

ECCLESIA COLLEGE
INSTITUTIONAL LEARNING OBJECTIVES (ILOs)
Assessed by Student Learning Outcomes (SLOs)
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

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Abbreviations

EC – Ecclesia College

ILO – Institutional Learning Objective

PLO – Program Learning Objective

SLO – Student Learning Outcome

BW – Biblical Worldview

SL – Service Learning Program

WLS – Work Learning Service Program

AA – Associate of Arts degree or program of study

ABS – Associate of Biblical Studies degree or program of study

AGS – Associate of General Studies degree or program of study

BAL – Bachelor of Arts degree or program of study

BBS – Bachelor of Biblical Studies degree or program of study

BCL – Bachelor of Christian Leadership degree or program of study

BSBA/MGMT – Bachelor of Science in Business Administration with a concentration in Management degree or program of study

BSBA/MKTG – Bachelor of Science in Business Administration with a concentration in Marketing degree or program of study

MCL – Master of Christian Leadership degree or program of study

PSCS – Bachelor of Science in Psychology & Counseling degree or program of study

SPMT – Bachelor of Science in Sport Management degree or program of study

A – Associate level of study

B – Bachelor level of study

M – Master level of study

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.

Ecclesia College
Assessment of Institutional Learning Objectives (ILOs)

Introduction

As an institution of biblical higher education, Ecclesia College (EC) 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. These areas are indicative of the institutional goals, also referred to as institutional learning objectives for EC associate, bachelor and master level degrees. Unless otherwise specified, the number of students reported for each measure represents 100% of enrollment for each course.

Institutional Learning Objective 1: Biblical Worldview & Faith

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

Measures. (1) STDV 2300 Ethical Decisions in the Work Place Oral Presentation #2; (2) BIBL 1340 Biblical Worldview (BW) Final Worldview Project Oral Presentation; (3) THEO 2300 Nature & Character of God Principles of Devotional Practice Journals; (4) STDV 4200-1 Integrative Senior (Sr.) Seminar Assessment for ILO 1 Items #12, #13, #14, #15; (5) Work Learning Service (WLS) Program Student Manager Results; (6) STDV 6317 Spiritual Vitality: Developing Christian Character.

Measure #1: Ethical Decisions in the Work Place Oral Presentation #2

To establish a firm biblical and moral basis for decision-making, this course was added to the EC curriculum and is required in all associate and baccalaureate degrees. Students are required to give three oral presentations, the second of which concerns itself with using the same rubric as the first and serves as a comparison with the first to determine if the student is developing their identity and clarity of understanding in Christ. Also, this artifact helps the professor to determine if students are formulating a biblical worldview. [All three oral presentation results appear in ILO 2.]

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 1-1: Ethical Decisions in the Work Place Oral Presentation #2

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=19	91.0%	Yes
Fall 2021	n=8	86.7%	Yes
Spring 2021	n=11	85.9%	Yes
Fall 2020	n=16	76.3%	Yes
Spring 2020	n=26	63.8%	No*
Fall 2019	n=10	89.0%	Yes

*Note: This was the COVID-19 outbreak semester and all EC courses went to an electronic delivery mode of instruction after spring break.

Result: The benchmark was met by five of six sections of the course offerings between Fall of 2019 and Spring 2022, which represents a completion rate of 83.3%. The 83.3% average is greater than the minimum 75% College benchmark; therefore, this benchmark measure is deemed met.

Measure #2: BW Final Worldview Project Oral Presentation

Students are asked to select a current topic to research in order to make a PowerPoint presentation of at least 5 slides and a 10 minute presentation to go along with the slides. Presentations range in topics from abortion, marriage, and secular humanism to evolution and entertainment.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 1-2: BW Final Worldview Project Oral Presentation

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=29	74.5%	No
Fall 2021	n=19	84.5%	Yes
Spring 2021	n=10	82.8%	Yes
Fall 2020	n=22	88.8%	Yes
Spring 2020	n=21	84.3%	Yes
Fall 2019	n=17	78.3%	Yes

Result: The benchmark was met by five of six sections of the course offerings between Fall of 2019 and Spring 2022, which represents a completion rate of 83.3%. The 83.3% average is greater than the minimum 75% College benchmark; therefore, this benchmark measure is deemed met.

Measure #3: Nature & Character of God Principles of Devotional Practice Journals

Though the Nature & Character of God course has been offered since the College's accreditation, the Bible/theology faculty voted in 2021 to make this a mandatory first semester freshman or incoming transfer course to establish Who is God? What are His Attributes? Can He be Trusted? There is None like Him, and He Alone is Worthy of Worship as Creator and Redeemer. Students are required to complete weekly journaling assignments throughout the semester focusing on biblical truths which help prioritize discernment in making wise personal decisions in all aspects of life.

The benchmark for the twelve assignments is 80% of students to earn 75% or higher collectively over these assignments.

Table 1-3: Nature & Character of God Principles of Devotional Practice Journals

Course History Fall '19 – Fall '21	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=13	83.1%	Yes
Fall 2021 section 1	n=17	71.1%	No
Fall 2021 section 2	n=18	89.4%	Yes
Fall 2021 section 3	n=11	76.7%	Yes
Spring 2021 section 1	n=11	91.4%	Yes
Spring 2021 section 2	n=13	94.6%	Yes
Fall 2020	n=16	78.5%	Yes
Spring 2020	n=10	85.6%	Yes
Fall 2019	n=11	66.5%	No

Result: The benchmark was met for seven of the nine sections of the course offerings between Fall of 2019 and Spring of 2022, which represents a completion rate of 78%. The 78% average is greater than the minimum 75% College benchmark; therefore, this benchmark measure is deemed met.

Measure #4: Sr. Seminar Rubric Assessment for ILO 1 Items #12, #13, #14, #15

Students create and write at least a 20-page STDV 4200-1 Integrative Sr. Seminar Project in their senior year as one of their traditional degree capstone courses. College faculty identified 24 specific student learning outcomes (SLOs) in 2015 to help assess its ILOs. A rubric was created specifically to quantify information contained in the Sr. Project to aid in the College's assessment of student learning. Faculty have been using the rubric to evaluate the year-long course and Sr. Seminar Project since then. Items #12, #13, #14, #15 are specific to the assessment of ILO 1. A total of 24 students were enrolled in Spring of 2020 and 2022 from which semesters the following data is provided by 49 faculty rubric assessments.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 1-4: Sr. Seminar Rubric Assessment for ILO 1 Items #12, #13, #14, #15

Item	Biblical Worldview & Faith SLOs for ILO 1 (Spring '20 and Spring '22)	Average n=49	Benchmark Met?
#12	Articulates how a biblically-based worldview affects beliefs, values, decisions, and interactions with others.	87.8%	Yes
#13	Makes life choices based on a biblically-based worldview and principles of the Christian faith.	96.6%	Yes
#14	Demonstrates patterns of devotional practice and personal growth that will equip one for spiritual leadership.	80.7%	Yes
#15	Demonstrates basic scriptural interpretive skills.	86.8%	Yes

Result: The College's SLO benchmark is a minimum aggregate score of 75%. The benchmark for these elements of measurement of ILO 1 are met.

Measure #5: WLS Program Student Manager Results

EC is a member of the Work College Consortium. As such, EC teaches its students to work. The WLS program serves as a campus-wide lab where students gain valuable work and leadership skills, demonstrate godly character traits, and apply principles learned in the classroom per the College mission.

