



Program Learning Outcomes Annual Assessment Summary

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

Each academic program has established 4-6 program goals with 2-5 supporting outcomes. LPU faculty within their academic program committees conduct an annual assessment of program quality and student achievement of at least one program goal through evaluation of direct, indirect, and descriptive evidence guided by each program’s Assessment Plan. Committees assesses collected student work (a minimum of 20 artifacts) from the signature assignments connected to the learning outcomes being evaluated that year. The faculty assess the work using 4-point rubrics developed for evaluating the level at which students are achieving program outcomes. The faculty establish benchmarks to identify successful attainment of the program outcome (typically an overall average above 3.0 and 75% of students scoring above a 3.0).

After completing the annual evaluation, the 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 identifying areas for improvement. The information and reflection are used for improving assignments, course design, curricular structure, and instructional methods to help students better achieve learning outcomes, as well as to refine outcome statements.

The charts below document the results of these assessments for each of LPU’s academic programs. Unfilled cells denote outcomes/goals scheduled to be assessed in future years.

Table 1: Chart of Completed Annual Assessments by Program

Program	Year Initiated	Last Prog Rev	Next Prog Rev	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
BA Business Administration	2014	2018	2024					✓	✓	✓	✓	✓	✓	✓
BA Biblical Studies	Historic	2016	2023	✓		✓	✓	✓	✓	✓	✓			✓
BA Communication	2017	2022	2028										✓	✓
BA Human Dev. & Psychology	2014	2017	2024							✓	✓		✓	✓
BA Ministry & Leadership	2006	2015	2022			✓		✓	✓	✓	✓	✓	✓	✓

BA Organizational Management	2018	NA	2023										✓	✓
BA Transformational Ministry	2010	2019	2025	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
BA Worship Arts & Media	2015	2020	2026						✓	✓	✓	✓	✓	✓
General Studies Program	Historic	2021	2027	✓	✓	✓				✓	✓	✓		✓
LPU-VA AA General Studies	2012	NA	2020						✓	✓	✓			✓
MA Leadership (Spanish)	2019	NA	2025										✓	✓
MA Strategic Leadership	2010	2021	2027		✓	✓				✓	✓	✓	✓	✓
MA Theological Studies	2020	NA	2025											✓

Table 2: Annual PLO Assessment Results

Program	Goals and Outcomes	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.	2020/21	1.2: Faculty assessment of 17 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.56</u> and <u>100%</u> of students scored 3.0 or higher.
		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.	2017/18	2.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.49</u> . Faculty assessment of 16 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.81</u> and <u>75.6%</u> of students scored 3.0 or higher. 2.2: Faculty assessment of 20 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>46%</u> of students scored 3.0 or higher. 2.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.67</u> and <u>31.5%</u> of students scored 3.0 or higher.
	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.	2018/19	3.1: Student scores (n=5) on objective exam questions related to this outcome demonstrate that students are achieving the outcome at a developed level; the average overall score was <u>79%</u> and <u>80%</u> of students scored 75% or higher.

Program	Goals and Outcomes	Year	Findings
	<p>Goal 4. Graduates will be able to generate competent & strategic business decisions consistent with a Christian worldview.</p> <ol style="list-style-type: none"> 1. Construct effective decision-making processes by analyzing critical data points. 2. Produce business outcomes by executing, monitoring, and adjusting strategy. 		
	<p>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.</p> <ol style="list-style-type: none"> 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. 	2019/20	5.3: Faculty assessment of 17 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.75</u> .
BA Biblical Studies	<p>1.0 Describe the significance of the Bible as well as the Bible's principal theological themes;</p> <ol style="list-style-type: none"> 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 <u>3.13</u> and <u>73%</u> of papers scored 3.0 or higher.
	<p>2.0 Defend the Bible's authority as an infallible guide for matters of faith and practice;</p> <ol style="list-style-type: none"> 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. 	2017/18	<p>Faculty assessment of 25 samples of student work determined students are achieving the outcome at nearly a developed level; the average overall score was <u>2.9</u> and <u>54%</u> of students scored 3.0 or higher.</p> <p>Students in Theology I gave a score of 3.4/4 when measuring their accomplishment of the course outcomes related to this goal.</p> <p>In the 2015 Alumni survey, 91.4% of LPC alumni agreed or strongly agreed that because of their education at LPC, they were able to defend the Bible's authority as an infallible guide for matters of faith and practice.</p>
	<p>3.0 Apply the principles of the inductive Bible study method to analyze any type of biblical text;</p> <ol style="list-style-type: none"> 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. 	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 <u>2.94</u> and <u>66%</u> of papers scored 3.0 or higher.

