

Assessment Plan for Student Learning Objectives (Seminary)

The table below indicates the assessment plan for graduate degree outcomes for the Master of Arts in Ministry Leadership and the Master of Arts in Pastoral Counselling.

Master of Arts in Ministry Leadership Degree Outcomes

1. **Biblical and Theological Literacy.** Develop capacity for biblical interpretation and theological reflection to provide a framework for effective ministry leadership.
2. **Leadership Training.** Expand knowledge and skills of leadership and administration to cultivate a lifestyle of servant leadership.
3. **Spiritual Formation.** Integrate spiritual development throughout all aspects of life and ministry.
4. **Practical Ministry and/or Specialized Areas of Study.** Hone ministry skills in a specialized area.

Master of Arts in Pastoral Counselling Degree Outcomes

1. **Biblical and Theological Literacy.** Develop capacity for biblical interpretation and theological reflection to provide a framework for effective pastoral counselling.
2. **Counselling Theory.** Expand knowledge of counselling theory to competently practice pastoral counselling.
3. **Spiritual Formation.** Integrate spiritual development throughout all aspects of life and ministry.
4. **Specialized Counselling Practicums.** Hone competencies in the application of pastoral counselling skills through counselling practicums.

Timeline for Assessment

The assessment plan is carried out in a four-year cycle, with one objective for each program being assessed each year in May or June during assessment week.

Process for Assessment

1. **Gathering Data:** The relevant evidence for the objective being assessed is gathered by the faculty member or Adjunct Faculty Advisor who is responsible for overseeing the course that the evidence is associated with. Course data is gathered from the most recent instance of the course. Internship and summative interview data is gathered from the previous three years. Relevant SSI data *[and course evaluations]* data is gathered by the Dean of the Seminary from the previous four years.
2. **Reporting:** The people who have gathered the data will report to the Seminary Curriculum Committee (SCC) and the results will be stored in the SCC minutes. The reports will indicate how well students reached the benchmarks.
3. **Evaluation:** SCC will evaluate the data that is reported. SCC will also evaluate whether any aspect related to the objective being assessed (the objective itself, the evidence, or benchmarks) should be revised.

4. **Improvement Plan:** SCC will determine a plan for any changes that should be implemented to better assist students in meeting the objective. This plan will include a) necessary action, b) the person(s) responsible for the action, c) a scheduled action point to evaluate the progress made on the improvement plan one year later.

See the table below on the following pages.

	Source	Evidence	Benchmark
MAML Objective #1: Biblical and Theological Literacy. Develop capacity for biblical interpretation and theological reflection to provide a framework for effective ministry leadership.	BI5105 Interpreting God's Word	Research Project	80% of students receive B- or higher on this assignment.
	OT**** Old Testament Elective	Major Research Paper or Project (Various)	80% of students receive B- or higher on this assignment.
	NT****New Testament Elective	Major Research Paper or Project (Various)	80% of students receive B- or higher on this assignment.
	TS5201 Theological Foundations	Research Paper or Ministry Project	80% of students receive B- or higher on this assignment.
	Summative Interview	Question #5 under "Biblical and Theological Literacy": "On a scale of 1 to 10..."	80% of student answer this question with 8 or higher.
	TS**** Theology Elective	Major Research Paper or Project (Various)	80% of students receive B- or higher on this assignment.
	LS5103 A Biblical Theology of Leadership	Personal Exegetical Study of Leadership in the Bible	80% of students receive B- or higher on this assignment.
	Student Satisfaction Inventory	SSI question: "I am acquiring knowledge and skill to interpret and communicate the Bible and theology for life and ministry." [question subject to edit]	80% of students indicate satisfaction (see question 82 using the "item percentage" view & "seminary" filter).
MAML Objective #2: Leadership Training. Expand knowledge and skills of	LS5101 Communicating God's Word <u>OR</u>	Sermon or Bible Lesson	80% of students receive B- or higher on this assignment.
	LS6100 Effective Communication in Leadership	Critical Reflection Paper	80% of students receive B- or higher on this assignment.

leadership and administration to cultivate a lifestyle of servant leadership.	LS5105 Contemporary Approaches to leadership and Management	Critical Review of <i>The 5 Languages of Appreciation in the Workplace</i>	80% of students receive B- or higher on this assignment.
	LS**** Leadership Elective	Cumulative Paper or Project (Various)	80% of students receive B- or higher on this assignment.
	Summative Interview	Question #5 under "Leadership Training": "On a scale of 1 to 10..."	80% of student answer this question with 8 or higher.
MAML Objective #3: Spiritual Formation. Integrate spiritual development throughout all aspects of life and ministry.	LS5103 A Biblical Theology of Leadership	Leadership Reflections on the Book of Proverbs	80% of students receive B- or higher on this assignment.
	Summative Interview	Question #5 under "Spiritual Formation": "On a scale of 1 to 10..."	80% of student answer this question with 8 or higher.
	Student Satisfaction Inventory	SSI question: "The culture of HCS inspires lifelong devotion to God's Word, prayer, fellowship and service."	80% of seminary students indicate satisfaction (see question 74 using the "item percentage" view and "seminary" filter).
MAML Objective #4:	LS7200 Capstone Project	6 credit hour Project	80% of students receive B- or higher on their project.

