



**ASCENT**  
COLLEGE

**ANNUAL  
RESEARCH  
REPORT**

**ACADEMIC YEAR 2021-2022**

## **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, with its financial, facility, and prayer support from Bethel Temple Assembly of God. 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 non-profit corporation (501(c)(3)) and was authorized to operate as an in-state, non-profit college by Virginia. Also in 2005, The Association for Biblical Higher Education (ABHE), an accrediting agency recognized by the U.S. Department of Education, granted applicant status to Bethel College. In 2006, Bethel College moved into a new facility with a new library and several new classrooms and offices at the Hampton Virginia campus. ABHE granted candidate status in 2009, accreditation in 2013, and reaffirmed our accreditation in 2018.

By 2022, Bethel College had some significant changes. There were three additional presidents: Pastor Glenn Reynolds (who also served as Pastor for Bethel Temple Assembly of God), Dr. Mark Wootten, and Dr. Rob Rhoden (the current president). In addition, the college has changed its name twice: from Bethel College to Antioch College of the Assemblies of God, and then to Ascent College. Dr. Rob Rhoden, who has been president since September 2019 has brought stability and growth to the college. Since COVID-19 the college has transitioned to an online college with some on campus courses at the Hampton Virginia campus.

### **B. Institutional Mission and Goals (Intentions)**

Bethel College's institutional mission is summarized in one sentence: With a student first philosophy, Bethel College exists to cultivate the ministry call of Christian men and women to fulfill their destiny through sound Biblical education and leadership development. Bethel 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 church ministries, with the four-year degree only offering concentrations in biblical studies, ministerial leadership, missions, and worship and worshipping arts.

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 this 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 will 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 will be 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 will be included in the proposed budget for the appropriate budget year in which implementation is projected. Refer to Appendix 3 for a schematic of this process.

#### **D. Participants in the Development of the Assessment Plan**

The participants 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. 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. 2021-2022 Assessment**

### **A. Process for 2021-2022 Assessment**

Various measurement tools were used throughout the 2021-2022 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 in Appendix 1, which also 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 2021-2022 assessment year to develop the 2021-2022 Research Report. Because of the loss of staff members over the previous years and hiring of new staff, the Vice President of Institutional Effectiveness 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, which each year measured tends to meet expectations. Again this year, we used the Spiritual Transformation Inventory by Dr. Todd Hall. While we had few individual results, our graduating group measured significantly higher than our freshman group in 4 out of 5 domains – meeting the 80% threshold. This was the seventh year that Ascent College attempted to norm its spiritual development program against a national norm, with all years meeting our threshold expectations.

The college used the Noel-Levitz Student Satisfaction Inventory (SSI) to assess student perceptions in the areas of academic and student services. This year was the seventh year that the college was above the national norms and met or exceeded our performance indicators in these areas.

For the second year in the last several, Ascent College is mostly meeting its institutional program goals for biblical knowledge as measured by the ABHE Bible Knowledge Exam. For the last two years, the college has implemented the requirement that all graduates meet their respective thresholds for passing the Bible exam.

With the new leadership of the college and its endorsement and support by our Network office, Ascent College has exceeded both its enrollment and fundraising goals by significant amounts for the second consecutive year. The college met its overall retention rate, as it had in past previous years. The aggressive student advising policy is recommended to continue and needs to be written in policy.

For the first year in several years, the data collected from the Educational Testing Service Proficiency Tests indicated that the college met its goals in the areas of writing and critical thinking. However, this conclusion is tentative because only two graduates took the exam. Also for the first year in several years, the college met its graduation rate. But here again, this conclusion is tentative because we only had one student in the cohort.

With this assessment report, Ascent College assessed the Ministerial Leadership concentration, the Associate program and the Diploma program because we had graduates in those programs. Conclusions from this assessment report are tentative since there was only one graduate in the Ministerial Leadership concentration and one graduate in the Diploma program and three graduates in the Associate program. 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. This issue was pointed out last year and never resolved; therefore, it is a carry-over from last year. The college will need to explore other measurement tools for these assessments in the new assessment plan.

The library resources collection for certain programs continues to need improvement as funds are available. The Library Patron survey needs to be updated for assessing online support to students. The use of library online resources needs to be improved as well.