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	<p>3.3 Students will demonstrate awareness of critical methodologies, such...</p> <p>3.4 Students will be able to customize these central methodological elements for the interpretation of any kind of biblical text.</p> <p>3.5 Students will be able to apply their understanding of the following genre when they study the Bible...</p> <p>3.6 Students will be able to critically evaluate primary and secondary literature</p>		
	<p>4.0 Master the method of theological synthesis (from the exegesis of biblical texts to systematic theology) in order to formulate sound theological positions;</p> <p>4.1 Students will be able to develop theological concepts through this sequential process...</p> <p>4.2 Students will be able to draw upon Scripture, tradition, experience, reason, and community as they formulate theological positions.</p> <p>4.3 Students will be able to incorporate their theology into formal and informal teaching plans and sermon outlines.</p> <p>4.4 Students will be able to distinguish the essential elements of the Christian faith from both the non-essential and matters of conscience.</p>	2016/17	<p>4.0: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.1</u> and <u>72%</u> scored 3.0 or higher.</p> <p>4.2: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.46</u> and <u>80%</u> scored 3.0 or higher.</p>
	<p>5.0 Commit to personal, intellectual, and spiritual transformation through the demonstration of core values.</p> <p>5.1 Students will be able to display inquisitiveness, humility, and reverence in the pursuit and presentation of biblical truth.</p> <p>5.2. 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</p> <p>5.3 Students will demonstrate an embracing of the College's stance on diversity.</p>	2020/21	<p>5.2: Faculty assessment of 16 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.07</u> and <u>65.5%</u> of students scored 3.0 or higher. Students in Theology II gave a score of 3.5/4 when measuring their accomplishment of the course outcome related to theological application.</p> <p>5.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>2.97</u> and <u>60%</u> of students scored 3.0 or higher. Students in Romans gave a score of 3.8/4 when measuring their accomplishment of the course outcome related to spiritual formation.</p>
BA Mass Communication	<p>1. Communicate effectively in a Christ-like manner.</p> <p>1.1 Create messages appropriate to the audience, purpose, and context.</p> <p>1.2 Demonstrate the ability to accomplish communicative goals.</p> <p>1.3 Apply ethical communication principles and practices.</p>		
	<p>2. Produce communication founded on an understanding of the discipline, theory, and research.</p> <p>2.1 Describe the Communication discipline and its central questions including various career pathways for Communications students.</p> <p>2.2 Employ Communication theories, perspectives, principles, and concepts.</p>	2019/20	<p>2.1: Faculty assessment of 3 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>4.0</u> and <u>100%</u> of students scored 3.0 or higher.</p>

Program	Goals and Outcomes	Year	Findings
	2.3 Engage in professional-level Communication inquiry.		
	<p>3. Create and analyze communications competently and critically.</p> <p>3.1 Critically analyze messages and the worldview presuppositions contained in those messages in light of critical theory and the gospel.</p> <p>3.2 Create and utilize new verbal, written, and non-linguistic approaches to communication.</p>	2020/21	<p>3.1: Faculty assessment of 3 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.33</u> and <u>100%</u> of students scored 3.0 or higher.</p> <p>3.2: Faculty assessment of 9 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.16</u> and <u>100%</u> of students scored 3.0 or higher.</p>
	<p>4. Communicate respectfully with diverse cultures in ways that foster global awareness and community.</p> <p>4.1 Utilize communication to encourage respect for difference and promote ongoing dialogue.</p> <p>4.2 Influence public discourse for the benefit of the Christian community and society in general.</p>		
	<p>5. Practice the communication professions in ways that promote the advance of God’s kingdom, which leads to societal change and spiritual transformation.</p> <p>5.1 Affirm the centrality of the gospel message, Christian theology, and the Christian community for innovating solutions to communication challenges.</p> <p>5.2 Create redemptive communication that advances individual and collective wholeness.</p>		
BA Human Development & Psychology	<p>1. Synthesize key concepts, theories, research, and trends in the helping professions, incorporating a Christian worldview;</p> <p>1.1 Summarize the various helping professions and the ways ministry can be done through them.</p> <p>1.2 Evaluate major theories, trends, perspectives and applications of the helping profession according to a Christian worldview.</p> <p>1.3 Compare possible career paths within the helping professions.</p>	2016/17	<p>1.1: Faculty assessment of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.4</u>.</p> <p>1.2: Faculty assessment of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.72</u>.</p>
	<p>2. Resolve problems related to behavioral and mental processes by conducting research and applying scientific and theological principles to personal, social, and organizational issues;</p> <p>2.1 Construct effective approaches and solutions to problems / opportunities.</p> <p>2.2 Evaluate, in light of scientific and theological principles, the different research methods used by social scientists and the appropriateness of conclusions derived from social-science research.</p> <p>2.3 Conduct quantitative and qualitative studies to investigate research questions and resolve problems</p>	2017/18	<p>3.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.09</u>.</p> <p>3.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.58</u>.</p>