For purposes of this study, student manager files were chosen to be demonstrative of their God-honoring decision-making; each student manager was chosen for managerial positions as they have proven themselves to be responsible leaders of their peers over time. Also, the same six students have been managers for the past two years and provide valuable data that can be tracked and quantified.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 1-5: WLS Program Student Manager Results

WLS Managers Fall '20 – Spring '22	Fall 2020	Fall 2021	Combined Average	Outcome Benchmark Met (Yes/No)
Student #1	90.0%	91.3%	90.8%	Yes
Student #2	95.0%	98.7%	97.2%	Yes
Student #3	98.0%	98.0%	98.0%	Yes
Student #4	94.0%	96.0%	95.2%	Yes
Student #5	91.0%	98.0%	95.2%	Yes
Student #6	91.0%	91.3%	91.2%	Yes

Result: The six of six WLS program managers were the same students for Fall 2020 and Fall 2021, with an aggregate score for both semesters of 94.6.

Measure #6: STDV 6317 Spiritual Vitality: Developing Christian Character

As an example of how the MCL students meet the College's ILOs, student engagement with three texts and supplemental reading is required. In the class, students develop their personal growth in Christlikeness by developing a biblically-balanced philosophy of godly living, which is especially conveyed in their 7-8 page final essays about "The Measure of Spirituality" and "My Spiritual Disciplines Journey."

A minimum benchmark aggregate score of 85% is required for graduate measures relating to ILO 1.

Result: Three of three students participated in assignments as required by the course syllabus and collaboratively achieved better than the established graduate College benchmark, with a final average of 94.2%.

Discussion. Each measure of assessment for ILO 1 was met for this 2022 report of activities associated with the ILO. Since students in associate (A), bachelor (B) and master (M) degree levels are assessed in relationship to the College's ILOs, a letter code will subsequently accompany each measure in the summary tables to designate the program level classification as illustrated below.

Table 1-6: Summary of Assessment Items for ILO 1

Measures	Benchmark Met?	Conclusion
Ethical Decisions in the Work Place Presentation #2 (A & B)	Yes	The Ecclesia College benchmark is 75% of measurements must be met. Six out of six (6/6) (100%) of the items for this ILO were met; thus, the comprehensive outcome for ILO 1 was achieved for these data.
BW Final Worldview Project Oral Presentation (A & B)	Yes	
Nature & Character of God Principles of Devotional Practice Journals (A & B)	Yes	
Sr. Seminar Rubric Assessment for ILO 1 Items #12, #13, #14, #15 (B)	Yes	
WLS Program Student Manager Results (A or B)	Yes	
Spiritual Vitality: Developing Christian Character (M)	Yes	

Institutional Learning Objective 2: Critical & Creative Thinking

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

Measures. (1) STDV 2300 Ethical Decisions in the Work Place Oral Presentations #1, #2, and #3; (2) BIBL 1340 BW “Expelled” Film Review; (3) BIBL 1340 BW Ethical Decision Position Paper; (4) STDV 4200-1 Integrative Sr. Seminar Rubric Assessment for ILO 2 Items #16, #17, #18, #19; (5) BUSN 4390 Business Internship Oral Presentation; (6) WLS Program Student Manager Results; (7) LEAD 6317 Living Ethics: A Biblical Basis for Moral Judgment; (8) THEO 5317 Theological Foundations of Faith: A Case Study.

Measure #1: Ethical Decisions in the Work Place Oral Presentations #1, #2, #3

To establish a firm biblical and moral basis for decision-making, this course was added to the EC curriculum and is required in all degrees. Students are required to give oral presentations three areas:

1. On the first day of class, students are asked to share what church they go to and how many times a month they attend. Over the next few weeks, and to better understand students’ worldview, the teacher asks students about their salvation experience. It has been found most students have a religious worldview but believe they have a Biblical worldview. An apologetics presentation is required at the end of the first triad of the course. The rubric they must use will reveal their worldview and use of critical thinking skills.

The College established a minimum 75% benchmark or equivalent to measure student learning success, applicable to the three tables below.

Table 2-1: Ethical Decisions in the Work Place Oral Presentation #1

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=19	91.3%	Yes
Fall 2021	n=8	88.0%	Yes
Spring 2021	n=11	62.6%	No
Fall 2020	n=16	90.5%	Yes
Spring 2020	n=26	86.9%	Yes
Fall 2019	n=10	89.0%	Yes

2. The second triad of the course establishes how the Ten Commandments apply to specific moral situations. A second presentation, using the same rubric as the first, is compared with the first to determine if the student is developing in their identity and clarity of understanding in Christ. Also, this artifact serves to determine if students are formulating a biblical worldview.

Table 2-2: Ethical Decisions in the Work Place Oral Presentation #2

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=19	91.0%	Yes
Fall 2021	n=8	86.7%	Yes
Spring 2021	n=11	85.9%	Yes
Fall 2020	n=16	76.3%	Yes
Spring 2020	n=26	63.8%	No*
Fall 2019	n=10	89.0%	Yes

*Note: This was the COVID-19 outbreak semester and all EC courses went to an electronic delivery mode of instruction after spring break.

3. In the third triad of the course, students develop their personal ethical decision model based on the concepts learned in the other two triads and to apply their model to ethical situations they may face in a future career. Each student must present their model and career ethic situations to the class.

Table 2-3: Ethical Decisions in the Work Place Oral Presentation #3

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=19	97.1%	Yes
Fall 2021	n=8	84.9%	Yes
Spring 2021	n=11	93.3%	Yes
Fall 2020	n=16	92.9%	Yes
Spring 2020	n=26	82.3%	Yes
Fall 2019	n=10	89.0%	Yes

Result: The benchmark was met by five of six sections of the course offerings between Fall of 2019 and Spring 2022, which represents a completion rate of 83.3% for presentations #1 and #2. The 83.3% average is greater than the minimum 75% College benchmark; therefore, this benchmark measure is deemed met for those two presentations. Students showed improvement for their Oral Presentation #3 and completed that portion of the measure with aggregate scores greater than 75%.

Measure #2: BW “Expelled” Film Review

Students write a 600-750 word film review addressing issues of current day cultural worldview apart from the lens of Scripture. The film portrays quite the negative and biased view many in the secular world have against biblical thinking and living. Mentoring Foundations teaches to prefer the holy over the vile or profane. The closed minded educational view this film warns against is in contrast to all that EC stands for biblically. Student responses are quite telling.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 2-4: BW “Expelled” Film Review

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=29	82.3%	Yes
Fall 2021	n=19	96.1%	Yes
Spring 2021	n=10	85.8%	Yes
Fall 2020	n=22	77.5%	Yes
Spring 2020	n=21	69.8%	No
Fall 2019	n=17	68.8%	No

Result: This element of measurement for ILO 2 is not met, though the total average for the three years' data is 78.8%.

Measure #3: BW Personal Worldview Position Paper

Students are asked to write a 1500-2000 word Personal Worldview Paper using a minimum of three sources to develop and articulate their worldview based on Scripture. The paper must also reflect a Bible-based worldview application to our contemporary culture.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 2-5: BW Personal Worldview Position Paper

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=29	78.5%	Yes
Fall 2021	n=19	83.5%	Yes
Spring 2021	n=10	79.5%	Yes
Fall 2020	n=22	84.1%	Yes
Spring 2020	n=21	84.3%	Yes
Fall 2019	n=17	84.6%	Yes

Result: This element of measurement for ILO 1 is met with the 81.53% outcome.

