demonstrate leadership skills necessary to mentor others successfully.	2a. 80% of the students will score 80% or better on their Conflict Projects (BLE4684-Managing Change and Conflict). 2b. 80% of the students will score 80% or better on the Final Exam (BLE4684-Managing Change and Conflict).		2a. 88% scored 80% or higher on the Conflict Project. 2b. 100% of the students scored 100 on the Final Exam.	2a. Conflict Projects are appropriately structured and graded. 2b. Current measures are appropriate.	
3. Utilize effective professional communications strategies.	3a. Students will create a Career Portfolio (CP) (BLE-4614-Business and Professional Communications). 80% of the students will create and complete their CP and score 90% or higher on the CP. 3b. 80% of the students will score 80% or higher on the final exam in BLE4614-Business and Professional Communication.		3a. 75% met the goal and completed their Career Portfolio (CP). 3b. 100% scored 80% or higher on the Final Exam.	3a. Increase relevant assignments that contribute to the CP. 3b. Current measures are appropriate.	
4. Understand the regulatory requirements within the business setting.	4a. 90% of the students in BLE-4644 (Legal, Ethical & Regulatory Environ of Business) will write a Final Project and score 90% or higher on their Final Project. 4b. Students in BLE4644-Legal, Ethical & Regulatory Environ. Of Business will complete an online Child Safety Training and review Policies and Procedures (Final Project) of their church, school, or nonprofit organization. 80% of the students will complete the project and score 80% of higher.		4a. 100% of the students scored 97% on the Final Project. 4b. 100% scored 80% or higher on the Final Project.	4a. Current measures are appropriate 4b. Continue to utilize the Final Project method, as it successfully contributes to meeting the goal.	

<p>5. Identify the change management strategies which ensure optimal organizational performance.</p>	<p>5a. Students enrolled in BLE4664-Strategic Leadership and Management will complete a Strategic Planning Project. 80% of the students completing a Strategic Planning Project (BLE4664-Strategic Leadership and Management) will score 90% or higher in their Strategic Planning Projects.</p> <p>5b. 80% of the students to complete the Stress Profiler and Paper Assignment in BLE4664-Strategic Leadership and Management</p>	<p>5a. 80% of the students scored 100% on their project.</p> <p>5b. 100% of the students completed the Stress Profiler and Paper Assignment.</p>	<p>5a. Continue to utilize the Strategic Planning Project method, as it successfully contributes to meeting the goal.</p> <p>5b. No data available to assess the results of the Stress Profiler and Paper Assignment. Grades will be assigned for the Stress Profiler and Paper assignment going forward.</p>
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Program Assessment Report Program: *Leadership and Ethics Major*

Academic Year: 2019-2020

Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. **Grow in Christlike character as persons and pastors.**
2. **Promote evangelism and community engagement.**
3. **Conduct culturally relevant, God-centered worship.**
4. **Communicate the gospel in contextually appropriate ways.**
5. **Learn to effectively lead and administer the church as a servant leader.**
6. **Discover good practices for effective pastoral care.**
7. **Apply what is being learned through directed field study.**

Note: Pastoral Leadership Major is a degree completion program, but it has the same goals as the Pastoral Ministries Major as both programs have the same courses and learning outcomes for ministry preparation and ordination education as required by the Church of the Nazarene. Thus, the reports for these two majors is practically identical.

College Educational Outcomes	Corresponding Program Outcomes		
	Previous Course Work	Bible /Theo	Major
• effective communication skills in listening, speaking, and writing.	PCW		4, 6
• critical thinking skills necessary to interact effectively in a culturally diverse and increasingly pluralistic world.	PCW	2, 5	4, 7
• skills in biblical exposition that accurately reflect the content and meaning of Scripture.		1, 2	4
• a biblically-formed worldview, integrating the Christian faith with general educational content.		1, 3,	4, 7
• recognition of the significance of the Wesleyan-Holiness theological perspective as foundational for life and ministry.		3,5	1
• a pattern of lifelong learning.	PCW	7	5
• personal discipline in one’s care for body, mind, and spirit.			1
• a devoted relationship with Christ.		4	1
• a life of Christian holiness in community.		4, 5	1, 2
• leadership in a variety of ministry contexts.			5, 7
• effective service within the context of modern society.			3, 4, 7
• a commitment to global evangelism.			2

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

Pastoral Ministries Program Curriculum	Outcome1	Outcome2	Outcome3	Outcome4	Outcome5	Outcome6	Outcome 7
CEM2133 Leadership of Christian Education Ministries		B		B	B		
OTR2013 Global Evangelism			I		I		
OTR4013 Developing a Missional Church	B		B				
PAS1023 Spiritual Formation		I	I	I	A		
PAS1023 Introduction to Christian Service	I	B	I	I	I	I	
PAS-2013 Practice of Christian Ministry					B	I	
PAS-2023 History and Polity of the COTN	A		I	I			
PAS-3023 Pastoral Care and Counseling	A				B		
PAS-3033 Christian Preaching I	B			B			
PAS-3043 Christian Preaching II	I			I			
PAS-4023 Church Administration and Finance	A			A			
PAS-4092 Senior Ministry Integration (SMI)	A				A	A	
PSY-4083 Leadership	A					A	A
SPE-3033 Oral Interpretation					A	A	

Academic Assessment Flow Chart

<p>Mission: (Col. 1) →</p>	<p>Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.</p>	<p>Goal:</p>	<p>Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.</p>				
<p>Program Outcomes (Col. 2)</p>		<p>Procedures & Goals (Col. 3)</p>		<p>Assessment Results (Col. 4)</p>		<p>Use of Results (Col. 5)</p>	
<p>Completion of this program should enable students to:</p>							
<p>1. Grow in Christlike character as persons and pastors.</p>		<p>1a 75% of students will indicate that they are aware of where they are spiritually. Question 13 SDI Survey Compare 2018 – 2021 surveys.</p> <p>1b. This objective will be actively assessed in academic years beginning in 2018 through 2020 using SDI survey. Instruments for measuring this will be feedback from the SDI Questions 3,4, 12 and 14 Goal: 75% of students will state that they are growing spiritually. Compare 2018 – 2019 Surveys.</p> <p>1c. A survey is being designed and will be added to the Pastoral Major SMI as a part of the SMI experience. Still in progress.</p> <p>1d. Holiness Course has been revived to achieve this outcome. The final grade for students in THE2013 Doctrine of Holiness will help us measure whether or not students are comprehending the doctrine. Goal: THE2013 grade performance 75% achieving a grade of C or above for course.</p> <p>1e. DS Surveys for years 2018 - 2021 will be used to tabulate effectiveness in this area. Good to excellent rating on DS Survey regarding teaching and preaching Holiness Doctrine. See how well graduates are applying what they have learned in their ministry.</p> <p>1f. Goal: 75% of NBC graduates now pastoring will reveal holiness in personal character as reported by the District Superintendent’s Survey starting 2016 - 2018 See if they are exhibiting holiness personally.</p>		<p>1a. Spiritual Awareness 2018-19= Overall it was 96% self -aware 2019-20= In progress 2020-21=</p> <p>1b. Growing Spiritually 2018-19= 96% indicating that they were growing in Christlike Character and Christian disciplines 2019-20= In progress 2020-21=</p> <p>1c. Survey developed but not enough responses to reach an adequate conclusion</p> <p>1d THE2013 Final Grades 2017= 80% (from grades in DCW) 2018 = 87% (from grades in DCW) 2019 = 91% (from grades in DCW) 2020=</p> <p>1e. Survey Results 2016= 100% Survey Results 2017 = 100% Survey Results 2018 = 99%</p> <p>1f. Survey Results 2016 = 100% Survey Results 2017 = 100% Survey Results 2018 = 85%</p>		<p>1a. Review to indicate impact of PMin course on spiritual development and self-awareness</p> <p>1b. Look at overall impact of Pastoral Ministry program on personal spiritual growth. Compare and analyze results for program effectiveness.</p> <p>1c. In progress</p> <p>1.d Review to see if our students have a good grasp of the cardinal doctrine of Holiness, and determine what, if any adjustments need to be made in basic holiness course.</p> <p>1e Feedback on how our students are applying what they have learned via their preaching and teaching in their congregations.</p> <p>1f. Feedback on how our students are living out the Holy life they are teaching and preaching All of the above will help us determine our impact on the development of Christian Character in our students.</p>	
<p>2. Promote evangelism and community engagement.</p>		<p>2a. This objective will be actively assessed in academic years beginning 2018– 2020 SDI Survey Draw from questions 29 and 31 found in the SDI survey. Goal: 75% of students rating themselves as involved in evangelism ministries</p> <p>2b. Information to be gathered from Pastoral Ministry Alumni who Students in OTR2013 2019 - 2021. Goal 75% achieving a grade of 80% or higher.</p>		<p>2a. Results from SDI Survey 2018 Survey Results = 94% 2019 Survey Results = 80% 2020 Survey Results =</p> <p>2b From OTR2013 Grades 2019 Grade Results = 91% 2020 Grade Results = 2021 Grade Results =</p>		<p>2a. Compare progress and bring up any needs for improvements to PMin Committee. No new suggestions as this time.</p> <p>2b Achieved Goal</p>	

	<p>2c Information will be gathered from appropriate input by District Superintendents via DS Survey 2018 – 2020. Goal: 75% favorable rating reported</p>	<p>2c. Studying Annual Survey Results from 2017 - 2019 2018 Survey Results = 71% 2019 Survey Results = 80% 2020 Survey Results =</p>	<p>2c Achieved Goal Will discuss with PMin Committee the results</p>															
<p>3. Conduct culturally relevant God-centered worship.</p>	<p>3a. An Alumni Survey will be used to inquire about Worship Ministries in the church. 75% of the Pastoral Ministry Alumni who are responding to the program’s survey will indicate the program did “good to “excellent” in preparing them to fulfill this objective.</p> <p>3b. 75% of the students enrolled in the MUS1143 Worship and Music Introduction classes for will earn an 75% or above on the “culturally relevant” portion of the evaluation of their final worship project and/or weekly worship planning assignment starting in 2019 will measure PAS3013 results in Grade book</p>	<p>3a Alumni Survey 2018 Results = N/A 2019 Results = In Progress 2020 Results = 2021 Results =</p> <p>3b. Grade Book Results from DCW Grade Results 2017 = 95% Grade Results 2018 = 90% Grade Results 2019 = 87% Grade Results 2020 = Grade Results 2021 =</p>	<p>3a. Need to add a specific question about worship on the next Alumni Survey 2019</p> <p>3b Subject dealt with in Final Exam. Students continue to do well in this area.</p>															
<p>4. Communicate the gospel in contextually appropriate ways.</p>	<p>4a Statistics gathered from DS Survey sent annually to 1/3 of the USA/Canada DS’s. 2018 - 2021 . Goal:75% of the District Superintendents in the COTN responding to the “NBC Survey for District Superintendents” will rate NBC students/alumni serving on their districts either “good” or “excellent” in Preaching/Teaching.”</p> <p>4b. Statistics will be compiled from an Alumni Survey seeking input on preaching skills and effectiveness in terms of preaching preparation at NBC. Goal: 75% of the graduating students will indicate a favorable response to having been adequately prepared to preach while at NBC.</p>	<p>4a. Annual DS Survey Survey Results 2018 = 93% Survey Results 2019 = 100% Survey Results 2020 = Survey Results 2021 =</p> <p>4b In Progress Survey Results 2018 = 100% Survey Results 2019 = In progress Survey Results 2020 = Survey Results 2021 =</p>	<p>4a. Dist. Superintendents indicate that our alumni are well prepared for their preaching ministry. Above average comprehension and execution of skill.</p> <p>4b. Continue to monitor responses from Alumni, at present no course corrections or recommendations made for cross cultural communications. Will compare results for three years and report annually to PM committee for course review</p>															
<p>5. Learn to effectively lead and administer the church as a servant leader.</p>	<p>5a. DS Surveys conducted 2018 through 2021 to determine effectiveness rating of NBC graduates on their District re. Leadership and Administration Goal: 75% of the District Superintendents in the COTN responding to the “NBC Survey for District Superintendents” will rate NBC students/alumni serving on their districts either “good” or “excellent” in “Leadership/Admin.</p> <p>5b. Alumni Survey to be administered for graduates from 2018 – 2021= regarding their sense of being adequately prepared to lead and administer the church. 75% indicating a favorable rating regarding their preparation for leadership and administration at NBC.</p>	<p>5a. Compare results of DS Survey for four years</p> <table border="1" data-bbox="1102 1096 1522 1177"> <thead> <tr> <th></th> <th>Leadership</th> <th>Administration</th> </tr> </thead> <tbody> <tr> <td>Survey results 2018 =</td> <td>96%</td> <td>86%</td> </tr> <tr> <td>Survey Results 2019=</td> <td>94%</td> <td>94%</td> </tr> <tr> <td>Survey Results 2020 =</td> <td></td> <td></td> </tr> <tr> <td>Survey Results 2021=</td> <td></td> <td></td> </tr> </tbody> </table> <p>5b Survey Results 2018 = 60% of those responding said most prepared Survey Results 2019 = Survey Results 2020= Survey Results 2021=</p>		Leadership	Administration	Survey results 2018 =	96%	86%	Survey Results 2019=	94%	94%	Survey Results 2020 =			Survey Results 2021=			<p>5a Demonstrates an above average ability to lead their congregations and develop lay leaders. = 94% over all leadership ability. Achieved Goal</p> <p>5b. Would prefer a larger sample for better input. Perhaps 2019 will give a better response. We will use these measurements to help us evaluate the ability to apply the learning outcomes of PAS4083 Leadership and PAS4023 Church Administration and Finance. Consider additional material on finances for these courses.</p>
	Leadership	Administration																
Survey results 2018 =	96%	86%																
Survey Results 2019=	94%	94%																
Survey Results 2020 =																		
Survey Results 2021=																		