Program	Goals and Outcomes	Year	Findings
	<p>3. Build rapport and communicate effectively in diverse settings and with diverse audiences;</p> <p>3.1 Deliver effective written, oral, and interpersonal communication in various formats and for various purposes.</p> <p>3.2 Analyze group dynamics in order to collaborate effectively.</p> <p>3.3 Apply relational skills to interact effectively and sensitively with people of diverse abilities, backgrounds, and cultural/theological perspectives.</p>	2019/20	<p>3.1: Faculty assessment of 18 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.88</u>.</p> <p>3.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.58</u>.</p>
	<p>4. Practice the helping professions in ways thoroughly influenced by Christian theology, values, and ethics;</p> <p>4.1 Integrate Christian theology and biblical perspectives into the practice of the helping professions.</p> <p>4.2 Justify appropriate behavior/decisions in the helping professions using Christian ethics and values.</p> <p>4.3 Conduct themselves with Christ-like character as they engage the helping professions.</p>	2020/21	<p>4.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.9</u>.</p> <p>4.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.83</u>.</p>
BA Ministry & Leadership	<p>1. Exhibit a depth of understanding of biblical content, theological synthesis and hermeneutical practice.</p> <p>1.1 Describe select major characters, events and themes of the Bible,</p> <p>1.2. Summarize the various views on vital theological issues,</p> <p>1.3. Apply exegetical methodology and hermeneutical principles to any genre of biblical literature</p>	2019/20	<p>3.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.45</u> and <u>80%</u> of students scored 3.0 or higher.</p>
	<p>2. Display the skills necessary for ministry to people inside and outside of the local church, particularly pastoral caregiving.</p> <p>2.1 Explain how the gospel addresses the various needs, defenses, and motivations common to this generation,</p> <p>2.2. Explain how the Church carries out the ministry of Jesus Christ today,</p> <p>2.3. Display compassion and care toward people from all backgrounds in light of the belief in the intrinsic worth of every human being,</p>	2017/18	<p>2.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.45</u> and <u>100%</u> of students scored 3.0 or higher.</p> <p>2.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.42</u> and <u>95%</u> of students scored 3.0 or higher.</p> <p>2.3: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.52</u> and <u>100%</u> of students scored 3.0 or higher.</p>
	<p>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.</p> <p>3.1. Apply principles of organizational behavior to ministry situations,</p>	2020/21	<p>3.1: Faculty assessment of 21 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.54</u> and <u>81%</u> of students scored 3.0 or higher.</p> <p>3.2: Faculty assessment of 24 samples of student work determined students are achieving the outcome at a highly developed level; the</p>

