



## **2023-2024 Learning Outcomes Report**

**Academic Office**

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[www.calvary.edu](http://www.calvary.edu)

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## **Purpose of Report**

This document is a report on the effectiveness of the institution based on an assessment of the Institutional Learning Outcomes for the academic year 2023-2024. All information presented in this report has been viewed and discussed by the executive leadership of the institution and necessary changes for improvement will be tracked by designated department heads and program chairs. The presentation of this information is to keep transparency between the institution and all stakeholders for the purpose of accountability and growth. Calvary strives to examine everything carefully so that we may do what is good for the glory of God (1 Thess. 5:21; 1 Corinth 10:31).

## **Institutional Learning Outcomes**

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The following ILOs were approved by the Board of Trustees for implementation in the 2022-2023 academic year.

Students will be able to:

1. Construct sound conclusions based upon a proper analysis of qualitative and quantitative data.
2. Demonstrate sound research methods for inquiry and the dissemination of knowledge.
3. Apply a consistent literal grammatical historical interpretation of the Bible in order to think from the Biblical Worldview.
4. Utilize their gifts and abilities to serve with excellence in their local church and chosen profession.
5. Develop discipling relationships and contribute to the spiritual growth of others by employing principles of servant-leadership.

## ILO 1 – Construct Sound Conclusions

**ILO Statement:** Construct sound conclusions based upon a proper analysis of qualitative and quantitative data.

**Measures.** Practical Christian Ministry (PCM) Mentor Evaluation Results, Graduating Student Survey, ETS Proficiency Profile (EPP), Undergraduate Capstone Performance, and Graduate Capstone Performance.

**PCM Mentor Evaluations.** The University employs a Practical Christian Ministry (PCM) program to fulfill the Ministry Formation standard promulgated by the Association of Biblical Higher Education Standard 11b. The program requires student self-evaluation and mentor evaluation for each semester completed. Mentor Evaluation Item #3 asks the mentor to assess the students’ “Ability to work through weaknesses. Mentor Evaluation Item #8 asks the mentor to assess the students’ “Handling difficult situations.” Data for 2024 graduates is presented in Table 1-1. Please note that some graduating students completed their PCM requirements prior to spring 2024 so their results are not reported.

Table 1-1 Spring 2024 PCM Mentor Evaluation for Items 3 and 8 Results (N=25)					
Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #3 (n=25)	14 (56.0%)	8 (32.0%)	3 (12.0%)	0 (0%)	0 (0%)
Item #8 (n=25)	10 (40.0%)	14 (56.0%)	1 (4.0%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 70% of students receive a 4 or 5 from their mentors in evaluating their PCM performance. The results for the PCM Mentor Evaluation regarding this ILO are:

- 22 out of 25 (88%) scored a 4 or 5 for their ability to work through weakness.
- 24 out of 25 (96%) scored a 4 or 5 for their ability to handle difficult situations.

**Graduating Student Survey.** Calvary conducts graduating student surveys at the conclusion of each academic year for students graduating from the University. One of the survey items asks the students if their Calvary education contributed to their ability to construct sound conclusions with the following item: “Constructing sound conclusions from quantitative & qualitative data.”

Table 1-2 Spring 2024 Graduating Student Survey (N=43) “Calvary has prepared me to construct sound conclusions from quantitative & qualitative data.”					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Undergraduate Responses (n=37)	8 (21.6%)	15 (40.5%)	11 (30.0%)	3 (8.1%)	0 (0%)
Graduate Responses (n=8)	4 (50%)	3 (37.5%)	1 (12.5%)	2 (18.2%)	0 (0%)

The University benchmark for these items is a minimum of 80% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 23 out of 37 (62.2%) of undergraduate students scored the University at a 4 or 5.
- 7 out of 8 (87.5%) of graduate students scored the University at a 4 or 5.

**ETS Proficiency Profile (EPP).** The EPP is a general education outcomes assessment of core skills used by Calvary University to demonstrate program effectiveness, assessing and demonstrating student learning. The ETS measures outcomes for critical reading, thinking, writing, mathematics, humanities, social sciences and natural sciences compared to national averages.