<p>6. Discover good practices for effective pastoral care.</p>	<p>6a. This objective will be actively assessed in academic years beginning in 2018 through 2021 through DS Surveys. Goal: 75% of r alumni serving as pastors will be rated as practicing effective pastoral care</p> <p>6b. Use the SDI Survey 2018 – 2021 to measure a favorable response from students who feel like they are able to take what they are learning and apply to real life pastoral skills in the ministry. Goal: 75% favorable reply.</p> <p>6c. Use Alumni survey results to the question, “Do you feel you were adequately prepared for Pastoral Care? 2019 – 202. Goal: 75 % of students will answer favorably.</p>	<p>6a. DS Survey 2018 DS Survey = 100% 2019 DS Survey = 93% 2020 DS Survey = 2021 DS Survey =</p> <p>6b. SDI Survey 2018 SDI Survey = 97% 2019 SDI Survey = In progress 2020 SDI Survey = 2021 SDI Survey =</p> <p>6c. Alumni Survey 2018 Alumni Survey = 80% said most prepared 2019 Alumni Survey = 2020 Alumni Survey = 2021 Alumni Survey = courses as needed.</p>	<p>6a. Excellent rating for pastoral care skills as evaluated by District Superintendents who review these matters with the Pastors and their congregations. Goal Achieved</p> <p>6b. To measure the ability for students to apply what they are learning in the classroom to real life ministry situations.</p> <p>6c. Very favorable response, no recommendations for course changes at this time. Will use to measure how well the learning outcomes of the courses for Ministerial Practice. Look for ways to improve or update our courses.6a. 2018 DS Survey = 95% 2019 DS Survey = 2020 DS Survey = 2021 DS Survey =</p> <p>6b. Measure program and course effectiveness for updating texts and course material over past 4 yrs.</p>
<p>7. Apply what is learned thought directive field study.</p>	<p>7a. Evaluate the final grades of our PMN SMI students to see if their overall learning experience as beneficial. Goal: 75% of students achieve a grade of 80% and above as final grade.</p> <p>7b. Evaluate the results of the SMI. Student Survey regarding the student’s personal assessment of the value of the SMI Experience. Goal: Overall 75% rated the SMI Experience an average of 3 and above on a rating of 5. Survey will be implemented the first time in 2020-21 Academic Year</p> <p>7c. Evaluate the results of the SMI Pastor/Mentor Survey regarding the value of the student/mentor relationship in the continuing development of their ministry skills and application. Goal: Overall 75% rated the SMI Experience an average of 3 and above on a rating of 5. Survey will be implemented the first time in 2020-21 Academic Year</p>	<p>7a. Final Grades: 2019 – 20 Academic Year – 97% scored above goal 2020 – 21 Academic Year = 2021 0 22 Academic Year =</p> <p>7b. Student Assessment of Effectiveness 2020-21 Academic Year = 2021-22 Academic Year =</p> <p>7c. Pastor/Mentor Assessment of Effectiveness 2020-21 Academic Year = 2021-22 Academic Year =</p>	<p>7a. Determine if learning outcomes were achieved and adjust course accordingly. Goal Achieved.</p> <p>7b Determine if students see the SMI experience as a positive step in their ministry development and adjust the course accordingly.</p> <p>7c. Determine if the pastor/mentor arrangements and requirements currently established in the SMI course are achieving the anticipated results and adjusting the course accordingly.</p>

Summation of Assessment Impact { describe decisions and changes made in response to assessment results. Explain items in column 5 }:

Note: Pastoral Leadership Major is a degree completion program, but it has the same goals as the Pastoral Ministries Major as both programs have the same courses and learning outcomes for ministry preparation and ordination education as required by the Church of the Nazarene. Thus, the reports for these two majors is practically identical.

Objective One: Grow in Christlike character as persons and pastors.

To achieve our goals in this area required a complete revision of the existing course in Holiness Doctrine, as well as an intentional approach to assuring that our students, comprehend the biblical standards of holiness as well as the experience of entire sanctification as presented on our Article of Faith regarding our holiness doctrine.

Plan of Action:

- a. Since the Course Revision was completed, the goal of 75% of students making 75 or above in overall grade will continue to be monitored: After teaching the revised course the first time the results were: Campus: 88% favorable grades Online: 83% favorable grade. Starting in 2019 will monitor Online Students to see if we can achieve an average of 75% of our student body attaining the Goal.
- b. For Christlike Growth all areas were above 75 % except self-awareness which was 86%. This is a marked improvement over prior years.
- c. Compare the District Superintendent Surveys for effectiveness in holy character, holiness preaching and teaching to see if our academic preparation is revealing positive results in practice. Goal: A minimum of 80% favorable ratings by District Superintendents. The last DS Report came in at 99%!

Objective 2: Promote Evangelism and Community Engagement

There is a need to strengthen personal evangelism skills in the Pastoral Ministry Curriculum. As a result, we will be looking at the following courses and determining where we can build greater skills and awareness:

CEM-2133 Leadership of Christian Education Ministries (Jerry Storz program director)

OTR-2013 Global Evangelism (Dr. Janes Russom and Dr. Howard Culbertson adding personal evangelism materials and assignments effective Fall 2018)

OTR-4013 Developing a Missional Church (New Assignments and Reading to be added effective Winter B 2019)

PAS-2013 Practice of Christian Ministry (New Assignments and Reading to be added effective Winer A 2018)

Upon reviewing the Alumni Survey I discovered that I do NOT have a specific enough question to really determine if we are achieving this

learning outcome. I am going to suggest a revision in the PMin specific questions. However, if we think about how evangelism is an important part of strategic planning, then we need to work on this as student confidence in this area was only 60%.

b. Through the use of a carefully designed Alumni Survey, we will gain input from our graduates in ministry regarding their personal practice in evangelism as well as their leadership in establishing intentional evangelistic programs to reach their community. We will use the survey results starting in 2018 – 19 Academic Year surveying graduates from 2015 – 2019. Survey still to be created 2018-19 However, I discovered that I did not put such a question in the PMIN questions. I will need to get that added to the Alumni Survey

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

I, Dr. James R. Russom, as faculty and Director of Pastoral Ministries, participated in a review of the College Strategic Plan and its impact on academic programs and quality of education in August 2018.

Our focus is on Academic excellence and achievement of learning outcomes.

Reports from student surveys at the end of each class on a scale of 5 are averaging 4.7 which is a positive response regarding student satisfaction and the achievement of learning outcomes. We regularly monitor these reports so that if the students have problems with the syllabus, learning outcomes, or assignments we can adjust to solve any difficulties that arise.

The Academic Council continues to meet monthly to review such issues as well as how to improve student learning. Currently making plans to improve student learning through the addition of more video files to our courses.

Statistics Gathered

Evaluations based on particular assignment scores are gathered from the course grade-books located in DCourseWeb. Statistics listed are taken from the grade books and listed in ways that comply with FERPA policies regarding student grades.

Evaluations based upon Surveys are taken from the Student Development Surveys (SDI), the Annual District Superintendent Surveys (1/3 of USA Districts that is gathered each year by NBC) and the Alumni Survey (to be published and statistics gathered by the office of the Academic Dean). Graphs and statistics are copied and placed in the annual assessment report.

All statistics are available in the electronic sub-files under Academic Assessment in Academic Affairs.

Program Assessment Report Program: *Pastoral Leadership Major*

Academic Year: 2019-2020

1. Growth in Christlike Character and Holiness

2019-2020 F19b1	THE2013 - Doctrine of Holiness Olson, Mark K.	83% = B
2019-2020 W19b1	THE2013 - Doctrine of Holiness Olson, Mark K.	89%= B+
2019-2020 S20b1	THE2013 - Doctrine of Holiness Olson, Mark K.	98% = A
2019-2020 S20b2	THE2013 - Doctrine of Holiness Mathias, Duane A.	90%=A-
2019-2020 X20b1	THE2013 - Doctrine of Holiness Powers, Daniel G.	95%= A

Total overall average grade: 91% Achieved goal of 75% making 80% and above

2a. Evangelism and community engagement from DS Survey 2019 = 80%

Answer	Count	Percentage
Excellent (1)	2	13.33%
Good (2)	10	66.67%
Fair (3)	3	20.00%
Poor (4)	0	0.00%
No answer	0	0.00%

2b. and 2c Overall Grade in OTR2013 for

2019 https://apps.dcourseweb.com/go/controlpanel/index.php?session_name=7juqcrtraan029823p29n4cgi4

2019-2020 F19b1	OTR2013 - Global Evangelism	Culbertson, Howard R.
2019-2020 W19b1	OTR2013 - Global Evangelism	Culbertson, Howard R.
019-2020 S20b1	OTR2013 - Global Evangelism	Culbertson, Howard R.
2019-2020 X20b1	OTR2013 - Global Evangelism	Culbertson, Howard R.

F19 b1 = 93%
W19b1 = 91%
S20b1 = 90%
X20b1 = 91%
Overall avg = 91%

2c Community Involvement: DS Survey = 80%

Answer	Count	Percentage
Excellent (1)	2	13.33%
Good (2)	10	66.67%
Fair (3)	3	20.00%
Poor (4)	0	0.00%
No answer	0	0.00%

3.b Culturally Relevant Worship based on grades in MUS1143 in Final Exam

Goal: 75% score 85% W191 = 89% S20 b = 84 Overall = 87%

2019-2020 W19b1 [MUS1143 – Music Ministries I – Introduction](#) Wilson, William B.

2019-2020 S20b1 [MUS1143 - Music Ministries I - Introduction](#) Wilson, William B.

4. Communicate the gospel in contextually appropriate ways.

4b. DS Evaluation of Preaching/Teaching = 100% for 2019

Summary for r800q4(1)[Preaching/teaching]

PASTORAL THEOLOGY

Answer	Count	Percentage
Excellent (1)	2	13.33%
Good (2)	13	86.67%
Fair (3)	0	0.00%
Poor (4)	0	0.00%
No answer	0	0.00%

5a. Leadership and Administration from DS Survey

Leadership = 93% Administration = 94%

Summary for r800q2(2)[Recruiting /equipping /supervising lay leaders]

ADMINISTRATION

Answer	Count	Percentage
Excellent (1)	1	6.67%
Good (2)	13	86.67%
Fair (3)	1	6.67%
Poor (4)	0	0.00%
No answer	0	0.00%

Summary for r800q2(2)[Recruiting /equipping /supervising lay leaders]

ADMINISTRATION

Answer	Count	Percentage
Excellent (1)	1	6.67%
Good (2)	13	86.67%
Fair (3)	1	6.67%
Poor (4)	0	0.00%
No answer	0	0.00%

6a. Pastoral Care DS Survey Reveals 93% of pastors doing well in Pastoral Care

 Summary for r800q4(2)[Pastoral care]

 PASTORAL THEOLOGY

Answer	Count	Percentage
Excellent (1)	5	33.33%
Good (2)	9	60.00%
Fair (3)	1	6.67%
Poor (4)	0	0.00%
No answer	0	0.00%

7. Apply what is learned thought directive field study.

7a PAS4092 Grade objective at least 75% achieve at least an 80% final Grade

<https://apps.dcourseweb.com/bin/online/coursefinder/open.php?cid=57188&type=co>

Final Grades for 2019-20 W19a1 = 96% S20a1 = 97%

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Grow in Christlike character as persons and pastors.
2. Promote evangelism and community engagement.
3. Conduct culturally relevant, God-centered worship.
4. Communicate the gospel in contextually appropriate ways.
5. Learn to effectively lead and administer the church as a servant leader.
6. Discover good practices for effective pastoral care.
7. Apply what is being learned through directed field study.

College Educational Outcomes	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible /Theo</i>	Major
• effective communication skills in listening, speaking, and writing.	1		4, 6
• critical thinking skills necessary to interact effectively in a culturally diverse and increasingly pluralistic world.	2, 5, 6, 8, 10	2, 6	4,
• skills in biblical exposition that accurately reflect the content and meaning of Scripture.		1, 2	4
• a biblically-formed worldview, integrating the Christian faith with general educational content.	3, 6, 7	1, 3, 6	4, 7
• recognition of the significance of the Wesleyan-Holiness theological perspective as foundational for life and ministry.		4	1,
• a pattern of lifelong learning.	2	7	5,
• personal discipline in one's care for body, mind, and spirit.	5		1
• a devoted relationship with Christ.	9	5	1
• a life of Christian holiness in community.	9	4, 6	1, 2
• leadership in a variety of ministry contexts.	3, 4		5, 7
• effective service within the context of modern society.	9		3, 4, 7
• a commitment to global evangelism.	3, 4, 8		2

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

Pastoral Ministries Program Curriculum	Outcome1	Outcome2	Outcome3	Outcome4	Outcome5	Outcome6	Outcome7
CEM-2113 Foundations for Christian Educational Ministries		B		B	B		
MUS-1143 Music Ministries I - Introduction			I		I		
OTR-2013 Global Evangelism	B		B				
OTR-4013 Developing a Missional Church		I	I	I	A		
PAS-2013 Practice of Christian Ministry	I	B	I	I	I	I	
PAS-2023 History and Polity of the COTN					B	I	
PAS-3013 Worship	A		I	I			
PAS-3023 Pastoral Care and Counseling	A				B		
PAS-3033 Christian Preaching I	B			B			
PAS-3043 Christian Preaching II	I			I			
PAS-3053 Christian Preaching III	A			A			
PAS-4023 Church Administration and Finance	A				A	A	
PAS-4092 Senior Ministry Integration (SMI)						A	A
PSY-4083 Leadership	A				A	A	
SPE-3033 Oral Interpretation			A	A			

Academic Assessment Flow Chart

Mission: (Col. 1) →	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes (Col. 2)		Procedures & Goals (Col. 3)		Assessment Results (Col. 4)		Use of Results (Col. 5)	
Completion of this program should enable students to:							
1. Grow in Christlike character as persons and pastors.		<p>1a 75% of students will indicate that they are aware of where they are spiritually. Question 13 SDI Survey Compare 2018 – 2021 surveys.</p> <p>1a. This objective will be actively assessed in academic years beginning in 2018 through 2020 using SDI survey. Instruments for measuring this will be feedback from the SDI Questions 3,4, 12 and 14 Goal: 75% of students will state that they are growing spiritually. Compare 2018 – 2019 Surveys.</p> <p>1c. A survey is being designed and will be added to the Pastoral Major SMI as a part of the SMI experience. Still in progress.</p> <p>1d. Holiness Course has been revived to achieve this outcome. The final grade for students in THE2013 Doctrine of Holiness will help us measure whether or not students are comprehending the doctrine. Goal: THE2013 grade performance 75% achieving a grade of C or above for course.</p> <p>1e. DS Surveys for years 2018 - 2021 will be used to tabulate effectiveness in this area. Good to excellent rating on DS Survey regarding teaching and preaching Holiness Doctrine. See how well graduates are applying what they have learned in their ministry.</p> <p>1f. Goal: 75% of NBC graduates now pastoring will reveal holiness in personal character as reported by the District Superintendent’s Survey starting 2016 - 2018 See if they are exhibiting holiness personally.</p>		<p>1a. Spiritual Awareness 2018-19= Overall it was 96% self -aware 2019-20= In progress 2020-21=</p> <p>1b. Growing Spiritually 2018-19= 96% indicating that they were growing in Christlike Character and Christian disciplines 2019-20= In progress 2020-21=</p> <p>1c. Survey developed but not enough responses to reach an adequate conclusion</p> <p>1d THE2013 Final Grades 2017= 80% (from grades in DCW) 2018 = 87% (from grades in DCW) 2019 = 91% (from grades in DCW) 2020=</p> <p>1e. Survey Results 2016= 100% Survey Results 2017 = 100% Survey Results 2018 = 99%</p> <p>1f. Survey Results 2016 = 100% Survey Results 2017 = 100% Survey Results 2018 = 85%</p>		<p>1a. Review to indicate impact of PMin course on spiritual development and self-awareness</p> <p>1b. Look at overall impact of Pastoral Ministry program on personal spiritual growth. Compare and analyze results for program effectiveness.</p> <p>1c. In progress</p> <p>1.d Review to see if our students have a good grasp of the cardinal doctrine of Holiness, and determine what, if any adjustments need to be made in basic holiness course.</p> <p>1e Feedback on how our students are applying what they have learned via their preaching and teaching in their congregations.</p> <p>1f. Feedback on how our students are living out the Holy life they are teaching and preaching All of the above will help us determine our impact on the development of Christian Character in our students.</p>	
2. Promote evangelism and community engagement.		<p>2a. This objective will be actively assessed in academic years beginning 2018– 2020 SDI Survey Draw from questions 29 and 31 found in the SDI survey. Goal: 75% of students rating themselves as involved in evangelism ministries</p> <p>2b. Information to be gathered from Pastoral Ministry Alumni who Students in OTR2013 2019 - 2021. Goal 75% achieving a grade of 80% or higher.</p>		<p>2a. Results from SDI Survey 2018 Survey Results = 94% 2019 Survey Results = 80% 2020 Survey Results =</p> <p>2b From OTR2013 Grades 2019 Grade Results = 91% 2020 Grade Results = 2021 Grade Results =</p>		<p>2a. Compare progress and bring up any needs for improvements to PMin Committee. No new suggestions as this time.</p> <p>2b Achieved Goal</p>	