The Ascent College Assessment Plan was scheduled to be replaced at the end of last assessment cycle. However, the college did not develop a new assessment program as planned so the old plan was used again for this assessment cycle. 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 include an assessment plan for the Christian Counseling concentration, the Children's Ministry Leadership Certificate, the Women's Collective Cohort Certificate and incorporate the new program objectives scheduled to be implemented with the 2022-2023 academic year.

Institutional Goals

INSTITUTIONAL GOALS	Behaviors Indicative of Institutional Goal	MEASUREMENT TOOL	PERFORMANCE INDICATOR	ISSUES/FINDINGS	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 &amp; KanopySIS &amp; KanopySIS learning outcome management tools</p>	<p>No indicator for entry Graduates above national norm</p> <p>All student average 70% or above</p>	<p>Mostly Met ABHE Norm for All - 72%</p> <p>1 yr (Diploma) - 1 student - met</p> <p>2 yr (Associate) - 3 students - 2 met, 1 -65%</p> <p>2 students (Bachelor) - both met</p> <p>Not Met - our new Populi software does not have this function</p>	<p>None</p> <p>Need to develop another assessment tool</p>



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.	Student demonstrates competence in written and oral communication skills	ETS Proficiency Profile	80% of students tested fall above national average	Met 1 Bachelor – scored above the mean in writing 1 Diploma – scored above mean in writing	None
			Pre and Post English Test – demonstrate improvement	Met Every student data available demonstrated improvement	None
		Alumni Survey	All students average indicate 4 out of 5	Met 2 responses – both indicated 5	None

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	Average 4 on scale of 5	Met Graduates – average 4.45	
		Alumni Survey	Average 4 on scale of 5	Met 2 responses – both indicated 5	
	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 Populi software does not have this function
	Student has a sense of his or her role in the secular community	Personal Mission Statement	100% of graduates have completed personal mission statement	Met – all have developed Personal Mission Statement	
5. Provide academic support through faculty, curriculum, computer facilities, library resources, and	Student demonstrates content mastery and critical thinking skills	ABHE Biblical Knowledge Test	No indicator for entry Above national norm	Mostly Met ABHE Norm for All – 72% 1 yr (Diploma) – 1 student – met 2 yr (Associate) – 3 students – 2 met, 1 -65%	

<p>student support services to ensure quality instruction and a challenging academic environment.</p>		<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>2 students (Bachelor) – both met</p> <p>Met 1 Bachelor – scored above the mean in writing and critical thinking 1 Diploma – scored above mean in writing and but was below mean in critical thinking (expected since only 1 yr)</p> <p>Met Academic Advising Ascent-6.66 ABHE Norm-6.03 Instructional Effectiveness Ascent-6.51 ABHE Norm-5.92</p>	

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  Noel-Levitz Student Satisfaction Survey	graduating students demonstrate higher score than freshman group in 80% of the domains  Above norm of selected group	Met Graduating students measured greater than freshman group in 4 out of 5 domains  Met Campus Climate Scale Ascent-6.63 ABHE Norm-5.83 Concern for Individual Ascent-6.67 ABHE Norm-5.96	
7. Develop students who are committed to a lifestyle of spiritual growth, fellowship, prayer, worship, and Christian service.	Students demonstrate a passion for their faith and for Christian service	Graduate Survey  Faculty Survey of Graduating Students	90% of graduates indicate 4 on scale of 5  80% of faculty indicate 4 on scale of 5	Met – all graduates that responded indicated 5  Not Met – no faculty survey was completed	Assure Faculty Survey is completed
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	All student average 70% or above	Not Met – our new Populi software does not have this function	Need to develop new measurement tool

		tools			
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.	Student has secured a position in the ministry field or been accepted to graduate school  Student has prepared a personal mission statement	Alumni Survey  Personal Mission Statement	70% respond with yes  100% have completed	Met 2 responses – both indicated 5  Met	
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	

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	Not Met	Need to develop a new assessment plan. Have been using an extended plan. Also beginning 2022 have new, updated programs with new program objectives
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  Faculty Survey	Above norm of selected group  85% of faculty surveyed indicate 4 on scale of 5	Met Ascent College-6.49 ABHE Norm-5.82 Service Excellent Scale  Not Met Faculty Survey not completed	Complete Faculty Survey

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 No material discrepancies noted	
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 1.7 for FYE-June 30 2021 as computed by Department of Education  Met 53% increase 2021 - \$123,365 2022 - \$189,331	

