



ASCENT
COLLEGE

**ASCENT COLLEGE
ANNUAL RESEARCH REPORT**

ACADEMIC YEAR 2020-2021

I. Introduction

A. Background/History of the Institution

Bethel Bible Institute (BBI) was founded by Dr. John Mannion in 1996 for the purpose of training missionaries and church leaders. Pastor Ron Johnson, who was a sectional presbyter with the Potomac District, assumed the presidency. By 1997, BBI was approved by the Potomac District of the Assemblies of God as a training institute to provide the educational requirements for credentialing ministers at the certification and licensing level with the Assemblies of God.

In 1998, Rev. Stuart Ross was appointed as director to lead the school for training pastors, evangelists, missionaries, Christian education workers, and lay ministers. Rev. Ross was instrumental in positioning the school for the training of Hampton Master's Commission students and local pastors. In 2002, Pastor Ron Johnson appointed Dr. Terry Minter as President of Bethel Bible Institute. Pastor Johnson and Dr. Minter envisioned a four-year college and began the transition from a Bible Institute into a college that awards both bachelor's and associate's degrees. In 2005, Bethel College was incorporated in the Commonwealth of Virginia as a separate non-profit corporation (501(c)(3)) and was certified to operate as an in-state, non-profit college by Virginia. Also in 2005, The Association for Biblical Higher Education, an accrediting agency recognized by the U.S. Department of Education, granted applicant status to Bethel College, with candidacy status following in 2009, with institutional accreditation in 2013. Dr. Mark Wootton accepted the position of president in May 2017. Dr. Wootton left in Dec 2018 and Dr. DeBerry was appointed as the interim president. Dr. Robert Rhoden accepted the presidency in 2019. Since then, the college has changed its name to Ascent College, been endorsed by the Potomac Network as a training institute for ministers in the Potomac Network. The college continues its mission of training ministers with both online and in-class delivery modalities.

In 2006, Bethel College moved into a new facility with a new library and several new classrooms to be shared with Bethel Temple Church. This campus remains to be the only in-class campus for Ascent College.

B. Institutional Mission and Goals (Intentions)

Ascent College's institutional mission is summarized in one sentence: With a student first philosophy, Ascent College exists to cultivate the ministry call of Christian men and women to fulfill their destiny through sound Biblical education and leadership development. Ascent College provides exemplary postsecondary education from a biblical perspective by uniting comprehensive academic learning and practical ministry experience in order to prepare students spiritually, practically, and academically for professional and lay ministry. Therefore the programs of the college revolve around this aim. Because our focus is training men and women for lay and professional ministry, our educational requirements intentionally reflect a heavy concentration on biblical studies and ministry-related courses. All students irrespective of the degree plan are required to take a core of

courses related to Bible and ministry. In addition, both the two-year and four-year programs result in a degree in Christian leadership, with the four-year degree only offering concentrations in biblical studies, ministerial leadership, missions, worship and worshipping arts, and Christian counseling.

The institutional goals as displayed in the college catalog are:

1. Provide a sound biblical, theological, and hermeneutical competence, which prioritizes the authority of the Bible as the inspired Word of God and results in "rightly dividing" the biblical text with a renewal theology emphasis.

2. Provide a general education program that will equip students with the written and oral communication skills necessary to excel both in ministry and professional areas.

3. Provide a general education program which will equip students with quantitative and technological skills; develop a general understanding of natural science, social science, and the humanities from a Christian perspective; and give the students a view of their responsibility as Christian scholars in both the local and global community.

4. Prepare Christian men and women professionally for ministry. Be a leadership development and resource center for Bible believing churches and the community at large.

5. Provide academic support through computer facilities, library resources, and student support services to ensure quality instruction and a challenging academic environment.

6. Provide an environment that supports and encourages students in their personal, social, spiritual, and cultural development.

7. Develop students who are committed to a lifestyle of spiritual growth, fellowship, prayer, worship, and Christian service.

8. Develop students who demonstrate an understanding of a biblical worldview that integrates faith with learning.

9. Prepare students for successful personal and professional life by providing opportunities for them to develop a personal mission statement including Christian core values and ethics that will shape their vocational goals and lifestyle choices.

10. Train students to comprehend and communicate biblical and theological truth, and provide opportunities for students to participate in practical ministry within their respective communities.

11. Assess academic programs, academic support services, and institutional support services in a comprehensive systematic program that fosters continuous improvement.

12. Maintain efficient and effective administrative services and facilities to support all programs of the college.

13. Maintain sound financial management while focusing on programs and services vital to the mission of the college.

14. Optimize resources and generate revenue for programs through partnerships, donors, and grants.

This assessment plan focuses on measuring the college's effectiveness at accomplishing these fourteen institutional goals as well as program specific goals identified in the college catalog.

C. Process Employed for Development of the Assessment Plan

Bethel College's original assessment plan ran its five-year cycle from 2007 through 2012. The first year of this initial five-year assessment plan assessed various parameters across the programs and offices in an attempt to assess some processes that are considered integral for the operation of the college. The measurement tools were used to evaluate these college processes on a routine and repetitive scheme for improved effectiveness. The second through fifth year of this initial assessment plan measured these processes repetitively as well as reviewing the academic programs at the college.

For the second iteration of the assessment plan Bethel College decided to focus on institutional and academic-program goals. Bethel College established a team of interested stakeholders to develop this second iteration assessment plan. The team was named the Bethel College Assessment and Strategy Team (BCAST) and was facilitated by the Executive Vice President of the college. The team first focused on the institutional goals and the development of measurements tools for each. Then program specific goals were reviewed to develop measurement tools for them. Operational behaviors that would exemplify goal accomplishment were developed for each, and with these operational behaviors in mind, measurement tools and performance indicators were brainstormed among the team. These operational behaviors, performance indicators and measurement tools were then organized into the following charts in this assessment plan. For each measurement tool, an implementation scheme was developed. The implementation schemes were then compiled into a listing of each task with responsible offices with dates and semesters to be implemented.

