

ECCLESIA COLLEGE PROGRAM LEARNING OBJECTIVES (PLOs)
Assessed by Student Learning Outcomes (SLOs)
Master 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

BW – Biblical Worldview

MCL - Master of Christian Leadership degree or program of study

EC College General Benchmark for Assessment of Student Learning

The College has established a minimum 85% benchmark or equivalent to measure graduate student learning success for its master's program. Unless otherwise stated, this is equivalent to 100% of students will demonstrate at least an 85% aggregate completion score, unless otherwise stated.

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Assessment of Master of Christian Leadership Degree Program Learning Objectives (PLOs)

Introduction

The Master of Christian Leadership (MCL) degree is offered through the EC online program. Three students were enrolled and graduated between the Fall of 2019 and May of 2022. However, for purposes of this report, the MCL online curriculum is being evaluated using data from Spring of 2018 forward to provide a complete cycle for assessment of student engagement in the program.

Data results are reported in an aggregate manner for each and every PLO based on the combined results of the three students enrolled in MCL courses in the current assessment cycle. The College's benchmark for the MCL program is established as a minimum aggregate average score of 85% on measured items to demonstrate achievement of graduate level student learning.

Ecclesia College prepares and enables graduates and alumni to achieve competency in seven broad areas: Biblical Worldview & Faith, Critical & Creative Thinking, Effective Communication, Integrity, Leadership, Lifelong Learning, and Service & Stewardship. Students seeking the MCL degree at Ecclesia College are required to demonstrate competency in nine programmatic areas:

Program Learning Objective 1: Integrity

Ecclesia College graduates will develop ever-increasing levels of integrity in all aspects of life (personal, professional/ministry, relational).

MCL Courses Mapped to PLO 1. (1) LEAD 6317 Living Ethics: A Biblical Basis for Moral Judgment; (2) LEAD 5337 Connecting: Biblical Principles for Effective Relationships; (3) STDV 6317 Spiritual Vitality: Developing Christian Character.

Measure #1: LEAD 6317 Living Ethics: A Biblical Basis for Moral Judgment

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 average score of 85% is required for graduate measures relating to PLO 1.

Result: Graduates 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 #2: LEAD 5337 Connecting: Biblical Principles for Effective Relationships

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 average score of 85% is required for graduate measures relating to PLO 1.

Result: Graduates 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 #3: STDV 6317 Spiritual Vitality: Developing Christian Character

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 average score of 85% is required for graduate measures relating to PLO 1.

Result: Graduates 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%.

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

Courses Mapped to PLO 1	Benchmark Met?	Conclusion
Living Ethics: A Biblical Basis for Moral Judgment	Yes	The Ecclesia College graduate benchmark is 85% 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.
Connecting: Biblical Principles for Effective Relationships	Yes	
Spiritual Vitality: Developing Christian Character	Yes	

Program Learning Objective 2: Life in Christ

Ecclesia College graduates will demonstrate increasing life in Christ (fruit of the Spirit), evidenced by love for others, God and themselves.

MCL Courses Mapped to PLO 2. (1) STDV 6317 Spiritual Vitality: Developing Christian Character; (2) LEAD 5317 Avoiding Compassion Fatigue: Biblical Principles for Personal Management; (3) LEAD 5375 The Church on Monday: Lifestyle Ministry.

Measure #1: STDV 6317 Spiritual Vitality: Developing Christian Character

Student engagement with three texts and supplemental reading is required. In the class, students develop habits of inward and outward discipline, strengthening their growth in Christlikeness. The Celebration of Discipline text has an accompanying journal workbook; students are required to address its 13 chapters (one entry per chapter).

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

Result: Graduates 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%.

Measure #2: LEAD 5317 Avoiding Compassion Fatigue: Biblical Principles for Personal Management

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. acronym. 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 average score of 85% is required for graduate measures relating to PLO 2.

Result: Graduates 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%.

Measure #3: LEAD 5375 The Church on Monday: Lifestyle Ministry

Students engage with four texts and submit multiple essays in four units. Of particular interest are the specific unit assignments to demonstrate student learning relative to PLO 2: Essay 1.2 with reference to consecration and impartation and the role of the Holy Spirit in evangelism; Essay 1.3 with reference to the role of prayer in evangelism; Essay 2.2 with reference to modeling God's grace to others and why it is important to have our actions and our words be congruent as Christians.

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

Result: Graduates 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%.