Measure #4: Sr. Seminar Rubric Assessment for ILO 2 Items #16, #17, #18, #19

Students create and write at least a 20-page Sr. Seminar Project as one of their traditional degree capstone courses. A special rubric was established to facilitate objective evaluation of student projects by faculty members. Rubric items #16, #17, #18, #19 are specific to the assessment of ILO 2.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 2-6: Sr. Seminar Rubric Assessment for ILO 2 Items #16, #17, #18, #19

Item	Critical & Creative Thinking SLOs for ILO 2 (Spring '20 and Spring '22)	Average n=49	Benchmark Met?
#16	Researches, analyzes, integrates, and evaluates information from a variety of sources.	84.0%	Yes
#17	Constructs well-reasoned arguments and solutions.	80.3%	Yes
#18	Uses existing knowledge to generate novel and innovative ideas.	82.6%	Yes
#19	Synthesizes and transfers learning to new, more complex, and unscripted situations.	94.4%	Yes

Result: The College's SLO benchmark is a minimum aggregate score of 75%. The benchmark for these elements of measurement of ILO 2 are met.

Measure #5: BUSN 4390 Business Internship Oral Presentation.

Students are asked to submit an oral presentation of all "deliverables"--to include bi-weekly logs, company profile, job tasks, description of internship with application of the tasks undertaken and how they relate to what the student has learned in his/her coursework and then how that information was applied during the student's internship.

The benchmark for the semester assignments is an aggregate of 80% of students to earn 75% or higher collectively over this assignment.

Table 2-7: BUSN 4390 Oral Presentation

Course History	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=2	96.0%	Yes
Fall 2021	n=3	95.0%	Yes
Spring 2021	n=2	92.5%	Yes

Result: The benchmark was met by an aggregate number of 7 students completing the measure with an average score of 94.5% in this reporting cycle.

Measure #6: WLS Program Student Manager Results

EC is a member of the Work College Consortium. As such, EC teaches its students to work. The WLS program serves as a campus-wide lab where students gain valuable work and leadership skills, demonstrate godly character traits, and apply principles learned in the classroom per the College's mission.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 2-8: WLS Program Student Manager Results

WLS Managers Evaluative Form Fall '20 – Fall '21	Fall 2020	Fall 2021	Combined Average n=6	Outcome Benchmark Met (Yes/No)
Reliability	91.3%	90.6%	91.0%	Yes
Teamwork	95.0%	98.0%	97.1%	Yes
Initiative	94.2%	96.7%	95.6%	Yes
Responsibility	98.3%	99.3%	98.9%	Yes
Quality of Work	95.6%	93.3%	94.2%	Yes
Communication Skills	88.3%	95.3%	93.3%	Yes

Result: The six (of six) WLS program managers were the same students for Fall 2020 and Fall 2021. They met the benchmark with an aggregate score of 94.9, demonstrating God-honoring decision-making and excellence in taking responsibility and working as a team.

Measure #7: Living Ethics: A Biblical Basis for Moral Judgment

As an example of how the MCL students meet the College's ILOs, students engage with three texts from a biblical perspective and submit a series of targeted essays in response to required assignments. They must use critical thinking skills as they compare and contrast ethical questions by two authors, one written from a non-Christian worldview and the other through the lens of a biblical worldview. The third text stimulates students to seek mature Christian ethical thinking and personal integrity as one confronts current cultural issues from a biblical point of view. The final project is based primarily on the latter and requires the writing of two essays.

A minimum benchmark aggregate score of 85% is required for graduate measures relating to ILO 2.

Result: Three of three students participated in assignments as required by the course syllabus and collaboratively achieved better than the established graduate College benchmark, with a final average of 85.9%.

Measure #8: Theological Foundations of Faith: A Case Study

As an example of how the MCL students meet the College's ILOs, the Theological Foundations of Faith: A Case Study course includes an overview of theological concepts and biblical doctrines related to Scripture, God, Jesus Christ and his work, man and his salvation, the Holy Spirit, and the Church. Students are asked to critically evaluate various articulations of Christian doctrine, as well as articulate and defend essential Christian doctrines through discussions, case study assignments, and a final essay.

A minimum benchmark aggregate score of 85% is required for graduate measures relating to ILO 2.

Result: Three of three students participated in assignments as required by the course syllabus and collaboratively achieved better than the established graduate College benchmark, with a final average of 98.5%.

Discussion. Each measure of assessment for ILO 2 was met for the activities associated with the ILO.

Table 2-9: Summary of Assessment Items for ILO 2

Measures	Benchmark Met?	Conclusion
Ethical Decisions in the Work Place Presentations #1, #2 and #3 (A & B)	Yes	The Ecclesia College benchmark is 75% of measurements must be met. Seven out of eight (7/8) (87.5%) of the items for this ILO were met; thus, the comprehensive outcome for ILO 2 was achieved for these data.
BW "Expelled" Film Review (A & B)	No	
BW Ethical Personal Position Paper (A & B)	Yes	
Sr. Seminar Rubric Assessment for ILO 2 Items #16, #17, #18, #19 (B)	Yes	
Business Leadership & Strategic Management Oral Presentation	Yes	
WLS Program Student Manager Results (A or B)	Yes	
Living Ethics: A Biblical Basis for Moral Judgment (M)	Yes	
Theological Foundations of Faith: A Case Study (M)	Yes	

Institutional Learning Objective 3: 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.

Measures. (1) STDV 4200-1 Integrative Sr. Seminar Rubric Assessment for ILO 3 Items #20, #21, #22, #24, #25; (2) BW Intellectual Autobiography; (3) BW Final Project Oral Presentation; (4) MGMT 4380 Business Leadership & Strategic Management Final Project Oral Presentation; (5) WLS Manager Rubric Evaluation of Communication Skills; (6) LEAD 5337 Connecting: Biblical Principles for Effective Relationship; (7) LEAD 5337 Connecting: Biblical Principles for Effective Relationships.

Measure #1: Sr. Seminar Rubric Assessment for ILO 3 Items #20, #21, #22, #24, #25

Students create and write at least a 20-page Sr. Seminar Project as one of their traditional degree capstone courses. A special rubric was established to facilitate objective evaluation of student projects by faculty members. Rubric items #20, #21, #22, #24, #25 are specific to the assessment of ILO 3.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 3-1: Sr. Seminar Rubric Assessment for ILO 3 Items #20, #21, #22, #24, #25

Items	Effective Communication SLOs for ILO 3 (Spring '20 and Spring '22)	Average n=49	Benchmark Met?
#20	Communicates effectively using written and oral skills.	91.8%	Yes
#21	Communicates effectively using verbal and non-verbal skills.	93.9%	Yes
#22	Adapts communication style to the occasion, task, and audience.	98.6%	Yes
#24	Listens with understanding.	93.2%	Yes
#25	Interacts with others appropriately in a culturally-diverse and increasing pluralistic world.	93.9%	Yes

Result: The College's SLO benchmark is a minimum aggregate score of 75%. The benchmark for these elements of measurement of ILO 3 are met.