The assessment plan is divided into a five-year cycle with most goals having data collected and reviewed annually. There is also a longitudinal trend analysis requirement for many of the goals. At the end of each year in the month of June, the

college should prepare an annual institutional research report which summarizes the assessments during that cycle year with the issues identified and those corrective actions taken and those corrective actions awaiting budget support. Changes considered significant enough to warrant immediate implementation are placed before the board in their August meeting so that budget adjustments can be made prior to the fall semester. Other recommended changes requiring budget allocations are included in the proposed budget for the appropriate budget year in which implementation is projected.

D. Participants in the Development of the Assessment Plan

The participants included in the development of the original assessment plan included the Bethel College Assessment and Strategy Team and staff members. The Bethel College Assessment and Strategy Team consisted of representatives with education, business, and leadership expertise. While faculty and business representatives were consulted in the development of this second plan, staff played the prominent role in its development. The staff who assisted in developing this plan included the Registrar/Admissions Officer, the Student Affairs Officer, the Executive Vice President, and the President.

E. Process for Renewal of the Assessment Plan

This assessment plan is envisioned to be a dynamic plan that improves with use. During the cycle years of assessment, each measurement tool will be re-evaluated for effectiveness. If the measurement fails to yield the needed results, the failure will be acknowledged and new methods will be instituted. Necessary changes to the plan will be developed and implemented annually as needed. In addition, as the college grows in staff and programs this plan will be refined and redefined to satisfy the growing programs. So an important component of this plan is the continual reassessment of the plan itself to assure adequacy and improvement.

II. 2020-2021 Assessment

A. Process for 2020-2021 Assessment

Various measurement tools were used throughout the 2020-2021 academic year both in the fall and spring semesters. The data from these measurements were reviewed to determine if the college met the performance indicator. These results are displayed below with a roll-up of the improvements needed under the Conclusion section. Appendix 1 provides the action tasks needed with the estimate of resources, the designated responsible person, and the target date for completion of these improvements. Appendix 2 is a listing of expenditures keyed to the respective year's Annual Research Report.

Ascent College analyzed data gathered in the 2020-2021 assessment year to develop the 2020-2021 Research Report. Because of the loss of staff members over the

previous years and hiring of new staff, the Executive Vice President took the lead in analyzing data and preparing this research report.

B. Executive Summary

Ascent College met the assessment plan performance indicators in several areas. One important area was in spiritual development, the students' perceptions of their spiritual development were rated Growing Steadily to Thriving across all five domains using the Spiritual Transformation Inventory (STI). This was the sixth year that Ascent College attempted to norm its spiritual development program against a national norm, with all years showing Growing Steadily to Thriving in all five domains. In addition, this year we compared an aggregate of the Freshman Group with the Senior Group and noticed a significant improvement from the Freshman Group.

The college normally uses the Noel-Levitz Student Satisfaction Inventory (SSI) to assess student perceptions in the areas of the academic and student services. Since the last assessment year was the sixth year that the college met or exceeded our performance indicators in these areas, it was decided to forego the assessment in this cycle and pick it back up in the next cycle year.

For the first year in the last several, Ascent College met the biblical knowledge goal. All graduates met this goal. As the new requirement for passing the Bible exam is fully implemented, this indicator should continue to demonstrate that we meet this goal.

With the new leadership of the college and its endorsement and support by our Network office, Ascent College has exceeded both its enrollment and funding-raising goals by significant amounts.

With this assessment report, Ascent College assessed the Worship concentration and the Diploma program. Conclusions from this assessment report are tentative since only one graduate in each was assessed. However, from the information collected it appears that the college is meeting its objectives in each.

In the past, Ascent College has had difficulty in finding the appropriate measurement tools for assessing the development of biblical worldview in our students. With the implementation of the Learning Outcomes Management Tools in our two learning platforms, Edvance360 and CampusSIS, we were using three of these outcomes to measure development of biblical worldview. However, with our new online learning platform, Populi, measurement of outcomes from course assignments is no longer possible. The college will need to explore other measurement tools for these assessments.

There were some areas where the college did not meet our performance indicators. One was in the area of critical thinking skills. For the sixth year we used the

Educational Testing Service Proficiency Tests focusing on writing and critical thinking skills. For the sixth year some of our graduates scored below the national norm in critical thinking skills, while our graduates scored well above the national norm in writing skills. We are continuing to emphasize some actions in the upcoming year that we anticipate will improve critical thinking skills. In addition, we will be implementing a module in the Academic Writing course that deals with critical thinking skills.

Another area where Ascent College did not meet our performance indicators was our graduation rate. While our performance indicator is 70% and our achievement was close, 67%, the college will be implementing some additional measures to assist at-risk students.

The library resources collection for certain programs needs to be improved as funds are available.

Ascent College has completed the five-year cycle on the current Five-Year Assessment Plan. The college will be instituting a new committee to strategize on developing a new Five-Year Assessment Plan. This plan will focus on streamlining and simplifying the assessment process and tools. This new plan will also need to develop an assessment plan for the Christian Counseling concentration.

III. Assessment Details

Institutional Goals

INSTITUTIONAL GOALS	Behaviors Indicative of Institutional Goal	MEASUREMENT TOOL	PERFORMANCE INDICATOR	ISSUES/FINDINGS	FREQUENCY OF TREND ANALYSIS	RECOMMENDATIONS
<p>1. Provide a sound biblical, theological, and hermeneutical competence, which prioritizes the authority of the Bible as the inspired Word of God and results in "rightly dividing" the biblical text with a renewal theology emphasis.</p>	<p>Student has acquired biblical knowledge</p> <p>Student has a biblical worldview</p>	<p>ABHE Biblical Knowledge Test</p> <p>Program Objectives #2, #3, #5 in the Diploma Program as measured in Edvance360 & KanopySIS learning outcome management tools</p>	<p>Above national norm</p> <p>All student average 70% or above</p>	<p>1. Met. The two bachelor students tested were above the National Norm. The one diploma graduate was also above the national norm.</p> <p>2. Not Met. Our new software, Populi, does not have the competency features.</p>	<p>Not required this year. However, the last two years is a significant improvement over previous years' results.</p> <p>Not required this year</p>	<p>1. The college has already implemented a passing requirement of Bible exam for bachelor and associate graduation with the 2016 freshmen class</p> <p>2. The college will need to develop another measurement tool.</p>