Table 2-1: Summary of Assessment Items for PLO 2

Courses Mapped to PLO 2	Benchmark Met?	Conclusion
Spiritual Vitality: Developing Christian Character	Yes	The Ecclesia College graduate benchmark is 85% 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 2 was achieved for these data.
Avoiding Compassion Fatigue: Biblical Principles for Personal Management	Yes	
The Church on Monday: Lifestyle Ministry	Yes	

Program Learning Objective 3: Biblical Knowledge

Ecclesia College graduates will demonstrate a general knowledge of the Bible, including a deep/growing understanding of the major books.

MCL Courses Mapped to PLO 3. (1) THEO 5317 Theological Foundations of Faith: A Case Study; (2) ABHE Bible Content Test; (3) LEAD 5327 Biblical Foundations for Leadership Development; (4) LEAD 6317 Living Ethics: A Biblical Basis for Moral Judgment.

Measure #1: THEO 5317 Theological Foundations of Faith: A Case Study

Theological Foundations of Faith: A Case Study 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 average score of 85% is required for graduate measures relating to PLO 3.

Result: Graduates 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%.

Measure #2: ABHE Bible Content Test Score

During this season of change regarding the ABHE Bible Content Test, one of the three MCL graduates reported a final test score on the new ABHE Bible Content Test of 92.8, surpassing the College's benchmark of an equal to or better than the spring 2021 national average examination score.

Measure #3: LEAD 5327 Biblical Foundations for Leadership Development

The lives of Ezra and Nehemiah are discussed in depth, as well as other examples of leadership from the Bible. Students are to critically analyze principles of leadership development through discussions, reading assignments, and produce a final paper for the course.

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

Results: Graduates 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 #4: LEAD 6317 Living Ethics: A Biblical Basis for Moral Judgment

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.

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

Result: Graduates 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%.

Table 3-1: Summary of Assessment Items for PLO 3

Courses Mapped to PLO 3	Benchmark Met?	Conclusion
Theological Foundations of Faith: A Case Study	Yes	The Ecclesia College graduate benchmark is 85% 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 3 was achieved for these data.
ABHE Bible Content Test Score	Yes	
Biblical Foundations for Leadership Development	Yes	
Living Ethics: A Biblical Basis for Moral Judgment	Yes	

Program Learning Objective 4: Spiritual Growth

Ecclesia College graduates will nurture and evidence skills needful for continued spiritual growth within the demands of life and ministry.

MCL Courses Mapped to PLO 4. (1) LEAD 5327 Biblical Foundations for Leadership Development; (2) LEAD 5375 The Church on Monday: Lifestyle Ministry; (3) STDV 6317 Spiritual Vitality: Developing Christian Character; (4) LEAD 5317 Avoiding Compassion Fatigue: Biblical Principles for Personal Management (5) LEAD 6347 Ministering in a Culturally Diverse World.

Measure #1: LEAD 5327 Biblical Foundations for Leadership Development

Students are required to identify their strengths and weaknesses 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 average score of 85% is required for graduate measures relating to PLO 4.

Result: Graduates 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 #2: LEAD 5375 The Church on Monday: Lifestyle Ministry

Students engage with four texts and submit multiple essays in four units. Of particular interest are specific unit assignments to demonstrate student learning relative to PLO 4: Essay 1.2 with reference to consecration and impartation and the role of the Holy Spirit in evangelism; Essay 1.3 with reference to the

role of prayer in evangelism; Essay 2.2 with reference to modeling God's grace to others and why it is important to have our actions and our words be congruent as Christians.

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

Result: Graduates 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%.

Measure #3: STDV 6317 Spiritual Vitality: Developing Christian Character

In this course students must engage with three texts and supplemental reading. One text has an accompanying journal workbook to address its 13 chapters and requires one entry per chapter. Students demonstrate self-reflective skills necessary to become a leader, as well as identify major spiritual disciplines that can enhance their effectiveness.

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

Result: Graduates 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%.

Measure #4: Lead 5317 Avoiding Compassion Fatigue: Biblical Principles for Personal Management

Students are asked to demonstrate personal management skills, as well as methods of ministry stress management through discussions and a final paper. Included are strategies to meet personal and professional goals, development of mental health framework, as well as time management.

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

Result: Graduates 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%.

Measure #5: LEAD 6347 Ministering in a Culturally Diverse World

Students learn about themselves in the class through reflective analysis and are asked to apply course materials to their jobs, relationships, and attitudes. As part of the final assessment of the course, students are asked to prepare a cultural autobiography.

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

Result: Graduates 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%.