	<p>2c Information will be gathered from appropriate input by District Superintendents via DS Survey 2018 – 2020. Goal: 75% favorable rating reported</p>	<p>2c. Studying Annual Survey Results from 2017 - 2019 2018 Survey Results = 71% 2019 Survey Results = 80% 2020 Survey Results =</p>	<p>2c Achieved Goal Will discuss with PMin Committee the results</p>															
<p>3. Conduct culturally relevant God-centered worship.</p>	<p>3a. An Alumni Survey will be used to inquire about Worship Ministries in the church. 75% of the Pastoral Ministry Alumni who are responding to the program’s survey will indicate the program did “good to “excellent” in preparing them to fulfill this objective.</p> <p>3b. 75% of the students enrolled in the MUS1143 Worship and Music Introduction classes for will earn an 75% or above on the “culturally relevant” portion of the evaluation of their final worship project and/or weekly worship planning assignment starting in 2019 will measure PAS3013 results in Grade book</p>	<p>3a Alumni Survey 2018 Results = N/A 2019 Results = In Progress 2020 Results = 2021 Results =</p> <p>3b. Grade Book Results from DCW Grade Results 2017 = 95% Grade Results 2018 = 90% Grade Results 2019 = 87% Grade Results 2020 = Grade Results 2021 =</p>	<p>3a. Need to add a specific question about worship on the next Alumni Survey 2019</p> <p>3b Subject dealt with in Final Exam. Students continue to do well in this area.</p>															
<p>4. Communicate the gospel in contextually appropriate ways.</p>	<p>4a Statistics gathered from DS Survey sent annually to 1/3 of the USA/Canada DS’s. 2018 - 2021 . Goal:75% of the District Superintendents in the COTN responding to the “NBC Survey for District Superintendents” will rate NBC students/alumni serving on their districts either “good” or “excellent” in Preaching/Teaching.”</p> <p>4b. Statistics will be compiled from an Alumni Survey seeking input on preaching skills and effectiveness in terms of preaching preparation at NBC. Goal: 75% of the graduating students will indicate a favorable response to having been adequately prepared to preach while at NBC.</p>	<p>4a. Annual DS Survey Survey Results 2018 = 93% Survey Results 2019 = 100% Survey Results 2020 = Survey Results 2021 =</p> <p>4b In Progress Survey Results 2018 = 100% Survey Results 2019 = In progress Survey Results 2020 = Survey Results 2021 =</p>	<p>4a. Dist. Superintendents indicate that our alumni are well prepared for their preaching ministry. Above average comprehension and execution of skill.</p> <p>4b. Continue to monitor responses from Alumni, at present no course corrections or recommendations made for cross cultural communications. Will compare results for three years and report annually to PM committee for course review</p>															
<p>5. Learn to effectively lead and administer the church as a servant leader.</p>	<p>5a. DS Surveys conducted 2018 through 2021 to determine effectiveness rating of NBC graduates on their District re. Leadership and Administration Goal: 75% of the District Superintendents in the COTN responding to the “NBC Survey for District Superintendents” will rate NBC students/alumni serving on their districts either “good” or “excellent” in “Leadership/Admin.</p> <p>5b. Alumni Survey to be administered for graduates from 2018 – 2021= regarding their sense of being adequately prepared to lead and administer the church. 75% indicating a favorable rating regarding their preparation for leadership and administration at NBC.</p>	<p>5a. Compare results of DS Survey for four years</p> <table border="1" data-bbox="1092 1096 1533 1177"> <thead> <tr> <th></th> <th>Leadership</th> <th>Administration</th> </tr> </thead> <tbody> <tr> <td>Survey results 2018 =</td> <td>96%</td> <td>86%</td> </tr> <tr> <td>Survey Results 2019=</td> <td>94%</td> <td>94%</td> </tr> <tr> <td>Survey Results 2020 =</td> <td></td> <td></td> </tr> <tr> <td>Survey Results 2021=</td> <td></td> <td></td> </tr> </tbody> </table> <p>5b Survey Results 2018 = 60% of those responding said most prepared Survey Results 2019 = Survey Results 2020= Survey Results 2021=</p>		Leadership	Administration	Survey results 2018 =	96%	86%	Survey Results 2019=	94%	94%	Survey Results 2020 =			Survey Results 2021=			<p>5a Demonstrates an above average ability to lead their congregations and develop lay leaders. = 94% over all leadership ability. Achieved Goal</p> <p>5b. Would prefer a larger sample for better input. Perhaps 2019 will give a better response. We will use these measurements to help us evaluate the ability to apply the learning outcomes of PAS4083 Leadership and PAS4023 Church Administration and Finance. Consider additional material on finances for these courses.</p>
	Leadership	Administration																
Survey results 2018 =	96%	86%																
Survey Results 2019=	94%	94%																
Survey Results 2020 =																		
Survey Results 2021=																		

<p>6. Discover good practices for effective pastoral care.</p>	<p>6a. This objective will be actively assessed in academic years beginning in 2018 through 2021 through DS Surveys. Goal: 75% of r alumni serving as pastors will be rated as practicing effective pastoral care</p> <p>6b. Use the SDI Survey 2018 – 2021 to measure a favorable response from students who feel like they are able to take what they are learning and apply to real life pastoral skills in the ministry. Goal: 75% favorable reply.</p> <p>6c. Use Alumni survey results to the question, “Do you feel you were adequately prepared for Pastoral Care? 2019 – 202. Goal: 75 % of students will answer favorably.</p>	<p>6a. DS Survey 2018 DS Survey = 100% 2019 DS Survey = 93% 2020 DS Survey = 2021 DS Survey =</p> <p>6b. SDI Survey 2018 SDI Survey = 97% 2019 SDI Survey = In progress 2020 SDI Survey = 2021 SDI Survey =</p> <p>6c. Alumni Survey 2018 Alumni Survey = 80% said most prepared 2019 Alumni Survey = 2020 Alumni Survey = 2021 Alumni Survey = courses as needed.</p>	<p>6a. Excellent rating for pastoral care skills as evaluated by District Superintendents who review these matters with the Pastors and their congregations. Goal Achieved</p> <p>6b. To measure the ability for students to apply what they are learning in the classroom to real life ministry situations.</p> <p>6c. Very favorable response, no recommendations for course changes at this time. Will use to measure how well the learning outcomes of the courses for Ministerial Practice. Look for ways to improve or update our courses.6a. 2018 DS Survey = 95% 2019 DS Survey = 2020 DS Survey = 2021 DS Survey =</p> <p>6b. Measure program and course effectiveness for updating texts and course material over past 4 yrs.</p>
<p>7. Apply what is learned thought directive field study.</p>	<p>7a. Evaluate the final grades of our PMN SMI students to see if their overall learning experience as beneficial. Goal: 75% of students achieve a grade of 80% and above as final grade.</p> <p>7b. Evaluate the results of the SMI. Student Survey regarding the student’s personal assessment of the value of the SMI Experience. Goal: Overall 75% rated the SMI Experience an average of 3 and above on a rating of 5. Survey will be implemented the first time in 2020-21 Academic Year</p> <p>7c. Evaluate the results of the SMI Pastor/Mentor Survey regarding the value of the student/mentor relationship in the continuing development of their ministry skills and application. Goal: Overall 75% rated the SMI Experience an average of 3 and above on a rating of 5. Survey will be implemented the first time in 2020-21 Academic Year</p>	<p>7a. Final Grades: 2019 – 20 Academic Year – 97% scored above goal 2020 – 21 Academic Year = 2021 0 22 Academic Year =</p> <p>7b. Student Assessment of Effectiveness 2020-21 Academic Year = 2021-22 Academic Year =</p> <p>7c. Pastor/Mentor Assessment of Effectiveness 2020-21 Academic Year = 2021-22 Academic Year =</p>	<p>7a. Determine if learning outcomes were achieved and adjust course accordingly. Goal Achieved.</p> <p>7b Determine if students see the SMI experience as a positive step in their ministry development and adjust the course accordingly.</p> <p>7c. Determine if the pastor/mentor arrangements and requirements currently established in the SMI course are achieving the anticipated results and adjusting the course accordingly.</p>

Summation of Assessment Impact { describe decisions and changes made in response to assessment results. Explain items in column 5 }:

Objective One: Grow in Christlike character as persons and pastors.

To achieve our goals in this area required a complete revision of the existing course in Holiness Doctrine, as well as an intentional approach to assuring that our students, comprehend the biblical standards of holiness as well as the experience of entire sanctification as presented on our Article of Faith regarding our holiness doctrine.

Plan of Action:

- c. Since the Course Revision was completed, the goal of 75% of students making 75 or above in overall grade will continue to be monitored: After teaching the revised course the first time the results were: Campus: 88% favorable grades Online: 83% favorable grade. Starting in 2019 will monitor Online Students to see if we can achieve an average of 75% of our student body attaining the Goal.
- d. For Christlike Growth all areas were above 75 % except self-awareness which was 86%. This is a marked improvement over prior years.
- d. Compare the District Superintendent Surveys for effectiveness in holy character, holiness preaching and teaching to see if our academic preparation is revealing positive results in practice. Goal: A minimum of 80% favorable ratings by District Superintendents. The last DS Report came in at 99%!

Objective 2: Promote Evangelism and Community Engagement

There is a need to strengthen personal evangelism skills in the Pastoral Ministry Curriculum. As a result, we will be looking at the following courses and determining where we can build greater skills and awareness:

CEM-2133 Leadership of Christian Education Ministries (Jerry Storz program director)

OTR-2013 Global Evangelism (Dr. Janes Russom and Dr. Howard Culbertson adding personal evangelism materials and assignments effective Fall 2018)

OTR-4013 Developing a Missional Church (New Assignments and Reading to be added effective Winter B 2019)

PAS-2013 Practice of Christian Ministry (New Assignments and Reading to be added effective Winer A 2018)

Upon reviewing the Alumni Survey I discovered that I do NOT have a specific enough question to really determine if we are achieving this learning outcome. I am going to suggest a revision in the PMin specific questions. However, if we think about how evangelism is an important part of strategic planning, then we need to work on this area as student confidence in this area was only 60%.

- b. Through the use of a carefully designed Alumni Survey, we will gain input from our graduates in ministry regarding their personal practice in evangelism as well as their leadership in establishing intentional evangelistic programs to reach their community. We will use the survey results starting in 2018 – 19 Academic Year surveying graduates from 2015 – 2019. Survey still to be created 2018-19 However, I discovered that I did not put such a question in the PMIN questions. I will need to get that added to the Alumni Survey

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

I, Dr. James R. Russom, as faculty and Director of Pastoral Ministries, participated in a review of the College Strategic Plan and its impact on academic programs and quality of education in August 2018.

Our focus is on Academic excellence and achievement of learning outcomes.

Reports from student surveys at the end of each class on a scale of 5 are averaging 4.7 which is a positive response regarding student satisfaction and the achievement of learning outcomes. We regularly monitor these reports so that if the students have problems with the syllabus, learning outcomes, or assignments we can adjust to solve any difficulties that arise.

The Academic Council continues to meet monthly to review such issues as well as how to improve student learning. Currently making plans to improve student learning through the addition of more video files to our courses.

Statistics Gathered

Evaluations based on particular assignment scores are gathered from the course grade-books located in DCourseWeb. Statistics listed are taken from the grade books and listed in ways that comply with FERPA policies regarding student grades.

Evaluations based upon Surveys are taken from the Student Development Surveys (SDI), the Annual District Superintendent Surveys (1/3 of USA Districts that is gathered each year by NBC) and the Alumni Survey (to be published and statistics gathered by the office of the Academic Dean). Graphs and statistics are copied and placed in the annual assessment report.

All statistics are available in the electronic sub-files under Academic Assessment in Academic Affairs.

1. Growth in Christlike Character and Holiness

2019-2020 F19b1	THE2013 - Doctrine of Holiness Olson, Mark K.	83% = B
2019-2020 W19b1	THE2013 - Doctrine of Holiness Olson, Mark K.	89%= B+
2019-2020 S20b1	THE2013 - Doctrine of Holiness Olson, Mark K.	98% = A
2019-2020 S20b2	THE2013 - Doctrine of Holiness Mathias, Duane A.	90%=A-
2019-2020 X20b1	THE2013 - Doctrine of Holiness Powers, Daniel G.	95%= A

Program Assessment Report Program: *Pastoral Ministries Major*

Academic Year: 2019-2020

Total overall average grade: 91% Achieved goal of 75% making 80% and above

2a. Evangelism and community engagement from DS Survey 2019 = 80%

Answer	Count	Percentage
Excellent (1)	2	13.33%
Good (2)	10	66.67%
Fair (3)	3	20.00%
Poor (4)	0	0.00%
No answer	0	0.00%

2b. and 2c Overall Grade in OTR2013 for

2019 https://apps.dcourseweb.com/go/controlpanel/index.php?session_name=7juqcrtraan029823p29n4cgi4

- 2019-2020 F19b1 [OTR2013 - Global Evangelism](#) Culbertson, Howard R.
- 2019-2020 W19b1 [OTR2013 - Global Evangelism](#) Culbertson, Howard R.
- 2019-2020 S20b1 [OTR2013 - Global Evangelism](#) Culbertson, Howard R.
- 2019-2020 X20b1 [OTR2013 - Global Evangelism](#) Culbertson, Howard R.