INSTITUTIONAL GOALS	Behaviors Indicative of Institutional Goal	MEASUREMENT TOOL	PERFORMANCE INDICATOR	ISSUES/FINDINGS	TREND ANALYSIS IF YEAR REQUIRED	RECOMMENDATIONS
3. Provide a general education program which will equip students with quantitative and technological skills; develop a general understanding of natural science, social science, and the humanities from a Christian perspective; and give the students a view of their responsibility as Christian scholars in both the local and global community.	Student has computer and math skills are adequate to be effective in ministry	Graduate Survey	4 on scale of 5	1. Met Graduate Survey-5.0	Met in preceding three years	Need to develop new measurement tool.
	Student has a biblical worldview	Alumni Survey	4 on scale of 5	Met Students indicate 5 on survey – Question #3		
	Student has a sense of his or her role in the secular community	Program Objectives #2, #3, #5 in the Diploma Program as measured in Edvance360 & KanopySIS learning outcome management tools	All student average 70% or above	Not Met. Our new software, Populi, does not have the competency features.	Not required this year	
		Personal Mission Statement	100% of graduates have completed personal mission statement	Met All students have completed the personal mission statement	With tracking performed with the Graduate Assessment Checklist this objective is being met	
5. Provide academic support through faculty, curriculum,	Student demonstrates content mastery	ABHE Biblical Knowledge Test	Above national norm	Met. The two bachelor students tested were above the National Norm.	Not required this year	Bethel College has already implemented a passing requirement of Bible exam for

INSTITUTIONAL GOALS	Behaviors Indicative of Institutional Goal	MEASUREMENT TOOL	PERFORMANCE INDICATOR	ISSUES/FINDINGS	TREND ANALYSIS IF YEAR REQUIRED	RECOMMENDATIONS
computer facilities, library resources, and student support services to ensure quality instruction and a challenging academic environment.	and critical thinking skills	<p>ETS Proficiency Profile</p> <p>Noel-Levitz Student Satisfaction Survey</p>	<p>80% above national average</p> <p>Above norm of selected group</p>	<p>The one diploma graduate was also above the national norm.</p> <p>Not Met Critical Thinking Bachelor – 70% fall below Diploma – 1% fall below Met Writing Bachelor – 99% below Diploma – 99% below</p> <p>Not completed this year because every previous year we have been above the norm in all areas</p>	<p>Not required this year</p> <p>Not required this year</p>	<p>bachelor and associate graduation with the 2016 freshmen class.</p> <p>Bethel College has already implemented an additional required writing course- Academic Writing for the Associate and Bachelor degrees for 2016 freshman class. Need to continue to place additional emphasis on writing assignments in classes.</p>

INSTITUTIONAL GOALS	Behaviors Indicative of Institutional Goal	MEASUREMENT TOOL	PERFORMANCE INDICATOR	ISSUES/FINDINGS	TREND ANALYSIS IF YEAR REQUIRED	RECOMMENDATIONS
6. Provide an environment that supports and encourages students in their personal, social, spiritual, and cultural development.	Student demonstrates growth in social and spiritual development	Spiritual Transformation Inventory	No indicator for entry Above national norm And 80% of students demonstrate higher score than freshman score	Met When The Group Senior Scores were compared to the Group Freshman scores there was a significant increase in all areas measured. Particularly, Connecting to God and Connecting to God's Kingdom rose from 62 to 93 and from 71 to 96, respectively. None of the Graduates have pre-scores on STI.	Not the required year.	
7. Develop students who are committed to a lifestyle of	Students demonstrate a passion for their	Noel-Levitz Student Satisfaction Survey Graduate Survey	Above norm 90% of graduates indicate 4 on scale of 5	Not completed this year because every previous year we have been above norms. Met All indicated at least a 4.0 on graduate survey	Not required this year.	

INSTITUTIONAL GOALS	Behaviors Indicative of Institutional Goal	MEASUREMENT TOOL	PERFORMANCE INDICATOR	ISSUES/FINDINGS	TREND ANALYSIS IF YEAR REQUIRED	RECOMMENDATIONS
spiritual growth, fellowship, prayer, worship, and Christian service.	faith and for Christian service	Faculty Survey of Graduating Students	80% of faculty indicate 4 on scale of 5	Met 100% were 4.0 or better on the Christian service question	Bethel College consistently scores higher on this measure.	
8. Develop students who demonstrate an understanding of a biblical worldview that integrates faith with learning.	Student has a biblical worldview	Program Objectives #2, #3, #5 in the Diploma Program as measured in Edvance360 & KanopySIS learning outcome management tools	All student average 70% or above	Not Met. Our new software, Populi, does not have the competency features.	Not required this year	Need to develop new measurement tool.