Measure #2: BW Intellectual Autobiography.

Biblical Worldview is a required course in all Ecclesia College (EC) degrees. Students write a 500-600 word essay in which they introduce themselves, explain what brought them to Ecclesia, articulate their current worldview (beliefs and core values), and express what they hope to gain from the class.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 3-2: BW Intellectual Autobiography

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=29	88.5%	Yes
Fall 2021	n=19	96.1%	Yes
Spring 2021	n=10	100%	Yes
Fall 2020	n=22	97.7%	Yes
Spring 2020	n=21	91.7%	Yes
Fall 2019	n=17	80.6%	Yes

Result: The benchmark was met by an aggregate number of 118 students completing these measures with an average score of 91.8% in this reporting cycle.

Measure #3: BW Final Project Oral Presentation

Students are asked to select a current topic to research in order to make a powerpoint presentation of at least 5 slides and a 10 minute presentation to go along with the slides. Presentations range in topics from abortion, marriage, and secular humanism to evolution and entertainment. - other

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 3-3: BW Final Project Oral Presentation

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=29	74.5%	No
Fall 2021	n=19	84.5%	Yes
Spring 2021	n=10	82.8%	Yes
Fall 2020	n=22	88.8%	Yes
Spring 2020	n=21	84.3%	Yes
Fall 2019	n=17	78.3%	Yes

Result: The benchmark was met by five of six sections of the course offerings between Fall of 2019 and Spring 2022, which represents a completion rate of 83.3%. The 83.3% average is greater than the minimum 75% College benchmark; therefore, this benchmark measure is deemed met.

Measure #4: Business Leadership & Strategic Management Semester Project Paper and Oral Presentation

The Business Leadership & Strategic Management course serves as the capstone for the BSBA degree program. Students are required to complete a semester project in a team environment that incorporates what they have learned in business management and marketing courses at EC. Student oral and written products are assessed by the professor using rubrics applicable to ILO 3.

Per college catalog, the benchmark for this measure is that 100% of BSBA graduates must achieve at least an aggregate average of 81% for the course.

Table 3-4: MGMT 4380 Semester Project Paper and Oral Presentation

Course History Spring '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=6	83.8%	Yes
Spring 2021	n=5	94.3%	Yes
Spring 2020	n=4	85.6%	Yes
Spring 2019	n=5	88.2%	Yes

Result: The benchmark was met by an aggregate number of 20 students completing these measures with an average score of 88% in this reporting cycle.

Measure #5: WLS Manager Rubric Evaluation of Communication Skills

The WLS Work Ethic Evaluation form describes the desirable communication skills work trait as the student's "ability to effectively communicate with supervisor, peers and/or customers" which presumes communication is applicable to multiple audiences and contexts. Student workers are evaluated by their staff supervisor based on job performance (application of truths learned), rating the student from "makes little effort to communicate effectively" to "maintains clear and concise communication" (0-25).

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 3-5: WLS Manager Rubric Evaluation of Communication Skills

Course History Fall '20 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=6	93.3%	Yes
Fall 2021	n=6	95.3%	Yes
Spring 2021	n=6	96.7%	Yes
Fall 2020	n=6	88.3%	Yes

Result: The benchmark for the communication skills assessment of the six (of six) student managers was met by an average score of 93.8%.

Measure #6: LEAD 5337 Connecting: Biblical Principles for Effective Relationships

As an example of how the MCL students meet the College's ILOs, five unit reflections are submitted which serve to guide students' growing understanding of leadership styles, analysis of personality types and management styles, development of effective skills and strategies for interpersonal competence, and practical ways the course assists students in documenting their opportunities to implement lessons learned in their own lives. Since there is no final project, the five unit reflection activities are assessed together.

A minimum benchmark aggregate score of 85% is required for graduate measures relating to ILO 3.

Result: Three of three students participated in assignments as required by the course syllabus and collaboratively achieved better than the established graduate College benchmark, with a final average of 96.3%.

Measure #7: LEAD 6347 Ministering in a Culturally Diverse World

As an example of how the MCL students meet the College's ILOs, a different kind of assignment is required in this course as students are asked to develop a cultural self-portrait as well as to analyze the components of various cultural identities in order to adequately apply biblical principles in cross-cultural ministry. The class uses discussions, reading assignments, study questions, and writing assignments to assess ministry competencies.

A minimum benchmark aggregate score of 85% is required for graduate measures relating to ILO 3.

Result: Three of three students participated in assignments as required by the course syllabus and collaboratively achieved better than the established graduate College benchmark, with a final average of 97.4%.

Discussion. Each measure of assessment for ILO 3 was met for the 2021 activities associated with the ILO.

Table 3-6: Summary of Assessment Items for ILO 3

Measures	Benchmark Met?	Conclusion
Sr. Seminar Rubric Assessment for ILO 3 Items #20, #21, #22, #24, #25 (B)	Yes	The Ecclesia College benchmark is 75% of measurements must be met. Seven out of seven (7/7) (100%) of the items for this ILO were met; thus, the comprehensive outcome for ILO 3 was achieved for these data.
BW Intellectual Autobiography (A & B)	Yes	
BW Final Project Oral Presentation (A & B)	Yes	
Business Leadership & Strategic Management Written & Oral Presentations (B)	Yes	
WLS Manager Rubric Evaluation of Communication Skills (A or B)	Yes	
Connecting: Biblical Principles for Effective Relationships (M)	Yes	
Ministering in a Culturally Diverse World (M)	Yes	

Institutional Learning Objective 4: Integrity

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

Measures. (1) STDV 4200-1 Integrative Sr. Seminar Rubric Assessment for ILO 4 Items #26, #27; (2) BIBL 1340 WV “Expelled” Film Review; (3) WLS Manager Rubric Evaluation of Responsibility; (4) WLS Manager Rubric Evaluation of Reliability; (5) WLS Manager Rubric Evaluation of Quality of Work; (6) LEAD 6317 Living Ethics: A Biblical Basis for Moral Judgment; (7) LEAD 5375 The Church on Monday: Lifestyle Ministry.

Measure #1: Sr. Seminar Rubric Assessment for ILO 4 Items #26, #27

Students create and write at least a 20-page Sr. Seminar Project as one of their traditional degree capstone courses. A special rubric was established to facilitate objective evaluation of student projects by faculty members. Rubric items #26 and #27 are specific to the assessment of ILO 4.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 4-1: Sr. Seminar Rubric Assessment for ILO 4 Items #26, #27

Items	Integrity SLOs for ILO 4 (Spring '20 and Spring '22)	Average n=49	Benchmark Met?
#26	Articulates and defends ethical position based on biblical principles and worldview.	95.9%	Yes
#27	Identifies ethical issues in personal, professional, church, and civic life.	85.0%	Yes

Result: The College's SLO benchmark is a minimum aggregate score of 75%. The benchmark for these elements of measurement of ILO 4 are met.