F19 b1 = 93%	
W19b1 = 91%	
S20b1 = 90%	
X20b1 = 91%	Overall avg = 91%

2c Community Involvement: DS Survey = 80%

Answer	Count	Percentage
Excellent (1)	2	13.33%
Good (2)	10	66.67%
Fair (3)	3	20.00%
Poor (4)	0	0.00%
No answer	0	0.00%

3.b Culturally Relevant Worship based on grades in MUS1143 in Final Exam

Goal: 75% score 85% W191 = 89% S20 b = 84 Overall = 87%

- 2019-2020 W19b1 [MUS1143 – Music Ministries I – Introduction](#) Wilson, William B.
- 2019-2020 S20b1 [MUS1143 - Music Ministries I - Introduction](#) Wilson, William B.

4. Communicate the gospel in contextually appropriate ways.

4b. DS Evaluation of Preaching/Teaching = 100% for 2019

Summary for r800q4(1)[Preaching/teaching]

PASTORAL THEOLOGY

Answer	Count	Percentage
Excellent (1)	2	13.33%
Good (2)	13	86.67%
Fair (3)	0	0.00%
Poor (4)	0	0.00%
No answer	0	0.00%

5a. Leadership and Administration from DS Survey

Leadership = 93% Administration = 94%

Summary for r800q2(2)[Recruiting /equipping /supervising lay leaders]

ADMINISTRATION

Answer	Count	Percentage
Excellent (1)	1	6.67%
Good (2)	13	86.67%
Fair (3)	1	6.67%
Poor (4)	0	0.00%
No answer	0	0.00%

Summary for r800q2(2)[Recruiting /equipping /supervising lay leaders]

ADMINISTRATION

Answer	Count	Percentage
Excellent (1)	1	6.67%
Good (2)	13	86.67%
Fair (3)	1	6.67%
Poor (4)	0	0.00%
No answer	0	0.00%

6a. Pastoral Care DS Survey Reveals 93% of pastors doing well in Pastoral Care

Summary for r800q4(2)[Pastoral care]

PASTORAL THEOLOGY

Answer	Count	Percentage
Excellent (1)	5	33.33%
Good (2)	9	60.00%
Fair (3)	1	6.67%
Poor (4)	0	0.00%
No answer	0	0.00%

Program Assessment Report Program: *Pastoral Ministries Major*

Academic Year: 2019-2020

7. Apply what is learned through directive field study.

7a PAS4092 Grade objective at least 75% achieve at least an 80% final Grade

<https://apps.dcourseweb.com/bin/online/coursefinder/open.php?cid=57188&type=co>

Final Grades for 2019-20 W19a1 = 96% S20a1 = 97%

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Grow and mature in wholeness and holiness as persons and pastors.
2. Promote evangelism and community engagement as the priority of pastoral ministry.
3. Conduct culturally relevant worship as a celebration of God in His supreme worth.
4. Communicate the gospel in contextually appropriate ways, resulting in the transformation of the hearer.
5. Lead and administrate a local church to carry out its unique Christian mission.
6. Practice pastoral care in a manner that ministers to human need in the congregation and the community.
7. Develop an intentional vocational foundation for a financially sustainable ministry.

College Educational Outcomes	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	<i>Major</i>
• effective communication skills in listening, speaking, and writing.	1		4, 6
• critical thinking skills necessary to interact effectively in a culturally diverse and increasingly pluralistic world.	2, 5, 6, 8, 10	2, 6	4,
• skills in biblical exposition that accurately reflect the content and meaning of Scripture.		1, 2	4
• a biblically-formed worldview, integrating the Christian faith with general educational content.	3, 6, 7	1, 3, 6	4, 7
• recognition of the significance of the Wesleyan-Holiness theological perspective as foundational for life and ministry.		4	1,
• a pattern of lifelong learning.	2	7	5,
• personal discipline in one's care for body, mind, and spirit.	5		1
• a devoted relationship with Christ.	9	5	1
• a life of Christian holiness in community.	9	4, 6	1, 2
• leadership in a variety of ministry contexts.	3, 4		5, 7
• effective service within the context of modern society.	9		3, 4, 7
• a commitment to global evangelism.	3, 4, 8		2

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

Hispanic Pastoral Ministries Program Curriculum	Outcome1	Outcome2	Outcome3	Outcome4	Outcome5	Outcome6	Outcome7
CEM-2133SP Liderazgo de Ministerios de Educación Cristiana		B		B	B		
HIS-4002SP Iglesia Latina/Hispana en los EEUU	I	I	I	I			
MUS-1143SP Ministerios de Música I – Introducción			I		I		
OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo	I		I				
OTR-4033SP Comunicar a Cristo Transculturalmente (Dev. a Missional Church)		I	I	I	A		I
OTR-4043SP Introducción a Plantación de Iglesias		A					
OTR-4093SP Declarando el Evangelio de Dios como Evangelismo (Global Ev.)	B		B				
PAS-2013SP Práctica del Ministerio Cristiano	I	B	I	I	I	I	B
PAS-2023SP Historia y Política de la IDN					B	B	
PAS-3013SP Adoración	A		I	I			
PAS-3023SP Cuidado Pastoral y Consejería	A				B		
PAS-3033SP Predicación Cristiana I	B			B			
PAS-3043SP Predicación Cristiana II	A			A			
PAS-4023SP Administración de la Iglesia y Finanzas	A				I	I	I
PAS-4081SP Experiencia Ministerial Supervisada I (SME)	A	A	A	A	A	A	A
PAS-4091SP Experiencia Ministerial Supervisada II (SME)	A	A	A	A	A	A	A
PSY-4083SP Liderazgo	A				A	A	A

Academic Assessment Flow Chart

Mission: (Col. 1) →	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal: Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.	
Program Outcomes (Col. 2) Completion of this program should enable students to:	Criteria & Procedures (Col. 3)	Assessment Results (Col. 4)	Use of Results (Col. 5)
<p>1. Grow and mature in wholeness and holiness as persons and pastors.</p>	<p>Ia. 75% of students will state that they are growing spiritually. THE-1043SP Explorando la Santidad Cristiana, PAS-1023SP Formación Espiritual, OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo and THE-4053SP Teología de Juan Wesley address this outcome. The success of this objective will partially be evident by review of the comments made in the student course evaluations.</p> <p>Ib. 75% positive results from SDI beginning academic year 2016. Instruments for measuring this will be feedback from the SDI Questions 3,4, 12 and 14. Compare and analyze results for program effectiveness.</p>	<p>Ia. In Student course evaluations for THE-1043SP, PAS-1023SP, OTR-2033SP and THE-4053SP, specifically said that they were really helped by the courses in their personal spiritual development. Student course evaluations for THE-1043SP Explorando la Santidad Cristiana 2017 = Estudiante #1: “Los temas son interesantes y ayudan.” Estudiante #3: “Creo que este curso fue una motivación más a vivir y enseñar sobre la santidad.” 2018 = Estudiante #3: “Creo que todo el curso está muy efectivo e instructivo es y va ser de mucha bendición en mi ministerio.” 2020 = Estudiante #2: “El profesor hacía preguntas para hacernos pensar sobre los aportes que habíamos sometido. Si yo hacia una declaración el hacia preguntas para hacerme pensar más e ir en más detalle.” Student course evaluations for PAS-1023SP Formación Espiritual 2016 = Estudiante #2: “Me gusto esta clase porque me ayudo a enfocar mi intimidad con (Dios)” 2017 = Estudiante #5: “Pienso que los recursos y el libro de texto muy buenos y los ejercicios espirituales muy edificantes y de mucho desarrollo espiritual.” 2018 = Estudiante #1: “Los temas han sido excelentes, bien planteados y edificantes. Es un curso maravilloso.” Student course evaluations for OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo 2017 = Estudiante #2: “Disfrute mucho de la clase y aprendí muchísimo que me va a ayudar a servir mejor en el Reino de Dios y al prójimo.” 2018 = Estudiante #3: “Efectivas preguntas, incita a la investigación.” 2020 = Estudiante #3: “Preguntas que me hicieron ir más allá en mis pensamientos y razonamientos.” Student course evaluations for THE-4053SP Teología de Juan Wesley 2016 = Estudiante #5: “Aprendí mucho para poner en práctica en el ministerio.” 2019 = Estudiante #5: “Estoy muy agradecida con Dios por la oportunidad de aprendizaje sobre esta herencia teológica Wesleyana. Me ha ayudado mucho a comprender mejor mi fe cristiana.”</p> <p>Ib. So far, the DS survey results does not specify Hispanic Alumni.</p>	<p>Ia. Translations: These themes were interesting and helped. This course was a strong motivation to live and teach holiness. This course was very effective and instructive. The instructor made me think and pushed me to think deeper and with more detail. Translations: This course helped me focus my relationship with (God). The resources, textbook and spiritual exercises were very edifying and helped me develop spiritually. A marvelous course: excellent, well-planned and edifying themes. Translations: I greatly enjoyed and learned much that will help me serve better. There were effective questions that led me to investigate more. The questions pushed me in my thoughts and reasonings. Translations: I learned a lot of which I will put into practice. This helped me greatly to better understand my Christian faith.</p> <p>Ib.</p>

	<p>1c. 75% of SME students will state that the course contributed to their personal and professional growth. The courses PAS-4081SP Experiencia Ministerial Supervisada I (SME) and PAS-4091SP Experiencia Ministerial Supervisada II (SME) will address this outcome. Will review student course evaluations. <i>A survey in Spanish for this needs to be designed and added to the Pastoral Major SME as a part of the SME experience. In process. It has not been instituted yet.</i> Student course evaluations for these courses will give us a good picture of their thoughts about the effectiveness of these courses on their personal and professional growth Please note that 2019 PAS-4092SP has been changed to PAS-4081SP and PAS-4091SP because of Financial Aid requirement changes.</p> <p>1d. THE-1043SP grade performance 75% achieving a grade of C or above for course. The five Theology courses (and PAS-1023SP Formación Espiritual) address this outcome. The final grades for students in THE-1043SP Explorando la Santidad Cristiana will help us measure whether or not students are comprehending the doctrine.</p> <p>1e. Good to excellent rating on DS Survey regarding teaching and preaching Holiness Doctrine. DS Surveys for years 2018 - 2021 will be used to tabulate effectiveness in this area.</p> <p>1f. 75% of NBC graduates now pastoring will reveal holiness in personal character as reported by the District Superintendent's Survey. Will compare and evaluate progress.</p>	<p>1c. SME student course results: PAS-4081SP Final Grades Experiencia Ministerial Supervisada I 2016 = 66.7% A 2017 = 100% B or better 2018 = 66.7% B or better 2019 = 83.3% A 2020 = not yet SME student course results: PAS-4091SP Final Grades Experiencia Ministerial Supervisada II 2019 = 66.7% A 2020 = not yet</p> <p>1d. THE-1043SP Final Grades Explorando la Santidad Cristiana 2015 = 58.3% C or better 2016 = 100% C+ or better 2017 = 83% B or better 2018 = 66.6% B+ or better 2019 = not taught 2020 = 100% A Student course evaluations for THE-1043SP (and PAS-1023SP) specifically said that they were really helped by the courses in their personal spiritual development. The resources and textbooks also were "strengthening" to them. (see 1a, above)</p> <p>1e. So far, the DS survey results does not specify Hispanic Alumni.</p> <p>1f. So far, the DS survey results does not specify Hispanic Alumni.</p>	<p>1c. Note: Five consecutive years of two-thirds of students with B or better. To comply with federal Financial Aid requirements, the original course (PAS-4092SP) was divided into TWO courses of 12 and 6 weeks, instead of 18 weeks. This should help student and instructor concentration levels.</p> <p>1d. Note: Five years of course with clear pattern of improvement of grades. Also taking care to have the best and most experienced instructors for this course.</p> <p>1e.</p> <p>1f.</p>
<p>2. Promote evangelism and community engagement as the priority of pastoral ministry.</p>	<p>2a. 75% of students rating themselves as involved in evangelism ministries. OTR-4093SP Declarando el Evangelio de Dios como Evangelismo, OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo, OTR-4033SP Comunicar a Cristo Transculturalmente and CEM-2113SP Fundamentos de Ministerios de Educación Cristiana address this outcome. This objective will be actively assessed through student course evaluations.</p>	<p>2a. Several of the student course evaluations for these courses said that the lecture material was well chosen and comprehensive for promoting evangelism and community engagement. Student course evaluations for OTR-4093SP Declarando el Evangelio de Dios como Evangelismo, 2018 = Estudiante #3: "Los comentarios y lectura del material me dio mejor entendimiento de (evangelismo)." 2019 = Estudiante #6: "(Los aportes de) retroalimentación contribuyeron altamente al proceso de enseñanza/ aprendizaje; los libros de texto y los artículos de la clase, excelentes recursos para ayudar con el aprendizaje." 2020 = Estudiante #3: "El tema de mucha motivación para este tiempo con gran relevancia. He aprendido mucho en su clase y me encuentro retado." Student course evaluations for OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo, 2017 = Estudiante #1: "El material de lectura fue bien escogido y la</p>	<p>2a. Note: Translation of the students' comments in the course evaluations indicate that they felt that the lectures, the textbooks and the class discussions helped them better understand evangelism. One student said that he/she felt strongly challenged with this very relevant subject. Translation: Well-chosen readings and information that comprehensively elevated the course. Excellent. Totally new knowledge. Translations: Learned a lot of new things in the course. It was very enriching and applicable for our multicultural ministries. It had a great impact on me, personally, changing my way of thinking about the communities and generations that are around me.</p>