INSTITUTIONAL GOALS	Behaviors Indicative of Institutional Goal	MEASUREMENT TOOL	PERFORMANCE INDICATOR	ISSUES/FINDINGS	TREND ANALYSIS IF YEAR REQUIRED	RECOMMENDATIONS
9. Prepare students for successful personal and professional life by providing opportunities for them to develop a personal mission statement including Christian core values and ethics that will shape their vocational goals and lifestyle choices.	<p>Student has secured a position in the ministry field or been accepted to graduate school</p> <p>Student has prepared a personal mission statement</p>	<p>Alumni Survey</p> <p>Personal Mission Statement</p>	<p>70% respond with yes</p> <p>100% have completed</p>	<p>Met</p> <p>Students indicate they have secured a position or are actively engaged in ministry</p> <p>With tracking performed with the Graduate Assessment Checklist this objective is being met</p>	<p>Not required this year</p> <p>Not required this year</p>	
10. Train students to comprehend and communicate biblical and theological truth, and provide opportunities for students to participate in practical ministry within their respective communities.	Students have participated in practical ministry opportunities	Christian Service, Practicum, and Internship Files	100% have completed	Met. Students are required to complete for graduation requirements.	Not required this year	

INSTITUTIONAL GOALS	Behaviors Indicative of Institutional Goal	MEASUREMENT TOOL	PERFORMANCE INDICATOR	ISSUES/FINDINGS	TREND ANALYSIS IF YEAR REQUIRED	RECOMMENDATIONS
11. Assess academic programs, academic support services, and institutional support services in a comprehensive systematic program that fosters continuous improvement.	College has implemented a comprehensive assessment plan	Institutional Assessment Program	100% completed	This assessment is the last year of the current assessment plan and this assessment plan was not completed for the AY2019-2020	Assessment Plan has been implemented every year, except for 2019-2020 because of COVID restrictions.	Need to convene an assessment committee to formulate a new assessment plan for the 2021-2022 academic year.
12. Maintain efficient and effective administrative services and facilities to support all programs of the college.	Students have favorable perceptions of the administrative services and facilities Faculty have favorable perceptions of the administrative services and facilities	Noel-Levitz Student Satisfaction Survey (SSI) Faculty Survey	Above norm of selected group 85% of faculty surveyed indicate 4 on scale of 5	Not completed this year because every previous year we have been above norms. Met Faculty Survey indicated 100% had 4 or 5.	Not required this year The last three years this measurement has been met	

INSTITUTIONAL GOALS	Behaviors Indicative of Institutional Goal	MEASUREMENT TOOL	PERFORMANCE INDICATOR	ISSUES/FINDINGS	TREND ANALYSIS IF YEAR REQUIRED	RECOMMENDATIONS
13. Maintain sound financial management while focusing on programs and services vital to the mission of the college.	Financial policies and practices are consistent with industry wide fiscal policies and processes	Audit	No material discrepancies	Met Audit did not indicate any material discrepancies.	This has been the case for the last several years.	
14. Optimize resources and generate revenue for and through programs, partnerships, donors, and grants.	Financial resources are sufficient for sustainability	USDE Financial Ratio % of revenue generated from donations and grants	1.5 or above 1% increase annually	Met. USDE Ratio for FYE June 30 2020 is 2.2 Not Met FYE 6/30/20 - \$56,833 FYE 6/30/21 - \$49,480. It needs to be understood that FYE 6/30/20 was a 219% increase over 6/30/19.	This has been at 1.5 or higher for the past several years. Not required this year	While the donations decreased slightly over last FY, the trend from FYE 6/30/2019 is significantly upward. The college has increased donations for FYE 6/30/21 over FYE 6/30/19 by 190% and 210% in FYE 6/30/20 over FY2019.

Library Services

INSTITUTIONAL GOAL	OBJECTIVE	MEASUREMENT TOOL	PERFORMANCE INDICATOR	ISSUES/FINDINGS	FREQUENCY OF TREND ANALYSIS	RECOMMENDATIONS
Provide academic support through faculty, curriculum, computer facilities, library resources, and student support services to ensure quality instruction and a challenging academic environment	Personal guidance demonstrates knowledge that is helpful, effective, and cordial	Library patron survey	4.0 or higher on pertinent question of survey	Not Met Survey was not given this assessment year.	Met for the last 5 years	Need to assure that Library Survey is given next assessment year.
	Customer service to assist patrons is provided when requested	Library patron survey	4.0 or higher on pertinent question of survey	Not Met Survey was not given this assessment year.	Met for the last 5 years	Need to assure that Library Survey is given next assessment year.
	Volunteers receive training in basic functions of the library to be prepared to assist patrons	Training post-test	Volunteers pass a training post-test with at least a 90%	Met No New volunteers this year		

INSTITUTIONAL GOAL	OBJECTIVE	MEASUREMENT TOOL	PERFORMANCE INDICATOR	ISSUES/FINDINGS	FREQUENCY OF TREND ANALYSIS	RECOMMENDATIONS
Provide academic support through faculty, curriculum, computer facilities, library resources, and student support services to ensure quality instruction and a challenging academic environment	Collections are adequate to support student needs	Usage Analyses of library collection	Usage percentages of resources demonstrate that students are using the resources provided by the library	Met Print transactions were practically zero due to COVID restrictions; electronic journals fulltext-3244 was significantly higher than 2019 assessment. This electronic usage is at least 1.6 above the 2016 ABHE stats for modified 1 st Q for (1-75 HC)	The last three years this objective has been met.	Upgrade resources as funds are available.
		Review of Syllabi to assure assignments are given that would require usage of library resources	75% of syllabi have assignments requiring resources from library	Met 74% of total spring syllabi required assignments using library resources - taking out the math courses- 81%	In the last three years, this objective has not been met in the last two.	
	Collections are adequate to support curriculum	Statistical Analysis of library collection with regard to number and currency	Percentages of resources for each discipline demonstrate adequacy to support curriculum	Not Met In some areas: Children's Ministry, Youth Ministry, Worship, and Psychology/Counseling(however this is offset by our subscription to PROQUEST Psychology database with access to 1,324 publications)	In the last three cycles, this objective has not been met in the last two.	

