

**ECCLESIA COLLEGE PROGRAM LEARNING OBJECTIVES (PLOs)**  
**Assessed by Student Learning Outcomes (SLOs)**  
*Bachelor of Christian Leadership Degree*  
**2019-2022 Report**

**EC Mission**

*As an institution of biblical higher education, Ecclesia College equips Christ followers with godly character traits, academic competencies, and work skills to be effective leaders for the advance of Christ's Kingdom within our troubled world.*

**EC Motto**

*Pursuing Truth - Transforming Lives*

**EC Missional Institutional Competencies**

**Biblical Worldview and Faith – Critical and Creative Thinking – Effective Communication  
Integrity – Leadership – Lifelong Learning – Service and Stewardship**

**EC Institutional Goals (also referred to as Institutional Learning Objectives)**

**Biblical Worldview and Faith:** Ecclesia College graduates will make mature, independent choices based on principles of the Christian faith and a biblical worldview.

**Critical and Creative Thinking:** Ecclesia College graduates will apply critical thinking skills based on a biblical worldview and principles to making personal and professional decisions.

**Effective Communication:** Ecclesia College graduates will communicate effectively, using verbal, non-verbal, written, listening and electronic technologies, as appropriate to the occasion, task, and context.

**Integrity:** Ecclesia College graduates will live their lives, personally and professionally, based on integrity and the highest ethical standards.

**Leadership:** Ecclesia College graduates will demonstrate leadership skills within vocational, church, community, and service contexts.

**Lifelong Learning:** Ecclesia College graduates will pursue ongoing development of intellectual, creative, and theological knowledge and skills necessary to learn and grow throughout life.

**Service and Stewardship:** Ecclesia College graduates will practice the biblical imperatives to serve people and be faithful stewards of the Church and God's created resources.

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### **Abbreviations**

EC – Ecclesia College  
ILO – Institutional Learning Objective  
PLO – Program Learning Objective  
SLO – Student Learning Outcome

BCL – Bachelor of Christian Leadership degree or program of study  
BW – Biblical Worldview

### **EC College General Benchmark for Assessment of Student Learning**

The College has established a minimum 75% benchmark or equivalent to measure undergraduate student learning success. Unless otherwise stated, this demonstrates at least a 75% aggregate completion score in a specific measure.

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## Assessment of Bachelor of Christian Leadership Degree Program Learning Objectives (PLOs)

### Introduction

The Bachelor of Christian Leadership (BCL) degree is offered only through the EC online program at Ecclesia College. Between the Fall of 2019 and the Spring of 2022, twenty eight students graduated with the BCL degree through the EC online program, although other students regularly choose to take leadership courses as electives.

As an institution of biblical higher education, Ecclesia College prepares and enables graduates and alumni to achieve competence in seven broad areas: Biblical Worldview & Faith, Critical & Creative Thinking, Effective Communication, Integrity, Leadership, Lifelong Learning, and Service & Stewardship. Students seeking a BCL degree will also be prepared to demonstrate major field competency in seven programmatic areas:

### Program Learning Objective 1: Biblical Concepts of Leadership

*Ecclesia College graduates will apply biblical concepts of leadership to meet the needs of diverse audiences.*

**Instrument Measures.** (1) LEAD 2315 Intro. to Leadership Final Project; (2) LEAD 4385 Small Groups in the Church Contemporary Research Paper; (3) LEAD 4365 Case Studies in Leadership, LEAD 4375 Ethical Leadership or LEAD 4395 Ethical Decisions in the Workplace Course Results.

**Measure #1:** The Introduction to Leadership (formerly Biblical Concepts of Leadership) course is an institutional requirement for the Christian Leadership major. It introduces servant-leadership through the lens of scripture with Jesus as the role model. The course examines the roles and qualities of leadership in Christian ministry. As a final project, students are required to either 1) observe three different settings in which a Christian leader is leading or supervising using biblical principles, or 2) interview three Christian leaders. A written evaluation of either the observations or interviews of three leaders is assigned and graded.

The benchmark is an aggregate of 80% of students to earn 75% or higher collectively on their final project as demonstrated below.