### Library Services

<b>INSTITUTIONAL GOAL</b>	<b>FUNCTION</b>	<b>OBJECTIVE</b>	<b>MEASUREMENT TOOL</b>	<b>PERFORMANCE INDICATOR</b>	<b>ISSUES/FINDINGS</b>	<b>RECOMMENDATIONS</b>
Provide academic support through faculty, curriculum, computer facilities, library resources, and student support services to ensure quality instruction and a challenging academic environment	Provides guidance to patrons in the use of collections and electronic resources	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 not given	Revise Survey to focus on online support during this period of total online and distribute in Fall 2022
		Customer service to assist patrons is provided when requested	Library patron survey	4.0 or higher on pertinent question of survey	Not Met Survey not given	Revise Survey to focus on online support during this period of total online and distribute in Fall 2022
		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	
Provide academic support through faculty, curriculum, computer facilities, library resources, and student support services to ensure quality instruction and a challenging academic environment	Maintains and updates book and media collections	Collections are adequate to support curriculum	Statistical Analysis of library collection with regard to number and currency	Percentages of curriculum for each discipline demonstrate adequacy to support curriculum	Not measured this year	Use results from last survey and continue upgrading as necessary



<p>Provide academic support through faculty, curriculum, computer facilities, library resources, and student support services to ensure quality instruction and a challenging academic environment</p>	<p>Maintains and updates collections</p>	<p>Collections are adequate to support student needs</p>	<p>Usage Analyses of library collection</p>	<p>Usage percentages of resources demonstrate that students are using the resources provided by the library</p>	<p>Not Met 2754 – electronic 52- on campus Total – 2806 Lower than AY20-21 usage, yet more students 21-22; also under usage as identified in ABHE 2016 Annual Statistical Report</p>	<p>Assure newly hired instructors realize the need to include assignments that require library research Determine if available resources are what students need</p>
			<p>Review of Syllabi to assure assignments are given that would require usage of library resources</p>	<p>75% of syllabi have assignments requiring resources from library</p>	<p>Not Met Spring 2022A&amp;B- only 68% of courses required research papers or assignments that require use of library resources</p>	<p>In next faculty workshop have an element about use of library resources and appropriate assignments</p>

## Enrollment Management

ENROLLMENT MANAGEMENT GOALS	PERFORMANCE INDICATOR	MEASUREMENT TOOL	ISSUES/FINDINGS	RECOMMENDATIONS
1. Steadily increase freshman fulltime students	5% increase each year	Fall enrollment stats developed for ABHE reports for freshman fulltime students	Not Met FT headcount increase = 0%, but PT HC increase = 263% and FTE increase = 95% Increase in enrollment resulted in parttime enrollment because many new students were not traditional age	None – FTE increase was 95%
2. Steadily increase FTEs	5% increase each year	Fall enrollment stats developed for ABHE reports for FTEs	Met FTE increase for 2021 = 95%	
3. Retain degreed students	Maintain a total retention rate of 70% or higher for degree-seeking students  Maintain a Graduation Rate Student (GRS) cohort 70% or higher	College specific data collected  Data collected for IPEDS report	Met Total retention rate=76%  Met 100% with one student in the cohort	Continue with Aggressive Student Advisor Policy.

Program Specific – Biblical Studies – Annual Data Collection and Review with Trend Analysis 3<sup>rd</sup> Year  
 No Biblical Studies Graduates

Program Specific - Ministerial Leadership - Annual Data Collection and Review with Trend Analysis 3<sup>rd</sup> Year  
 Note – only 1 graduate

Program Objectives	Behavior Evidences	Measurement Tool	Issues/Findings	Recommendations
1. Be able to understand the spiritual and the practical dynamics of ministry	Students demonstrate knowledge in spiritual and practical dynamics of ministry	Practicum/Internship Programs 100% of graduates successfully completed	Met Student successfully completed	Prepare new assessment plan which will include other measurement tools
	Students exhibit these characteristics in the practice of ministry	Edvance360 & KanopySIS Learning Outcome Management tools  Alumni Survey 85% of students surveyed rated 4 on a scale of 5 for this question on the survey	Not Met Populi does not provide this function  Met 2 responses – 100% indicated 5	
2. Be able to grasp the biblical teaching concerning the nature and mission of the Church	Students demonstrate competency in Bible knowledge	2. Pre and post ABHE Biblical Knowledge test 2. 90% of students demonstrate a 20% increase from pre and post scores	Met Do not have graduate entrance score but exit score surpassed required for graduation	

