Program Learning Outcomes Annual Assessments

This document charts the completion of annual assessments of student achievement of program learning outcomes/goals within each of LPC's academic programs and the evidence these assessments provide concerning student learning.

Each year LPC faculty within their academic program committees conduct an annual assessment of program quality and student achievement of learning outcomes through evaluation of direct, indirect, and descriptive evidence guided by each program's Assessment Plan. Each committee assesses collected student work from the signature assignments connected to the learning outcome being evaluated that year. The faculty assess the work against the rubrics developed for evaluating the level at which the work shows students are meeting program outcomes, reporting and providing reflection upon the data as well as making recommendations for improvement. After completing the annual evaluation, each committee assembles a report detailing the data obtained and reflecting upon the program's effectiveness in terms of how well students are achieving the outcomes under investigation, and indicating areas for improvement. The information and reflection is used for improving assignments, course design, and instruction to better achieve learning outcomes, as well as to refine outcome statements and course objectives.

The charts below document the results of these assessments. Unfilled cells denote outcomes/goals scheduled to be assessed in future years.

Program	Year Initiated	Last Prog Rev	Next Prog Rev	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	Notes
BA Business Administration	2014	NA	2018					✓	✓	✓	
BA Biblical Studies	Historic	2016	2023	✓		✓	✓	✓	✓	✓	
BA Communication	2017	NA	2023								
BA Human Dev. & Psychology	2014	NA	2017							✓	
BA Ministry & Leadership	2006	2015	2022			✓		✓	✓	✓	
BA Transformational Ministry	2010	2012	2019	✓	✓	✓	✓	✓	✓	✓	
BA Worship Arts & Media	2015	NA	2020						✓	✓	
General Studies Program	Historic	2014	2020	✓	✓	✓				✓	Assessed two outcomes in 16/17
LPC-Ignite AA General Studies	2012	NA	2020					✓	✓		
MA Christian Leadership	2018	NA	2021								
MA Strategic Leadership	2010	2013	2021		✓	✓				✓	Assessed two outcomes in 16/17

Program	Goal	Year	Findings
BA Business Administration	**Goal 1. Graduates will be able to apply ethical leadership & management competencies.** 1. Identify effective leadership strategies for addressing business and organizational challenges. 2. Apply change management principles to various situations. 3. Compose effective internal and external business communications.	2016/17	1.3: Faculty assessment determined students are satisfactorily achieving the outcome at a developed level with an overall average above 3.0 and 67% of students scoring above a 3.
	Goal 2. Graduates will be able to design systems and processes for managing resources effectively. 1. Assess the economic and financial effectiveness of an organization's use of resources. 2. Organize systems that control the flow of resources in order to ensure the accomplishment of an organization's mission. 3. Conduct research to improve an organization's access to and use of information as a resource.	2015/16	2.1: Faculty assessment of student work determined students are achieving the outcome at an emerging level; the average overall score was 2.15. 2.2: Faculty assessment of student work determined students are achieving the outcome at an emerging level; the average overall score was 2.39. 2.3: Faculty assessment of student work determined students are achieving the outcome at an emerging level; the average overall score was 2.67.
	Goal 3. Graduates will be able to design business plans and formulate forecasts. 1. Produce forecasts in the context of sound economic theory by applying data from financial statements. 2. Utilize information technology in order to collect, analyze, synthesize, and predict outcomes. 3. Create business plans & policy based on critical analysis of data.		
	Goal 4. Graduates will be able to generate competent & strategic business decisions consistent with a Christian worldview. 1. Construct effective decision making processes by analyzing critical data points. 2. Produce business outcomes by executing, monitoring, and adjusting strategy.		
	Goal 5. Graduates will be able to conduct business in ways that promote the advance of God's kingdom and lead to social, economic, environmental, and spiritual transformation. 1. Apply a kingdom perspective to business disciplines and decision making. 2. Set up systems utilizing human, financial, and physical resources in ethical ways. 3. Conduct themselves with Christ-like character and encourage the spiritual growth of others.		