Measure #2: BW "Expelled" Film Review

Students write a 600-750 word film review addressing issues of current day cultural worldview apart from the lens of Scripture. The film portrays quite the negative and biased view many in the secular world have against biblical thinking and living. Mentoring Foundations teaches to prefer the holy over the vile or profane. The closed minded educational view this film warns against is in contrast to all that EC stands for biblically. Student responses are quite revealing.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 4-2: Biblical Worldview (BW) "Expelled" Film Review

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=29	82.3%	Yes
Fall 2021	n=19	96.1%	Yes
Spring 2021	n=10	85.8%	Yes
Fall 2020	n=22	77.5%	Yes
Spring 2020	n=21	69.8%	No
Fall 2019	n=17	68.8%	No

Result: This element of measurement for ILO 4 is not met, though the total average for the three years' data is 78.8%. The measure is repeated for this study as it is believed to be important to the evaluation of "integrity" as well as "critical thinking".

Measure #3: WLS Manager Evaluation of Responsibility

The WLS Work Ethic Evaluation form describes a responsible work trait as a study who "follows all department safety regulations and policies and treats all the department furniture, equipment and space properly." Student workers are evaluated by their staff supervisor, rating the student from "little or no regard for personnel, equipment and safety" to "ensures maximum care for personnel, equipment and safety at all times."

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 4-3: WLS Manager Evaluation of Responsibility

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=6	92.7%	Yes

Fall 2021	n=6	93.3%	Yes
Spring 2021	n=6	97.8%	Yes
Fall 2020	n=6	95.6%	Yes

Result: The benchmark for the responsibility assessment of the six (of six) student managers was met by an average score of 94.4%.

Measure #4: WLS Manager Evaluation of Reliability

The WLS Work Ethic Evaluation form describes the reliable work trait as “the student’s ability to consistently follow their work plan punctually” and that the student “arrives properly equipped to perform department specific duties.” Student workers are evaluated by their staff supervisor, rating the student from “unreliable” to “extremely reliable.”

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 4-4: WLS Manager Evaluation of Reliability

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=6	93.3%	Yes
Fall 2021	n=6	90.7%	Yes
Spring 2021	n=6	98.7%	Yes
Fall 2020	n=6	91.3%	Yes

Result: The benchmark for the reliability assessment of the six (of six) student managers was met by an average score of 93.5%.

Measure #5: WLS Manager Evaluation of Quality of Work

The WLS Work Ethic Evaluation form describes quality of work as the “degree to which pride is taken in successful performance of all tasks and work is of high quality.” Student workers are evaluated by their staff supervisor, rating the student from “little or no regard for quality of work” to “performs highest quality work at all times.”

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 4-5: WLS Manager Evaluation of Quality of Work

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=6	91.3%	Yes
Fall 2021	n=6	99.3%	Yes
Spring 2021	n=6	100%	Yes
Fall 2020	n=6	98.3%	Yes

Result: The benchmark for the quality of work assessment of the six (of six) student managers was met by an average score of 97%.

Measure #6: LEAD 6317 Living Ethics: A Biblical Basis for Moral Judgment

As an example of how the MCL students meet the College's ILOs, students engage with three texts from a biblical perspective and submit a series of targeted essays in response to required assignments. They must use critical thinking skills as they compare and contrast ethical questions by two authors, one written from a non-Christian worldview and the other through the lens of a biblical worldview. The third text stimulates students to seek mature Christian ethical thinking and personal integrity as one confronts current cultural issues from a biblical point of view. The final project is based primarily on the latter and requires the writing of two essays.

A minimum benchmark aggregate score of 85% is required for graduate measures relating to ILO 4.

Result: Three of three students participated in assignments as required by the course syllabus and collaboratively achieved better than the established graduate College benchmark, with a final average of 85.9%.

Measure #7: LEAD 5375 The Church on Monday: Lifestyle Ministry

As an example of how the MCL students meet the College's ILOs, students are asked to explain New Testament discipleship principles and demonstrate the use of these principles through a final paper that is applied to real-life or hypothetical settings.

A minimum benchmark aggregate score of 85% is required for graduate measures relating to ILO 4.

Result: Three of three students participated in assignments as required by the course syllabus and collaboratively achieved better than the established graduate College benchmark, with a final average of 98.3%.

Discussion. Each measure of assessment for ILO 4 was met for the activities associated with the ILO.

Table 4-6: Summary of Assessment Items for ILO 4

Measures	Benchmark Met?	Conclusion
Sr. Seminar Rubric Assessment for ILO 4 Items #26, #27 (B)	Yes	The Ecclesia College benchmark is 75% of measurements must be met. Six out of seven (6/7) (85.7%) of the items for this ILO were met; thus, the comprehensive outcome for ILO 4 was achieved for these data.
BW "Expelled" Film Review (A & B)	No	
WLS Manager Evaluation of Responsibility (A or B)	Yes	
WLS Manager Evaluation of Reliability (A or B)	Yes	
WLS Manager Evaluation of Quality of Work (A or B)	Yes	
Living Ethics: A Biblical Basis for Moral Judgment (M)	Yes	
The Church on Monday: Lifestyle Ministry (M)	Yes	

Institutional Learning Objective 5: Leadership

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

Measures. (1) STDV 4200-1 Integrative Sr. Seminar Rubric Assessment for ILO 5 Items #28, #29, #30; (2) Business Leadership & Strategic Management Semester Project Paper and Oral Presentation; (3) WLS Program Participation Results; (4) Service Learning (SL) Program Student Engagement Results; (5) LEAD 5327 Biblical Foundations for Leadership Development; (6) LEAD 6327 Case Studies in Leadership and Management.

Measure #1: Sr. Seminar Rubric Assessment for ILO 5 Items #28, #29, #30

Students create and write at least a 20-page Sr. Seminar Project as one of their traditional degree capstone courses. A special rubric was established to facilitate objective evaluation of student projects by faculty members. Rubric items #28, #29, #30 are specific to the assessment of ILO 5.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 5-1: Sr. Seminar Rubric Assessment for ILO 5 Items #28, #29, #30

Items	Leadership SLOs for ILO 5 (Spring '20 and Spring '22)	Average n=49	Benchmark Met?
#28	Exhibits leadership skills, as appropriate, to solve problems and strive for excellence.	89.6%	Yes
#29	Works cooperatively with others to accomplish a common goal.	84.4%	Yes
#30	Demonstrates accountability in one's actions and decisions.	91.7%	Yes

Result: The College's SLO benchmark is a minimum aggregate score of 75%. The benchmark for these elements of measurement of ILO 5 are met.

Measure #2: MGMT 4380 Business Leadership & Strategic Management Semester Project Paper and Oral Presentation

BSBA majors are required to complete a semester project in a team environment that incorporates what they have learned in business management and marketing courses at EC. Student oral and written products are assessed by the professor using rubrics applicable to ILO 5.

In 2021 and 2022, the students focused on assessing the strengths and weaknesses of two EC endeavors: the Worship Team, specifically to increase student engagement and creating worship events outside of assemblies, and the Work Learning Program.

The benchmark for the Business Leadership & Strategic Management business degree capstone course is established in the College Catalog as 100% of students must earn a B grade or above (equivalent to 81% according to the EC official grading scale) to be eligible for graduation. Therefore, the benchmark for this measure is that 100% of BSBA graduates must achieve an aggregate average of 81% for the course.

Table 5-2: MGMT 4380 Semester Project Paper and Oral Presentation

Course History Spring '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=6	83.8%	Yes
Spring 2021	n=5	94.3%	Yes
Spring 2020	n=4	85.6%	Yes
Spring 2019	n=5	88.2%	Yes

Result: The benchmark was met by an aggregate number of 20 students completing these measures with an average score of 88% in this reporting cycle. The creation of a Worship Night event in the spring of 2020 was especially successful and well received by the student body.