	<p>2b. 75% leading church in evangelism ministry. Information to be gathered from Hispanic Pastoral Ministry Alumni who graduated in years 2015-2020</p> <p>2c. 75% favorable rating reported in evangelism and community engagement. Information will be gathered from appropriate input by District Superintendents via DS Surveys 2017-2021. Will evaluate the effectiveness of ministry preparation.</p>	<p>información ofrecida estuvo muy bien abarcadora para el aprendizaje...” 2018 = Estudiante #4: “Todo estuvo excelente, maravilloso curso y excelente instructor.” 2020 = Estudiante #2: “(Era un) nuevo conocimiento.” Student course evaluations for OTR-4033SP Comunicar a Cristo Transculturalmente 2015 = Estudiante #3: “Aprendí mucha información nueva en este curso.” 2017 = Estudiante #6: “...fue de mucho enriquecimiento para aplicar en nuestros ministerios multiculturales... que nos desarrollamos actualmente.” 2018 = Estudiante #3: “La tarea de ir a entrevistar a personas fue algo muy efectivo.” 2019 = Estudiante #3: “En lo personal este curso fue bien efectivo en mí, me ayudó a cambiar mi forma de pensar en relación con las comunidades y con la generación a mi alrededor.” Student course evaluations for CEM-2133SP Liderazgo de Ministerios de Educación Cristiana y CEM-2113SP Fundamentos de Ministerios de Educación Cristiana 2016 (CEM2133) = Estudiante #10: “El material teórico y el practico son excelentes.” 2017 (CEM2133) = Estudiante #4: “Definitivamente las conferencias y la información del maestro (me ayudaron).” 2020 (CEM2133) = Estudiante #4: “(Todos) fueron un material muy acertado.”</p> <p>2b. Alumni Survey not yet available for Spanish-speaking alumni.</p> <p>2c. So far, the DS survey results does not specify Hispanic Alumni.</p>	<p>Translations: Excellent theoretical and practical materials. Was definitely helped by the lectures and the instructor’s input. All aspects of the course were certainly right on target.</p> <p>2b.</p> <p>2c.</p>
<p>3. Conduct culturally relevant worship as a celebration of God in His supreme worth.</p>	<p>3a. 75% of the Pastoral Ministry Alumni who are responding to the program’s survey will indicate the program did “good or “excellent” in preparing them to fulfill this objective. An Alumni Survey will be used to inquire about Worship Ministries in the church.</p> <p>3b. 75% of the students enrolled in the Worship and Music Ministries Introduction classes for will earn a 75% or above on the “culturally relevant” portion of the evaluation of their final worship project and/or weekly worship planning assignment 2018-2021. Student course evaluations will show that the PAS-3013SP Adoración and MUS-1143SP Ministerios de Música courses address this outcome.</p>	<p>3a. Alumni Survey not yet available for Spanish-speaking alumni.</p> <p>3b. PAS-3013SP Final Grades Adoración 2014 = 100% B or better 2016 = 60% B+ or better 2017 = 66% C or better 2018 = not taught 2019 = 66.7% A 2020 = not yet MUS-1143SP Final Grades Ministerios de Música 2014 = 78.6% B or better 2016 = 100% above B 2018 = 100% above B 2019 = not taught 2020 = not yet</p>	<p>3a.</p> <p>3b. Note: Three out of the four classes had a B or better grade. Note: All four classes met the 75% mark. Translations: Very effective readings, also the class discussions opened my understanding about worship. The discussion questions helped us to focus on the subject. The course material gave me personally great teachings. Translations: This was new (to me) and very relevant. I learned a lot in this course. This was a very interesting course. I see how the music ministry has changed and how it affects the church.</p>

		<p>Student course evaluations for PAS-3013SP Adoración 2016 = Estudiante #3: "Las lecturas han sido muy efectivos por el conocimiento obtenido de ellos, también de los aportes de mis compañeros y la maestra ha sido importante para ampliar mis conocimientos sobre la adoración." 2017 = Estudiante #3: "...las preguntas de discusión (nos) ayudaron a enfocarse en el tema" 2019 = Estudiante #3: "(El) material presentado en el curso ha causado grandes expectativas y me ha traído grandes enseñanzas personales." Student course evaluations for MUS-1143SP Ministerios de Música 2016 = Estudiante #2 "(Hubo) nueva información; relevante en ciertas áreas. He aprendido bastante de este curso." 2018 = Estudiante #4: "He aprendido mucho en esta clase." 2020 = Estudiante #2: "(Ha sido) una clase de mucho interés, en la cual he aprendido sobre la importancia de conocer la música especialmente dentro de los cambios que ha sufrido el ministerio en la actualidad y la manera en que este ha afectado a nuestra iglesia."</p>	
<p>4. Communicate the gospel in contextually appropriate ways, resulting in the transformation of the hearer.</p>	<p>4a. 75% of the District Superintendents in the COTN responding to the "NBC Survey for District Superintendents" will rate NBC students/ alumni serving on their districts as either "good" or "excellent" in Preaching/Teaching."</p> <p>4b. 75% of the graduating students will indicate a favorable response to having been adequately prepared to preach while at NBC. PAS-3033SP Predicación Cristiana I y PAS-3043SP Predicación Cristiana II address this outcome. When there are sufficient numbers of Spanish-speaking Alumni, statistics will be compiled from an Alumni Survey seeking input on preaching skills and effectiveness in terms of preaching preparation at NBC. For now, Student course evaluations and Final grades will be used to determine the success of these courses.</p>	<p>4a. So far, the DS survey results does not specify Hispanic Alumni.</p> <p>4b. Alumni Survey not yet available for Spanish-speaking alumni. Student course evaluations of PAS3033SP Predicación Cristiana I 2016 = Estudiante #7: "Fue un curso bien definido que nos ayudó desarrollar habilidades para el desarrollo del sermón y la comunicación del mismo." 2017 = Estudiante #7: "Para mi fue en el momento que necesitaba un refrescar en equiparme para mis predicaciones. Me siento más preparada para seguir predicando la Palabra de Dios. Y hacer sermones bíblicamente fundamentados, y bien comunicados para que realicen el propósito deseado por medio del Espíritu Santo. ¡¡Ahora a poner en práctica lo aprendido!!" PAS3033SP Final Grades Predicación Cristiana I 2016 = 87.5% B or better 2017 = 85.7% A- or better 2018 = not taught 2019 = not taught 2020 = not taught Student course evaluations of PAS3043SP Predicación Cristiana II 2017 = Estudiante #4: "Aprendí nuevas herramientas que sean muy útiles en la preparación y en la predicación de los mensajes." 2019 (Spring) = Estudiante #1: "Aprendí a tener más confianza en predicar y como crear un sermón." 2019 (Winter) = Estudiante #3: "Fue una clase muy efectiva que nos ayuda mucho a mejorar en nuestra forma de predicar..." PAS3043SP Final Grades Predicación Cristiana II 2015 = 75% B- or better 2016 = not taught 2017 (Spring) = 66.6% B+ or better 2017 (Winter) = 80% B+ or better 2018 = not taught 2019 (Spring) = 75% B+ or better</p>	<p>4a.</p> <p>4b. Translations: This course helped me to develop skills in sermon preparation and delivery. This came at just the right moment for me; I needed to learn how to create Biblically-based sermons, and to communicate better. Now to put it into practice what I learned! Note: The criteria were met in the two course offerings. Translations: I learned the use of new tools that will be very useful. I learned to have more confidence in preaching and in preparing sermons. This was a very effective course and helped us to improve our preaching. Note: In all but one of the five courses, 75% of the students achieved B- or better.</p>

<p>5. Lead and administrate a local church to carry out its unique Christian mission.</p>	<p>5a. 75% of the COTN District Superintendents responding to the DS Surveys will rate NBC students/alumni serving on their districts either “good” or “excellent” in Leadership/ Administration. We will use the Final Grades of the PAS-4023SP Administración de la Iglesia y Finanzas and PSY-4083SP Liderazgo to evaluate learning the achievement of this outcome.</p> <p>5b. Alumni Survey to be administered for graduates from 2018-2021 = regarding their sense of being adequately prepared to lead and administer the church. 75% of Alumni will give a favorable rating regarding their preparation for leadership and administration at NBC. PAS-4023SP Administración de la Iglesia y Finanzas, PSY-4083SP Liderazgo, PAS-4081SP Experiencia Ministerial Supervisada I (SME), PAS-4091SP Experiencia Ministerial Supervisada II (SME) and PAS-2023SP Historia y Política de la Iglesia del Nazareno address this outcome. Since the Alumni Survey is not ready, we will use student course evaluations and final grades to evaluate effectiveness of Church Administration and Finance Course.</p>	<p>2019 (Winter) = 100% A 2020 = Not yet</p> <p>5a. So far, the DS survey results does not specify Hispanic Alumni. PAS-4023SP Final Grades Administración de la Iglesia y Finanzas 2017 = 75% B or better 2018 = not taught 2019 = 75% C or better 2020 = 100% A PSY-4083SP Final Grades Liderazgo 2015 = 81% better than B+ 2016 = not taught 2017 (Spring) = 66.7% A 2017 (Fall) = 100% A 2019 = 71.5% B or better 2020 = 100% A- or better</p> <p>5b. Alumni Survey not yet available for Spanish-speaking alumni. The class discussion forums of PAS-4023SP (and PAS-2013SP) were mentioned in student course evaluations as being outstanding because of the excellent exchanges between student and instructor, as well as the ones between students. Student course evaluations for PAS-2013SP Práctica del Ministerio Cristiano 2015 = Estudiante #8: “Realmente me gustó mucho este curso porque me enseñó tópicos nuevos y me refrescó mi ministerio.” Estudiante #5: Fue una clase a través de la cual reflexioné mucho y adquirí nuevos compromisos con Dios y su obra.” 2018 = Estudiante #6: “Las lecturas todas las lecturas de cada semana ofrecieron un aspecto practico y efectivo para aplicación en el ministerio.” PAS-2013SP Final Grades Práctica del Ministerio Cristiano 2013 = 100% C+ or better 2015 = 100% B or better 2018 = 100% C+ or better 2019 = not taught 2020 = not yet Student course evaluations for PAS-4023SP Administración de la Iglesia y Finanzas 2015 = Estudiante #2: “Gracias por ...la claridad del curso y la información provista.” 2017 = Estudiante #2: “(El) material de clase (fue) muy interesante!” 2019 = Estudiante #3: “La selección de los libros de textos (fue una) excelente combinación... (uno) que tiene bases firmes de comportamiento de un buen administrador me sentía como, ¿y ahora por donde comienzo?, y abría el (otro) texto ...que contiene su contenido de testimonio de un héroe como Nehemías... (los dos textos) fueron la combinación perfecta para cual que ir líder, ya sea, este con o sin experiencia.” 2020 = Estudiante #1: “(Los libros, comentarios y aportes) proveyeron mucha enseñanza y aplicación a la vida.” PAS-4023SP Final Grades Administración de la Iglesia y Finanzas 2015 = 50% A- or better 2017 = 75% B+ or better 2018 = not taught 2019 = 75% C or better 2020 = 100% A</p>	<p>5a. Note: 75% of the students achieved C or better in all three course offerings. In all six course offerings, 70% or better of the students achieved a B or better.</p> <p>5b. Translations: I really liked this course because it taught me new topics and refreshed my ministry. This class made me reflect a lot and I made new commitments to God and His work. The weekly lectures were practical and effective, to be applied in the ministry. Note: All three course offerings had all students doing C+ or better (C+ = 77%). Translations: Thanks for the clarity of the course and the information provided. The class material was very interesting. Textbook selection was excellent; the course offered solid bases for the behavior of an administrator and the two contrasting textbooks demonstrated the perfect combination for this type of leadership. The textbooks, comments and class participation provided an abundance of learning and life application. Note: With the exception of the first class, most of the students in all other course offerings achieved C or better.</p>
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<p>6. Practice pastoral care in a manner that ministers to human need in the congregation and the community.</p>	<p>6a. 75% of our alumni serving as pastors will be rated as practicing effective pastoral care. This objective should be actively assessed in academic years 2019 through 2021 through DS Surveys.</p> <p>6b. PAS-2013SP Práctica del Ministerio Cristiano, PAS-4081SP Experiencia Ministerial Supervisada (SME) PAS-4091SP Experiencia Ministerial Supervisada II (SME) and PAS-3023SP Cuidado Pastoral y Consejería address this outcome. Measure program and course effectiveness for updating texts and course material. Compare DS Survey results for progress. Results to be reported to course writers and instructors for effectiveness and/or needed changes. Use student course evaluations and final grades of PAS-2013SP Práctica del Ministerio Cristiano and PAS-3023SP Cuidado Pastoral y Consejería to evaluate of student learning of effective pastoral care.</p>	<p>6a. So far, the DS survey results does not specify Hispanic Alumni.</p> <p>6b. So far, the DS survey results does not specify Hispanic Alumni. Student course evaluations for PAS-2013SP frequently cited the interaction with and comments by the professor who was a mature, experienced pastor. Student course evaluations for PAS-2013SP Práctica del Ministerio Cristiano 2015 = Estudiante #8: “Realmente me gustó mucho este curso porque me enseñó tópicos nuevos y me refrescó mi ministerio.” Estudiante #5: Fue una clase a través de la cual reflexioné mucho y adquirí nuevos compromisos con Dios y su obra.” 2018 = Estudiante #6: “Las lecturas todas las lecturas de cada semana ofrecieron un aspecto practico y efectivo para aplicación en el ministerio.” PAS-2013SP Final Grades Práctica del Ministerio Cristiano 2013 = 100% C+ or better 2015 = 100% B or better 2018 = 100% C+ or better 2019 = not taught 2020 = not yet Student course evaluations for PAS-3023SP Cuidado Pastoral y Consejería 2017 = Estudiante #5: “El profesor está muy preparado y excede mucho más de lo esperado, ya que va mucho más allá de lo que todo profesor normal hace.” 2019 (Spring) = Estudiante #3: “La involucración del profesor en esta clase fue excepcional.” 2019 (Winter) = Estudiante #4: “Los aspectos más efectivos (del curso) fueron las lecturas, la participación del instructor y compañeros.” PS-3023SP Final Grades Cuidado Pastoral y Consejería 2017 = 4 students with A (66.7% of class) 2018 = 5 students with B+ or better (83.3% of class) 2019 (Spring) = 0 students B or better (C+ highest grade) 2019 (Winter) = 3 students with A (75% of class) 2020 = not yet</p>	<p>6a.</p> <p>6b. Translations: I really liked this course because it taught me new topics and refreshed my ministry. This class made me reflect a lot and I made new commitments to God and His work. The weekly lectures were practical and effective, to be applied in the ministry. Note: All three course offerings had all students doing C+ or better (C+ = 77%). Translations: The professor was well-prepared and often went well beyond what a normal instructor does. The involvement of the professor in this class was exceptional. The most effective aspects of this course were the readings, and the participation of the instructor and the other students. Note: With one exception, the majority of the students in all of the courses achieved B+ or better.</p>
<p>7. Develop an intentional vocational foundation for a financially sustainable ministry.</p>	<p>7a. 75% of students with show a C+ or above on their intentional vocational foundation plan. Use student course evaluations and final grades of PAS-2013SP Práctica del Ministerio Cristiano, PAS-4081SP Experiencia Ministerial Supervisada I (SME), PAS-4091SP Experiencia Ministerial Supervisada II (SME) and PAS-4023SP Administración de la Iglesia y Finanzas to evaluate of student learning of the financially sustainable ministry component.</p>	<p>7a. Student course evaluations of PAS-2013SP Práctica del Ministerio Cristiano 2015 = Estudiante #8: “Realmente me gustó mucho este curso porque me enseñó tópicos nuevos y me refrescó mi ministerio.” Estudiante #5: Fue una clase a través de la cual reflexioné mucho y adquirí nuevos compromisos con Dios y su obra.” 2018 = Estudiante #6: “Las lecturas todas las lecturas de cada semana ofrecieron un aspecto practico y efectivo para aplicación en el ministerio.” PAS-2013SP Final Grades Práctica del Ministerio Cristiano 2013 = 100% C+ or better 2015 = 100% B or better 2018 = 100% C+ or better 2019 = not taught 2020 = not yet</p>	<p>7a. Translations: I really liked this course because it taught me new topics and refreshed my ministry. This class made me reflect a lot and I made new commitments to God and His work. The weekly lectures were practical and effective, to be applied in the ministry. Note: All three course offerings had all students doing C+ or better (C+ = 77%). Translations: The course gave excellent practical information. The readings and the comments of the other students and the professor greatly helped me. All of the lectures each week offered a practical and effective aspect to be applied in the ministry. Definitely I can say that the meetings that I had with my</p>