Program	Goal	Year	Findings
BA Biblical Studies	1.0 Describe the significance of the Bible as well as the Bible's principal theological themes; 1.1 Students will be able to link prominent biblical characters to their specific historical era, explaining the significance of the characters within their historical era. 1.2 Students will be able to summarize what the Bible about a variety of theological ideas.	2015/16	1.2: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.13 and 73% of papers scored 3.0 or higher.
	2.0 Defend the Bible's authority as an infallible guide for matters of faith and practice; 2.1 Students will be able to explain the process of revelation, inspiration, transmission, and canonization. 2.2 Students will know key questions skeptics ask about biblical authority and be able to answer their challenges.	2012/13	2.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; 65% of papers scored 3.0 or higher.
	3.0 Apply the principles of the inductive Bible study method to analyze any type of biblical text; 3.1 Students will be able to justify every step in the "An Inductive Method for Bible Study." 3.2 Students will be able to articulate hermeneutical principles relating to matters of grammar, history, culture, and theology. 3.3 Students will demonstrate awareness of critical methodologies, such… 3.4 Students will be able to customize these central methodological elements for the interpretation of any kind of biblical text. 3.5 Students will be able to apply their understanding of the following genre when they study the Bible… 3.6 Students will be able to critically evaluate primary and secondary literature	2013/14	3.5: Faculty assessment of 102 samples of student work determined students are marginally achieving the outcome at a developed level; the average overall score was 2.94 and 66% of papers scored 3.0 or higher.
	4.0 Master the method of theological synthesis (from the exegesis of biblical texts to systematic theology) in order to formulate sound theological positions; 4.1 Students will be able to develop theological concepts though this sequential process… 4.2 Students will be able to draw upon Scripture, tradition, experience, reason, and community as they formulate theological positions. 4.3 Students will be able to incorporate their theology into formal and informal teaching plans and sermon outlines. 4.4 Students will be able to distinguish the essential elements of the Christian faith from both the non-essential and matters of conscience.	2016/17	4.0: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.1 and 72% scored 3.0 or higher. 4.2: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.46 and 80% scored 3.0 or higher.
	5.0 Commit to personal, intellectual, and spiritual transformation through the demonstration of core values. 5.1 Students will be able to display inquisitiveness, humility, and reverence in the pursuit and presentation of biblical truth.	2014/15	Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.2 and 82% scored 3.0 or higher.

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	2. Students will be able to value the necessary connection between interpretation, theology, exposition, and application by allowing Scripture to transform their lives through the power of the Holy Spirit 5.3 Students will demonstrate an embracing of the College's stance on diversity.		
BA Communication	1. communicate effectively in a Christ-like manner. Create messages appropriate to the audience, purpose, and context. Demonstrate the ability to accomplish communicative goals. Apply ethical communication principles and practices.		
	2. produce communication founded on an understanding of the discipline, theory, and research. Describe the Communication discipline and its central questions including various career pathways for Communications students. Employ Communication theories, perspectives, principles, and concepts. Engage in professional-level Communication inquiry.		
	3. create and analyze communications competently and critically. Critically analyze messages and the worldview presuppositions contained in those messages in light of critical theory and the gospel. Create and utilize new verbal, written, and non-linguistic approaches to communication.		
	4. communicate respectfully with diverse cultures in ways that foster global awareness and community. Utilize communication to encourage respect for difference and promote ongoing dialogue. Influence public discourse for the benefit of the Christian community and society in general.		
	5. practice the communication professions in ways that promote the advance of God's kingdom, which leads to societal change and spiritual transformation. Affirm the centrality of the gospel message, Christian theology, and the Christian community for innovating solutions to communication challenges. Create redemptive communication that advances individual and collective wholeness.		
BA Human Dev. & Psychology	1. develop a Spirit-filled theology in order to minister in the Holy Spirit using Spiritual Gifts; 1. Articulate a Spirit-filled theology of leadership ministry, including evaluation of models for ministry and leadership. 2. Minister in the power of the Holy Spirit, including the use of Spiritual Gifts. 3. Develop a value system for relating to people biblically, including respecting diversity and demonstrating concern for the lost.	2016/17	1.1: Faculty assessment of student work determined students are achieving the outcome at an emerging level; the average overall score was 2.4. 1.2: Faculty assessment of student work determined students are achieving the outcome at an emerging level; the average overall score was 2.72.

