

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, the Master of Arts in Clinical Pastoral Counselling, the Master of Arts in Biblical and Theological Studies, and the Master of Divinity.

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 Clinical 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.

Master of Arts in Biblical and Theological Studies

1. **Biblical and Theological Literacy.** Deepen biblical knowledge and perspective for effective preaching, teaching, and other ministry.
2. **Theological Training.** Develop the capacity for thoughtful engagement with the intersection between theology and current cultural trends.
3. **Spiritual Formation.** Integrate spiritual development with biblical and theological knowledge.
4. **Specialized Area of Study.** Combine biblical and theological training with an area of interest or specific skill development.

Master of Divinity

1. **Biblical and Theological Literacy.** Develop the capacity to interpret scripture and evaluate theological issues for effective teaching, preaching, and ministry in other settings.
2. **Pastoral and Leadership Skills.** Hone the skills necessary for successful leadership and pastoral care within a local church or Christian ministry setting.
3. **Practical Ministry Experience and Spiritual Formation.** Integrate biblical and theological knowledge, spiritual formation, and ministry skills within a practical ministry context.

4. **Contextual Awareness.** Enhance awareness of current cultural trends and dynamics in order to facilitate effective engagement within diverse groups in the Canadian context and beyond.

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
<u>MAML</u> <u>Objective #1:</u> 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 #1. Identify 2 or 3 ways you have been influenced	Qualitative descriptors used include:
		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.
<u>MAML</u> <u>Objective #2:</u> Leadership Training. Expand knowledge and	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 under "Comparison Report," using the "Item Percentage" view and "Campus Item 1" demographic filter set to "Answer 3" for Horizon Seminary).
	LS5101 Communicating God's Word	Sermon or Bible Lesson	80% of students receive B- or higher on this assignment.
	OR LS6100 Effective Communication in Leadership	Critical Reflection Paper or Major Paper/Project	80% of students receive B- or higher on this assignment.

skills of 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 #1. What is one of the most important leadership principles learned?	Primary principles learned:
		Question #5 under “Leadership Training”: “On a scale of 1 to 10...”	80% of student answer this question with 8 or higher.
<u>MAML Objective #3:</u> 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 #1. Identify 2 or 3 points of spiritual growth	Qualitative descriptors used include:
		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 the institution inspires lifelong devotion to God’s Word, prayer, fellowship and service.”	80% of students indicate satisfaction (see question 74 under “Comparison Report,” using the “Item Percentage” view and “Campus Item 1” demographic filter set to “Answer 3” for Horizon Seminary).
<u>MAML Objective #4:</u>	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.
		Question #4, Evaluation from supervisor-mentor	80% of responses from supervisor-mentors are either Excellent or Good
	Summative Interview	Question #1. Identify 1 or 2 ministry areas given added attention	Identified points include:
		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.
	Source	Evidence	Benchmark
<u>MACPC</u> Objective #1: Biblical and Theological Literacy. Develop capacity for biblical interpretation and theological reflection to provide a	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.

framework for effective clinical pastoral counselling.	NT**** New Testament Elective	Major Research Paper or Project (various)	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.
	CP5105 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 under “Comparison Report,” using the “Item Percentage” view and “Campus Item 1” demographic filter set to “Answer 3” for Horizon Seminary).
<u>MACPC</u> <u>Objective #2:</u> <u>Counselling</u> Theory. Expand knowledge of counselling theory to competently practice clinical 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.
	CP5204 Assessment in Counselling	Major Assessment Project	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.
<u>MACPC</u> <u>Objective #3:</u> Spiritual Formation. Integrate spiritual development throughout all aspects of life and ministry.	CP6105 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	Personal 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 the institution inspires lifelong devotion to God’s Word, prayer, fellowship and service.”	80% of students indicate satisfaction (see question 74 under “Comparison Report,” using the “Item Percentage” view and “Campus Item 1” demographic filter set to “Answer 3” for Horizon Seminary).
<u>MACPC</u> <u>Objective #4:</u> Specialized	CP7502 Counselling Practicum 2	Case Presentation	80% of students receive B- or higher on this assignment.

Counseling Practicums. Hone competencies in the application of clinical 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.
	Source	Evidence	Benchmark
<u>MDiv Objective #1: Biblical and Theological Literacy.</u> Develop the capacity to interpret scripture and evaluate theological issues for effective teaching, preaching, and ministry in other settings.	BI5105 Interpreting God's Word	Research Project	80% of students receive B- or higher on this assignment.
	OT**** Old Testament Course	Major Research Paper or Project (Various)	80% of students receive B- or higher on this assignment.
	NT***New Testament Course	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 #1. Identify 1 or 2 ways you have been influenced	Qualitative descriptors include:
		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.
	PS5103 Foundations in Pastoral Theology	Ministry Manifesto	80% of students receive B- or higher on this assignment.
	Student Satisfaction Inventory	SSI question: "I am acquiring knowledge and skill to	80% of students indicate satisfaction (see question 82 under "Comparison Report," using the "Item