Program	Goals and Outcomes	Year	Findings
	3.2. Differentiate between various styles and approaches to leadership. 3.3. Identify one's own leadership strengths, 3.4. Create processes for mentoring other leaders, 3.5. Exemplify ethical leadership in his or her decision making and actions,	2018/19	average overall score was <u>3.59</u> and <u>87.5%</u> of students scored 3.0 or higher. 3.5: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.32</u> and <u>75%</u> of students 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. 4.1. Utilize valuable resources for the pursuit of lifelong learning and development, 4.2. Critically analyze vital theological, ministerial and leadership issues. 4.3. Communicate effectively in writing and multimedia, 4.4. Utilize information resources for research, writing, and presentation, 4.5. Analyze quantitative data to address questions, support arguments, and evaluate conclusions, 4.6. Devote oneself to personal growth and growth in relationships with others and with God throughout the stages of life.	2016/17 2015/16	4.1, 4.2: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.40</u> and <u>80%</u> of papers scored 3.0 or higher. <u>80%</u> scored 3.0 or higher relating to 4.1, and <u>95%</u> scored 3.0 or higher relating to 4.2. 4.3: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level with some weaknesses; the average overall score was <u>3.06</u> and <u>65%</u> of papers scored 3.0 or higher.
BA Organizational Management	1. Apply leadership theories and evidence-based best practices to make ethical decisions for organizational development and change implementation initiatives. 1.1 Analyze organizational behavior, needs, and challenges, according to leadership theory and organizational best practices. 1.2 Uphold and apply biblically-informed ethical values to resolve issues inherent in organizations. 1.3 Implement management and organizational strategies to improve organizational efficiency and effectiveness. 1.4 Apply change management strategies to achieve organizational goals.	2020/21	1.1: Faculty assessment of 17 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.57</u> and <u>88.2%</u> of students scored 3.0 or higher. 1.2: Faculty assessment of 18 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.78</u> and <u>44.4%</u> of students scored 3.0 or higher.
	2. Design plans and processes for effectively managing financial, human, and physical resources. 2.1 Apply the principles of accounting and managerial finance to assess an organization's financial effectiveness. 2.2 Design projects by incorporating planning, budgeting, and monitoring processes. 2.3 Apply human resource best practices to effectively recruit, develop, and care for employees. 2.4 Use research and critical data points to drive management decisions.	2019/20	2.1: Faculty assessment of 9 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.70</u> and <u>100%</u> of students scored 3.0 or higher. 2.2: Faculty assessment of 15 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.50</u> and <u>30%</u> of students scored 3.0 or higher.

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	2.5 Implement the project management lifecycle model to produce business outcomes.		2.3: Faculty assessment of 32 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.68</u> and <u>46%</u> of students scored 3.0 or higher.
	<p>3. Communicate effectively with various stakeholders.</p> <p>3.1 Apply techniques and skills in motivation, negotiation, persuasion, conflict management, interpersonal communication, team building, and group dynamics to empower organizations to achieve organizational goals.</p> <p>3.2 Articulate management ideas through oral and written communication using various media.</p> <p>3.3 Foster an organizational culture that values the diversity of creation by responding effectively to barriers, challenges, opportunities, and changing demographics that impact organizations.</p>		
	<p>4. Manage organizations in ways that promote the advancement of God’s kingdom and lead to social, economic, environmental, and spiritual transformation.</p> <p>4.1 Identify biblical principles and values relevant to managing organizations.</p> <p>4.2 Apply a kingdom perspective to business strategy and decision making, demonstrating an understanding of biblical content, theological synthesis, and hermeneutical practice.</p> <p>4.3 Practice biblical principles to develop a Christ-like character.</p>		
BA Transformational Ministry	<p>1. Develop a Spirit-filled theology in order to minister in the Holy Spirit using Spiritual Gifts;</p> <p>1. Articulate a Spirit-filled theology of leadership ministry, including evaluation of models for ministry and leadership.</p> <p>2. Minister in the power of the Holy Spirit, including the use of Spiritual Gifts.</p> <p>3. Develop a value system for relating to people biblically, including respecting diversity and demonstrating concern for the lost.</p>	2016/17	<p>1.1: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.5</u> and <u>81%</u> scored 3.0 or higher.</p> <p>1.2: Faculty assessment of student work determined students are satisfactorily achieving the outcome at a developed level; <u>76%</u> scored 3.0 or higher.</p>
	<p>2. Practice and describe key skills a leader must have for a lifetime of personal spiritual formation and growth;</p> <p>1. Communicate effectively in ministry settings through public speaking, in writing, and when leading groups.</p> <p>2. Devote one’s self to an intimacy with God that leads to personal and relational health.</p> <p>3. Express a commitment to a lifetime of growth in ministry and leadership skills.</p> <p>4. Express a value for the priority of healthy family relationships.</p> <p>5. Create and implement strategies for personal and corporate spiritual formation.</p>	<p>2017/18</p> <p>2011/12</p>	<p>2.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.13</u> and <u>50%</u> of students scored 3.0 or higher.</p> <p>2.5: Faculty assessment of 17 samples of student work determined students are achieving the outcome at a developed level; <u>76%</u> of students scored 3.0 or higher.</p> <p>2.1: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed</p>