		Edvance360 & KanopySIS Learning Outcome Management tools	Not Met Populi does not provide this function	Prepare new assessment plan which will include other measurement tools
		Graduate Survey		
3. Be able to integrate ethical and Christian knowledge, skills, attitudes, and behavior into their practice of ministry	Students exhibit these characteristics in the practice of ministry	3. Practicum/Internship Programs 100% of graduates successfully completed	Met Student successfully completed	
		Edvance360 & KanopySIS Learning Outcome Management tools	Not Met Populi does not provide this function	Prepare new assessment plan which will include other measurement tools
		Alumni Survey Alumni indicates 4 on scale of 5 on survey	Met 2 responses – both indicated 5	
4. Be able to integrate theology with professional competency in the practice of ministry	Students exhibit these characteristics in the practice of ministry	Practicum/Internship Programs 100% of graduates successfully completed	Met Student successfully completed	
		Edvance360 & KanopySIS Learning Outcome Management tools	Not Met Populi does not provide this function	Prepare new assessment plan which will include other measurement tools
		Alumni Survey Alumni indicates 4 on scale of 5 on survey	Met 2 responses – both indicated 5	

<p>5. Be able to demonstrate Christian leadership principles in various ministry positions</p>	<p>Students exhibit these characteristics in the practice of ministry</p>	<p>Practicum/Internship Programs 100% of graduates successfully completed</p> <p>Edvance360 &amp; KanopySIS Learning Outcome Management tools</p> <p>Alumni Survey Alumni indicates 4 on scale of 5 on survey</p>	<p>Met Student successfully completed</p> <p>Not Met Populi does not provide this function</p> <p>Met 2 responses – both indicated 5</p>	<p>Prepare new assessment plan which will include other measurement tools</p>
<p>6. Understand the fundamentals of pastoral care and counseling and be able to integrate them into their practical ministry setting</p>	<p>Students demonstrate pastoral care knowledge</p> <p>Students exhibit these characteristics in the practice of ministry</p>	<p>MIN 430 Pastoral Care and Counseling course Successful completion</p> <p>Edvance360 &amp; KanopySIS Learning Outcome Management tools</p> <p>Alumni Survey Alumni indicates 4 on scale of 5 on survey</p>	<p>Met Student not required to take this course but had several counseling courses</p> <p>Not Met Populi does not provide this function</p> <p>Met 2 responses – both indicated 5</p>	<p>Prepare new assessment plan which will include other measurement tools</p>
<p>7. Be able to compose and preach biblically sound, effective sermons</p>	<p>Students demonstrate competency in preaching sermons</p>	<p>Edvance360 &amp; KanopySIS Learning Outcome Management tools</p> <p>Alumni Survey 80% of alumni indicate</p>	<p>Not Met Populi does not provide this function</p> <p>Met</p>	<p>Prepare new assessment plan which will include other measurement tools</p>

		4 on scale of 5	2 responses – both indicated 5	
8. Develop a lifestyle of personal study of the Scriptures in order to grow spiritually	Students practice a personal study of Scripture	<p>Spiritual Transformation Inventory Above national norm</p> <p>Edvance360 &amp; KanopySIS Learning Outcome Management tools</p> <p>Alumni Survey 80% of alumni indicate 4 on scale of 5</p>	<p>Met One Student did not provide results, however, the graduating group exceeded the freshman group in 80% of the domains</p> <p>Not Met Populi does not provide this function</p> <p>Met 2 responses – both indicated 5</p>	Prepare new assessment plan which will include other measurement tools
9. Be able to demonstrate administrative skills necessary for effective service in parachurch or other church-like organizations	Students exhibit these characteristics in the practice of ministry	<p>Edvance360 &amp; KanopySIS Learning Outcome Management tools</p> <p>Alumni Survey</p>	<p>Not Met Populi does not provide this function</p> <p>Met 2 responses – both indicated 5</p>	Prepare new assessment plan which will include other measurement tools
10. Be able to meet the educational requirements for Assemblies of God credentialing in ministry	The college offers the appropriate courses required by the Assemblies of God	Certification that courses required to meet Assemblies of God educational requirements are being offered	Met Student met educational requirements offered at the college	