Table 1-3 Calvary University ETS Test Results - Spring 2024				
Subject Area	2023 National (N=207,033)	2024 Calvary (n=20)	National Standard Deviation	Variation from National Mean
Reading	115.10	117.30	2.6	2.20
Critical Thinking	109.80	111.80	2.1	2.00
Writing	112.40	114.65	1.9	2.25
Mathematics	111.80	111.25	2.2	-0.55
Humanities	113.80	115.55	2.1	1.75
Social Sciences	111.80	113.30	2.1	1.50

Table 1-3				
Calvary University ETS Test Results - Spring 2024				
Subject Area	2023 National (N=207,033)	2024 Calvary (n=20)	National Standard Deviation	Variation from National Mean
Natural Sciences	113.40	115.35	2.0	1.95
Summary of Scores	436.10	441.05	8.4	4.95

The University benchmark for critical thinking is that Calvary graduates score 0.5 above the mean or higher in each area of the EPP.

- Calvary graduates scored 2.20 data points above the mean for reading.
- Calvary graduates scored 2.00 data points above the mean in critical thinking.
- Calvary graduates scored 2.25 data points above the mean for writing and above the first standard deviation.
- Calvary graduates scored 0.55 data points below the mean for mathematics but well within one standard deviation.
- Calvary graduates scored 1.75 data points above the mean for humanities.
- Calvary graduates scored 1.50 data points above the mean for social sciences.
- Calvary graduates scored 1.94 data points above the mean for natural sciences.

**Capstone and Research Assignments.** Students complete a capstone assignment as part of their academic program. Capstones include requirements to assess and process data within their discipline which may emphasize either qualitative or quantitative data. Table 1-4 displays faculty evaluation of the student capstone project outcomes (undergraduate and graduate).

Table 1-4					
Capstone and Research Evaluation Results (N=41)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Undergrad Capstone Outcomes (n=34)	26 (76.4%)	4 (11.8%)	4 (11.8%)	0 (5%)	0 (0%)
Graduate Capstone Outcomes (n=7)	6 (85.7%)	1 (14.3%)	0 (0%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 80% of students score 80% or higher for research and applied research related areas:

- 30 out of 34 (88.2%) of undergraduate students scored 80% or higher on their capstone project.
- 7 out of 7 (100%) of graduate students scored 80% or higher on their capstone project.

**Summary.** Table 1-5 displays a summary of assessment results for ILO 1.

Table 1-5 Summary of Assessment Items for ILO 1		
Item	Benchmark Met?	Conclusion
PCM Mentor Item #3	Yes	University benchmark is 70% of measurements must be met. Eleven out of thirteen (11/13) (84.6%) of the items for this ILO were met which means the ILO was met.
PCM Mentor Item #8	Yes	
Graduating Student Survey Undergrad Item regarding construct sound conclusions from quantitative & qualitative data	No	
Graduating Student Survey Graduate Item regarding construct sound conclusions from quantitative & qualitative data	Yes	
EPP Results for Reading	Yes	
EPP Results for Critical Thinking	Yes	
EPP Results for Writing	Yes	
EPP Results for Mathematics	No	
EPP Results for Humanities	Yes	
EPP Results for Social Science	Yes	
EPP Results for Natural Science	Yes	
Undergraduate Capstone Outcomes	Yes	
Graduate Capstone Outcomes	Yes	

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## ILO 2 – Demonstrate Sound Research Capabilities

**ILO Statement:** Demonstrate sound research methods for inquiry and the dissemination of knowledge.

**Measures:** Graduating Student Survey, Undergraduate Performance on Capstone Projects, Graduate Performance on Capstone Projects, Graduate Performance on Research Assignments, and ETS Proficiency Profile (EPP).

**Graduating Student Survey.** Calvary conducts surveys at the conclusion of each academic year for students graduating from the University. The University assessed four survey items against this ILO from the Graduating Student Survey: “Conduct biblical research,” “Preparedness to biblically evaluate different philosophies and cultures,” and “Understanding and applying the scientific principles and methods” (undergraduate), and “recognizing assumptions, making logical inferences, and reaching the correct conclusions” (graduate).