Measure #3: WLS Program Participation Results

Ecclesia College is a member of the Work College Consortium and, as such, EC teaches its students to work. It is the intent of the College that all Springdale campus students enrolled in 6 or more hours participate in and complete their assigned work learning service program hours for each semester of attendance as a means of strengthening their personal skills and learning responsibility, reliability, initiative, and teamwork, to enhance their communication skills with different audiences and in different contexts, as well as to give attention to their quality of work.

The aspirational College benchmark would be that 100% of students complete their work assignments as this is in their best interest to help pay off their college bill; however, a more practical benchmark is at least 95% of students completing their semester work hour assignments as evidenced below.

Table 5-3: WLS Program Participation Results

Course History Fall '19 – Spring '22	n=Number of FT WLS Student Participants	Number of FT Students who completed WLS	Percentage of FT Students who completed WLS	Outcome Benchmark Met (Yes/No)
Spring 2022	n=104	100	96.2%	Yes
Fall 2021	n=107	107	100%	Yes
Spring 2021	n=105	104	99.0%	Yes
Fall 2020	n=110	107	97.3%	Yes

Result: The benchmark was met by a collective number of students completing this measure with an average score above 95% of student satisfactory completion.

Measure #4: Service Learning Student Engagement Results

The Service Learning Program at Ecclesia College offers students the opportunity to document their church involvement and community service hours. Students are required to report a minimum of 12 hours per semester. Scores are based on successful completion of the 12 hours per semester reports. Both the Work Learning Service and the Service Learning Programs help foster an environment promoted by the College's motto through 2022, "Where Leaders Are Learning".

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 5-4: Service Learning Student Engagement

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=103	77.7%	Yes
Fall 2021	n=107	86.9%	Yes
Spring 2021	n=108	94.5%	Yes
Fall 2020	n=110	96.4%	Yes
Spring 2020	n=90	100%*	Yes
Fall 2019	n=99	74.8%	No

Note: The Spring 2020 was the COVID-19 semester; students were granted credit through their involvement in the Service Learning Program when the College moved to zoom technology for all classes after spring break.

Result: The College benchmark of a minimum 75% participation was met by five out of six semesters (83.3%) and therefore the benchmark has been deemed met. Certainly, the Fall 2019 total average was impacted by the COVID-19 pandemic as EC allows its students to make up any remaining hours in the following semester. It is anticipated that the spring 2022 average will rise by mid-December 2022.

Measure #5: LEAD 5327 Biblical Foundations for Leadership Development

As an example of how the MCL students meet the College's ILOs, students are required to identify their strengths and weaknesses, learn to improve, and develop a life-strategy to continue to grow as a leader by studying the lives of Ezra and Nehemiah in depth, as well as other examples of leadership from the Bible through discussions, reading assignments, and a final paper.

A minimum benchmark aggregate score of 85% is required for graduate measures relating to ILO 5.

Result: Three of three students participated in assignments as required by the course syllabus and collaboratively achieved better than the established graduate College benchmark, with a final average of 99.4%.

Measure #6: LEAD 6327 Case Studies in Leadership and Management

As an example of how the MCL students meet the College's ILOs, the course presents five case studies for students to interact with, examining the nature of leadership, skills, and attitudes from a biblical perspective. Characteristics of successful leaders are explored and applied. Students are also required to interview a leader from a Christian organization. The entire course is synthesized into a final paper where students analyze biblical leadership and write their own case study.

A minimum benchmark aggregate score of 85% is required for graduate measures relating to ILO 5.

Result: Three of three students participated in assignments as required by the course syllabus and collaboratively achieved better than the established graduate College benchmark, with a final average of 99.1%.

Discussion. Each measure of assessment for ILO 5 was met for the activities associated with the ILO.

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

Measures	Benchmark Met?	Conclusion
Sr. Seminar Rubric Assessment for ILO 5 Items #28, #29, #30 (B)	Yes	The Ecclesia College benchmark is 75% of measurements must be met. Six out of six (6/6) (100%) of the items for this ILO were met; thus, the comprehensive outcome for ILO 5 was achieved for these data.
Business Leadership & Strategic Management Collaborative/ Team driven (B)	Yes	
WLS Program Participation Results (A & B)	Yes	
SL Program Student Engagement Results (A & B)	Yes	
Biblical Foundations for Leadership Development (M)	Yes	
Case Studies in Leadership and Management (M)	Yes	

Institutional Learning Objective 6: Lifelong Learning

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

Measures. (1) STDV 4200-1 Integrative Sr. Seminar Rubric Assessment for ILO 6 Items #31, #32, #33, #34; (2) BIBL 1350 Mentoring Foundations: Grids for Life & Learning Twelve Weekly Assignments; (3) THEO 2310 Nature & Character of God Principles of Devotional Practice Journals; (4) WLS Program Student Manager Skills for Success; (5) STDV 2103 Employment Strategies Resumé Evaluations; (6) De-Stress Painting Activity; (7) LEAD 5147/5157/5167 Mentoring: Developing Biblical Leadership 1, 2, 3 respectively; (8) LEAD 5317 Avoiding Compassion Fatigue: Biblical Principles for Personal Management.

Measure #1: Sr. Seminar Rubric Assessment for ILO 6 Items #31, #32, #33, #34

Students create and write at least a 20-page Sr. Seminar Project as one of their traditional degree capstone courses. A special rubric was established to facilitate objective evaluation of student projects by faculty members. Rubric items #31, #32, #33, #34 are specific to the assessment of ILO 6.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 6-1: Sr. Seminar Rubric Assessment for ILO 6 Items #31, #32, #33, #34

Items	Lifelong Learning SLOs for ILO 6 (Spring '20 and Spring '22)	Average n=49	Benchmark Met?
#31	Articulates the importance of lifelong learning.	88.2%	Yes
#32	Accepts constructive criticism.	98.0%	Yes
#33	Recognizes opportunities for improvement.	92.5%	Yes
#34	Applies strategies for a practice of lifelong learning.	73.1%	Yes

Result: The College's SLO benchmark is a minimum aggregate score of 75%. Three out of four (or 75%) of the assessment measures met the benchmark. Item #34 has been noted as a weakness and the College Faculty are addressing this weakness for the current class in progress. Based on the fact that results demonstrate the minimum aggregate benchmark of 75% was achieved for ILO 6, the benchmark is deemed met.

Measure #2: Mentoring Foundations: Grids for Life & Learning Twelve Weekly Assignments

This course is an institutional requirement for all associate and baccalaureate EC degrees and serves as an introduction to basic biblical beliefs and practical Christ-like living. Students begin the semester by sharing their personal testimonies in class and then complete twelve assignments which serve to solidify their identity in Christ, to clarify the call of Christ in their lives, and to form the character of Christ in their lives.

The benchmark for the twelve assignments is 80% of students to earn 75% or higher collectively over these twelve assignments.

Table 6-2: BIBL 1350 Mentoring Foundations Twelve Weekly Assignments

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022 Section 1	n=16	86.2%	Yes
Spring 2022 Section 2	n=17	89.3%	Yes
Fall 2020	n=20	84.8%	Yes
Spring 2020 Section 1	n=7	85.3%	Yes
Spring 2020 Section 2	n=13	78.6%	Yes
Fall 2019	n=14	88.1%	Yes

Result: The benchmark was met by an aggregate number of 87 students completing this measure with a score of 84.3%.