		interpret and communicate the Bible and theology for life and ministry.” [question subject to edit]	Percentage” view and “Campus Item 1” demographic filter set to “Answer 3” for Horizon Seminary).
<u>MDiv Objective #2: Pastoral and Leadership Skills.</u> Hone the skills necessary for successful leadership and pastoral care within a local church or Christian ministry setting.	LS5101 Communicating God’s Word	Sermon or Bible Lesson	80% of students receive B- or higher on this assignment.
	LS6100 Effective Communication in Leadership	Critical Reflection Paper or Major Paper/Project	80% of students receive B- or higher on this assignment.
	CP5214 Pastoral Care and Counselling	Interview Report	80% of students receive B- or higher on this assignment
	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.
	LS5111 Finance, Governance, and Administration	Cumulative Paper or Project	80% of students receive B- or higher on this assignment.
	LS**** Ministry Preparation Elective	Cumulative Paper or Project (Various)	80% of students receive B- or higher on this assignment.
	Summative Interview	Question #1. Pastoral leadership principles learned	Principles identified include:
		Question #5 under “Leadership Training”: “On a scale of 1 to 10...”	80% of student answer this question with 8 or higher.
<u>MDiv Objective #3: Practical Ministry</u>	LS5109 Spiritual Formation of Leaders	Integrative Reflective Essay	80% of students receive B- or higher on this assignment.

Experience and Spiritual Formation. Integrate biblical and theological knowledge, spiritual formation, and ministry skills within a practical ministry context.	Student Satisfaction Inventory	SSI question: “The culture of the institution inspires lifelong devotion to God’s Word, prayer, fellowship and service.”	80% of students indicate satisfaction (see question 74 under “Comparison Report,” using the “Item Percentage” view and “Campus Item 1” demographic filter set to “Answer 3” for Horizon Seminary).
	PS6104 Pastoral Skills and Practices	Ministry Skills and Practices Engagement	80% of students receive B- or higher on their overall assessment.
	LS7402 Ministry Leadership Practicum 2	Student’s Self-Evaluation	80% of student answer give themselves 8 or higher.
		Question #4. Evaluation from supervisor-mentor	80% of responses from supervisor-mentors are either Excellent or Good
	Summative Interview	Question #1. Identification points of integration between theology and ministry	Identified points:
		Question #5 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.
<u>MDiv Objective #4: Contextual Awareness.</u> Enhance awareness of current cultural	TS6209 Current Issues in Theology	Research Paper	80% of students receive B- or higher on this assignment.
	TS5101 Survey of Church History	Research Paper	80% of students receive B- or higher on this assignment

trends and dynamics in order to facilitate effective engagement within diverse groups in the Canadian context and beyond.	LS5105 Contemporary Approaches to Leadership and Management	Case Study Project	80% of students receive B- or higher on their project
	LS6100 Effective Communication in Leadership: On Preparing Sermons that Connect	Enriched Through Reading	80% of students receive B- or higher on this reading assignment.
	Student Satisfaction Inventory	SSI question: “My education has taught me adequate critical thinking skills to apply a Christian worldview to a wide range of life contexts.”	80% of students indicate satisfaction (see question 78 under “Comparison Report,” using the “Item Percentage” view and “Campus Item 1” demographic filter set to “Answer 3” for Horizon Seminary).
	Summative Interview	Question #1. Identification of current cultural trends.	Identification includes:
		Question #4. On a scale of 1 to 10, level of awareness of current cultural trends...	80% of student answer this question with 8 or higher.
	Source	Evidence	Benchmark
MABT Objective # 1. Biblical and Theological Literacy. Deepen biblical knowledge and perspective for effective	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.

preaching, teaching, and other ministry.	TS5201 Theological Foundations	Research Paper or Ministry Project	80% of students receive B- or higher on this assignment.
MABT Objective #2. Theological Training. Develop the capacity for thoughtful engagement with the intersection between theology and current cultural trends.	TS6209 Current Issues in Theology	Position Paper	80% of students receive B- or higher on this assignment.
	NT5306 Gospel of Luke OR NT5316 Studies in Paul's Letters	Final Paper or Project	80% of students receive B- or higher on this assignment.
	OT5301 Pentateuch OR OT5311 The Prophetic Books	Major Paper OR Reading Reflections	80% of students receive B- or higher on this assignment.
MABT Objective #3. Spiritual Formation. Integrate spiritual development with biblical and theological knowledge.	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 the institution inspires lifelong devotion to God's Word, prayer, fellowship and service."	80% of students indicate satisfaction (see question 74 under "Comparison Report," using the "Item Percentage" view and "Campus Item 1" demographic filter set to "Answer 3" for Horizon Seminary).
MABT Objective #4. Specialized Area of Study.	****7400 Advanced Reading Course	Final Research Paper	80% of students who have taken the course in recent years receive B+ or higher on this assignment.

Combine biblical and theological training with an area of interest or specific skill development.	Thesis	9 credit hour Thesis	80% of students who have written a thesis in recent years receive B+ or higher on this assignment.
	LS7200 Capstone Project	6 credit hour Project OR 3 credit hour Project	80% of students receive B- or higher on their project.