<p>11. Be able to proclaim and contextualize the eternal truth of the Gospel in a constantly changing world</p>	<p>Students exhibit these characteristics in the practice of ministry</p>	<p>Edvance360 &amp; KanopySIS Learning Outcome Management tools</p> <p>Alumni Survey 80% of alumni indicate 4 on scale of 5</p>	<p>Not Met Populi does not provide this function</p> <p>Met 2 responses – both indicated 5</p>	<p>Prepare new assessment plan which will include other measurement tools</p>
<p>12. Be able to develop a personal mission statement applying Scripture and ministry to their life</p>	<p>12. Students have prepared a Personal Mission Statement</p>	<p>4. Personal mission statement on file in the student's records</p>	<p>Met Student has statement on file</p>	
<p>13. Be able to apply biblical principles that support spiritual, emotional, and relational health; personally and professionally</p>	<p>Students exhibit these characteristics in the practice of ministry</p>	<p>Spiritual Transformation Inventory</p> <p>Edvance360 &amp; KanopySIS Learning Outcome Management tools</p>	<p>Student did not provide results, however, the graduating group exceeded the freshman group in 80% of the domains</p> <p>Not Met Populi does not provide this function</p>	

Program Specific – Missions - Annual Data Collection and Review with Trend Analysis 4<sup>th</sup> Year  
 No Missions Graduates

Program Specific – Christian Counseling - Annual Data Collection and Review with Trend Analysis 5<sup>th</sup> Year  
 Not Met – the Assessment Plan does not include a program specific assessment for the Christian Counseling Concentration  
 Recommendation- develop for new Assessment Plan

Program Specific - Worship and Worshipping Arts - Annual Data Collection and Review with Trend Analysis 4<sup>th</sup> Year  
 No Worship and Worshipping Arts Graduates

Ministry Formation Program - Annual Data Collection and Review with Trend Analysis 4<sup>th</sup> Year

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 Supervisor Survey – 1 response - Strongly Agree 1a2 – Met Alumni Survey - 2 responses – strongly agree	
	1b. Students are able to facilitate meetings	1b1. Supervisor survey 1b2. Alumni survey	1b. Meetings are conducted in order to accomplish stated objectives in a timely manner	1b1. Met Supervisor Survey – 1 response - Strongly Agree 1b2 – Met Alumni Survey - 2 responses – strongly agree	
	1c. Students demonstrate professional	1c1. Supervisor survey 1c2. Alumni survey	1c. Communication is clear, concise	1b1. Met Supervisor Survey – 1 response - Strongly	



	interpersonal communication, both orally and written			Agree 1b2 – Met Alumni Survey - 2 responses – strongly agree	
2. Have developed mentorship relationships with ministers actually engaged in the work of the ministry	2. Students are able to established 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	2a2. Met Alunmi Survey – 2 responses – 100% responded positively	

One-Year Diploma Program - Annual Data Collection and Review with Trend Analysis 5<sup>th</sup> Year

Program Objectives	Behavior Evidences	Measurement Tool	Performance Indicator	Issues/Findings	Recommendations
1. Be able to understand some of the spiritual and the practical dynamics of ministry.	Students exhibit these characteristics in the practice of ministry	Edvance360 & KanopySIS Learning Outcome Management tools	75% of students meet the learning outcomes linked to this objective	Not Met Populi does not provide this function	Prepare new assessment plan which will include other measurement tools  Need to delete because new diploma program does not require a practicum
		Practicum Programs	100% of graduates successfully completed	Met Graduate completed.	
		Alumni Survey	75% of students surveyed rated 4 on a scale of 5 for this question on the survey	Met Alumni Survey – 2 responses – 100% rated 5	
2. Be able to contextualize Scripture for daily Christian living.	Students demonstrate Christian character	Edvance360 & KanopySIS Learning Outcome Management tools	75% of students meet the learning outcomes linked to this objective	Not Met Populi does not provide this function	Prepare new assessment plan which will include other measurement tools Assure Faculty Survey is completed  Revise Graduate Survey to include Diploma program in question dealing with Christian Character
		Faculty Survey of Graduating Student	80% of faculty indicate 4 on scale of 5	Not Met Faculty Survey was not completed this year.	
		Graduate Survey	90% of graduates indicate 4 on scale of 5	Not Met One graduate indicated No Knowledge on Survey	
3. Develop a lifestyle of personal study of the	Students demonstrate Bible Study Habits	Edvance360 & KanopySIS Learning	75% of students meet the learning	Not Met Populi does not	Prepare new assessment plan