Enrollment Management

ENROLLMENT MANAGEMENT GOALS	PERFORMANCE INDICATOR	MEASUREMENT TOOL	ISSUES/FINDINGS	RECOMMENDATIONS
1. Steadily increase fulltime students	5% increase each year	Fall enrollment stats developed for ABHE reports for fulltime students	Met Fulltime Fall 2020 over Fulltime Fall 2019 was 366% Total Fall 2020 over Fall 2019 was 146%.	
2. Steadily increase FTEs	5% increase each year	Fall enrollment stats developed for ABHE reports for FTEs	Met Fall 2020 FTEs were 171% above Fall 2019	
3. Retain degreed students	<p>Maintain a total retention rate of 70% or higher for degree-seeking students</p> <p>Maintain a Graduation Rate Student (GRS) cohort 70% or higher</p>	<p>College specific data collected</p> <p>Data collected for IPEDS report</p>	<p>Met Retention Rate for Fall 2020 is 86%</p> <p>Not Met Overall Graduation Rate IPEDS from latest available survey is 67%</p>	<p>Re-institute the aggressive advising policy. Utilize college chaplain to assist with at-risk students. Emphasize faculty involvement to assist at-risk students.</p>

Program Specific – Biblical Studies – Annual Data Collection and Review with Trend Analysis 3rd Year
 No Biblical Studies Graduates....

Program Specific - Ministerial Leadership - Annual Data Collection and Review with Trend Analysis 3rd Year
 No Ministerial Leadership Graduates

Program Specific – Missions – Annual Data Collection and Review with Trend Analysis 4th Year
 No Missions Graduates

Program Specific - Worship and Worshipping Arts - Annual Data Collection and Review with Trend Analysis 4th Year

Note: The Results of the Alumni Survey and Supervisor Survey were incorporated in Nov 2021

Program Objectives	Measurement Tool	Performance Indicator	ISSUES/FINDINGS	TREND ANALYSIS IF YEAR REQUIRED	RECOMMENDATIONS
1. Demonstrate a passionate lifestyle of worship	Spiritual Transformation Inventory	Above national norm	Met Connecting to God domain for the one graduate is 69 – Thriving.	In the last four years only one year had Worship graduates. This measurement tool was met in that year.	Revise Assessment Plan to delete the Learning Outcome tools as measure for demonstrating passionate lifestyle of worship for graduates of Worship and Worshipping Arts concentration. There are other measures already in place.
	Edvance360 & KanopySIS Learning Outcome Management tools	75% of students meet the learning outcomes linked to this objective	Not Met. Our new software, Populi, does not have the competency features.	In the last four years only one year had Worship graduates. This measurement tool was met in that year.	
	Faculty Survey of Graduating Student		Met		

Program Objectives	Measurement Tool	Performance Indicator	ISSUES/FINDINGS	TREND ANALYSIS IF YEAR REQUIRED	RECOMMENDATIONS
		80% of faculty indicate at least a 4 on a scale of 5	100% indicate at least 4	In the last three years only one year had Worship graduates. This measurement tool was met in that year.	
2. Understand the biblical foundations for worship	ABHE Biblical Knowledge Test Edvance360 & KanopySIS Learning Outcome Management tools	Above national norm 75% of students meet the learning outcomes linked to this objective	Met National Norm – 61% Graduate – 87% Not Met. Our new software, Populi, does not have the competency features.	In the last four years only one year had Worship graduates. This measurement tool was not met in that year. In the last three years only one year had Worship graduates. This measurement tool was met in that year.	Need to develop new measurement tool.
3. Demonstrate an ability to lead worship in a variety of church settings	Practicums and Internship Program Edvance360 & KanopySIS Learning	Successful completion 75% of students meet the learning outcomes	Met Practicum/Internship incorporated into degree plan Not Met. Our new software, Populi, does not have	In the last three years only one year had Worship graduates. This measurement tool was met in that year. In the last three years only one year had Worship	Need to develop new measurement tool.

Program Objectives	Measurement Tool	Performance Indicator	ISSUES/FINDINGS	TREND ANALYSIS IF YEAR REQUIRED	RECOMMENDATIONS
	Outcome Management tools Alumni Survey	linked to this objective 80% of alumni indicate 4 on a scale of 5	the competency features. Not Met Student indicated they needed more confidence in this aspect – Question #15	graduates. This measurement tool was met in that year.	Assure that the Practicums and Internship involves leading worship in a local church setting
4. Understand music fundamentals and demonstrate musical skills in musicianship	Edvance360 & KanopySIS Learning Outcome Management tools Graduate Survey Faculty Survey of Graduating Student	75% of students meet the learning outcomes linked to this objective 80% of graduates indicate 4 on a scale of 5 80% of faculty indicate 4 on a scale of 5	Not Met. Our new software, Populi, does not have the competency features. Met. The one graduate indicated a 5 on this question. Met. 100% were 4 or above.	In the last three years only one year had Worship graduates. This measurement tool was met in that year.	Need to develop new measurement tool.
	Grade in Musicianship I and II	90% of students complete the	Met.		

Program Objectives	Measurement Tool	Performance Indicator	ISSUES/FINDINGS	TREND ANALYSIS IF YEAR REQUIRED	RECOMMENDATIONS
5. Be able to provide leadership in a music or worship department in a local church setting	Edvance360 & KanopySIS Learning Outcome Management tools Alumni Survey	Musicianship I and II courses with at least 80% 80% meet have 79% or better 80% of alumni indicate 4 on a scale of 5	The one graduate completed both courses with at least an 80%. Not Met. Our new software, Populi, does not have the competency features. Met The one graduate indicated 4 on the survey – Question #16	In the last three years only one year had Worship graduates. This measurement tool was met	Need to develop new measurement tool.
6. Be able to integrate worshipping arts into the worship experience	Practicums and Internship Program Edvance360 & KanopySIS Learning Outcome Management tools Alumni Survey	100% of students have successful completion 75% of students meet the learning outcomes linked to this objective	Met Practicum/Internship incorporated into degree plan Not Met. Our new software, Populi, does not have the competency features. Met	In the last three years only one year had Worship graduates. This measurement tool was met in that year. In the last three years only one year had Worship graduates. This measurement tool was met in that year.	Need to develop new measurement tool.