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

Courses Mapped to PLO 4	Benchmark Met?	Conclusion
Biblical Foundations for Leadership Development	Yes	The Ecclesia College graduate benchmark is 85% of measurements must be met. Five out of five (5/5) (100%) of the items for this PLO were met; thus, the comprehensive outcome for PLO 4 was achieved for these data.
The Church on Monday: Lifestyle Ministry	Yes	
Spiritual Vitality: Developing Christian Character	Yes	
Avoiding Compassion Fatigue: Biblical Principles for Personal Management	Yes	
Ministering in a Culturally Diverse World	Yes	

Program Learning Objective 5: Personal Theological Views

Ecclesia College graduates will demonstrate a thorough understanding of the historical development of theology and the ability to effectively support their theological views and apply them to practical life.

MCL Courses Mapped to PLO 5. (1) THEO 5317 Theological Foundations of Faith; (2) LEAD 6347 Ministering in a Culturally Diverse World.

Measure #1: THEO 5317 Theological Foundations of Faith

Students are asked to critically evaluate various articulations of Christian doctrine, as well as discuss historical and contemporary issues in theology that shape their view and the views of others. They also are required to articulate and defend essential Christian doctrines. For example, students must submit a 3,000 to 3,500 word essay entitled, “The Role of Theology in My Ministry” as their final paper.

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

Result: Graduates 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%.

Measure #2: LEAD 6347 Ministering in a Culturally Diverse World

Students are led to defend and support their theological views through understanding diverse cultures in juxtaposition to their own orientation within the Church. In this course students are required to respond to 23 propositions presented by Mr. Smith in his text, Creating Understanding: a Handbook for Christian Communication Across Cultural Landscapes.

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

Result: Graduates 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%.

Table 5-1: Summary of Assessment Items for PLO 5

Courses Mapped to PLO 5	Benchmark Met?	Conclusion
Theological Foundations of Faith	Yes	The Ecclesia College graduate benchmark is 85% 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 5 was achieved for these data.
Ministering in a Culturally Diverse World	Yes	

Program Learning Objective 6: Biblical Leadership

Ecclesia College graduates will demonstrate a biblically accurate doctrine of Christian leadership.

MCL Courses Mapped to PLO 6. (1) LEAD 5327 Biblical Foundations for Leadership Development; (2) LEAD 6337 Managing People: Groups and Leadership; (3) LEAD 5337 Connecting Biblical Principles for Effective Relationships.

Measure #1: LEAD 5327 Biblical Foundations for Leadership Development

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 average score of 85% is required for graduate measures relating to PLO 6.

Result: Graduates 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 #2: LEAD 6337 Managing People: Groups and Leadership

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 average score of 85% is required for graduate measures relating to PLO 6.

Result: Graduates 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%.

Measure #3: LEAD 5337 Connecting: Biblical Principles for Effective Relationships

The course examines key and timeless biblical principles and examples of effective relationships for productive leadership, and also provides the opportunity for students to implement these principles into their own lives. Through reading assignments, discussions, journal entries, and a final paper, students integrate things such as what scripture says about relationships from a leadership perspective, as well as develop a biblical plan for conflict resolution. Students also explain the need for spiritual community inside and outside of the Church.

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

Result: Graduates 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%.

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

Courses Mapped to PLO 6	Benchmark Met?	Conclusion
Biblical Foundations for Leadership Development	Yes	The Ecclesia College graduate benchmark is 85% 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.
Managing People: Groups and Leadership	Yes	
Connecting Biblical Principles for Effective Relationships	Yes	

Program Learning Objective 7: Ministry Competencies

Ecclesia College graduates will become involved in practical experiences to develop ministry competencies.

MCL Courses Mapped to PLO 7. (1) LEAD 5147, 5157, 5167 Mentoring: Developing Biblical Leadership 1, 2, 3; (2) LEAD 6347 Ministering in a Culturally Diverse World; (3) LEAD 5375 The Church on Monday: Lifestyle Ministry.

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

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.

An interesting finding is that student aggregate averages improved while taking the courses as they progressed through the three one hour credit required courses.

LEAD 5147 – 86.1%

LEAD 5157 – 89.7%

LEAD 5167 – 98.9%

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

Result: Graduates 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 #2: LEAD 6347 Ministering in a Culturally Diverse World

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 average score of 85% is required for graduate measures relating to PLO 7.

Result: Graduates 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%.

Measure #3: LEAD 5375 The Church on Monday: Lifestyle Ministry

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 average score of 85% is required for graduate measures relating to PLO 7.

Result: Graduates 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%.

Table 7-1: Summary of Assessment Items for PLO 7

Courses Mapped to PLO 7	Benchmark Met?	Conclusion
Mentoring: Developing Biblical Leadership 1, 2, 3	Yes	The Ecclesia College graduate benchmark is 85% 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 7 was achieved for these data.
Ministering in a Culturally Diverse World	Yes	
The Church on Monday: Lifestyle Ministry	Yes	

Program Learning Objective 8: Organizational Assessment

Ecclesia College graduates will demonstrate the necessary skills for assessment of an organization.