**Table 1-1: LEAD 2315 Introduction to Leadership Final Project**

Course History Spring '21 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022 Module 2	n=3	100%	Yes
Fall 2021 Module 1	n=4	100%	Yes
Spring 2021 Module 1	n=7	88.3%	Yes

**Result:** The benchmark was met by a collective number of 14 students completing this measure with an average score of 94.2%.

**Measure #2:** The Small Groups in the Church course is an institutional requirement for the Christian Leadership major. The class is a comprehensive study of small group ministry and includes leadership and practical strategies for assessment, development, and discipleship processes of small groups. The final project of the course is a contemporary research paper where students defend a personal philosophy of 1) how to start a small group, 2) how to lead a small group, 3) how to assess the efficiency of a small group, and 4) how to facilitate growth and transformation for a small group ministry.

The benchmark is an aggregate of 80% of students to earn 75% or higher collectively on their research paper as demonstrated below.

**Table 1-2: LEAD 4385 Small Groups in the Church Contemporary Research Paper**

Course History Spring '21 – Summer '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022 Module 3	n=2	85.8%	Yes
Spring 2022 Module 1	n=4	91.4%	Yes
Fall 2021 Module 1	n=2	95.0%	Yes
Spring 2021 Module 1	n=6	97.0%	Yes

**Result:** The benchmark was met by a collective number of 14 students completing this measure with an average score of 92.3%.

**Measure #3:** Students are required to choose two out of the following courses for the Bachelor of Christian Leadership degree: LEAD 4365 Case Studies in Leadership, LEAD 4375 Ethical Leadership, and/or LEAD 4395 Ethical Decisions in the Workplace. These classes explore leadership concepts from varying angles measured against biblical principles in a diversity of organizational settings.

The benchmark for these three courses is an aggregate of 80% of students to earn 75% or higher collectively over six semesters as demonstrated below.

**Table 1-3: LEAD 4365 Case Studies in Leadership, LEAD 4375 Ethical Leadership, and LEAD 4395 Ethical Decisions in the Workplace Course Results**

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
LEAD 4365 Case Studies in Leadership	n=3	81.8%	Yes
LEAD 4375 Ethical Leadership	n=32	93.0%	Yes
LEAD 4395 Ethical Decisions in the Workplace	n=53	89.4%	Yes

**Result:** The benchmark was met by an aggregate number of 88 students completing courses with an average greater than 80% of students scoring at least 75% in this reporting cycle.

**Table 1-4: Summary of Assessment Items for PLO 1**

Item	Benchmark Met?	Conclusion
Introduction to Leadership Final Project	Yes	The Ecclesia College undergraduate benchmark is 75% of measurements must be met. Three out of three (3/3) (100%) of the items for this PLO were met; thus, the comprehensive outcome for PLO 1 was achieved for these data.
Small Groups in the Church Contemporary Research Paper	Yes	
Case Studies in Leadership, Ethical Leadership and Ethical Decisions in the Workplace Course Results	Yes	

### Program Learning Objective 2: Spiritual Leadership

*Ecclesia College graduates will learn patterns of devotional practice and personal growth that will equip one for spiritual leadership.*

**Instrument Measures.** (1) BIBL 3355 Understand & Apply the Bible Final Essay; (2) LEAD 1355 Mentoring Foundations: Grids for Life & Learning Field Assignments; (3) BIBL 3345 Worship in the Old Testament Essay #1; (4) BIBL 4345 Hebrew Wisdom Literature Final Essay.

**Measure #1:** The Understand & Apply the Bible course is an institutional requirement for the Christian Leadership major. Students survey principles and practices of Bible study along with methods of application for personal growth. The final essay requires the interpretation and application of select passages of scripture students have to choose from, including an explanation of how they might apply the passage to their personal lives.

The benchmark is an aggregate of 80% of students to earn 75% or higher collectively on their final essay..

**Table 2-1: BIBL 3355 Understand & Apply the Bible Final Essay**

Course History Spring '21 – Fall '21	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Fall 2021	n=2	95.8%	Yes
Summer 2021	n=1	97.2%	Yes
Spring 2021	n=7	80.5%	Yes

**Result:** The benchmark was met by a collective number of 10 students completing this measure with an average score of 91.2%.