Program Objectives	Measurement Tool	Performance Indicator	ISSUES/FINDINGS	TREND ANALYSIS IF YEAR REQUIRED	RECOMMENDATIONS
		80% of alumni indicate 4 on a scale of 5	The one graduate indicated 5 on the survey – Question #17		
7. Be able to follow the lead of the Holy Spirit in worship and be able to recognize the operation of spiritual giftings in the worship service	Edvance360 & KanopySIS Learning Outcome Management tools Alumni Survey	75% of students meet the learning outcomes linked to this objective 80% of alumni indicate 4 on a scale of 5	Not Met. Our new software, Populi, does not have the competency features. Met The one graduate indicated 5 on the survey – Question #18	In the last three years only one year had Worship graduates. This measurement tool was met in that year.	Need to develop new measurement tool.

Ministry Formation Program - Annual Data Collection and Review with Trend Analysis 4th Year

Note: The Results of the Alumni Survey and Supervisor Survey were incorporated in Nov 2021

Program Objectives	Behavior Evidences	Measurement Tool	Performance Indicator	Issues/Findings	Recommendations
1. Be capable of performing professional ministry functions at the introductory level	1a. Students are able to accomplish entry level ministry tasks	1a1. Supervisor survey 1a2. Alumni survey	1a. These are accomplished with minimal supervision	1a1. Met 100% of supervisors responding indicated Strongly agree. 1.a.2. Met Both alumni responding indicated 5 on survey-Question #1	

Program Objectives	Behavior Evidences	Measurement Tool	Performance Indicator	Issues/Findings	Recommendations
	1b. Students are able to facilitate meetings 1c. Students demonstrate professional interpersonal communication, both orally and written	1b1. Supervisor survey 1b2. Alumni survey 1c1. Supervisor survey 1c2. Alumni survey	1b. Meetings are conducted in order to accomplish stated objectives in a timely manner 1c. Communication is clear, concise	See responses above. See responses above.	
2. Have developed mentorship relationships with ministers actually engaged in the work of the ministry	2. Students are able to establish a network for professional support to increase competence in a given field	2a2. Alumni survey	2. 80% of the graduates respond positively to a survey concerning support networks	Met 100% (2) graduates indicated a 5 on the survey	

Program Specific – Christian Counseling – Annual Data Collection and Review with Trend Analysis 5th Year
 Not Met – the Assessment Plan does not include a program specific assessment for Christian Counseling
 Recommendation – Develop and incorporate assessment measures for the Christian Counseling Concentration

Two Year Associate Program - Annual Data Collection and Review with Trend Analysis 5th Year
 No Graduates in the Associate Program

One-Year Diploma Program - Annual Data Collection and Review with Trend Analysis 5th Year

Note: The Results of the Alumni Survey were not returned for the one Diploma graduate.

Program Objectives	Measurement Tool	Performance Indicator	Issues/Findings	Trend Analysis	Recommendations
1. Be able to understand the spiritual and the practical dynamics of ministry	Edvance360 & KanopySIS Learning Outcome Management tools	75% of students meet the learning outcomes linked to this objective	Not Met. Our new software, Populi, does not have the competency features.	Not the year for trend analysis	Need to develop new measurement tool.
	Practicum Programs	100% of graduates successfully completed	Met Practicum/Internship incorporated into degree plan		
	Alumni Survey	80% of students surveyed rated 4 on a scale of 5 for this question on the survey	The one diploma graduate did not return the survey.		
2. Be able to contextualize Scripture for	Edvance360 & KanopySIS Learning Outcome	75% of students meet the learning outcomes linked to this objective	Not Met. Our new software, Populi, does not have the competency features.		Need to develop new measurement tool.

Program Objectives	Measurement Tool	Performance Indicator	Issues/Findings	Trend Analysis	Recommendations
daily Christian living	Management tools Faculty Survey of Graduating Student Graduating Student Survey	80% of faculty indicate 4 on scale of 5 85% of graduates indicate 4 on scale of 5	Met One faculty response - had 5 on a scale of 5 Met Based on Questions 6, 7, 8		Make sure this question is specifically addressed on the Graduating Student Survey
3. Develop a lifestyle of personal study of the Scriptures in order to grow spiritually	Edvance360 & KanopySIS Learning Outcome Management tools Alumni Survey	75% of students meet the learning outcomes linked to this objective 85% of alumni indicate 4 on scale of 5	Not Met. Our new software, Populi, does not have the competency features. The one diploma graduate did not return the survey.		Need to develop new measurement tool.
4. Be able to meet the educational requirements for Assemblies of God credentialing in ministry	Certification that courses required to meet Assemblies of God educational requirements are being offered	100% of educational requirements are offered at the college	Met Courses required for credentialing are being offered		
5. Be able to demonstrate an ability to comprehend and construct sound	Edvance360 & KanopySIS Learning Outcome Management tools	75% of students meet the learning outcomes linked to this objective	Not Met. Our new software, Populi, does not have the competency features.		Need to develop new measurement tool.

Program Objectives	Measurement Tool	Performance Indicator	Issues/Findings	Trend Analysis	Recommendations
Christian theology	ABHE Bible Knowledge Test	80% of students above the national norm	Met The one Diploma passed the Bible Knowledge Test		
6. Be able to demonstrate Christian leadership principles in various ministry positions	<p>Practicum Program</p> <p>Edvance360 & KanopySIS Learning Outcome Management tools</p> <p>Alumni Survey</p>	<p>100% of graduates successfully completed</p> <p>75% of students meet the learning outcomes linked to this objective</p> <p>80% Alumni indicates 4 on scale of 5 on survey</p>	<p>Met Practicum/Internship incorporated into degree plan</p> <p>Not Met. Our new software, Populi, does not have the competency features.</p> <p>The one diploma graduate did not return the survey.</p>		Need to develop new measurement tool.