Table 2-1 Spring 2024 Graduating Student Survey (N=46) “Calvary has prepared me to conduct biblical research.”					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Undergraduate Responses (n=38)	18 (47.4%)	18 (47.4%)	2 (5.2%)	0 (0%)	0 (0%)
Graduate Responses (n=8)	6 (75%)	0 (0%)	2 (25%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 80% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 36 out of 38 (94.7%) of undergraduate students scored the University at a 4 or 5.
- 6 out of 8 (75.0%) of graduate students scored the University at a 4 or 5.



Table 2-2 Spring 2024 Graduating Student Survey (N=46) “Calvary has prepared me to biblically evaluate different philosophies and cultures.”					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Undergraduate Responses ( <i>n</i> =38)	17 (44.7%)	16 (42.1%)	3 (7.9%)	2 (5.3%)	0 (0%)
Graduate Responses ( <i>n</i> =8)	6 (75%)	1 (12.5%)	1 (12.5%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 80% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 33 out of 38 (86.8%) of undergraduate students scored the University at a 4 or 5.
- 7 out of 8 (87.5%) of graduate students scored the University at a 4 or 5.

Table 2-3 Spring 2024 Graduating Student Survey (N=35) “Calvary has prepared me to understand and apply scientific principles and methods.”					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Undergraduate Responses ( <i>n</i> =35)	4 (11.4%)	12 (34.3%)	13 (37.1%)	6 (17.1%)	0 (0%)

The University benchmark for these items is a minimum of 80% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 16 out of 35 (45.7%) of undergraduate students scored the University at a 4 or 5.

Table 2-4 Spring 2024 Graduating Student Survey (N=8) “Calvary has prepared professionally to recognize assumptions, make logical inferences, and reach the correct conclusions.”					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Graduate Responses (n=8)	3 (37.5%)	4 (50.0%)	1 (12.5%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 80% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 7 out of 8 (87.5%) of graduate students scored the University at a 4 or 5.

**Capstone and Research Assignments.** Students complete a capstone assignment as part of their academic program. Capstones include requirements to assess and process data within their discipline which may emphasize either qualitative or quantitative data. Additionally, most graduate students complete specific research related requirements. Table 2-5 displays faculty evaluation of the student capstone project outcomes (undergraduate and graduate) and graduate research outcomes.

Table 2-5 Capstone and Research Evaluation Results (N=41)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Undergrad Capstone Outcomes (n=34)	26 (76.4%)	4 (11.8%)	4 (11.8%)	0 (5%)	0 (0%)
Graduate Capstone Outcomes (n=7)	6 (85.7%)	1 (14.3%)	0 (0%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 80% of students score 80% or higher for research and applied research related areas:

- 30 out of 34 (88.2%) of undergraduate students scored 80% or higher on their capstone project.
- 7 out of 7 (100%) of graduate students scored 80% or higher on their capstone project.

**ETS Proficiency Profile (EPP).** The EPP is a general education outcomes assessment of core skills used by Calvary University to demonstrate program effectiveness, assessing and demonstrating student learning. The ETS measures outcomes for critical reading, thinking, writing, mathematics, humanities, social sciences and natural sciences compared to national averages.

Table 2-6				
Calvary University ETS Test Results - Spring 2024				
Subject Area	2023 National (N=207,033)	2024 Calvary (n=20)	National Standard Deviation	Variation from National Mean
Reading	115.10	117.30	2.6	2.20
Critical Thinking	109.80	111.80	2.1	2.00
Writing	112.40	114.65	1.9	2.25
Mathematics	111.80	111.25	2.2	-0.55
Humanities	113.80	115.55	2.1	1.75
Social Sciences	111.80	113.30	2.1	1.50
Natural Sciences	113.40	115.35	2.0	1.95
Summary of Scores	436.10	441.05	8.4	4.95

The University benchmark for critical thinking is that Calvary graduates score 0.5 above the mean or higher in each area of the EPP.