Scriptures in order to promote growth, ministry to others, and a positive influence on culture.		Outcome Management tools  Alumni Survey	outcomes linked to this objective  80% of alumni indicate 4 on scale of 5	provide this function  Met Alumni Survey – 2 responded – 100% indicated 5	which will include other measurement tools
4. Be able to meet the educational requirements for Assemblies of God credentialing at the certified level.	4. The college offers the appropriate courses required by the Assemblies of God	Certification that courses required to meet Assemblies of God educational requirements are being offered	100% of educational requirements are offered at the college	Met	Ensure new programs meet this requirement or delete as a program objective
5. Be able to demonstrate an ability to comprehend and construct sound Christian theology.	Students demonstrate competency in Christian Theology	ABHE Bible Knowledge Test  Edvance360 & KanopySIS Learning Outcome Management tools	75% of students above the national norm  75% of students meet the learning outcomes linked to this objective	Met Student indicated a 30% increase between pre and post exams  Not Met Populi does not provide this function	Prepare new assessment plan which will include other measurement tools
6. Be able to demonstrate Christian leadership principles in a ministry position.	6. Students demonstrate these characteristics in the practice of ministry	Edvance360 & KanopySIS Learning Outcome Management tools  Practicum Program  Alumni Survey	75% of students meet the learning outcomes linked to this objective  100% of graduates successfully completed  80% Alumni indicates 4 on scale of 5 on survey	Not Met Populi does not provide this function  Met Student completed practicum successfully  Met Alumni Survey – 2	Prepare new assessment plan which will include other measurement tools

				responses – 100% rated 5	
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Two Year Associate Program - Annual Data Collection and Review with Trend Analysis 5<sup>th</sup> Year

Program Objectives	Behavior Evidences	Measurement Tool	Performance Indicator	Issues/Findings	Recommendations
1. Be able to understand the spiritual and the practical dynamics of ministry	Students demonstrate these characteristics in the practice of ministry	Edvance360 & KanopySIS Learning Outcome Management tools	75% of students meet the learning outcomes linked to this objective	Not Met Populi does not provide this function	Prepare new assessment plan which will include other measurement tools
		Practicum Programs	100% of graduates successfully completed	Met Three Graduates completed practicums successfully	
		Alumni Survey	80% of students surveyed rated 4 on a scale of 5 for this question on the survey	Met Alumni Survey – 2 responses – 100% rated 5	
2. Be able to contextualize Scripture for daily Christian living	Students demonstrate Christian character	Edvance360 & KanopySIS Learning Outcome Management tools	75% of students meet the learning outcomes linked to this objective	Not Met Populi does not provide this function	Prepare new assessment plan which will include other measurement tools Assure Faculty Survey is completed
		Faculty Survey of Graduating Student	80% of faculty indicate 4 on scale of 5	Not Met Faculty Survey was not completed this year	
		Graduating Student Survey	85% of graduates indicate 4 on scale of 5	Met 100% of the three graduates indicated a 5	
3. Develop a lifestyle of personal study of the Scriptures in order to	Students demonstrate a personal study of Scripture	Edvance360 & KanopySIS Learning Outcome	75% of students meet the learning outcomes linked to this objective	Not Met Populi does not provide this function	Prepare new assessment plan which will include

grow spiritually		Management tools  Alumni Survey	85% of alumni indicate 4 on scale of 5	Met Alumni Survey – 2 responses – 100% rated 5	other measurement tools
4. Be able to meet the educational requirements for Assemblies of God credentialing in ministry	College offers appropriate courses required by the Assemblies of God	Certification that courses required to meet Assemblies of God educational requirements are being offered	100% of educational requirements are offered at the college	Met	Need to determine if new programs still meet AG educational requirements
5. Be able to demonstrate an ability to comprehend and construct sound Christian theology	Students demonstrates competency in Theological Beliefs	Edvance360 & KanopySIS Learning Outcome Management tools  ABHE Bible Knowledge Test	75% of students meet the learning outcomes linked to this objective  80% of students above the national norm	Not Met Populi does not provide this function  Met All 3 Associate degree scored above 80% (OT & NT knowledge national norm was under 80%)	Prepare new assessment plan which will include other measurement tools
6. Be able to demonstrate Christian leadership principles in various ministry positions	Students demonstrate these characteristics in the practice of ministry	Practicum Program  Edvance360 & KanopySIS Learning Outcome Management tools  Alumni Survey	100% of graduates successfully completed  75% of students meet the learning outcomes linked to this objective  80% Alumni indicates 4 on scale of 5 on survey	Met Three Graduates completed practicums successfully  Not Met Populi does not provide this function  Met Alumni Survey – 2 responses – 100% rated	Prepare new assessment plan which will include other measurement tools