**Measure #2:** The Mentoring Foundations: Grids for Life and Learning course is an institutional requirement for all majors. From Fall 2019 – Spring 2022, the class has been taken by 54 students with an average final score of 90.9%.

As an example of a specific measurement of PLO 2, students are asked to engage and share what they are learning with a mentee for six graded field assignments in the course. These field assignments are a practicum of accurate communication and impartation of the class material, which builds personal character in both the student and the willing disciple they are assigned to teach.

The benchmark is an aggregate of 80% of students to score 75% or higher on their field assignments.

**Table 2-2: LEAD 1355 Mentoring Foundations: Grids for Life and Learning Field Assignments**

Assignment History Spring '21, Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=6	76.1%	Yes
Spring 2021	n=8	93.4%	Yes

**Result:** The benchmark was met by a collective number of 14 students completing this measure with an average score of 84.8%.

**Measure #3:** The Worship in the Old Testament course is an institutional requirement for the Christian Leadership major. Students study the content and practice of worship in ancient Israel as foundational to patterns of contemporary Christian worship. From Fall 2019 – Spring 2022, the class was taken by 13 students with an average final grade of 83.1%.

As an example of an assignment specific to PLO 2, students are asked to compose four required essays in the course. Essay #1 has been chosen to illustrate assessment of student learning. This graded assignment requires students to write about worship in the Old Testament with a contemporary application.

The benchmark is an aggregate of 80% of students to earn 75% or higher collectively on Essay #1.

**Table 2-3: BIBL 3345 Worship in the Old Testament Essay #1**

Assignment History Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=3	88.9%	Yes

**Result:** The benchmark was met by a collective number of 3 students completing this measure with an average score of 88.9%.

**Measure #4:** Hebrew Wisdom Literature is a Bible/Theology class students may elect to choose within the Christian Leadership major. The course covers elements of Job, Psalms, Proverbs, Ecclesiastes, and the Song of Songs, revealing the spiritual value and ethical implications in the books. From Fall 2019 to Spring 2022, the class was taken by 17 students with an average final score of 89.9%.

The entire course relates well to PLO 2, requiring students to comment on interpretive problems and discuss how the primary theological or ethical contribution of the passages can be applied to their lives.

The benchmark is an aggregate of 80% of students to earn 75% or higher collectively on their final essay.

**Table 2-4: BIBL 4345 Hebrew Wisdom Literature Final Essay**

Assignment History Spring '21 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=2	87.7%	Yes
Spring 2021	n=3	91.3%	Yes

**Result:** The benchmark was met, showing a collective number of 5 students completing this measure with an average score of 89.5%.

**Table 2-5: Summary of Assessment Items for PLO 2**

Item	Benchmark Met?	Conclusion
Understand & Apply the Bible Final Essay	Yes	The Ecclesia College undergraduate benchmark is 75% of measurements must be met. Four out of four (4/4) (100%) of the items for this PLO were met; thus, the comprehensive outcome for PLO 2 was achieved for these data.
Mentoring Foundations Field Assignments	Yes	
Worship in the Old Testament Essay #1	Yes	
Hebrew Wisdom Literature Final Essay	Yes	

### Program Learning Objective 3: Communicating the Gospel

*Ecclesia College graduates will communicate the Gospel in a variety of contexts and to diverse audiences.*

**Instrument Measures.** (1) BIBL 2335 Life of Christ and BIBL 3315 Acts Course Results; (2) CCMM 2355 Evangelism Discipleship, CCMM 3355 Foundations of Christian Missions and CCMM 4355 Theology of Missions Course Results; (3) EDMN 1355 Understanding Teaching Student Presentations and CCMM 2355 Evangelism Discipleship Presentation and Reflection Paper.

**Measure #1:** Institutional requirements for the Christian Leadership major include the Life of Christ and Acts courses, which equip students with a vital understanding of the Gospel so they can share their faith intelligently. The principles discussed are applicable not only to spiritual formation, but to missions and the evangelism practicum.