<p>7b. Design an alumni survey that seeks to know if their plan for financial stability is working. 2018-2021</p>	<p>Student course evaluations of PAS-4081SP Experiencia Ministerial Supervisada I 2015 = Estudiante #2: “(El curso ofreció) excelente información práctica.” 2017 = Estudiante #1: “Las lecturas y los comentarios de los otros estudiantes y el Mentor (me ayudaron).” 2018 = Estudiante #6: “Todas las lecturas de cada semana ofrecieron un aspecto practico y efectivo para aplicación en el ministerio.” 2019 = Estudiante #6: “Definitivamente puedo decir que las reuniones con mi mentor han sido clave. También las reuniones con mi Equipo de Apoyo Congregacional, he aprendido mucho de ellos... y las conferencias de cada semana.” PAS-4081SP Final Grades Experiencia Ministerial Supervisada I 2016 = 66.7% A 2017 = 100% B or better 2018 = 66.7% B or better 2019 = 66.7% B or better 2020 = not yet PAS-4091SP Final Grades Experiencia Ministerial Supervisada II 2019 = 66.7% A 2020 = not yet Student course evaluations for PAS-4023SP Administración de la Iglesia y Finanzas 2015 = Estudiante #2: “Gracias por ...la claridad del curso y la información provista.” 2017 = Estudiante #2: “(El) material de clase (fue) muy interesante!” 2019 = Estudiante #3: “La selección de los libros de textos (fue una) excelente combinación... (uno) que tiene bases firmes de comportamiento de un buen administrador me sentía como, ¿y ahora por donde comienzo?, y abría el (otro) texto ...que contiene su contenido de testimonio de un héroe como Nehemías... (los dos textos) fueron la combinación perfecta para cual que ir líder, ya sea, este con o sin experiencia.” 2020 = Estudiante #1: “(Los libros, comentarios y aportes) proveyeron mucha enseñanza y aplicación a la vida.” PAS-4023SP Final Grades Administración de la Iglesia y Finanzas 2015 = 50% A- or better 2017 = 75% B+ or better 2018 = not taught 2019 = 50% B or better 2020 = 100% A</p>	<p>7b. Alumni Survey not yet available for Spanish-speaking alumni.</p>	<p>mentor were key. Also, the Congregational Support Group meetings – I learned a lot from them. Also, the lectures each week. Note: Five consecutive years of two-thirds of students with B or better. To comply with federal Financial Aid requirements, the original course (PAS-4092SP) was divided into TWO courses of 12 and 6 weeks, instead of 18 weeks. This should help student and instructor concentration levels. Translations: Thanks for the clarity of the course and the information provided. The class material was very interesting. Textbook selection was excellent; the course offered solid bases for the behavior of an administrator and the two contrasting textbooks demonstrated the perfect combination for this type of leadership. The textbooks, comments and class participation provided an abundance of learning and life application. Note: With the exception of the first class, most of the students in all other course offerings achieved C or better.</p> <p>7b.</p>
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Summation of Assessment Impact {describe decisions, changes, etc., made in response to assessment results; provide significant narrative explaining items in column 5}:

OBJECTIVE ONE: Grow in Christlike character as persons and pastors.

Point of Information: The mixtures of cultures (22 countries that primarily speak Spanish) and historical religious influences within the Hispanic Christian community in the United States require a thorough and comprehensive effort to develop persons and pastors who genuinely exhibit a Christlike character and who are demonstrably growing in that experience. To achieve our goals in this area is requiring an intentional approach to assuring that our students comprehend the biblical standards of holiness as well as the experience of entire sanctification as presented on our Article of Faith regarding our holiness doctrine.

Plan of Action:

We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:

- THE1043SP Explorando la Santidad Cristiana – emphasizing the personal experience of entire sanctification
- PAS1023SP Formación Espiritual – emphasizing the spiritual disciplines
- PAS1013SP Introducción al Servicio Cristiano – emphasizing the call of God on their lives
- THE4053SP Teología de Juan Wesley – emphasizing the personal testimony and theology of Wesley
- OTR2033SP Presentación del Evangelio en el Mundo de Pluralismo – emphasizing God’s prevenient grace in the lives of the believer
- HIS4002SP Iglesia Latina/Hispana en los EEUU – emphasizing the testimonies of the early pioneers in Hispanic ministries in the US.

We now have an extensive Spanish-language reference bibliography for each of the 44 courses.

OBJECTIVE TWO: Promote evangelism and community engagement as the priority of pastoral ministry

To achieve our goal in this area will require analysis of the existing courses to teach how *the Hispanic community* is best evangelized and engaged according to the peculiarities of a multi-national, immigrant, second-culture context. [It should be noted that, according to several global and national denominational leaders, *the Hispanic congregations* are evangelizing more and growing faster *than any other group* in the USA and Canada.]

Plan of Action:

- a. Revise all courses for the textbook requirements with the purpose of seeking
 - a. Works that are original (not translated)
 - b. Works that are more current (not from previous generations)
 - c. Works by authors from within the USA/Canada Hispanic community (not from South or Central America or Spain)

[*There are Hispanic church leaders and pastors recognized for their expertise who could author these textbooks.*]

- b. We now have an extensive Spanish-language reference bibliography for each of the 44 courses.
- c. Revise all courses for methods, skills and assessments that reflect the USA/Canada Hispanic culture and context. We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:

HIS4002SP Iglesia Latina/Hispana en los EEUU
 PAS3043SP Predicación Cristiana II
 CEM2133SP Liderazgo de Ministerios de Educación Cristiana
 OTR2033SP Presentación del Evangelio en el Mundo de Pluralismo
 OTR4033SP Comunicar a Cristo Transculturalmente
 OTR4043SP Introducción a Plantación de Iglesias
 OTR4093SP Declarando el Evangelio de Dios como Evangelismo

- d. Seek professors that are experienced in this particular context and who have successfully navigated it with their congregations.
[There are Hispanic church leaders and pastors recognized for their expertise who currently are NBC HPM adjunct professors.]

OBJECTIVE THREE: Conduct culturally relevant worship as a celebration of God in His supreme worth.

“Culturally relevant worship” in the USA/Canada Hispanic community means a worship experience that would look, sound and feel related to the cultural aspects of the Hispanic community and the peculiarities of a multi-national, immigrant, second-culture context. To achieve our goal in this area will require analysis of the existing courses to understand, appreciate and improve the cultural aspects of Christian worship in the Hispanic context.

Plan of Action:

- a. New principal textbooks and secondary reference texts have been developed in the two courses PAS3013SP Adoración and MUS1143SP Ministerios de Música.
- b. Revise all courses for the textbook requirements with the purpose of seeking
 - a. Works that are original (not translated)
 - b. Works that are more current (not from previous generations)
 - c. Works by authors from within the USA/Canada Hispanic community (not from South or Central America or Spain)
[There are Hispanic church leaders and pastors recognized for their expertise who could author these textbooks.]
- c. We now have an extensive Spanish-language reference bibliography for each of the 44 courses.
- d. Seek professors that are experienced in this particular context and who have successfully navigated it with their congregations.
[There are Hispanic church leaders and pastors recognized for their expertise who currently are NBC HPM adjunct professors.]

OBJECTIVE FOUR: Communicate the gospel in contextually appropriate ways, resulting in the transformation of the hearer.

“Communicate the gospel in contextually appropriate ways” in the USA/Canada Hispanic community means presenting the Gospel in experiences that would look, sound and feel related to the cultural aspects of the Hispanic community and the peculiarities of a multi-national, immigrant, second-culture context. To achieve our goal in this area will require analysis of the existing courses to understand, appreciate and improve the cultural aspects of communicating the Gospel within the US Hispanic context.

Plan of Action:

- A. Revise all courses for the textbook requirements with the purpose of seeking
 - a. Works that are original (not translated)
 - b. Works that are more current (not from previous generations)
 - c. Works by authors from within the USA/Canada Hispanic community (not from South or Central America or Spain)
[*There are Hispanic church leaders and pastors recognized for their expertise who could author these textbooks.*]

- B. We now have an extensive Spanish-language reference bibliography for each of the 44 courses.

- C. We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:
 - PAS3033SP Predicación Cristiana I
 - PAS3043SP Predicación Cristiana II
 - HIS4002SP Iglesia Latina/Hispana en los EEUU
 - OTR4093SP Declarando el Evangelio de Dios como Evangelismo
 - OTR2033SP Presentación del Evangelio en el Mundo de Pluralismo
 - OTR4033SP Comunicar a Cristo Transculturalmente.

- D. Seek professors that are experienced in this particular context and who have successfully navigated it with their congregations.
[*There are Hispanic church leaders and pastors recognized for their expertise who currently are NBC HPM adjunct professors.*]

OBJECTIVE FIVE: Learn to effectively lead and administer the church as a servant leader.

To effectively lead and administer the church within the Hispanic community and the peculiarities of a multi-national, immigrant, second-culture context will require careful and innovative leadership, which must be taught in our classes. To achieve our goal in this area will require analysis of the existing courses to teach how to lead and administrate within *the Hispanic context*.

Plan of Action:

We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:

- PAS4023SP Administración de la Iglesia y Finanzas
- PSY4083SP Liderazgo
- PAS4092SP Experiencia Ministerial Supervisada (SME)
- PAS2023SP Historia y Política de la Iglesia del Nazareno

We now have an extensive Spanish-language reference bibliography for each of the 44 courses.

OBJECTIVE SIX: Practice pastoral care in a manner that ministers to human need in the congregation and the community.

To achieve our goal in this area will require analysis of the existing courses to teach how to minister within *the Hispanic context* especially taking into consideration the peculiarities of a multi-national, immigrant, second-culture context.

Plan of Action:

- a. Revise all courses for the textbook requirements with the purpose of seeking
 - a. Works that are original (not translated)
 - b. Works that are more current (not from previous generations)
 - c. Works by authors from within the USA/Canada Hispanic community (not from South or Central America or Spain)
[There are Hispanic church leaders and pastors recognized for their expertise who could author these textbooks.]
- b. We now have an extensive Spanish-language reference bibliography for each of the 44 courses.
- c. We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:
 - PAS2013SP Práctica del Ministerio Cristiano
 - PAS4092SP Experiencia Ministerial Supervisada (SME)
 - PAS3023SP Cuidado Pastoral y Consejería
- d. Seek professors that are experienced in this particular context and who have successfully navigated it with their congregations.
[There are Hispanic church leaders and pastors recognized for their expertise who currently are NBC HPM adjunct professors.]

OBJECTIVE SEVEN: Develop an intentional vocational foundation for a financially sustainable ministry.

The financial situation for most Hispanic congregations and their pastors is *unmistakably distinct* to that of the English-speaking congregations in the USA and Canada. The development of “an intentional vocational foundation for a financially sustainable ministry” must reflect the realities of the USA/Canada

Hispanic community, where very, very few Hispanic pastors are full-time, the congregation is always transitory, the resources are usually shared (borrowed), and the financial situation is always fluctuating.

Plan of Action:

- a. Revise all courses for the textbook requirements with the purpose of seeking
 - a. Works that are original (not translated)
 - b. Works that are more current (not from previous generations)
 - c. Works by authors from within the USA/Canada Hispanic community (not from South or Central America or Spain)
[*There are Hispanic church leaders and pastors recognized for their expertise who could author these textbooks.*]
- b. We now have an extensive Spanish-language reference bibliography for each of the 44 courses.
- c. We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:
 - PAS2013SP Práctica del Ministerio Cristiano
 - PAS4092SP Experiencia Ministerial Supervisada (SME)
 - PAS4023SP Administración de la Iglesia y Finanzas
- d. Seek professors that are experienced in this particular context and who have successfully navigated it with their congregations.
[*There are Hispanic church leaders and pastors recognized for their expertise who currently are NBC HPM adjunct professors.*]

Strategic Planning {identify any decisions and/or changes which need to be communicated to the strategic planning committee}:

In general, the Hispanic Pastoral Ministries program must plan to respond more specifically to the USA/Canada Hispanic cultural context.

- a. The DS Survey should be revised to include (for the first time ever) Hispanic Pastoral Ministries degree graduates.
- b. The different student interventions (NBC Experience, Ministry Progress Report, Graduating Colloquium) will be given in Spanish for the HPM students.
- c. A Spanish language version of the ABHE test needs to be given to the HPM students.

In general, the Hispanic Pastoral Ministries program must plan to respond more specifically to the USA/Canada Hispanic church context.

- a. In view of the fact that the Spanish-language immigrant population has increased *dramatically* in the past five years, more Hispanic congregations are needed throughout the USA and Canada (in all states and provinces), which is causing a need for more Hispanic pastors to plant these churches.
- b. In view of the fact that there is a *critical* shortage of pastors for Spanish-language congregations (many churches without pastors, many churches seeking HPM students even before they graduate), the HPM program must strategically respond and prepare students with this in mind.
- c. In view of the fact that several *sister holiness denominations* are approaching NBC for candidates for their pulpits (they face the same shortage mentioned before), more collaboration and shared strategy is needed to address this demand (including using Spanish-speaking adjunct professors from the Salvation Army, developing working agreements with graduate schools, etc.).