Program	Goal	Year	Findings
	2. practice and describe key skills a leader must have for a lifetime of personal spiritual formation and growth; 1. Communicate effectively in ministry settings through public speaking, in writing, and when leading groups. 2. Devote one's self to an intimacy with God that leads to personal and relational health. 3. Express a commitment to a lifetime of growth in ministry and leadership skills. 4. Express a value for the priority of healthy family relationships. 5. Create and implement strategies for personal and corporate spiritual formation.		
	3. analyze leadership models/theories and develop emerging leader's skill set for leading in the corporate environment; 1. Apply relational, team-building, and networking skills in developing leaders for Christian ministry. 2. Apply an understanding of human psychology to various ministry situations. 3. Act in ways consistent with ethical biblical leadership in all areas of life		
	4. employ effective, compassionate, pastoral counseling skills in various ministry settings, including conflict management, evaluating organizational dynamics, culture, and structure to guide the implementation of visionary strategies; 1. Identify and explain the legal and administrative issues facing those involved in leadership ministry. 2. Lead church events effectively. 3. Utilize technology, media, and the arts in ministry settings. 4. Manage a ministry, church, or organization strategically through research, assessment, and planning. 5. Implement visionary planning.		
	5. analyze global cultural issues for the purpose of strategic planning and contextual communication of the Gospel message. 1. Design and implement innovative strategies for engaging in evangelism, outreach, and church planting in various cultures. 2. Analyze global cultural issues. 3. Describe the cultural factors of the society in which they live and the church in which they serve, and contextualize the Gospel message to both. 4. Display a commitment to the primacy of the Gospel message and to the local church as integral to its advance.		

Program	Goal	Year	Findings
BA Ministry & Leadership	**1. Exhibit a depth of understanding of biblical content, theological synthesis and hermeneutical practice.** 1. Describe select major characters, events and themes of the Bible, 2. Summarize the various views on vital theological issues, 3. Apply exegetical methodology and hermeneutical principles to any genre of biblical literature, 4. Develop his or her own theological perspectives, 5. Defend the primacy of scriptural revelation, 6. Commit to a lifestyle of spiritual growth based upon biblical principles,		
	2. Possess the skills necessary for ministry to people inside and outside of the local church, particularly pastoral care-giving. 7. Describe how the gospel addresses the various needs, defenses, and motivations common to this generation, 8. Explain how the Church carries out the ministry of Jesus Christ today, 9. Display compassion and care toward people from all backgrounds, 10. Apply principles of organizational behavior to ministry situations, 11. Uphold the belief in the intrinsic worth of every human being, 12. Advocate the gospel as the only solution to the world's condition,	2014/15	2.8: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level with some weaknesses; the average overall score was 3.08 and 70% of papers scored 3.0 or higher.
	3. Demonstrate leadership skills, especially applicable to the local church, with an understanding of how to acquire God-given vision and encourage others toward that vision, and possess fundamental resources and tools necessary to identify, guide, and develop potential leaders. 13. Differentiate between various styles and approaches to leadership. 14. Identify his or her personal strengths and weaknesses, 15. Discern the will of God with a group of people and lead them accordingly, 16. Exhibit the ability to identify and mentor other leaders. 17. Exemplify ethical leadership in his or her decision making and actions,	2012/13	3:13: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was 2.86 and 45% of papers scored 3.0 or higher.
	4. Integrate education, spiritual life, and life-experience into a consistent pattern of personal spiritual growth affecting character and values, and possess the desire and foundation necessary to be a lifelong learner. 18. Identify valuable resources for the pursuit of lifelong learning and development, 19. Think critically about vital theological, ministerial and leadership issues. 20. Communicate effectively, 21. Utilize technological skills for research, writing, and presentation,	2016/17 2015/16	4.18,19: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.40 and 80% of papers scored 3.0 or higher. 80% scored 3.0 or higher relating to Objective 18, and 95% scored 3.0 or higher relating to Objective 19. 4.20: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level with some weaknesses; the average overall score was 3.06 and 65% of papers scored 3.0 or higher.