Measure #3: Nature & Character of God Principles of Devotional Practice Journals

Students are required to complete weekly journaling assignments throughout the semester focusing on biblical truths which help prioritize discernment in making wise personal decisions in all aspects of life.

The benchmark for the twelve assignments is 80% of students to earn 75% or higher collectively over these assignments.

Table 6-3: Nature & Character of God Principles of Devotional Practice Journals

Course History Fall '19 – Fall '21	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=13	83.1%	Yes
Fall 2021 section 1	n=17	71.1%	No
Fall 2021 section 2	n=18	89.4%	Yes
Fall 2021 section 3	n=11	76.7%	Yes
Spring 2021 section 1	n=11	91.4%	Yes
Spring 2021 section 2	n=13	94.6%	Yes
Fall 2020	n=16	78.5%	Yes
Spring 2020	n=10	85.6%	Yes
Fall 2019	n=11	66.5%	No

Result: The benchmark was met for seven of the nine sections of the course offerings between Fall of 2019 and Spring of 2022, which represents a completion rate of 78%. The 78% average is greater than the minimum 75% College benchmark; therefore, this benchmark measure is deemed met.

Measure #4: WLS Program Student Manager Skills for Success

EC is a member of the Work College Consortium. As such, EC teaches its students to work. In effect, the College becomes a campus-wide lab where students gain valuable work and leadership skills, demonstrate godly character traits, and apply principles learned in the classroom per the College's mission.

The College established a minimum 75% benchmark or equivalent to measure student learning.

Table 6-4: WLS Program Student Manager Skills for Success

WLS Managers Evaluative Form Fall '20 – Fall '21	Fall 2020	Fall 2021	Combined Average n=6	Outcome Benchmark Met (Yes/No)
Reliability	91.3%	90.6%	91.0%	Yes
Teamwork	95.0%	98.0%	97.1%	Yes
Initiative	94.2%	96.7%	95.6%	Yes
Responsibility	98.3%	99.3%	98.9%	Yes
Quality of Work	95.6%	93.3%	94.2%	Yes
Communication Skills	88.3%	95.3%	93.3%	Yes

Result: The six (of six) WLS program managers were the same students for Fall 2020 and Fall 2021. They met the benchmark with an aggregate score of 94.9, demonstrating God-honoring decision-making and excellence in taking responsibility and working as a team.

Measure #5: Employment Strategies Resumé Evaluations

Employment Strategies is a capstone course for the three associate degree programs: Associate of Arts, Associate of General Studies and Associate of Biblical Studies in the event a student elects to transfer to another college/university at the end of a two-year program of study, or, if a student chooses to interrupt their collegiate studies to enter the job market at that point in their career. The course also serves the purpose to prepare students with regard to obtaining employment along the way. Students prepare a resume and submit for evaluation and recommendations by their professor.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 6-5: Employment Strategies Resumé Evaluations

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n= 26	85.0%	Yes
Fall 2021	n=10	100%	Yes
Spring 2021	n=5	80.0%	Yes
Fall 2020	n=8	78.1%	Yes
Spring 2020	n=5	85.4%	Yes
Fall 2019	n=3	98.7%	Yes

Result: The College benchmark was met by an aggregate number of 57 students with an average score greater than 75%.

Measure #6: De-Stress Painting Activity

Beginning in the Fall of 2021, several psychology and counseling courses introduced a de-stress painting activity that can benefit them in a lifelong manner. Students participate in a class exercise that demonstrates a healthy alternative to manage and work through psychological stressors such as: depression, anxiety and grief.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 6-6: Crisis & Grief Intervention Art Exercise

Course History	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Fall 2021	n=5	98.7%	Yes

Result: The benchmark was met by 100% of students completing course measure with an average score greater than 75%.

Measure #7: Mentoring: Developing Biblical Leadership 1, 2, 3

As an example of how the MCL students meet the College's ILOs, this course requires MCL students to journal their experiences and interactions with others (mentors/mentees) in a three-tiered set of one hour credit courses that are interrelated. Students move from being mentored (LEAD 5147), to building one's leadership team and learning how to mentor the team (LEAD 5157), to a more advanced mentoring experience based on one's DISC temperament/ personality type (LEAD 5167). A journal is required to be maintained for all three parts.

A minimum benchmark aggregate score of 85% is required for graduate measures relating to ILO 6.

Result: Three of three students participated in assignments as required by the course syllabus and collaboratively achieved better than the established graduate College benchmark, with a final average score for the three courses being 91.6%.

Measure #8: LEAD 5317 Avoiding Compassion Fatigue: Biblical Principles for Personal Management

As an example of how the MCL students meet the College's ILOs, student engagement with four texts and supplemental reading is required, to include weekly essays and unit reflections. The course final project involves a series of five essays built upon course materials developed along the way, to include the Olds and Turner discussion of the P.E.R.S.O.N. acrostic. Students must engage with the required readings, self-assessment exercises and apply their findings to setting reasonable goals, addressing personal time management issues and keeping everything in perspective for maximum spiritual/mental health and ministry effectiveness.

A minimum benchmark aggregate score of 85% is required for graduate measures relating to ILO 6.

Result: Three of three students participated in assignments as required by the course syllabus and collaboratively achieved better than the established graduate College benchmark, with a final average of 99.2%.

Discussion. Each measure of assessment for ILO 6 was met for the activities associated with the ILO.

Table 6-7: Summary of Assessment Items for ILO 6

Measures	Benchmark Met?	Conclusion
Sr. Seminar Rubric Assessment for ILO 6 Items #31, #32, #33, #34 (B)	Yes	The Ecclesia College benchmark is 75% of measurements must be met. Eight out of eight (8/8) (100%) of the items for this ILO were met; thus, the comprehensive outcome for ILO 6 was achieved for these data.
Mentoring Foundations Twelve Weekly Assignments (A & B)	Yes	
Nature & Character of God Principles of Devotional Practice Journals (A & B)	Yes	
WLS Program Student Manager Skills for Success (A & B)	Yes	
Employment Strategies Resumé Evaluations (A)	Yes	
De-Stress Painting Activity (A & B)	Yes	
Mentoring: Developing Biblical Leadership 1, 2, 3 (M)	Yes	
Avoiding Compassion Fatigue: Biblical Principles for Personal Management (M)	Yes	

Institutional Learning Objective 7: Service & Stewardship

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

Measures. (1) STDV 4200-1 Integrative Sr. Seminar Assessment for ILO 7 Item #36; (2) STDV 1110 Alpha Seminar 5T's Assignment; (3) Service Learning (SL) Program Student Engagement; (4) WLS Program Student Manager Results; (5) WLS Manager Evaluation of Responsibility; (6) WLS Manager Evaluation of Team Work/Serves Well; (7) LEAD 6337 Managing People: Groups and Leadership.

Measure #1: Sr. Seminar Rubric Assessment for ILO 7 Item #36

Students create and write at least a 20-page Sr. Seminar Project as one of their traditional degree capstone courses. A special rubric was established to facilitate objective evaluation of student projects by faculty members. Rubric item #36 is specific to the assessment of ILO 7.