Program Outcomes Mapped to Institutional Outcomes
Program Outcomes:

1. Understand a Christian Educational Ministries philosophy in the local church
2. Demonstrate effective administrative practices of a Christian Educational Ministries program.

College Educational Outcomes	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	Major
• effective communication skills in listening, speaking, and writing.	1		1, 2
• critical thinking skills necessary to interact effectively in a culturally diverse and increasingly pluralistic world.	2, 5, 6, 8, 10	2, 5	
• skills in biblical exposition that accurately reflect the content and meaning of Scripture.		1, 2	1, 2
• a biblically-formed worldview, integrating the Christian faith with general educational content.	3, 6, 7	1, 3	1, 2
• recognition of the significance of the Wesleyan-Holiness theological perspective as foundational for life and ministry.		3, 5	1
• a pattern of lifelong learning.	2		
• personal discipline in one's care for body, mind, and spirit.	5		1
• a devoted relationship with Christ.	9	4	
• a life of Christian holiness in community.	9	4, 5	2
• leadership in a variety of ministry contexts.	3, 4		2
• effective service within the context of modern society.	9		1
• a commitment to global evangelism.	3, 4, 8		1

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2
BIB-2013: Pentateuch	B	B
BIB-2033: New Testament Gospels	A	A
CEM-2133: Leadership of Christian Ed. Ministries	A	I
CEM-2123: Teaching Methods and Curriculum Design	I	A
CEM-3113: Children's Ministries	A	I
CEM-3123: Youth Ministries	A	I
CEM-3133: Adult Ministries	A	I
CEM-4133: Multiple Staff and Team Ministries	I	B
PAS-1023: Spiritual Formation	A	B

Academic Assessment Flow Chart

Mission: (Col. 1) →	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.		
Program Outcomes (Col. 2)		Procedures & Goals (Col. 3)		Assessment Results (Col. 4)	Use of Results (Col. 5)
Completion of this program should enable students to:					
<p>1. Understand a Christian Educational Ministries philosophy in the local church</p>	<p>1a. Personal Philosophy Papers for the following courses will be submitted: Age group level CEM courses: Children-CEM3113 Youth-CEM3123 Adult-CEM3133 Students will score 80% or higher on their perspective personal philosophy papers.</p> <p>1b. Students will write and submit a Case Study on the Effectiveness of CE Curriculum (CEM2123) used in the local church. 80% of the students will score 80% or higher on this assignment.</p>		<p>1a.</p> <p>1b.</p>	<p>1a. No students are currently enrolled in this program. This program will be assessed once there are students enrolled.</p> <p>1b.</p>	
<p>2. Demonstrate effective administrative practices of a Christian Educational Ministries program.</p>	<p>2a. Students will write and submit an Application Assignment Paper (CEM4113-Multiple Staff and Team Ministries. 80% of the students will score 80% or higher on this assignment.</p> <p>2b. Students will write a Case Study in CEM4113-Multiple Staff and Team Ministries. 80% of the students will score 80% or higher on this assignment.</p>		<p>2a.</p> <p>2b.</p>	<p>2a.</p> <p>2b.</p>	

Program Assessment Report **Program:** *Christian Educational Ministries Concentration (AA)*

Academic Year: 2019-2020

Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Grow in Christlike Character as ministers and persons.
2. Explain essential Christian beliefs for practical application in ministry.
3. Apply what is being learned in local ministry context.

There are still so few completing this program that assessment data is limited. It appears that this will change with the next academic year. Will be able to accomplish more in 2020-21

College Educational Outcomes	Corresponding Program Outcomes		
	Gen. Ed.	Bible/Theo	AA Min
• effective communication skills in listening, speaking, and writing.	1		
• critical thinking skills necessary to interact effectively in a culturally diverse and increasingly pluralistic world.	2, 5, 6, 8, 10	2, 6	3
• skills in biblical exposition that accurately reflect the content and meaning of Scripture.		1, 2	2
• a biblically-formed worldview, integrating the Christian faith with general educational content.	3, 6, 7	1, 3, 6	
• recognition of the significance of the Wesleyan-Holiness theological perspective as foundational for life and ministry.		4	2
• a pattern of lifelong learning.	2	7	
• personal discipline in one's care for body, mind, and spirit.	5		
• a devoted relationship with Christ.	9	5	1
• a life of Christian holiness in community.	9	4, 6	1
• leadership in a variety of ministry contexts.	3, 4		2
• effective service within the context of modern society.	9		3
• a commitment to global evangelism.	3, 4, 8		2

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

AA Program Curriculum Map – Including Electives possible for this program in Church of Pastoral Ministries Concentration

	Outcome 1	Outcome 2	Outcome 3
BIB2013 Pentateuch		I	
BIB2033 New Testament Gospels		I	
CEM-2133 Foundations for Christian Educational Ministries		B	B
OTR-2013 Global Evangelism		B	B
PAS1013 Introduction to Christian Service	B		
PAS1023 Spiritual Formation			
Elective Courses			
Bible Elective BIB 3053 Pauline Epistles		I	
Bible Elective BIB- 3063 Book of Acts		I	
CEM Elective CEM2003 Introduction to Christian Education			B
CEM Elective CEN2123 Teaching Methods in Curriculum Design			I
PMin Elective PAS2013 Practice of Christian Ministry			B
PMin Elective PAS2023 History and Polity of Church of the Nazarene			I

Elective Courses Required:

1 3-hour Bible Course

2 3-hour Pastoral Ministries or Christian Education Ministry Courses

Academic Assessment Flow Chart

Mission: (Col. 1) →	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes (Col. 2)		Procedures & Goals (Col. 3)		Assessment Results (Col. 4)		Use of Results (Col. 5)	
Completion of this program should enable students to:							
1. Grow in Christian character as persons and ministers.		<p>1a 75% of students will indicate that they are aware of where they are spiritually. Question 13 SDI Survey 2018 - 2021</p> <p>1b. This objective will be actively assessed in academic years beginning in 2018 through 2020 using SDI survey. Instruments for measuring this will be feedback from the SDI Questions 3,4, 12 and 14 Goal: 75% of students will state that they are growing spiritually.</p>		<p>1a Spiritual Awareness 2018-2019 = Overall it was 96% self -aware 2019-2020 = 2020-2021 =</p> <p>1b. Growing Spiritually 2018-2019= = 96% indicating that they were growing in Christlike Character and Christian disciplines 2019-2020 = 2020-2021 =</p>		<p>1a. In process</p> <p>1b. In process</p>	
2. Explain essential Christian beliefs for practical application in ministry.		<p>2a. Will evaluate final grades of AA students in PAS1013 classes beginning 2019-2021 Goal 75% of students achieve a grade point of at least 75%</p> <p>2b. Will evaluate final grades of AA students in CEM-2113 classes beginning 2019 - 2021 Goal 75% of students achieve a grade point of at least 75%</p>		<p>2a. Final Grade Scores 2019-2020 = 2020-2021 =</p> <p>2b Final Grade Scores 2019-2020 = 2020-2021 =</p>		<p>2a. In process not yet available</p> <p>2b. In Process not yet available</p>	
3. Apply what is being learned in local ministry context		<p>4a. . Will evaluate final grades of AA students in PAS1013 Introduction to Christian Service classes beginning 2019- 2021 to demonstrate clarity of call and understanding of basic pastoral skills. Goal 75% achieve a grade point of at least 80%</p> <p>4b. Will evaluate final grades of AA students in CEM2133 to demonstrate that they have a grasp of leadership of ministry in local context by their overall performance in the class.</p>		<p>4a. Final Grade Scores 2019-2020 = 2020-2021 =</p> <p>4b. Final Grad Scores 2019-2020 = 2020-2021 =</p>		<p>4a. In Process not yet available</p> <p>4b. In Process</p>	

Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

The enrollment in this AA program has simply been too low to compile enough information for accurate assessment. By the end of the 2018-19 academic year we will have had enough participation to begin comparative analysis on certain learning outcomes that will enable us to complete a meaningful assessment due to an increase in enrollment. With grades from 2019-2020 we will be able to compare progress and achievement.

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

I, James R. Russom, Pastoral Ministries Director participated in the 2018 Committee Review of the Strategic Planning Committee.

Since the AA Students are enrolled in the same classes as BA students, I will need a roster from the registrar's office of the AA students in order to separate their performance from the regular degree students. I will speak with the Dean and Registrar about making this possible.

Will do an extensive evaluation of this program in academic years 2019 - 2020 and 2020—2021.

Source for Statistics

Students: I will obtain a roster from the Registrar's office so that I can separate the AAMin students from the BA PMin students, as they are in the same classes together in Pastoral Ministries that are required for this AA degree.

Surveys: I will gather specific information pertaining to these learning outcomes from the Annual Student Development Survey.

Course sources: I will gather information from DCWeb regarding gradebook scores. I will gather and share the information in line with FERPA laws so that privacy issues will not be violated.

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Grow in Christlike character as ministers and persons.
2. Explain essential Christian beliefs for practical application in ministry.
3. Apply what is being learned in local ministry context.

College Educational Outcomes	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	Major
• effective communication skills in listening, speaking, and writing.	1		1, 2, 3
• critical thinking skills necessary to interact effectively in a culturally diverse and increasingly pluralistic world.	2,5,6,8, 10	2,6	2, 3
• skills in biblical exposition that accurately reflect the content and meaning of Scripture.		1,2	2, 3
• a biblically-formed worldview, integrating the Christian faith with general educational content.	3,6,7	1,3,6	2
• recognition of the significance of the Wesleyan-Holiness theological perspective as foundational for life and ministry.		4	1, 2
• a pattern of lifelong learning.	2	7	1
• personal discipline in one's care for body, mind, and spirit.	5		1
• a devoted relationship with Christ.	9	5	1
• a life of Christian holiness in community.	9	4,6	1, 2
• leadership in a variety of ministry contexts.	3,4		2
• effective service within the context of modern society.	9		2
• a commitment to global evangelism.	3,4,8		2

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3
CEM-2113SP Fundamentos de Ministerios de Educación Cristiana		B	B
OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo	I		
OTR-4033SP Comunicar a Cristo Transculturalmente (Dev. a Missional Ch.)		I	A
OTR-4043SP Introducción a Plantación de Iglesias			A
OTR-4093SP Declarando el Evangelio de Dios como Evangelismo (Global Ev.)	B		
PAS-2013SP Práctica del Ministerio Cristiano	I	I	I
PAS-2023SP Historia y Política de la IDN			B
PAS-3023SP Cuidado Pastoral y Consejería	A		B
PAS-3033SP Predicación Cristiana I	B	B	
PAS-4023SP Administración de la Iglesia y Finanzas	A		I
PAS-4081SP Experiencia Ministerial Supervisada I (SME)	A	A	A
PAS-4091SP Experiencia Ministerial Supervisada II (SME)	A	A	A
PSY-4083SP Liderazgo	A		A

Academic Assessment Flow Chart

Mission: (Col. 1) →	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.
Program Outcomes (Col. 2)	Procedures & Goals (Col. 3)	Assessment Results (Col. 4)	Use of Results (Col. 5)
Completion of this program should enable students to:			
<p>1. Grow in Christlike character as ministers and persons.</p>	<p>Ia. 75% of students will state that they are growing spiritually. THE-1043SP Explorando la Santidad Cristiana, PAS-1023SP Formación Espiritual, OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo and THE-4053SP Teología de Juan Wesley address this outcome. (Although Theology courses typically are not included in discussions about Objectives, it is necessary to do so in the HPM context as both Theology courses shown below are unique to the HPM program.) The success of this objective will partially be evident by review of the comments made in the student course evaluations.</p> <p>Ib. 75% positive results from SDI beginning academic year 2016. Instruments for measuring this will be feedback from the SDI Questions 3,4, 12 and 14. Compare and analyze results for program effectiveness.</p> <p>Ic. 75% of SME students will state that the course contributed to their personal and professional growth. The courses PAS-4081SP Experiencia Ministerial Supervisada I (SME) and PAS-4091SP Experiencia Ministerial Supervisada II (SME) will address this outcome. We will review student course evaluations? <i>A survey in Spanish for</i></p>	<p>Ia. In Student course evaluations for THE-1043SP, PAS-1023SP, OTR-2033SP and THE-4053SP, specifically said that they were really helped by the courses in their personal spiritual development. Student course evaluations for THE-1043SP Explorando la Santidad Cristiana 2017 = Estudiante #1: "Los temas son interesantes y ayudan." Estudiante #3: "Creo que este curso fue una motivación más a vivir y enseñar sobre la santidad." 2018 = Estudiante #3: "Creo que todo el curso está muy efectivo e instructivo es y va ser de mucha bendición en mi ministerio." 2020 = Estudiante #2: "El profesor hacía preguntas para hacernos pensar sobre los aportes que habíamos sometido. Si yo hacía una declaración el hacía preguntas para hacerme pensar más e ir en más detalle." Student course evaluations for PAS-1023SP Formación Espiritual 2016 = Estudiante #2: "Me gusto esta clase porque me ayudo a enfocar mi intimidad con (Dios)" 2017 = Estudiante #5: "Pienso que los recursos y el libro de texto muy buenos y los ejercicios espirituales muy edificantes y de mucho desarrollo espiritual." 2018 = Estudiante #1: "Los temas han sido excelentes, bien planteados y edificantes. Es un curso maravilloso." Student course evaluations for OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo 2017 = Estudiante #2: "Disfrute mucho de la clase y aprendí muchísimo que me va a ayudar a servir mejor en el Reino de Dios y al prójimo." 2018 = Estudiante #3: "Efectivas preguntas, incita a la investigación." 2020 = Estudiante #3: "Preguntas que me hicieron ir más allá en mis pensamientos y razonamientos." Student course evaluations for THE-4053SP Teología de Juan Wesley 2016 = Estudiante #5: "Aprendí mucho para poner en práctica en el ministerio." 2019 = Estudiante #5: "Estoy muy agradecida con Dios por la oportunidad de aprendizaje sobre esta herencia teológica Wesleyana. Me ha ayudado mucho a comprender mejor mi fe cristiana."</p> <p>Ib. So far, the DS survey results does not specify Hispanic Alumni.</p> <p>Ic. SME student course results: PAS-4081SP Final Grades Experiencia Ministerial Supervisada I 2016 = 66.7% A 2017 = 100% B or better 2018 = 66.7% B or better 2019 = 83.3% A 2020 = not yet</p>	<p>Ia. Translations: These themes were interesting and helped. This course was a strong motivation to live and teach holiness. This course was very effective and instructive. The instructor made me think and pushed me to think deeper and with more detail. Translations: This course helped me focus my relationship with (God). The resources, textbook and spiritual exercises were very edifying and helped me develop spiritually. A marvelous course: excellent, well-planned and edifying themes. Translations: I greatly enjoyed and learned much that will help me serve better. There were effective questions that led me to investigate more. The questions pushed me in my thoughts and reasonings. Translations: I learned a lot of which I will put into practice. This helped me greatly to better understand my Christian faith.</p> <p>Ib.</p> <p>Ic. Note: Five consecutive years of two-thirds of students with B or better. To comply with federal Financial Aid requirements, the original course (PAS-4092SP) was divided into TWO courses of 12 and 6 weeks, instead of 18 weeks.</p>