Program	Goal	Year	Findings
	22. Devote himself or herself to personal growth and growth in relationships with others and with God throughout the stages of life.		
BA Transformational Ministry	1. Develop a Spirit-filled theology in order to minister in the Holy Spirit using Spiritual Gifts; 1. Articulate a Spirit-filled theology of leadership ministry, including evaluation of models for ministry and leadership. 2. Minister in the power of the Holy Spirit, including the use of Spiritual Gifts. 3. Develop a value system for relating to people biblically, including respecting diversity and demonstrating concern for the lost.	2016/17	1.1: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.5 and 81% scored 3.0 or higher. 1.2: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; 76% scored 3.0 or higher.
	2. Practice and describe key skills a leader must have for a lifetime of personal spiritual formation and growth; 1. Communicate effectively in ministry settings through public speaking, in writing, and when leading groups. 2. Devote one's self to an intimacy with God that leads to personal and relational health. 3. Express a commitment to a lifetime of growth in ministry and leadership skills. 4. Express a value for the priority of healthy family relationships. 5. Create and implement strategies for personal and corporate spiritual formation.	2011/12	2.1: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.44 and 90% of papers scored 3.0 or higher. 2.4: Faculty assessment of 10 samples of student work determined students are satisfactorily achieving the outcome at a developed level with some weakness; the average overall score was 3.36 and 60% of papers scored 3.0 or higher.
	3. Analyze leadership models/theories and develop emerging leader's skill set for leading in the corporate environment; 1. Apply relational, team-building, and networking skills in developing leaders for Christian ministry. 2. Apply an understanding of human psychology to various ministry situations. 3. Act in ways consistent with ethical biblical leadership in all areas of life	2012/13	3.1: Faculty assessment of 28 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.19 and 71% of papers scored 3.0 or higher. 3.2: Faculty assessment of 31 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was 2.99 and 52% of papers scored 3.0 or higher. 3.3: Faculty assessment of 16 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.21 and 75% of papers scored 3.0 or higher.
	4. Employ effective, compassionate, pastoral counseling skills in various ministry settings, including conflict management, evaluating organizational dynamics, culture, and structure to guide the implementation of visionary strategies; 1. Identify and explain the legal and administrative issues facing those involved in leadership ministry. 2. Lead church events effectively. 3. Utilize technology, media, and the arts in ministry settings.	2013/14	4.1: Faculty assessment of 15 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.06 and 80% of papers scored 3.0 or higher. 4.3: Faculty assessment of 22 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was 2.91 and 64% of papers scored 3.0 or higher. 4.4: 5.4: Faculty assessment of 18 samples of student work determined students are satisfactorily achieving the outcome at a

Program	Goal	Year	Findings
	4. Manage a ministry, church, or organization strategically through research, assessment, and planning. 5. Implement visionary planning.		developed level; the average overall score was <u>3.18</u> and <u>78%</u> of papers scored 3.0 or higher.
	5. Analyze global cultural issues for the purpose of strategic planning and contextual communication of the Gospel message. 1. Design and implement innovative strategies for engaging in evangelism, outreach, and church planting in various cultures. 2. Analyze global cultural issues. 3. Describe the cultural factors of the society in which they live and the church in which they serve, and contextualize the Gospel message to both. 4. Display a commitment to the primacy of the Gospel message and to the local church as integral to its advance.	2014/15	5.1: Faculty assessment of samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.83</u> and <u>45%</u> of papers scored 3.0 or higher. 5.2: Faculty assessment of 5 samples of student work determined students are satisfactorily achieving the outcome at a developed level with some weaknesses; the average overall score was <u>3.46</u> and <u>60%</u> of papers scored 3.0 or higher. 5.3: Faculty assessment of 40 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.14</u> and 72.5<u>%</u> of papers scored 3.0 or higher. 5.4: Faculty assessment of 13 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.36</u> and <u>79%</u> of papers scored 3.0 or higher.
BA Worship Arts & Media	1. Lead worship empowered by the Spirit and grounded in Christian theology, values, and ethics; 1. Design systems that instruct and encourage others toward worship directed by the Spirit. 2. Integrate sound theology/biblical perspectives in all aspects of worship. 3. Conduct themselves with Christ-like character, yieldedness to the Spirit, and a life of worship.	2016/17	1.1: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.41</u> and <u>87%</u> scored 3.0 or higher. 1.2: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.51</u> and <u>90%</u> scored 3.0 or higher. 1.3: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.25</u> and <u>84%</u> scored 3.0 or higher.
	2. Use various musical/artistic forms & styles to express worship; 1. Display appreciation for various modes of expressing worship (drama, art, music, spoken word, etc.). 2. Integrate aspects of worship arts history and dramatic literature in worship settings. 3. Organize worship experiences in varying styles (traditional, liturgical, contemporary, ethnically diverse, etc.).		
	3. Master musical and technological elements in the worship experience, utilizing musical theory and the arts; 1. Demonstrate proficiency in piano and in one other instrument/artistic form useful for leading worship. 2. Integrate music theory in a worship setting.		