MCL Courses Mapped to PLO 8. (1) LEAD 5327 Biblical Foundations for Leadership Development; (2) LEAD 5375 The Church on Monday: Lifestyle Ministry; (3) LEAD 6337 Managing People: Groups and Leadership.

Measure #1: LEAD 5327 Biblical Foundations for Leadership Development

Students analyze leadership skills and techniques from the Bible that help them identify strengths and weaknesses of their own, as well as those in their organizations. Students are to identify steps to develop staff into better leaders and to weigh their organizations against biblical principles. As an example, one of the study questions asks students to imagine that they have just been promoted to a management position in a secular company and are instructed to do whatever is necessary to make it more productive. Using what they have learned in the course, students answer this question in a 5-7 page double-spaced paper.

A minimum benchmark aggregate average score of 85% is required for graduate measures relating to PLO 8.

Result: Graduates 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 #2: LEAD 5375 The Church on Monday: Lifestyle Ministry

The course requires a final 9-12 page paper to create a logistical plan for implementing evangelism or small group ministry in a local church, requiring a budget, personnel, and training.

A minimum benchmark aggregate average score of 85% is required for graduate measures relating to PLO 8.

Result: Graduates 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%.

Measure #3: LEAD 6337 Managing People: Groups and Leadership

The course leads students to examine organizational culture, mission, objectives, and their inter-relational aspects as they come to an understanding of how to work with and manage people through a series of discussions, forums and written assignments.

A minimum benchmark aggregate average score of 85% is required for graduate measures relating to PLO 8.

Result: Graduates 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%.

Table 8-1: Summary of Assessment Items for PLO 8

Courses Mapped to PLO 8	Benchmark Met?	Conclusion
Biblical Foundations for Leadership Development	Yes	The Ecclesia College graduate benchmark is 85% 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 8 was achieved for these data.
The Church on Monday: Lifestyle Ministry	Yes	
Managing People: Groups and Leadership	Yes	

Program Learning Objective 9: Organizational Leadership Development Plan

Ecclesia College graduates will design a leadership development plan for an organization.

MCL Courses Mapped to PLO 9. (1) LEAD 5375 The Church on Monday: Lifestyle Ministry; (2) LEAD 6327 Case Studies in Leadership and Management; (3) LEAD 5327 Biblical Foundations for Leadership Development.

Measure #1: LEAD 5375 The Church on Monday: Lifestyle Ministry

Students are asked to write a final 9-12 page paper, creating a logistical plan for implementing an evangelism or small group ministry in a local church. The task requires a budget, personnel, and outline for training.

A minimum benchmark aggregate average score of 85% is required for graduate measures relating to PLO 9.

Result: Graduates 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%.

Measure #2: LEAD 6327 Case Studies in Leadership and Management

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 average score of 85% is required for graduate measures relating to PLO 9.

Result: Graduates 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%.

Measure #3: LEAD 5327 Biblical Foundations for Leadership Development

The course analyzes leadership skills and techniques from the Bible that help students identify strengths and weaknesses of their own, as well as those in their organizations. Students will identify steps to develop staff into better leaders and be able to weigh their organizations against biblical principles. As an example, one of the study questions asks students to imagine that they have just been promoted to a management position in a secular company and are instructed to do whatever is necessary to make it more productive. Using what they have learned in the course, students answer this question in a 5-7 double-spaced paper.

A minimum benchmark aggregate average score of 85% is required for graduate measures relating to PLO 9.

Result: Graduates 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%.

Table 9-1: Summary of Assessment Items for PLO 9

Courses Mapped to PLO 9	Benchmark Met?	Conclusion
The Church on Monday; Lifestyle Ministry	Yes	The Ecclesia College graduate benchmark is 85% 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 9 was achieved for these data.
Case Studies in Leadership & Management	Yes	
Biblical Foundations for Leadership Development	Yes	

Evaluative Summary

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

Table 10-1: Summary of Student Learning Outcomes for EC's Program Learning Objectives

PLO #	Program Learning Objectives	Outcome Benchmark Met (Yes/No)
1	Integrity	Yes
2	Life in Christ	Yes
3	Biblical Knowledge	Yes
4	Spiritual Growth	Yes
5	Personal Theological Views	Yes
6	Biblical Leadership	Yes
7	Ministry Competencies	Yes
8	Organizational Assessment	Yes
9	Leadership Development Plan	Yes

Conclusion

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