Practical Ministry and/or Specialized Areas of Study. Hone ministry skills in a specialized area.		3 credit hour Project	80% of students receive B- or higher on this assignment.
	LS7402 Ministry Leadership Practicum 2	Student's Self-Evaluation	80% of student answer give themselves 8 or higher.
		Case Study	80% of students receive B- or higher on this assignment.
	Summative Interview	Question #4 under "Practical Ministry and/or Specialized Areas of Study": "On a scale of 1 to 10..."	80% of student answer this question with 8 or higher.
MAPC Objective #1: Biblical and Theological Literacy. Develop capacity for biblical interpretation and theological reflection to provide a framework for effective	BI5105 Interpreting God's Word	Research Project	80% of students receive B- or higher on this assignment.
	TS5201 Theological Foundations	Research Paper or Ministry Project	80% of students receive B- or higher on this assignment.
	OT**** Old Testament Elective	Major Research Paper or Project (various)	80% of students receive B- or higher on this assignment.
	NT**** New Testament Elective	Major Research Paper or Project (various)	80% of students receive B- or higher on this assignment.

pastoral counselling.	Summative Interview	Question #5 under “Biblical and Theological Literacy”: “On a scale of 1 to 10...”	80% of student answer this question with 8 or higher.
	CP6510 Integration of Theology and Counselling	Description and Evaluation of Counselling Scenarios	80% of students receive B- or higher on this assignment.
	TS**** Theology Elective	Major Research Paper or Project (various)	80% of students receive B- or higher on this assignment.
	Student Satisfaction Inventory	SSI question: “I am acquiring knowledge and skill to interpret and communicate the Bible and theology for life and ministry.” [question subject to edit]	80% of students indicate satisfaction (see question 82 using the “item percentage” view and “seminary” filter).
MAPC Objective #2: Counselling Theory. Expand knowledge of counselling theory to competently practice pastoral counselling.	CP5100 Counselling Theory and Techniques	Integrative Theory of Counselling Paper	80% of students receive B- or higher on this assignment.
	CP5111 Ethical and Legal Issues in Counselling	Major Paper	80% of students receive B- or higher on this assignment.
	CP5214 Pastoral Care and Counselling	Benner Review	80% of students receive B- or higher on this assignment.
	CP5202 Psychopathology	Major Paper	80% of students receive B- or higher on this assignment.
	CP6510 Counselling Skills Lab	Practice Counselling Sessions with a Volunteer	80% of students receive B- or higher on this assignment.

	Summative Interview	Question #5 under "Counselling Theory": "On a scale of 1 to 10..."	80% of student answer this question with 8 or higher.
MAPC Objective #3: Spiritual Formation. Integrate spiritual development throughout all aspects of life and ministry.	CP5105 Integration of Theology and Counselling	Description and Evaluation of Counselling Scenarios	80% of students receive B- or higher on this assignment.
	Summative Interview	Question #5 under "Spiritual Formation": "On a scale of 1 to 10..."	80% of student answer this question with 8 or higher.
	CP5100 Counselling Theory and Techniques	Integrative Theory of Counselling Paper	80% of students receive B- or higher on this assignment.
	CP5111 Ethical and Legal Issues in Counselling	Reflective Paper	80% of students receive B- or higher on this assignment.
	CP5214 Pastoral Care and Counselling	Pastoral Counselling Spiritual Leader	80% of students receive B- or higher on this assignment.
	CP6510 Counselling Skills Lab	Individual Therapy Sessions and Self-Reflection	80% of students receive B- or higher on this assignment.
	CP5202 Psychopathology	Reflection Journals	80% of students receive B- or higher on this assignment.
	Student Satisfaction Inventory	SSI question: "The culture of HCS inspires lifelong devotion to God's Word, prayer, fellowship and service."	80% of seminary students indicate satisfaction (see question 74 using the "item percentage" view and "seminary" filter).
MAPC Objective #4: Specialized Counselling	CP7502 Counselling Practicum 2	Case Presentation	80% of students receive B- or higher on this assignment.

Practicums. Hone competencies in the application of pastoral counselling skills through counselling practicums.	CP7502 Counselling Practicum 2	Site Supervisor Evaluation	80% of students receive a B- or higher from their site supervisor's ratings.
	Summative Interview	Question #4 under "Specialized Counselling Practicum": "On a scale of 1 to 10..."	80% of student answer this question with 8 or higher.