- Calvary graduates scored 2.20 data points above the mean for reading.
- Calvary graduates scored 2.00 data points above the mean in critical thinking.
- Calvary graduates scored 2.25 data points above the mean for writing and above the first standard deviation.
- Calvary graduates scored 0.55 data points below the mean for mathematics but well within one standard deviation.
- Calvary graduates scored 1.75 data points above the mean for humanities.
- Calvary graduates scored 1.50 data points above the mean for social sciences.
- Calvary graduates scored 1.94 data points above the mean for natural sciences.

**Summary.** Table 2-7 displays a summary of assessment results for ILO 2.

Table 2-7 Summary of Assessment Items for ILO 2		
Item	Benchmark Met?	Conclusion
Graduating Student Survey Item “Biblical research” (Undergraduate)	Yes	University benchmark is 70% of measurements must be met. Thirteen out of fifteen (13/15) (86.7%) of the items for this ILO were met which means the ILO was met. <u>However, graduate students scored below standard on doing biblical research and undergraduate students indicated a lack of confidence in their ability to employ the scientific method.</u> Further, the ETS exam results indicated Calvary graduates performed well above the national average except in mathematics, where students scored slightly below the national average.
Graduating Student Survey Item “Biblical research” (Graduate)	No	
Graduating Student Survey Item “Evaluating philosophies and cultures” (Undergraduate)	Yes	
Graduating Student Survey Item “Evaluating philosophies and cultures” (Graduate)	Yes	
Graduating Student Survey Item “Scientific principles and methods” (Undergraduate)	No	
Graduating Student Survey Item “Assumptions, inferences and Conclusions” (Graduate)	Yes	
Undergraduate Capstone	Yes	
Graduate Capstone	Yes	
EPP Results for Reading	Yes	
EPP Results for Critical Thinking	Yes	
EPP Results for Writing	Yes	
EPP Results for Mathematics	No	
EPP Results for Humanities	Yes	
EPP Results for Social Science	Yes	
EPP Results for Natural Science	Yes	

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### ILO 3 – Grammatical Historical Biblical Interpretation

**ILO Statement:** Apply a consistent literal grammatical historical interpretation of the Bible in order to think from the Biblical Worldview.

**Measures:** ABHE Bible Exam Results, Graduating Student Survey, Undergraduate and Graduate Performance on Hermeneutic Assignments

**Association for Biblical Higher Education (ABHE) Bible Exam.** The University administers the ABHE Bible knowledge examination to incoming and graduating students each year. Table 3-1 displays the results for graduating students in spring 2023. The table compares Calvary graduate results with national averages.

Table 3-1 Spring 2024 Graduating Student Summary ABHE Test Results Compared to the National Average (Calvary Students N=47)					
General Bible			Bible Teaching		
Subject	National	Calvary	Subject	National	Calvary
Acts	67%	75%	Gen Bible Knowledge	72%	76%
Whole Bible	75%	80%	Bible Genre	64%	66%
General Epistles	60%	63%	Christology	69%	75%
Gospels	70%	75%	Covenant	67%	77%
Pauline	66%	75%	Eschatology	83%	90%
Revelation	77%	74%	NT Gen Knowledge	68%	76%
Historical Books	67%	71%	NT Vocabulary	68%	74%
Pentateuch	75%	82%	OT Gen Knowledge	65%	71%
Prophets	59%	67%	OT Vocabulary	79%	85%
Psalms & Wisdom Lit	60%	62%	Revelation	77%	80%
			Soteriology	72%	75%
			Theology	74%	85%

Table 3-1 Spring 2024 Graduating Student Summary ABHE Test Results Compared to the National Average (Calvary Students N=47)					
General Bible			Bible Teaching		
Subject	National	Calvary	Subject	National	Calvary
Mean Scores	67.60%	72.40%	Mean Scores	71.50%	77.50%

Table 3-2 Graduating Student ABHE Exam Scores by Percentile (N=34)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Student Distribution	6 (17.6%)	6 (17.6%)	11 (32.3%)	6 (17.6%)	5 (14.7%)
Distribution above & below 60%	60% and above – 29 (85.29%)				Below 60% 5 (14.7%)

The University benchmark for graduate scores on the ABHE Bible Knowledge Exam is 80% of graduates score 60% or higher on the ABHE overall exam.