The benchmark is an aggregate of 80% of students to earn 75% or higher as their final score in the courses indicated below.

**Table 3-1: BIBL 2335 Life of Christ and BIBL 3315 Acts Course Results**

Course History Fall '19 - Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
BIBL 2335 Life of Christ	n=52	83.6%	Yes
BIBL 3315 Acts	n=20	85.1%	Yes

**Result:** The benchmark was met by an aggregate number of 72 students completing courses with an average greater than 80% of students scoring at least 75% in this reporting cycle.

**Measure #2:** The Christian ministry requirements for the Bachelor of Christian Leadership degree include students choosing between Evangelism Discipleship, Foundations of Christian Missions, or Theology of Missions. Each of the course assignments relate directly to PLO 3.



The benchmark is an aggregate of 80% of students to earn 75% or higher as their final score in the courses indicated below.

**Table 3-2: CCMM 2355 Evangelism Discipleship, CCMM 3355 Foundations of Christian Missions, and CCMM 4355 Theology of Missions Course Results**

Course History Spring '21 - Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
CCMM 2355 Evangelism Discipleship	n=2	98.6%	Yes
CCMM 3355 Foundations of Christian Missions	n=1	80.5%	Yes
CCMM 4355 Theology of Missions	n=5	92.5%	Yes

Result: The benchmark was met by an aggregate number of 8 students completing courses with an average greater than 80% of students scoring at least 75% in this reporting cycle.

**Measure #3:** Evangelism Discipleship and Understanding Teaching are classes students can choose to take for the Bachelor of Christian Leadership degree. Like the courses above, they have specific practicum assignments relating to PLO 3. For instance, the Student Presentation assignment in Understanding Teaching requires students to prepare themselves to share the gospel with a person from a category they choose. Evangelism Discipleship requires an Evangelism Practicum and Reflection Paper for students to share the gospel with three different people who are not Christians. Measure #3 looks at each of these specific assignments for the two classes.

The benchmark is an aggregate of 80% of students to earn 75% or higher collectively for each of the two assignments during the period indicated below.

**Table 3-3: EDMN 1355 Understanding Teaching Student Presentation and CCMM 2355 Evangelism Discipleship Evangelism Practicum and Reflection Paper**

Course History Spring '21 - Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
EDMN 1355 Understanding Teaching Student Presentation	n=2	100%	Yes
CCMM 2355 Evangelism Practicum and Reflection Paper	n=2	98.3%	Yes

Result: The benchmark was met by a collective number of 4 students completing this measure with an average score of 99.2%.

**Table 3-4: Summary of Assessment Items for PLO 3**

Item	Benchmark Met?	Conclusion
Life of Christ and Acts Course Results	Yes	The Ecclesia College undergraduate benchmark is 75% of measurements must be met. Three out of three (3/3) (100%) of the items for this PLO were met; thus, the comprehensive outcome for PLO 3 was achieved for these data.
Evangelism Discipleship, Foundations of Christian Missions and Theology of Missions Course Results	Yes	
Understanding Teaching Student Presentation and Evangelism Practicum and Reflection Paper	Yes	

### Program Learning Objective 4: Explaining the Scriptures

*Ecclesia College graduates will explain the Scriptures with accuracy and skill.*

**Instrument Measures.** (1) BIBL 3355 Understand & Apply the Bible Course Results; (2) THEO 2355 Christian Theology Contemporary Research Paper; (3) Upper Level Bible/Theology Course Results.

**Measure #1:** The Understand & Apply the Bible course is an institutional requirement for the Christian Leadership major. Students learn and apply many methods of Bible study and are required to explain the scriptures in a series of assignments including worksheets, discussion forums, and essays.

The benchmark is an aggregate of 80% of students to earn 75% or higher collectively as their final score as indicated below.

**Table 4-1: BIBL 3355 Understand & Apply the Bible Course Results**

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
BIBL 3355 Understand & Apply the Bible	n=34	83.5%	Yes

**Result:** The benchmark was met by a collective number of 34 students completing this measure with an average final score of 83.5%.