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 7-1: Sr. Seminar Rubric Assessment for ILO 7 Item #36

Item	Leadership SLO for ILO 7 (Spring '20 and Spring '22)	Average n=49	Benchmark Met?
#36	Discusses current social problems in their cultural and historical contexts and suggests solutions for such problems based on biblical values and ethics.	89.2%	Yes

Result: The College's SLO benchmark is a minimum aggregate score of 75%. The benchmark for this element of measurement of ILO 1 is met by an aggregate score of 89.2%.

Measure #2: Alpha Seminar 5T's Assignment

Students are taught in the BIBL 1350 Mentoring Foundations: Grids for Life & Learning about the 5T's: stewardship of Thoughts, Time, Talent, Treasure, and Trust. To reinforce that teaching at an introductory level, the topic is introduced in the freshman and incoming transfer student STDV 1110 Alpha Seminar course. Students are asked to identify how they are managing their responsibilities in light of the 5T's. Specifically, in which areas they feel they are being a better steward than in others and which areas need the most attention

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 7-2: Alpha Seminar 5T's Assignment

Course History Fall '21	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Fall 2021	n=26	93.0%	Yes

Result: The benchmark was met by an aggregate number of 26 students completing this measure with a score of 9%.

Measure #3: Service Learning (SL) Program Student Engagement

The Service Learning Program at Ecclesia College offers students the opportunity to document their church involvement and community service hours. Students are required to report a minimum of 12 hours per semester. Scores are based on successful completion of the 12 hours per semester reports. Both the Work Learning Service and the Service Learning Programs help foster an environment promoted by the College's motto through 2022, "Where Leaders Are Learning".

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 7-3: Student Learning (SL) Program Student Engagement

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=103	77.7%	Yes
Fall 2021	n=107	86.9%	Yes
Spring 2021	n=108	94.5%	Yes
Fall 2020	n=110	96.4%	Yes
Spring 2020	n=90	100%*	Yes
Fall 2019	n=99	74.8%	No

Note: The Spring 2020 was the COVID-19 semester; students were granted credit through their involvement in the Service Learning Program when the College moved to zoom technology for all classes after spring break.

Result: The College benchmark of a minimum 75% participation was met by five out of six semesters (83.3%) and therefore the benchmark has been deemed met. Certainly, the Fall 2019 total average was impacted by the COVID-19 pandemic as EC allows its students to make up any remaining hours in the following semester. It is anticipated that the spring 2022 average will rise by mid-December 2022.

Measure #4: WLS Program Student Manager Results

EC is a member of the Work College Consortium. As such, EC teaches its students to work. The WLS program serves as a campus-wide lab where students gain valuable work and leadership skills, demonstrate godly character traits, and apply principles learned in the classroom per the College's mission.

The College established a minimum 75% benchmark or equivalent to measure student learning.

Table 7-4: WLS Program Student Manager Results

WLS Managers Evaluative Form Fall '20, Fall '21	Fall 2020	Fall 2021	Combined Average n=6	Outcome Benchmark Met (Yes/No)
Responsibility	98.3%	99.3%	98.9%	Yes
Quality of Work	95.6%	93.3%	94.2%	Yes
Stewardship (care for safety, equipment & facilities)	98.3%	99.3%	98.9%	Yes
Concern for Others	98.3%	99.3%	98.9%	Yes

Result: The six (of six) WLS program managers were the same students for Fall 2020 and Fall 2021. They were evaluated by a rubric and met the benchmark with very high scores.

Measure #5: WLS Manager Evaluation of Responsibility

The WLS Work Ethic Evaluation form describes a responsible work trait as a study who “follows all department safety regulations and policies and treats all the department furniture, equipment and space properly.” Student workers are evaluated by their staff supervisor, rating the student from “little or no regard for personnel, equipment and safety” to “ensures maximum care for personnel, equipment and safety at all times.”

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 7-5: WLS Manager Evaluation of Responsibility

Course History Fall '19 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=6	92.7%	Yes
Fall 2021	n=6	93.3%	Yes
Spring 2021	n=6	97.8%	Yes
Fall 2020	n=6	95.6%	Yes

Result: The benchmark for the responsibility assessment of the six (of six) student managers was met by an average score of 94.4%.

Measure #6: WLS Manager Evaluation of Teamwork/Serves Well

The WLS Work Ethic Evaluation form describes teamwork as “works well with fellow student workers and /or with serving fellow students and staff with the department services offered.” Student workers are evaluated by their staff supervisor, rating the student from “does not serve with others” to “continuously serves with others well.”

The College established a minimum 75% benchmark or equivalent to measure student learning success.

Table 7-6: WLS Manager Evaluation of Teamwork/Serves Well

Course History Fall '20 – Spring '22	n=Number of Students	Average Score	Outcome Benchmark Met (Yes/No)
Spring 2022	n=6	93.3%	Yes
Fall 2021	n=6	98.0%	Yes
Spring 2021	n=6	93.3%	Yes
Fall 2020	n=6	95.0%	Yes

Result: The benchmark for the leadership/teamwork/serves well assessment of the six (of six) student managers was met by an average score of 95.2%.

Measure #7: LEAD 6337 Managing People: Groups and Leadership

As an example of how the MCL students meet the College’s ILOs, the course is designed to help managers think about people as individuals and team members who help accomplish the mission of an organization. Students are taught to have a Christian worldview. From there, they are to analyze their own values, mission, and planning to include the accomplishment of purposeful objectives and strategies; the main differences between mission and vision also are covered. Assessments include discussions, responses to reading assignments, and class participation.

A minimum benchmark aggregate score of 85% is required for graduate measures relating to ILO 7.

Result: Three of three students participated in assignments as required by the course syllabus and collaboratively achieved better than the established graduate College benchmark, with a final average of 98.7%.

Discussion. Each measure of assessment for ILO 7 was met for the activities associated with the ILO.

Table 7-8: Summary of Assessment Items for ILO 7

Measures	Benchmark Met?	Conclusion
Sr. Seminar Rubric Assessment for ILO 7 Item #36 (B)	Yes	The Ecclesia College benchmark is 75% of measurements must be met. Seven out of seven (7/7) (100%) of the items for this ILO were met; thus, the comprehensive outcome for ILO 7 was achieved for these data.
Alpha Seminar 5T's Assignment (A)	Yes	
Service Learning (SL) Program Student Engagement (A or B)	Yes	
WLS Program Manager Results (A or B)	Yes	
WLS Manager Evaluation of Responsibility (A or B)	Yes	
WLS Manager Evaluation of Team Work/Serves Well (A or B)	Yes	
Managing People: Groups and Leadership (M)	Yes	

Evaluative Summary

The following table displays a summary of assessment measures of student learning outcomes (SLOs) for the College's institutional learning objectives (ILOs).

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

ILO #	Institutional Learning Objectives (i.e., Institutional Goals or Educational Goals)	Outcome Benchmark Met (Yes/No)
1	Biblical Worldview & Faith	Yes
2	Critical & Creative Thinking	Yes
3	Effective Communication	Yes
4	Integrity	Yes
5	Leadership	Yes
6	Lifelong Learning	Yes
7	Service & Stewardship	Yes

Conclusion

All student learning outcome (SLO) benchmarks were either met or exceeded for the seven institutional learning objectives (ILOs), in accordance with the Ecclesia College mission.