- 29 (85.29%) of the graduates achieved a 60% or higher average ABHE Bible Knowledge Exam score.

**Graduating Student Survey.** Calvary conducts surveys at the conclusion of each academic year for students graduating from the University. The University assessed the survey area: “Calvary has prepared me to live according to a biblical worldview.”

Table 3-3 Spring 2024 Graduating Student Survey (N=49) “Calvary has prepared me to live according to a biblical worldview.”					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Undergraduate Responses (n=38)	17 (44.7%)	18 (54.5%)	3 (7.9%)	0 (0%)	0 (0%)
Graduate Responses (n=8)	6 (75.0%)	1 (12.5%)	1 (12.5%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 80% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 35 out of 38 (91.1%) of undergraduate students scored the University at a 4 or 5.
- 7 out of 8 (87.5%) of graduate students scored the University at a 4 or 5.

***Hermeneutics Assignments.*** Students complete hermeneutics assignments as part of their academic program. Table 3-3 displays faculty evaluation of hermeneutics outcomes (undergraduate and graduate) and graduate research outcomes.

Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Undergrad Outcomes (n=39)	28 (71.8%)	8 (20.5%)	3 (7.7%)	0 (0%)	0 (0%)
Graduate Outcomes (n=7)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 80% of students score 80% or higher for research and applied research related areas:

- 36 out of 39 (92.3%) of undergraduate students scored 80% or higher on hermeneutics assignments.
- 7 out of 7 (100%) of graduate students scored 80% or higher on hermeneutics assignments.

***Summary.*** Table 3-4 displays a summary of assessment results for ILO 3.

Item	Benchmark Met?	Conclusion
ABHE Bible Exam Results	Yes	University benchmark is 70% of measurements must be met. Five out of five (5/5) (100%) of this ILO items were met, which means the ILO was met.
Graduating Student Survey Item “Biblical worldview” (Undergraduate)	Yes	
Graduating Student Survey Item “Biblical worldview” (Graduate)	Yes	
Undergraduate hermeneutics	Yes	
Graduate hermeneutics	Yes	

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## ILO 4 – Serve with Excellence

**ILO Statement:** Utilize their gifts and abilities to serve with excellence in their local church and chosen profession.

**Measures:** PCM Mentor Evaluations, Graduating Student Survey, Performance on Capstone Assignments.

**PCM Mentor Evaluations.** The University employs a Practical Christian Ministry (PCM) program to fulfill the Ministry Formation standard promulgated by the Association of Biblical Higher Education Standard 11b. The program requires student self-evaluation and mentor evaluation for each semester completed. Since this ILO addresses the issue of serving with excellence, all the Mentor Evaluation areas are included in this assessment.

Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #1 Ability to admit mistakes (n=25)	15 (60.0%)	8 (32.0%)	2 (8.0%)	0 (0%)	0 (0%)
Item #2 Ability to give suggestions (n=25)	16 (64.0%)	6 (24.0%)	4 (16.0%)	0 (0%)	0 (0%)
Item #3 Ability to work through weakness (n=25)	14 (56.0%)	8 (32.0%)	3 (12.0%)	0 (0%)	0 (0%)
Item #4 Attendance (n=25)	19 (76.0%)	5 (20.0%)	1 (4.0%)	0 (0%)	0 (0%)
Item #5 Care for others (n=25)	15 (60.0%)	10 (40.0%)	0 (0%)	0 (0%)	0 (0%)
Item #6 Engaging in their ministry (n=25)	17 (68.0%)	7 (28.0%)	1 (4.0%)	0 (0%)	0 (0%)



Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #7 Flexibility (n=25)	15 (60.0%)	9 (36.0%)	1 (4.0%)	0 (0%)	0 (0%)
Item #8 Handling a difficult situation (n=25)	10 (40.0%)	14 (56.0%)	1 (4.0%)	0 (0%)	0 (0%)
Item #9 Honesty (n=25)	21 (84.0%)	4 (16.0%)	0 (0%)	0 (0%)	0 (0%)
Item #10 Openness to suggestions (n=25)	18 (72%)	7(28.0%)	0 (0%)	0 (0%)	0 (0%)
Item #11 Predictable positive attitude (n=25)	15 (60.0%)	9 (36.0%)	1 (4.0%)	0 (0%)	0 (0%)
Item #12 Preparedness (n=25)	13 (52.0%)	12 (48.0%)	0 (0%)	0 (0%)	0 (0%)
Item #13 Responsibility (n=25)	20 (80.0%)	5 (20.0%)	0 (0%)	0 (0%)	0 (0%)
Item #14 Teachable (n=25)	16 (64.0%)	9 (36.0%)	0 (0%)	0 (0%)	0 (0%)
Item #15 Treating everyone with equal respect (n=25)	20 (80.0%)	5 (20.0%)	0 (0%)	0 (0%)	0 (0%)
Item #16 Willingness to help (n=25)	20 (80.0%)	4 (16.0%)	1 (4.0%)	0 (0%)	0 (0%)

Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #17 Communicates effectively (n=25)	16 (64.0%)	8 (32.0%)	1 (4.0%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 70% of students receive a 4 or 5 from their mentors in evaluating their PCM performance. The results for the PCM Mentor Evaluation regarding this ILO are displayed in Table 4-2.

Mentor Item #	Students Achieving Standard	Total Students	Percent Achieving Standard (2024)	Percent Achieving Standard (2023)
1	23	25	92.0%	90.48%
2	22	25	88.0%	76.19%
3	22	25	88.0%	90.48%
4	24	25	96.0%	100.00%
5	25	25	100.0%	100.00%
6	24	25	96.0%	100.00%
7	24	25	96.0%	85.71%
8	24	25	96.0%	80.95%
9	25	25	100.0%	100.00%
10	25	25	100.0%	100.00%
11	24	25	96.0%	95.24%
12	25	25	100.0%	95.24%
13	25	25	100.0%	100.00%
14	25	25	100.0%	100.00%
15	25	25	100.0%	100.00%

Mentor Item #	Students Achieving Standard	Total Students	Percent Achieving Standard (2024)	Percent Achieving Standard (2023)
16	24	25	96.0%	100.00%
17	24	25	96.0%	85.71%
<i>Mean</i>	<i>24.1</i>	<i>25</i>	<i>96.5%</i>	<i>96.5%</i>

**Graduating Student Survey.** Calvary conducts graduating Student surveys at the conclusion of each academic year for students graduating from the University. The University assessed the undergraduate survey area: “Calvary prepared me professionally for employment” and “the graduate survey items “Calvary has prepared me professionally for ministry” and “Calvary has prepared me professionally for employment.”

Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Undergraduate “prepared for employment” responses (n=38)	11 (28.9%)	21 (55.3%)	5 (13.1%)	1 (2.6%)	0 (0%)
Undergraduate “prepared me professionally for ministry” (n=38)	18 (47.4%)	16 (42.1%)	4 (10.5%)	0 (0%)	0 (0%)
Graduate Responses “prepared me for ministry” (n=8)	5 (62.5%)	2 (25.0%)	1 (12.5%)	0 (0%)	0 (0%)

Table 4-3 Spring 2024 Graduating Student Survey (N=46) Impact of a Calvary education on ability to minister and work in the graduate's chosen profession.					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Graduate Responses "prepared me professionally for employment" (n=8)	3 (37.5%)	4 (50.0%)	1 (12.5%)		

The University benchmark for these items is a minimum of 80% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 32 out of 38 (84.2%) of undergraduate students scored the University at a 4 or 5 for employment preparation.
- 34 out of 38 (89.5%) of the undergraduate students scored the University at 4 or 5 for ministry preparation.
- 7 out of 8 (87.5%) of graduate students scored the University at a 4 or 5 for ministry preparation.
- 7 out 8 (87.5%) of graduate students scored the University at a 4 or 5 for professional preparation.