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	3. Utilize technology (live sound, recording, lights, graphics, video, etc.) in ways that foster the worship experience.		
	4. Employ effective leadership to foster the development of team members and implement vision; 1. Build and lead unified teams. 2. Integrate pastoral vision into a cohesive worship experience. 3. Apply relational/communication skills to interact effectively and sensitively with people of diverse abilities, backgrounds, and cultural/theological perspectives.		
General Studies Program	1. Apply critical and creative thinking skills to provide reasoned analysis of competing ideas as well as solutions to difficult problems.	2016/17	Faculty assessment of student work determined students are achieving the outcome at an emerging level; the average overall score was 2.9 and 40% of papers scored 3.0 or higher.
	2. Analyze quantitative data to address questions, support arguments and evaluate conclusions.		
	3. Access and evaluate information in conducting research and conveying results of that research ethically to others.	2016/17	Faculty assessment of student work determined students are achieving the outcome at an emerging level; the average overall score was 2.97 and 35% of papers scored 3.0 or higher.
	4. Compose multi-media presentations and written communications, including those specific to their discipline.	2012/13	Faculty assessment of 29 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.33 and 93% of papers scored 3.0 or higher.
	5. Communicate orally in various settings, including those specific to their discipline.	2012/13	Faculty assessment of 7 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.38 and 81% of papers scored 3.0 or higher.
	6. Express an appreciation for the diversity of people and their cultures, in order to honor God's creativity and his creation.	2011/12	Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.01 and 71% of papers scored 3.0 or higher.
MA Strategic Leadership	1. Apply a biblical and theological perspective to leadership and ministry; 1. Summarize the theological and historical foundations for leadership in a ministry context 2. Apply sound biblical hermeneutic to ministry practice 3. Act in ways consistent with biblical ethical leadership and followership	2012/13	1.1: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.28 and 80% of papers scored 3.0 or higher.
	2. Relate research to ministry contexts; 1. Evaluate contemporary approaches, issues, and trends in ministry 2. Analyze the impact of globalization on the church and society	2016/17	2.1: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.73 and 100% scored 3.0 or higher.

Program	Goal	Year	Findings
	3. Assess various cultural settings in order to effectively contextualize ministry 4. Practice compassionate ministry toward those in need		2.2: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was 3.73 and 100% scored 3.0 or higher.
	3. Evaluate organizational dynamics in order to effectively lead others toward the achievement of strategic organizational and ministry objectives; 1. Explain organizational behavior and leadership theory 2. Manage personal and organizational conflict in a productive manner 3. Manage an organization's resources 4. Exhibit effective interpersonal and organizational communication skills 5. Implement a strategic planning process in a Spirit-filled environment 6. Build a leadership team		
	4. Display growth as an individual and help others grow toward their potential; 1. Mentor and release future leaders 2. Devote oneself to personal spiritual growth and lifelong learning 3. Express a value for living a life of excellence that balances personal, family, and professional commitments		