	<p><i>this needs to be designed and added to the Pastoral Major SME as a part of the SME experience. In process. It has not been instituted yet.</i> Student course evaluations for these courses will give us a good picture of their thoughts about the effectiveness of these courses on their personal and professional growth Please note that in 2019, PAS-4092SP has been changed to PAS-4081SP and PAS-4091SP because of Financial Aid requirement changes.</p> <p>1d. THE-1043SP grade performance 75% achieving a grade of C or above for course. The five Theology courses (and PAS-1023SP Formación Espiritual) address this outcome.</p> <p>The final grades for students in THE-1043SP Explorando la Santidad Cristiana will help us measure whether or not students are comprehending the doctrine.</p> <p>1e. Good to excellent rating on DS Survey regarding teaching and preaching Holiness Doctrine. DS Surveys for years 2018 - 2021 will be used to tabulate effectiveness in this area.</p> <p>1f. 75% of NBC graduates now pastoring will reveal holiness in personal character as reported by the District Superintendent's Survey. Will compare and evaluate progress.</p>	<p>SME student course results: PAS-4091SP Final Grades Experiencia Ministerial Supervisada II 2019 = 66.7% A 2020 = not yet</p> <p>1d. THE-1043SP Final Grades Explorando la Santidad Cristiana 2015 = 58.3% C or better 2016 = 100% C+ or better 2017 = 83% B or better 2018 = 66.6% B+ or better 2019 = not taught 2020 = 100% A</p> <p>Student course evaluations for THE-1043SP (and PAS-1023SP) specifically said that they were really helped by the courses in their personal spiritual development. The resources and textbooks also were "strengthening" to them. (see 1a, above)</p> <p>1e. So far, the DS survey results does not specify Hispanic Alumni.</p> <p>1f. So far, the DS survey results does not specify Hispanic Alumni.</p>	<p>This should help student and instructor concentration levels.</p> <p>1d. Note: Five years of course with clear pattern of improvement of grades.</p> <p>Also taking care to have the best and most experienced instructors for this course.</p> <p>1e.</p> <p>1f.</p>
<p>2. Explain essential Christian beliefs for practical application in ministry.</p>	<p>2a. 75% of the District Superintendents in the COTN responding to the "NBC Survey for District Superintendents" will rate NBC students/ alumni serving on their districts as either "good" or "excellent" in Preaching/Teaching."</p> <p>2b. 75% of the graduating students will indicate a favorable response to having been adequately prepared to preach while at NBC. PAS-3033SP Predicación Cristiana I y PAS-3043SP Predicación Cristiana II address this outcome. When there are sufficient numbers of Spanish-speaking Alumni, statistics will be compiled from an Alumni Survey seeking input on preaching skills and effectiveness in terms of preaching preparation at NBC. For now, Student course evaluations and Final grades will be used to determine the success of these courses</p>	<p>2a. So far, the DS survey results does not specify Hispanic Alumni.</p> <p>2b. Alumni Survey not yet available for Spanish-speaking alumni. Student course evaluations of PAS3033SP Predicación Cristiana I 2016 = Estudiante #7: "Fue un curso bien definido que nos ayudó desarrollar habilidades para el desarrollo del sermón y la comunicación del mismo." 2017 = Estudiante #7: "Para mí, fue en el momento que necesitaba un refrescar en equiparme para mis predicaciones. Me siento más preparada para seguir predicando la Palabra de Dios. Y hacer sermones bíblicamente fundamentados, y bien comunicados para que realicen el propósito deseado por medio del Espíritu Santo. ¡¡Ahora a poner en práctica lo aprendido!!" PAS3033SP Final Grades Predicación Cristiana I 2016 = 87.5% B or better 2017 = 85.7% A- or better 2018 = not taught 2019 = not taught 2020 = not taught</p>	<p>2a.</p> <p>2b. Translations: This course helped me to develop skills in sermon preparation and delivery. This came at just the right moment for me; I needed to learn how to create Biblically-based sermons, and to communicate better. Now to put it into practice what I learned! Note: The criteria were met in the two course offerings. Translations: I learned the use of new tools that will be very useful. I learned to have more confidence in preaching and in preparing sermons. This was a very effective course and helped us to improve our preaching.</p>

		<p>Student course evaluations of PAS3043SP Predicación Cristiana II 2017 = Estudiante #4: “Aprendí nuevas herramientas que sean muy útiles en la preparación y en la predicación de los mensajes.” 2019 (Spring) = Estudiante #1: “Aprendí a tener más confianza en predicar y como crear un sermón.” 2019 (Winter) = Estudiante #3: “Fue una clase muy efectiva que nos ayuda mucho a mejorar en nuestra forma de predicar...” PAS3043SP Final Grades Predicación Cristiana II 2015 = 75% B- or better 2016 = not taught 2017 (Spring) = 66.6% B+ or better 2017 (Winter) = 80% B+ or better 2018 = not taught 2019 (Spring) = 75% B+ or better 2019 (Winter) = 100% A 2020 = Not yet</p>	<p>Note: In all but one of the five courses, 75% of the students achieved B- or better.</p>
<p>3. Apply what is being learned in local ministry context.</p>	<p>3a. 75% of the COTN District Superintendents responding to the DS Surveys will rate NBC students/alumni serving on their districts either “good” or “excellent” in Leadership/Administration. We will use the Final Grades of the PAS-4023SP Administración de la Iglesia y Finanzas and PSY-4083SP Liderazgo to evaluate learning the achievement of this outcome.</p> <p>3b. Alumni Survey to be administered for graduates from 2018-2021 = regarding their sense of being adequately prepared to lead and administer the church. 75% of Alumni will give a favorable rating regarding their preparation for leadership and administration at NBC. PAS-4023SP Administración de la Iglesia y Finanzas, PSY-4083SP Liderazgo, PAS-4081SP Experiencia Ministerial Supervisada I (SME), PAS-4091SP Experiencia Ministerial Supervisada II (SME) and PAS-2023SP Historia y Política de la Iglesia del Nazareno address this outcome. Since the Alumni Survey is not ready, we will use student course evaluations and final grades to evaluate effectiveness of Church Administration and Finance Course.</p>	<p>3a. So far, the DS survey results does not specify Hispanic Alumni. PAS-4023SP Final Grades Administración de la Iglesia y Finanzas 2017 = 75% B or better 2018 = not taught 2019 = 75% C or better 2020 = 100% A PSY-4083SP Final Grades Liderazgo 2015 = 81% better than B+ 2016 = not taught 2017 (Spring) = 66.7% A 2017 (Fall) = 100% A 2019 = 71.5% B or better 2020 = 100% A- or better</p> <p>3b. Alumni Survey not yet available for Spanish-speaking alumni. The class discussion forums of PAS-4023SP (and PAS-2013SP) were mentioned in student course evaluations as being outstanding because of the excellent exchanges between student and instructor, as well as the ones between students. Student course evaluations for PAS-2013SP Práctica del Ministerio Cristiano 2015 = Estudiante #8: “Realmente me gustó mucho este curso porque me enseñó tópicos nuevos y me refrescó mi ministerio.” Estudiante #5: Fue una clase a través de la cual reflexioné mucho y adquirí nuevos compromisos con Dios y su obra.” 2018 = Estudiante #6: “Las lecturas todas las lecturas de cada semana ofrecieron un aspecto practico y efectivo para aplicación en el ministerio.” PAS-2013SP Final Grades Práctica del Ministerio Cristiano 2013 = 100% C+ or better 2015 = 100% B or better 2018 = 100% C+ or better 2019 = not taught 2020 = not yet Student course evaluations for PAS-4023SP Administración de la Iglesia y Finanzas 2015 = Estudiante #2: “Gracias por ...la claridad del curso y la información provista.” 2017 = Estudiante #2: “(El) material de clase (fue) muy interesante!”</p>	<p>3a. Note: 75% of the students achieved C or better in all three course offerings. In all six course offerings, 70% or better of the students achieved a B or better.</p> <p>3b. Translations: I really liked this course because it taught me new topics and refreshed my ministry. This class made me reflect a lot and I made new commitments to God and His work. The weekly lectures were practical and effective, to be applied in the ministry. Note: All three course offerings had all students doing C+ or better (C+ = 77%). Translations: Thanks for the clarity of the course and the information provided. The class material was very interesting. Textbook selection was excellent; the course offered solid bases for the behavior of an administrator and the two contrasting textbooks demonstrated the perfect combination for this type of leadership. The textbooks, comments and class participation provided an abundance of learning and life application.</p>

Program Assessment Report

Program: *Concentracion en Ministerios Pastorales (AA)*

Academic Year: 2019-2020

		<p>2019 = Estudiante #3: “La selección de los libros de textos (fue una excelente combinación... (uno) que tiene bases firmes de comportamiento de un buen administrador me sentía como, ¿y ahora por donde comienzo?, y abría el (otro) texto ...que contiene su contenido de testimonio de un héroe como Nehemías... (los dos textos) fueron la combinación perfecta para cual que ir líder, ya sea, este con o sin experiencia.”</p> <p>2020 = Estudiante #1: “(Los libros, comentarios y aportes) proveyeron mucha enseñanza y aplicación a la vida.”</p> <p>PAS-4023SP Final Grades Administración de la Iglesia y Finanzas</p> <p>2015 = 50% A- or better 2017 = 75% B+ or better 2018 = not taught 2019 = 75% C or better 2020 = 100% A</p>	<p>Note: With the exception of the first class, most of the students in all other course offerings achieved C or better.</p>
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Summation of Assessment Impact { describe decisions and changes made in response to assessment results. Explain items in column 5 }:

OBJECTIVE ONE: Grow in Christlike character as persons and pastors.

Point of Information: The mixtures of cultures (22 countries that primarily speak Spanish) and historical religious influences within the Hispanic Christian community in the United States require a thorough and comprehensive effort to develop persons and pastors who genuinely exhibit a Christlike character and who are demonstrably growing in that experience. To achieve our goals in this area is requiring an intentional approach to assuring that our students comprehend the biblical standards of holiness as well as the experience of entire sanctification as presented on our Article of Faith regarding our holiness doctrine.

Plan of Action:

Although Theology courses typically are not included in discussions about Objectives, it is necessary to do so in the HPM context as both the Theology courses shown below are unique to the HPM program. We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:

- THE-1043SP Explorando la Santidad Cristiana – emphasizing the personal experience of entire sanctification
- PAS-1023SP Formación Espiritual – emphasizing the spiritual disciplines
- THE-4053SP Teología de Juan Wesley – emphasizing the personal testimony and theology of Wesley
- OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo – emphasizing God’s prevenient grace in the lives of the believer

We now have an extensive Spanish-language reference bibliography for each of the 27 courses.

OBJECTIVE TWO: 2. Explain essential Christian beliefs for practical application in ministry.

To achieve our goal in this area will require analysis of the existing courses to teach how *the Hispanic community* is best evangelized and engaged according to the peculiarities of a multi-national, immigrant, second-culture context. In the USA/Canada Hispanic community, this means presenting the essential Christian beliefs in practical application in ministry experiences that would look, sound and feel related to the cultural aspects of the Hispanic community and the peculiarities of a multi-national, immigrant, second-culture context. To achieve our goal in this area will require analysis of the existing courses to understand, appreciate and improve the cultural aspects of communicating the Gospel within the US Hispanic context.

Plan of Action:

- A. Revise all courses for the textbook requirements with the purpose of seeking
 - a. Works that are original (not translated)
 - b. Works that are more current (not from previous generations)
 - c. Works by authors from within the USA/Canada Hispanic community (not from South or Central America or Spain)
 [There are Hispanic church leaders and pastors recognized for their expertise who could author these textbooks.]
- B. We now have an extensive Spanish-language reference bibliography for each of the 27 courses.

C. We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:

- PAS3033SP Predicación Cristiana I
- OTR4093SP Declarando el Evangelio de Dios como Evangelismo
- OTR2033SP Presentación del Evangelio en el Mundo de Pluralismo
- OTR4033SP Comunicar a Cristo Transculturalmente.

D. Seek professors that are experienced in this particular context and who have successfully navigated it with their congregations.

[*There are Hispanic church leaders and pastors recognized for their expertise who currently are NBC HPM adjunct professors.*]

OBJECTIVE THREE: Apply what is being learned in local ministry context.

To effectively lead and administer the church within the Hispanic community and the peculiarities of a multi-national, immigrant, second-culture context will require careful and innovative leadership, which a student would apply what is being learned in the local ministry context. To achieve our goal in this area will require analysis of the existing courses to teach how to lead and administrate within *the Hispanic context*.

Plan of Action:

We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:

- PAS4023SP Administración de la Iglesia y Finanzas
- PSY4083SP Liderazgo
- PAS4081SP Experiencia Ministerial Supervisada I (SME)
- PAS4091SP Experiencia Ministerial Supervisada II (SME)
- PAS2023SP Historia y Política de la Iglesia del Nazareno

We now have an extensive Spanish-language reference bibliography for each of the 27 courses.

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

In general, the Hispanic Pastoral Ministries program must plan to respond more specifically to the USA/Canada Hispanic cultural context.

- a. The DS Survey should be revised to include (for the first time ever) Hispanic Pastoral Ministries degree graduates.
- b. The different student interventions (NBC Experience, Ministry Progress Report, Graduating Colloquium) will be given in Spanish for the HPM students.
- c. A Spanish language version of the ABHE test needs to be given to the HPM students.

In general, the Hispanic Pastoral Ministries program must plan to respond more specifically to the USA/Canada Hispanic church context.

- d. In view of the fact that the Spanish-language immigrant population has increased *dramatically* in the past five years, more Hispanic congregations are needed throughout the USA and Canada (in all states and provinces), which is causing a need for more Hispanic pastors to plant these churches.
- e. In view of the fact that there is a *critical* shortage of pastors for Spanish-language congregations (many churches without pastors, many churches seeking HPM students even before they graduate), the HPM program must strategically respond and prepare students with this in mind.
- f. In view of the fact that several *sister holiness denominations* are approaching NBC for candidates for their pulpits (they face the same shortage mentioned before), more collaboration and shared strategy is needed to address this demand (including using Spanish-speaking adjunct professors from the Salvation Army, developing working agreements with graduate schools, etc.).