**Capstone and Research Assignments.** Students complete a capstone assignment as part of their academic program. Capstones include requirements to assess and process data within their discipline which may emphasize either qualitative or quantitative data. Additionally, most graduate students complete specific research related requirements. Table 2-5 displays faculty evaluation of the student capstone project outcomes (undergraduate and graduate) and graduate research outcomes.

Table 4-4 Capstone and Research Evaluation Results (N=41)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Undergrad Capstone Outcomes (n=34)	26 (76.4%)	4 (11.8%)	4 (11.8%)	0 (5%)	0 (0%)
Graduate Capstone Outcomes (n=7)	6 (85.7%)	1 (14.3%)	0 (0%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 80% of students score 80% or higher for research and applied research related areas:

- 30 out of 34 (88.2%) of undergraduate students scored 80% or higher on their capstone project.
- 7 out of 7 (100%) of graduate students scored 80% or higher on their capstone project.

**Summary.** Table 4-5 displays a summary of assessment results for ILO 4.

Table 4-5 Summary of Assessment Items for ILO 4		
Item	Benchmark Met?	Conclusion
PCM Mentor Evaluations (taken as a whole for this ILO)	Yes	University benchmark is 70% of measurements must be met. Five out of five (5/5) (100%) of this ILO items were met, which means the ILO was met.
Graduating Student Survey Undergraduate Item on ministry and work in chosen profession	Yes	
Graduating Student Survey Graduate Item on ministry and work in chosen profession	Yes	
Undergraduate capstone outcomes	Yes	
Graduate capstone outcomes	Yes	

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## ILO 5 – Discipling Relationships and Servant Leadership

**ILO Statement:** Develop discipling relationships and contribute to the spiritual growth of others by employing principles of servant-leadership.

**Measures:** Graduating Student Survey, PCM Mentor Evaluations.

**Graduating Student Survey.** Calvary conducts graduating Student surveys at the conclusion of each academic year for students graduating from the University. The University assessed undergraduate and graduate students in the following: “How has Calvary equipped and encouraged you to be effective in ministry by employing principles of servant leadership?”

Table 5-1 Spring 2023 Graduating Student Survey (N=53) “How has Calvary equipped and encouraged you to be effective in ministry by employing principles of servant leadership”					
Measure	5	4	3	2	1
Description	A great deal	A lot	A moderate amount	A little	Very little
Undergraduate Responses (n=46)	18 (39.1%)	16 (34.7%)	9 (19.6%)	2 (4.3%)	1 (2.1%)
Graduate Responses (n=7)	4 (57.1%)	3 (42.8%)	0 (0%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 80% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 34 out of 46 (73.9%) of undergraduate students scored the University at a 4 or 5.
- 7 out of 7 (100.0%) of graduate students scored the University at a 4 or 5.

**PCM Mentor Evaluations.** The University employs a Practical Christian Ministry (PCM) program to fulfill the Ministry Formation standard promulgated by the Association of Biblical Higher Education Standard 11b. The program requires student self-evaluation and mentor evaluation for each semester completed. PCM Mentor Evaluation items for this PLO are displayed in Table 5-2.

Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #1 Ability to admit mistakes (n=25)	15 (60.0%)	8 (32.0%)	2 (8.0%)	0 (0%)	0 (0%)
Item #4 Attendance (n=25)	19 (76.0%)	5 (20.0%)	1 (4.0%)	0 (0%)	0 (0%)
Item #5 Care for others (n=25)	15 (60.0%)	10 (40.0%)	0 (0%)	0 (0%)	0 (0%)
Item #9 Honesty (n=25)	21 (84.0%)	4 (16.0%)	0 (0%)	0 (0%)	0 (0%)
Item #10 Openness to suggestions (n=25)	18 (72.0%)	7(28.0%)	0 (0%)	0 (0%)	0 (0%)
Item #11 Predictable positive attitude (n=25)	15 (60.0%)	9 (36.0%)	1 (4.0%)	0 (0%)	0 (0%)
Item #12 Preparedness (n=25)	13 (52.0%)	12 (48.0%)	0 (0%)	0 (0%)	0 (0%)
Item #13 Responsibility (n=25)	20 (80.0%)	5 (20.0%)	0 (0%)	0 (0%)	0 (0%)
Item #14 Teachable (n=25)	16 (64.0%)	9 (36.0%)	0 (0%)	0 (0%)	0 (0%)
Item #15 Treating everyone with equal respect (n=25)	20 (80.0%)	5 (20.0%)	0 (0%)	0 (0%)	0 (0%)

Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #16 Willingness to help (n=25)	20 (80.0%)	4 (16.0%)	1 (4.0%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 70% of students receive a 4 or 5 from their mentors in evaluating their PCM performance. The results for the PCM Mentor Evaluation regarding this ILO are displayed in Table 5-3

Item #	Students Achieving Standard	Total Students	Percent Achieving Standard 2024	Percent Achieving Standard 2023
1	23	25	92.0%	90.48%
4	24	25	96.0%	100.00%
5	25	25	100.0%	100.00%
9	25	25	100.0%	100.00%
10	25	25	100.0%	100.00%
11	24	25	96.0%	95.24%
12	25	25	100.0%	95.24%
13	25	25	100.0%	100.00%
14	25	25	100.0%	100.00%
15	25	25	100.0%	100.00%
16	24	25	96.0%	100.00%
<i>Mean</i>	20.64	25	98.18%	98.27%



**Summary.** Table 5-4 displays a summary of assessment results for ILO 5.

Table 5-4 Summary of Assessment Items for ILO 5		
Item	Benchmark Met?	Conclusion
Graduating Student Survey Undergraduate equipped for servant leadership	No	University benchmark is 70% of measurements must be met. Twelve out of thirteen (12/13) (92.3%) of this ILO items were met, which means the ILO was met. <u>However, 26.1% of the undergraduate students indicated that they did not perceive Calvary as equipping and encouraging them to be effective in ministry by employing principles of servant leadership.</u>
Graduating Student Survey Graduate Item on equipped for servant leadership	Yes	
PCM Mentor Item #1	Yes	
PCM Mentor Item #4	Yes	
PCM Mentor Item #5	Yes	
PCM Mentor Item #9	Yes	
PCM Mentor Item #10	Yes	
PCM Mentor Item #11	Yes	
PCM Mentor Item #12	Yes	
PCM Mentor Item #13	Yes	
PCM Mentor Item #14	Yes	
PCM Mentor Item #15	Yes	
PCM Mentor Item #16	Yes	

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## ILO Summary

The following table displays a summary of the assessment of student learning outcomes for the University's ILOs.

Table 6-1 Summary of Institutional Learning Outcomes.		
ILO #	Institutional Learning Outcome	Outcome Benchmark Met
1	Construct Sound Conclusions	Yes
2	Demonstrate Sound Research Capabilities	Yes
3	Grammatical Historical Biblical Interpretation	Yes
4	Serve with Excellence	Yes
5	Discipling Relationships and Servant Leadership	Yes

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The results of the 2023-2024 assessment of ILOs indicate that Calvary graduates meet the Board expectations for completion of their programs. Items of note include the following.

1. The University reinitiated use of the ETS Proficiency Profile. Results of the EPP indicate that Calvary graduates perform well when compared to their counterparts in all areas except mathematics.
2. Less than 80% of undergraduate (62.2%) students indicated that they felt prepared to construct sound conclusions from quantitative & qualitative data.
3. Only 45.7% of undergraduates believed they are prepared to understand and apply scientific principles and methods.
4. Less than 80% of graduate students (75%) indicated they were prepared to conduct biblical research.
5. Less than 80% (73.9%) of undergraduate students indicated that they were equipped and encouraged you to be effective in ministry by employing principles of servant leadership