				5	
7. Be proficient in oral and written communication.	Students write and speak effectively	ETS Proficiency Profile  Edvance360 & KanopySIS Learning Outcome Management tools	Par with national average  75% of students meet the learning outcomes linked to this objective	Not Met None of the three graduates completed the ETS  Not Met Populi does not provide this function	Develop procedure to maximize completion of ETS  Prepare new assessment plan which will include other measurement tools
8. Have basic knowledge and proficiency in mathematics and a social science	Students complete math and social science classes at an average proficiency	Edvance360 & KanopySIS Learning Outcome Management tools  MAT 115 and (PSY 200 or SOC 200) as certified by transcript review	75% of students meet the learning outcomes linked to this objective  All student average of 70% or better	Not Met Populi does not provide this function  Met All three graduates met	Prepare new assessment plan which will include other measurement tools
9. Have a basic knowledge in US history	Students complete US history classes at an average proficiency	Edvance360 & KanopySIS Learning Outcome Management tools  HIS 201 and 202 as certified by transcript review	75% of students meet the learning outcomes linked to this objective  All student average of 70% or better	Not Met Populi does not provide this function  Met All three graduates met	Prepare new assessment plan which will include other measurement tools

## Appendix 1 – Action Tasks

<b>Improve Retention Rates</b>				
<b>For Students Having Academic Issues</b>				
<b>Action Steps</b>	<b>Resource Requirements</b>	<b>Focus of Responsibility</b>	<b>Deadline</b>	<b>Remarks</b>
Evaluate current admission policy to assure students who do not have the college level skills are provided remedial courses	10 hr	Academic Dean	1/4/2023	1/24/23 Admission policies are adequate with entrance exams
Revise aggressive advising policy as needed	10 hr	Academic Dean	1/4/2023	1/24/23 Current advising practice needs monitors academic issues aggressively – may need to write this practice in policy
Emphasize faculty involvement to assist at-risk students	10 hr	Academic Dean	1/4/2023	
Explore tutoring or mentoring program to assist at-risk students	40 hr	Academic Dean	1/4/2023	
<b>For Students Having Life Situation Issues</b>				
<b>Action Steps</b>	<b>Resource Requirements</b>	<b>Focus of Responsibility</b>	<b>Deadline</b>	<b>Remarks</b>
Prepare policy to utilize college chaplain and college counseling to	40 hr	College Chaplain	12/4/2022	

engage at-risk students				
<b><i>Improve Library Resources</i></b>				
<b>Action Steps</b>	<b>Resource Requirements</b>	<b>Focus of Responsibility</b>	<b>Deadline</b>	<b>Remarks</b>
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	3/1/2023 – include some funding in FY2023-2024 Budget	
Strategize on ways to improve usage of electronic resources and implement	40 hr	Library Director	1/4/2023	
Assure faculty realize the need to include assignments in their syllabi that require library research	5 hr	Academic Dean	11/30/22	
Review 2022-2023 research papers and/or query faculty to determine if the resources being used are from our library	25 hr	Library Director	11/30/22	
<b><i>Improve Assessment Tools</i></b>				