IV. Conclusion – Actions Required

Actions required from this assessment

1. Need to develop another measurement tool for biblical worldview because the current one is no longer available.
2. Need to continue to place additional emphasis on writing assignments in classes and incorporate a module on critical thinking in the Academic Writing course.
3. Need to assure that the Noel-Levitz Student Satisfaction Survey is administered in the spring 2022.
4. Re-evaluate assessment plan since the 2018-2019 cycle completed the current five-year assessment cycle. Convene committee of stakeholders to develop the new five-year assessment plan.
5. Need to assure the Library Patron Survey is given Academic Year 2021-2022 in the Fall and then again in the Spring since it was not given in AY2020-2021.
6. Update library resources in the areas of Children’s Ministry, Youth Ministry, Worship, and Psychology/Counseling as funds become available.
7. Strategize on improving graduation rates. For academic issues: Re-institute aggressive advising policy. Emphasize faculty involvement to assist at-risk students. For life situation issues: Utilize college chaplain to assist with at-risk students.
8. Revise Assessment Plan to delete the Learning Outcome tools as measure for demonstrating passionate lifestyle of worship for graduates of Worship and Worshipping Arts concentration. There are other measures already in place.
9. Need to develop another measurement tool to replace the Edvance360 & KanopySIS Learning Outcomes tools for program objectives in all concentrations because these Outcome tools are no longer available because we have switched Online Learning Platforms.
10. Alumni Survey needs to address how well students are doing in graduate studies.
11. Worship practicums and internships need to assure leading worship in congregational setting is involved in this mentorship for worship concentration student.

Actions required from previous year’s assessment which have not been implemented yet.

1. Develop assessment program for Christian Counseling concentration.

Appendix 1 – Action Tasks

Improve Critical Thinking Skills				
Action Steps	Resource Requirements	Focus of Responsibility	Deadline	Remarks
Continue to emphasize to faculty the need for academic reflection papers and research papers and collaborative learning activities for critical thinking skill development.	10 hr	ExecVP	11/15/21	
Incorporate a critical thinking module in the Academic Writing course	25 hr	ExecVP	1/05/2022	
Improve Graduation Rates				
For Students Having Academic Issues				
Action Steps	Resource Requirements	Focus of Responsibility	Deadline	Remarks
Re-institute aggressive advising policy	10 hr	Academic Dean	11/15/2021	
Emphasize faculty involvement to assist at-risk students	10 hr	Academic Dean	11/15/2021	
Explore tutoring or mentoring program to assist at-risk students	40 hr	Academic Dean	11/15/2021	
For Students Having Life Situation Issues				

Action Steps	Resource Requirements	Focus of Responsibility	Deadline	Remarks
Utilize college chaplain and college counseling to engage at-risk students	40 hr	College Chaplain	9/15/2021	
<i>Improve Library Resources</i>				
Action Steps	Resource Requirements	Focus of Responsibility	Deadline	Remarks
Update library resources in the areas of Children’s Ministry, Youth Ministry, Worship, and Psychology/Counseling as funds become available.	100 hrs...\$\$\$ to be determined	Library Director	3/1/2022 – include some funding in AY2022-2023 Budget	
<i>Improve Assessment Tools</i>				
Develop New Five-Year Assessment Plan				
Action Steps	Resource Requirements	Focus of Responsibility	Deadline	Remarks
Convene committee of stakeholders to develop the new five-year assessment plan.	10 hr	Executive VP	12/1/2021	
Develop new Five-Year Assessment Plan	300 hr \$ to be determined	Assessment Committee	5/1/2022	

Other Actions for Assessment Plan				
Action Steps	Resource Requirements	Focus of Responsibility	Deadline	Remarks
Develop a replacement measurement tool for biblical worldview	25 hrs	Assessment Director	1/5/2022	
Develop a replacement measurement tool for program objectives in all concentrations that used the Edvance360/KanopySIS Outcomes tools	40 hr..\$ to be determined	Assessment Director	1/15/2022	
Develop assessment program for Christian Counseling concentration	40 hr..\$ to be determined	Assessment Director	1/5/2022	
Revise Alumni Survey to add question about how well-prepared graduates are for graduate school	1 hr	Assessment Director	9/2/2021	
Assure Noel-Levitz Student Satisfaction Survey is administered in the spring semester	10 hr	Assessment Director	3/15/2022	
Assure the Library Patron Survey is administered in both Fall and Spring semesters	20 hr	Assessment Director	11/15/2021 3/15/2022	