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	5.4. Display a commitment to the primacy of the Gospel message and to the local church as integral to its advance.		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	<p>1. Lead worship empowered by the Spirit and grounded in Christian theology, values, and ethics;</p> <p>1. Design systems that instruct and encourage others toward worship directed by the Spirit.</p> <p>2. Integrate sound theology/biblical perspectives in all aspects of worship.</p> <p>3. Conduct themselves with Christ-like character, yieldedness to the Spirit, and a life of worship.</p>	2020/21	<p>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 <u>3.3</u> and <u>90%</u> of papers scored 3.0 or higher.</p> <p>1.2: Faculty assessment of 19 samples of student work determined students are satisfactorily achieving the outcome at a highly developed level; the average overall score was <u>3.76</u> and <u>79%</u> of papers scored 3.0 or higher.</p> <p>1.3: Faculty assessment of 15 samples of student work determined students are satisfactorily achieving the outcome at a highly developed level; the average overall score was <u>3.57</u> and <u>86.7%</u> of papers scored 3.0 or higher.</p>
	<p>2. Use various musical/artistic forms & styles to express worship;</p> <p>1. Display appreciation for various modes of expressing worship (drama, art, music, spoken word, etc.).</p> <p>2. Integrate aspects of worship arts history and dramatic literature in worship settings.</p> <p>3. Organize worship experiences in varying styles (traditional, liturgical, contemporary, ethnically diverse, etc.).</p>	2016/17	<p>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.</p> <p>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.</p> <p>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.</p>
		2017/18	<p>2.1: Faculty assessment of 20 samples student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.59</u> and <u>79%</u> scored 3.0 or higher.</p> <p>2.2: Faculty assessment of 20 samples student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.1</u> and <u>73.5%</u> scored 3.0 or higher.</p> <p>2.3: Faculty assessment of 20 samples student work determined students are satisfactorily achieving the outcome at a developed</p>

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	<p>3. Master musical and technological elements in the worship experience, utilizing musical theory and the arts;</p> <ol style="list-style-type: none"> 1. Demonstrate proficiency in piano and in one other instrument/artistic form useful for leading worship. 2. Integrate music theory in a worship setting. 3. Utilize technology (live sound, recording, lights, graphics, video, etc.) in ways that foster the worship experience. 	2018/19	<p>level; the average overall score was <u>3.47</u> and <u>99%</u> scored 3.0 or higher.</p> <p>3.1: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.1</u>.</p> <p>3.2: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.36</u>.</p> <p>3.3: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a highly developed level; the average overall score was <u>3.7</u>.</p>
	<p>4. Employ effective leadership to foster the development of team members and implement vision;</p> <ol style="list-style-type: none"> 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. 	2019/20	<p>4.1: Faculty assessment of 21 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.34</u>.</p> <p>4.2: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.58</u>.</p> <p>4.3: Faculty assessment of 20 samples of student work determined students are satisfactorily achieving the outcome at a developed level; the average overall score was <u>3.03</u>.</p>
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 <u>2.9</u> and <u>40%</u> of papers scored 3.0 or higher.
	2. Analyze quantitative data to address questions, support arguments and evaluate conclusions.	2018/19	3: Faculty assessment of 24 samples of student work determined students are unsatisfactorily achieving the outcome at an initial level; the average overall score was <u>1.73</u> and <u>0%</u> of students scored 3.0 or higher.
	3. Access and evaluate information in conducting research and conveying results of that research ethically to others.	2020/21 2016/17	<p>3: Faculty assessment of 10 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.03</u> and <u>70%</u> of students scored 3.0 or higher.</p> <p>Faculty assessment of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.97</u> and <u>35%</u> of papers scored 3.0 or higher.</p>