**Measure #2:** The Christian Theology course is an institutional requirement for the Christian Leadership major. Students learn Christian doctrines and demonstrate their understanding of them through application, including defending personal positions, identifying false doctrines, displaying appreciation for the diversity of theological beliefs within the evangelical community. The required Contemporary Research Paper in the class is a prime example of an assignment that fulfills PLO 4.

The benchmark is an aggregate of 80% of students to earn 75% or higher collectively as their final score as indicated below.

**Table 4-2: THEO 2355 Christian Theology – Contemporary Research Paper**

Assignment History Spring '21 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
THEO 2355 Christian Theology Contemporary Research Paper	n=9	94.6%	Yes

Result: The benchmark was met by a collective number of 9 students completing this measure with an average score of 94.6% for the Contemporary Research Paper.

**Measure #3:** The Bible/Theology faculty identified several upper level courses where BCL online students are engaging with the biblical text and learning to explain the Scriptures with accuracy and skill in a series of assignments including worksheets, discussion forums, and essays.

The benchmark is an aggregate of 80% of students to earn 75% or higher collectively as the final score in the courses indicated below.

**Table 4-3: Upper Level Bible/Theology Course Results**

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
BIBL 3315 Acts	n=20	85.1%	Yes
BIBL 3365 History of Israelite Kingdom	n=9	79.0%	Yes
BIBL 4325 Paul's NT Letters	n=6	78.4%	Yes
BIBL 4335 General Epistles & Revelation	n=16	90.7%	Yes
BIBL 4345 Hebrew Wisdom Literature	n=17	89.9%	Yes
THEO 4355 Christianity in the 21st Century	n=18	93.9%	Yes

Result: The benchmark was met by an aggregate number of students completing the measure in the different courses identified, with average course scores above 75%.

**Table 4-4: Summary of Assessment Items for PLO 4**

Item	Benchmark Met?	Conclusion
Understand & Apply the Bible Course Results	Yes	The Ecclesia College undergraduate benchmark is 75% of measurements must be met. Three out of three (3/3) (100%) of the items for this PLO were met; thus, the comprehensive outcome for PLO 4 was achieved for these data.
Christian Theology Contemporary Research Paper	Yes	
Upper Level Bible/Theology Course Results	Yes	

### Program Learning Objective 5: Critical Thinking & Decision Making

*Ecclesia College graduates will integrate Christian principles into critical thinking and decision making in one's personal and/or professional life.*

**Instrument Measures.** (1) HUMN 2355 Biblical Worldview Course Results; (2) THEO 3355 Christian Theology Course Results; (3) LEAD 4375 Ethical Leadership Final Paper.

**Measure #1:** The Biblical Worldview course is an institutional requirement for the Christian Leadership major. Students study five dominant worldviews in the class, as well as develop a biblically and theologically informed worldview of their own. They also 1) explain and defend their own formulation of a Christian worldview, 2) apply their worldview to their own lives through the eleven areas of culture, and 3) write about how they intend to apply their Christian worldview to their vocations and lives.

The benchmark is an aggregate of 80% of students to earn 75% or higher collectively as their final score.

**Table 5-1: HUMN 2355 Biblical Worldview Course Results**

Course History Spring '21 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
HUMN 2355 Biblical Worldview	n=12	82.4%	Yes

**Result:** The benchmark was met by a collective number of 12 students completing this measure with an average final score of 82.4%.

**Measure #2:** The Christian Theology course is an institutional requirement for the Christian Leadership major. A systematic study of Christian doctrine is covered in the class, requiring students to 1) articulate and defend personal doctrinal positions with biblical support while interacting critically with other theological views, 2) integrate theological doctrines for personal and corporate spiritual renewal and development, and 3) respond to contemporary ethical, social, and religious problems from an informed theological and biblical worldview. All of these required course objectives support PLO 5 and are embedded throughout class assignments such as quizzes, discussion forums, and a final research paper.

The benchmark is an aggregate of 80% of students to earn 75% or higher collectively as their final score.

**Table 5-2: THEO 2355 Christian Theology Course Results**

Course History Spring '21 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
THEO 2355 Christian Theology	n=9	87.7%	Yes

**Result:** The benchmark was met by a collective number of 9 students completing these measures with an average final score of 87.7%.