Develop New Five-Year Assessment Plan				
Action Steps	Resource Requirements	Focus of Responsibility	Deadline	Remarks
Provide training in assessment planning to the new Chief Academic Officer	30 hr	Academic Dean	11/30/2022	
Standup committee of stakeholders to develop the new five-year assessment plan.	10 hr	VP Institutional Effectiveness	12/1/2022	
Develop new Five-Year Assessment Plan	300 hr \$ to be determined	VP Institutional Effectiveness/Assessment Committee	5/1/2023	
Other Actions for Assessment Plan				
Action Steps	Resource Requirements	Focus of Responsibility	Deadline	Remarks
Delete Practicum Program from Diploma program since no practicums are required in the updated Diploma program	2 hr	VP Institutional Effectiveness/Assessment Committee	5/1/2023	
Develop a replacement measurement tool for biblical worldview	25 hrs	VP Institutional Effectiveness/Assessment Committee	5/1/2023	
Develop a replacement measurement tool for program	40 hr..\$ to be determined	VP Institutional Effectiveness/Assessment	5/1/2023	

objectives in all new programs and concentrations		t Committee		
Develop assessment program for Christian Counseling concentration	40 hr..\$ to be determined	VP Institutional Effectiveness/Assessment Committee	5/1/2023	
Revise Alumni Survey to add question about how well-prepared graduates are for graduate school	1 hr	VP Institutional Effectiveness/Assessment Committee	5/1/2023	
Assure Faculty Survey is given in 2022-2023 cycle	10 hr	VP Institutional Effectiveness/Assessment Committee	5/1/2023	
Revise the Library Patron Survey to include online learning resources	20 hr	VP Institutional Effectiveness/Assessment Committee	5/1/2023	
Revise Graduate Survey to include question dealing with Christian character is included for Diploma graduates		VP Institutional Effectiveness/Assessment Committee	5/1/2023	
Delete the measurement tool meeting AG educational requirements for credentialing in all programs since we no longer offer all the courses necessary		VP Institutional Effectiveness/Assessment Committee	5/1/2023	
Develop procedures to assure the entrance and exit exams are completed		VP Institutional Effectiveness/Assessment Committee	5/1/2023	

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

<b>Date (AY12-13)</b>	<b>Project # (YY=Assessment Year and Name=Action Plan Heading)</b>	<b>Account #</b>	<b>Purchase Order #/Ref #</b>	<b>Description</b>	<b>Cost</b>
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
<b>Date (AY13-14)</b>					
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
<b>Date (AY14-15)</b>					
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
<b>Date (AY15-16)</b>	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

<b>Date (AY16-17)</b>	<b>YY Assessment Year (i.e., 14-15 Assessment Year = 15)</b>				
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	1-701020	1135	Spiritual Transformation Inventory	\$1628.30
	14-Improve Written		3231/323		
3/5/17	Communication Skills	1-701020	0	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

<b>Date (AY17-18)</b>	<b>YY Assessment Year (i.e., 14-15 Assessment Year = 15)</b>				
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	1-701020	3591	Spiritual Transformation Inventory	\$1499.10
	14-Improve Written				
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

<b>Date (AY18-19)</b>	<b>YY Assessment Year (i.e., 14-15 Assessment Year = 15)</b>				
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	1-701020	1770	Spiritual Transformation Inventory	\$1448.00
	14-Improve Written		1736 &		
7/26/18	Communication Skills	1-701020	1998	ETS Proficiency Profile (online tests)	\$341.50
					\$11,124.39

<b>Date (FY20-21)</b>	<b>YY Assessment Year (i.e., 14-15 Assessment Year = 15)</b>	<b>Account #</b>	<b>Purchase Order #/Ref #</b>	<b>Description</b>	<b>Cost</b>
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	

<b>1/6/2021</b>	14 – Improve Written	ETS Proficiency Profile	\$155.00
<b>5/3/2021</b>	13-Improve Spiritual Dev	Spiritual Transformation Inventory	\$246.00

<b>Date (FY21-22)</b>	<b>YY Assessment Year (i.e., 14-15 Assessment Year = 15)</b>	<b>Account #</b>	<b>Purchase Order #/Ref #</b>	<b>Description</b>	<b>Cost</b>
	15-Improve Lib Resources			PQ Religion Journals Subscription	\$2495.84
	14-Improve Lib Resources			EZProxy Svc	\$1704.65
					\$0 (did not purchase for one year)
-----	15-Improve Lib Resources			Psychology Database Journals	No cost
	16-Biblical Knowledge			ABHE Biblical Exam Online	
	14-Improve Lib Resources			Grammarly Subscription	\$2100.00
	14 – Improve Written			ETS Proficiency Profile	\$155.00
	13-Improve Spiritual Dev			Spiritual Transformation Inventory	\$246.00

### Appendix 3- Schematic Diagram of Assessment Process