**Appendix 2 – Expenditures Keyed to Action Tasks in Research Reports
Assessment Project Report for Bethel College**

Date (AY12-13)	Project # (YY=Assessment Year and Name=Action Plan Heading)	Account #	Purchase Order #/Ref #	Description	Cost
10/9/2012	12-Improve Lib Resources	1-716016	431	Electronic Textbook Package	\$500.00
1/29/2013	12-Improve Student Life	1-704016	594	TV for Student Cafe	\$728.00
1/29/2013	12-Improve Student Life	1-704016	595	Wall Mount for TV	\$54.37
2/21/2013	12-Improve Student Life	1-701020	631	Noel-Levitz Student Satisfaction Surveys	\$750.91
3/4/2013	12-Improve Lib Resources	1-716016	640	Library Books	\$1,633.88
7/23/2013	13-Improve Lib Resources	1-716016	820	Electronic Journal Subscription	\$636.64
					\$4,303.80
Date (AY13-14)					
8/27/13	13-Improve Spiritual Dev	1-701020	866	Spiritual Transformation Inventory	\$110.00
8/29/13	13-Improve Spiritual Dev	1-701020	888	Spiritual Transformation Inventory	\$680.00
5/7/14	14-Improve Academic Program	1-701020	1353	PEERS Worldview Tests	\$379.57
5/27/14	12-Improve Student Life	1-701020	1394	Noel-Levitz Student Satisfaction Surveys	\$618.50
6/10/14	14-Improve Lib Resources	1-716016	1400	eBooks EBSCO new subscription	\$1,896.22
6/12/14	13-Improve English Skills	1-701020	1416	ACT/CAAP Tests (Writing Tests)	\$404.00
7/7/14	14-Improve Written Communication Skills	1-716016	1451	Institutional License for Grammarly.edu	\$1,250.00
7/15/14	14-Improve Lib Resources	1-716016	1460	Electronic Journal Subscription - Renewal	\$668.47
7/28/14	14-Improve Written Communication Skills	1-701020	1480	ACT/CAAP Tests (Writing Tests)	\$173.00
					\$6,179.76
Date (AY14-15)					
9/9/14	13-Improve Spiritual Dev	1-701020	1518	Spiritual Transformation Inventory	\$992.00
10/31/14	14-Improve Library Resources	1-716016	373	OCLC-EZProxy	\$1,618.00
3/16/15	13-Improve Spiritual Dev	1-701020	535	Spiritual Transformation Inventory	\$1,249.40
4/21/15	14-Improve Written Communication Skills	1-701020	2035	ETS Proficiency Profile (online tests)	\$232.00
4/22/15	12-Improve Student Life	1-701020	564	Noel-Levitz Student Satisfaction Surveys	\$100.00
4/21/15	14-Improve Lib Resources	1-716016	2036	eBooks EBSCO new subscription	\$1,754.52
6/17/15	14-Improve Lib Resources	1-716016	642	Grammarly Subscription	\$1,400.00
					\$7,345.92
Date (AY15-16)					
	YY Assessment Year (i.e., 14-15 Assessment Year = 15)				
7/30/15	15-Improve Lib Resources	1-716016	705	PQ Psychology Journals Subscription	\$3,340.00
8/1/15	15-Improve Lib Resources	1-716016	706	PQ Religion Journals Subscription	\$695.21
10/14/15	15-Improve Lib Resources	1-716016	757	Behavior Science eBooks	\$771.00
11/6/15	14-Improve Lib Resources	1-716016	782	EZProxy Svc	\$1,434.48
5/18/16	14-Improve Lib Resources	1-716016	1001	Grammarly Subscription	\$1,550.00
6/2/16	15-Improve Lib Resources	1-716016	1006	PQ Psychology Journals Subscription	\$3,540.00
4/11/16	15-Improve Lib Resources	1-705016	2859	Computers for library	\$1,297.48
					\$12,628.17

Date (AY16-17)	YY Assessment Year (i.e., 14-15 Assessment Year = 15)				
3/2/17	16-Biblical Knowledge	1-701020	3251	ABHE Biblical Exam Online	\$14.00
7/13/16	15-Improve Lib Resources	1-716016	1050	PQ Religion Journals Subscription	\$723.01
5/26/17	15-Improve Lib Resources	1-716016	1354	EBSCO eBooks	\$2107.77
11/10/16	14-Improve Lib Resources	1-716016	1179	EZProxy Svc	\$1,434.48
6/25/17	14-Improve Lib Resources	1-716016	3454	Grammarly Subscription	\$1,650.00
8/31/16	15-Improve Lib Resources	1-705016	1075	Computers for library	\$645.24
8/3/16	15-Improve Lib Resources	1-705016	1066	Computers for library	\$1170.70
10/5/16	13-Improve Spiritual Dev 14-Improve Written	1-701020	1135	Spiritual Transformation Inventory	\$1628.30
3/5/17	Communication Skills	1-701020	3231/3230	ETS Proficiency Profile (online tests)	\$207.50
4/21/17	12-Improve Student Life	1-701020	1309	Noel-Levitz Student Satisfaction Surveys	\$446.83
					\$10,027.83

Date (AY17-18)	YY Assessment Year (i.e., 14-15 Assessment Year = 15)				
7/01/17	15-Improve Lib Resources	1-716016	1050	PQ Religion Journals Subscription	\$751.94
12/12/17	14-Improve Lib Resources	1-716016	1550	EZProxy Svc	\$1,557.75
8/1/17	15-Improve Lib Resources	1-716016	1427	Psychology Database Journals	\$3730.00
9/5/17	16-Biblical Knowledge	1-701020	3596	ABHE Biblical Exam Online	\$17.50
6/07/18	14-Improve Lib Resources	1-716016	1696	Grammarly Subscription	\$1,760.00
8/29/17	13-Improve Spiritual Dev 14-Improve Written	1-701020	3591	Spiritual Transformation Inventory	\$1499.10
8/23/17	Communication Skills	1-701020	3570	ETS Proficiency Profile (online tests)	\$208.00
4/30/18	12-Improve Student Life	1-701020	1663	Noel-Levitz Student Satisfaction Surveys	\$417.01
					\$9,941.30

Date (AY18-19)	YY Assessment Year (i.e., 14-15 Assessment Year = 15)				
07/01/18	15-Improve Lib Resources	1-716016	1705	PQ Religion Journals Subscription	\$782.01
11/14/18	14-Improve Lib Resources	1-716016	1808	EZProxy Svc	\$1,557.75
4/10/19	15-Improve Lib Resources	1-716016	1918	Psychology Database Journals	\$5100.63
2/28/19	16-Biblical Knowledge	1-701020	1896	ABHE Biblical Exam Online	\$44.50
5/20/19	14-Improve Lib Resources	1-716016	1960	Grammarly Subscription	\$1,850.00
9/4/18	13-Improve Spiritual Dev 14-Improve Written	1-701020	1770	Spiritual Transformation Inventory	\$1448.00
7/26/18	Communication Skills	1-701020	1736 & 1998	ETS Proficiency Profile (online tests)	\$341.50
					\$11,124.39

Date (FY20-21)	YY Assessment Year (i.e., 14-15 Assessment Year = 15)	Account #	Purchase Order #/Ref #	Description	Cost
8/1/2020	15-Improve Lib Resources			PQ Religion Journals Subscription	\$829.56
11/15/2020	14-Improve Lib Resources			EZProxy Svc	\$1704.65
7/1/2020	15-Improve Lib Resources			Psychology Database Journals	\$4162.11
-----	16-Biblical Knowledge			ABHE Biblical Exam Online	No cost
	14-Improve Lib Resources			Grammarly Subscription	
1/6/2021	14 – Improve Written			ETS Proficiency Profile	\$155.00
5/3/2021	13-Improve Spiritual Dev			Spiritual Transformation Inventory	\$246.00