**Measure #3:** The Ethical Leadership course is a class students can choose to take in the Christian Leadership major. Using Christian principles, the class guides students through solving ethical dilemmas through actual situations. The final paper gives students a complex scenario and asks them to analyze and defend whether anything is unethical in the scenario.

The benchmark is an aggregate of 80% of students to earn 75% or higher collectively for the final paper.

**Table 5-3: LEAD 4375 Ethical Leadership Final Paper**

Assignment History Spring '21 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
LEAD 4375 Ethical Leadership Final Paper	n=13	98.4%	Yes

Result: The benchmark was met by a collective number of 13 students completing this measure with an average score of 98.4% on the final paper.

**Table 5-4: Summary of Assessment Items for PLO 5**

Item	Benchmark Met?	Conclusion
Biblical Worldview Course Results	Yes	The Ecclesia College undergraduate benchmark is 75% of measurements must be met. Three out of three (3/3) (100%) of the items for this PLO were met; thus, the comprehensive outcome for PLO 5 was achieved for these data.
Christian Theology Course Results	Yes	
Ethical Leadership Final Paper	Yes	

### **Program Learning Objective 6: Interpersonal Relationships & Communication**

*Ecclesia College graduates will use the dynamics of interpersonal relationships and concepts of effective communication to handle the people-related issues one faces in the context of ministry, vocation, and home.*

**Instrument Measures.** (1) LEAD 4385 Small Groups in the Church Course Results; (2) LEAD 1355 Mentoring Foundations: Grids for Life & Learning Field Assignments; (3) LEAD 4365 Case Studies in Leadership, LEAD 4375 Ethical Leadership and LEAD 4395 Ethical Decisions in the Workplace Course Results.

**Measure #1:** The Small Groups in the Church course is an institutional requirement for the Christian Leadership major. Students learn the dynamics of small group leadership in the class. Among the objectives is the facilitation of meaningful prayer and dynamic discussions in small group sessions, which relate directly to PLO 6.

The benchmark is an aggregate of 80% of students to earn 75% or higher collectively as their final score.

**Table 6-1: LEAD 4385 Small Groups in the Church Course Results**

Course History Spring '21 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
LEAD 4385 Small Groups in the Church	n=16	94.3%	Yes

Result: The benchmark was met by a collective number of 16 students completing these measures with an average final score of 94.3%.

**Measure #2:** The Mentoring Foundations: Grids for Life and Learning course is an institutional requirement for all majors. From Fall 2019 – Spring 2022, the class was taken by 54 students with an average final score of 90.9%.

The six field assignments in the Mentoring course are an excellent measure of PLO 6. They provide a practical means of effective communication in interpersonal relationships where students share what they are learning with a mentee of their choice.

The benchmark for the field assignments is 80% of students to earn 75% or higher collectively in the semesters indicated below.

**Table 6-2: LEAD 1355 Mentoring Foundations: Grids for Life and Learning Field Assignments**

Assignment History Spring '21, Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=6	76.1%	Yes
Spring 2021	n=8	93.4%	Yes

**Result:** The benchmark was met by a collective number of 14 students completing this measure with an average score of 84.8%.

**Measure #3:** Students are required to choose two out of the following courses for the Bachelor of Christian Leadership degree: LEAD 4365 Case Studies in Leadership, LEAD 4375 Ethical Leadership or LEAD 4395 Ethical Decisions in the Workplace. These classes explore leadership concepts from varying angles measured against biblical principles in a diversity of organizational settings.

The benchmark for these three courses is 80% of students to earn 75% or higher collectively over six semesters.

**Table 6-3: LEAD 4365 Case Studies in Leadership, LEAD 4375 Ethical Leadership, and LEAD 4395 Ethical Decisions in the Workplace Course Results**

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
LEAD 4365 Case Studies in Leadership	n=3	81.8%	Yes
LEAD 4375 Ethical Leadership	n=32	93.0%	Yes
LEAD 4395 Ethical Decisions in the Workplace	n=53	89.4%	Yes

**Result:** The benchmark was met by an aggregate number of 88 students completing courses with an average greater than 80% of students scoring at least 75% in this reporting cycle.