Program	Goals and Outcomes	Year	Findings
	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 <u>3.33</u> and <u>93%</u> 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 <u>3.38</u> and <u>81%</u> 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.	2017/18	Faculty assessment of 20 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.4</u> and <u>35%</u> of students scored 3.0 or higher.
AA General Studies: LPU-VA	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 10 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.22</u> and <u>10%</u> of students 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.	2020/21	Faculty assessment of 10 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>40%</u> of students scored 3.0 or higher.
	4. Compose multi-media presentations and written communications, including those specific to their discipline.		
	5. Communicate orally in various settings, including those specific to their discipline.		
	6. Express an appreciation for the diversity of people and their cultures, in order to honor God's creativity and his creation.	2017/18	Faculty assessment of 10 samples of student work determined students are achieving the outcome at an emerging level; the average overall score was <u>2.9</u> and <u>40%</u> of students scored 3.0 or higher.
MA Strategic Leadership	1. Apply a biblical and theological perspective to leadership and ministry; 1.1. Summarize the theological and historical foundations for leadership in a ministry context 1.2. Apply sound biblical hermeneutic to ministry practice	2019/20	1.1: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.29</u> and <u>100%</u> of students scored 3.0 or higher.

Program	Goals and Outcomes	Year	Findings
	4.3. Express a value for living a life of excellence that balances personal, family, and professional commitments		4.2: Faculty assessment of 20 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.42</u> and <u>90%</u> of students scored 3.0 or higher.
MA Leadership (Spanish)	<p>1. Apply a biblical and theological perspective to leadership and ministry;</p> <p>1.1 Summarize the theological and historical foundations for leadership in a ministry context</p> <p>1.2 Apply sound biblical hermeneutic to ministry practice</p> <p>1.3 Act in ways consistent with biblical ethical leadership and followership</p>	2019/20	1.1: Faculty assessment of 14 samples of student work determined students are achieving the outcome at a developed level; the average overall score was <u>3.39</u> .
	<p>2. Relate research to ministry contexts.</p> <p>2.1 Evaluate contemporary approaches, issues, and trends in ministry</p> <p>2.2 Analyze the impact of globalization on the church and society</p> <p>2.3 Assess various cultural settings in order to effectively contextualize ministry</p> <p>2.4 Practice compassionate ministry toward those in need</p>	2020/21	<p>2.2: Faculty assessment of 14 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.74</u> and <u>93%</u> of students scored 3.0 or higher.</p> <p>2.3: Faculty assessment of 9 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.69</u> and <u>100%</u> of students scored 3.0 or higher.</p>
	<p>3. Evaluate organizational dynamics in order to effectively lead others toward the achievement of strategic organizational and ministry objectives;</p> <p>3.1 Explain organizational behavior and leadership theory</p> <p>3.2 Manage personal and organizational conflict in a productive manner</p> <p>3.3 Manage an organization's resources</p> <p>3.4 Exhibit effective interpersonal and organizational communication skills</p> <p>3.5 Implement a strategic planning process in a Spirit-filled environment</p> <p>3.6 Build a leadership team</p>		
	<p>4. Display growth as an individual and help others grow toward their potential.</p> <p>4.1 Develop strategies to identify, develop, mentor, and release a stream of future leaders</p> <p>4.2 Devote oneself to personal spiritual growth and lifelong learning</p> <p>4.3 Express a value for living a life of excellence that balances personal, family, and professional commitments</p> <p>4.4 Exhibit cultural intelligence to effectively work in cross-cultural, inter-cultural, and multi-cultural settings</p>		

Program	Goals and Outcomes	Year	Findings
MA Theological Studies	1. Critically integrate knowledge and skills from various fields including biblical studies, Christian history, theology, and education.	2020/21	1: Faculty assessment of 17 samples of student work determined students are achieving the outcome at a highly developed level; the average overall score was <u>3.51</u> and <u>88.2%</u> of students scored 3.0 or higher.
	2. Develop theological conclusions using the Wesleyan quadrilateral, engaging the essential elements of Pentecostal theology, and placing theological ideas within their historical development.		
	3. Produce graduate-level theological research by utilizing critical research and information literacy skills.		
	4. Produce and evaluate interpretations of Christian Scripture using inductive, literary, socio-cultural, and theological approaches.		
	5. Conduct themselves with Christian maturity, demonstrating submission to and empowerment by the Holy Spirit.		
	6. Construct teaching plans and curriculum for communicating biblical and theological truth in various settings.		