**Table 6-4: Summary of Assessment Items for PLO 6**

Item	Benchmark Met?	Conclusion
Small Groups in the Church Course Results	Yes	The Ecclesia College undergraduate benchmark is 75% of measurements must be met. Three out of three (3/3) (100%) of the items for this PLO were met; thus, the comprehensive outcome for PLO 6 was achieved for these data.
Mentoring Foundations Field Assignments	Yes	
Case Studies in Leadership, Ethical Leadership and Ethical Decisions in the Workplace Course Results	Yes	

### Program Learning Objective 7: Ministry Project

*Ecclesia College graduates will lead the development of a ministry project by implementing a strategic process.*

**Instrument Measures.** (1) STDV 1355 Goals, Priorities & Attitudes and STDV 4335 Ministry Project Course Results; (2) Senior Ministry Project Final Essay.

**Measure #1:** EC students learn how to develop a ministry project and formulate a strategy to implement it upon graduation especially through principles learned in STDV 1355 Goals, Priorities & Attitudes and STDV 4335 Senior Ministry Project (the online capstone course for this degree).

The benchmark for Goals, Priorities & Attitudes is an aggregate number of 80% of students must earn a minimum of 75% or higher collectively as their final score. The benchmark for the Senior Ministry Project, however, is established in the Academic Catalog as 100% of graduates must earn a minimum grade of B (or 81% according to the EC official grading scale) in their senior capstone course.

**Table 7-1: STDV 1355 Goals, Priorities & Attitudes and STDV 4335 Senior Ministry Project Course Results**

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
STDV 1355 Goals, Priorities & Attitudes	n=37	83.5%	Yes
STDV 4335 Senior Ministry Project	n=42	94.8%	Yes

**Result:** The benchmark was met in both courses by an aggregate number of 79 students completing the above courses according to the established benchmarks.

**Measure #2:** The final essay assignment in the Senior Ministry Project class is particularly tied to PLO 7. As stated in the assignment instructions, the essay should contain five-to-seven pages (a maximum of eight) and the student should implement a strategic process in planning for ministry following graduation. This essay will be completed in MLA style and will answer the “who,” “what,” “why,” “when,” “where,” and “how” of the ministry project; in addition, the document will contain a Works Cited page, an Abstract, and an Appendix containing a timeline for the project (from Week 6).

The benchmark for the Senior Ministry Project is established and published in the Academic Catalog as 100% of graduates must earn a minimum grade of B (or 81% according to the EC official grading scale) in their senior capstone course.

**Table 7-2: STDV 4335 Senior Ministry Project Final Essay**

Course History Fall '21 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
STDV 4335 Senior Ministry Project Final Essay	n=16	91.8%	Yes

Result: The benchmark of a minimum grade of B was met by all EC online graduates, showing the average score of 91.8% for the final essay in the period indicated.

**Table 7-3: Summary of Assessment Items for PLO 7**

Item	Benchmark Met?	Conclusion
Goals, Priorities & Attitudes and Senior Ministry Project Course Results	Yes	The Ecclesia College undergraduate benchmark is 75% of measurements must be met. Two out of two (2/2) (100%) of the items for this PLO were met; thus, the comprehensive outcome for PLO 7 was achieved for these data.
Senior Ministry Project Final Essay	Yes	

### Evaluative Summary

The following table displays a summary of the assessment of student learning outcomes for Ecclesia College's Bachelor of Christian Leadership programmatic learning objectives (PLOs).

**Table 8-1: Summary of Student Learning Outcomes for EC's Program Learning Objectives**

PLO #	Program Learning Objectives	Outcome Benchmark Met (Yes/No)
1	Biblical Concepts of Leadership	Yes
2	Spiritual Leadership	Yes
3	Communicating the Gospel	Yes
4	Explaining the Scriptures	Yes
5	Critical Thinking & Decision Making	Yes
6	Interpersonal Relationships & Communication	Yes
7	Ministry Project	Yes

### Conclusion

All programmatic learning outcome benchmarks were met or exceeded for the Bachelor of Christian Leadership degree.