

Lancaster Bible College & Graduate School
Comprehensive Outcomes Assessment Plan for Academic Year: 2008-2009
Department/Division: President's Office Program/Unit: President's Office

Rev. 10/08

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [Indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p><u>College Mission:</u> Lancaster Bible College & Graduate School exists for the purpose of educating Christian men and women to live according to a Biblical worldview and to serve through professional Christian ministries.</p> <p><u>College Vision:</u> Lancaster Bible College & Graduate School will be a premier learning community that intentionally develops the head, heart and hands of servant ministry leaders for global impact.</p> <p><u>Unit Mission:</u> The President's Office provides leadership for the administrative team of the College and is responsible to promote and maintain the spiritual, academic, social, and fundraising distinctives of the College.</p>	<p>1. Spiritual To promote the spiritual growth of the College community.</p>	<p>1a. President's Chapel will comprise 15% of the annual chapel program schedule and will elicit positive feedback.</p> <p>1b. A variety of student surveys will indicate that the president has had a positive influence on the lives of the students.</p> <p>1c. The president will be actively involved in the spiritual development of his Cabinet members through weekly meetings.</p> <p>1d. The employees of the College will meet regularly for prayer: 1) Monthly employee prayer meetings; 2) Weekly department prayer meetings.</p>	<p>1a. During 2008-2009 the President presided over 12% of the scheduled chapels. <i>[5 out of 42 chapels]</i></p> <p>1b1. Chapel Survey data shows that the majority of students thought these chapels were partially effective or adequately effective. (See Spiritual Formation COAP.)</p> <p>1b2. Over 20 positive comments about Dr. Teague were made during the spring 2008 Graduate Interviews with 2 of them specifically mentioning his chapel messages.</p> <p>1b3. At least two comments on the Graduate interviews stated they wished President's Chapel were every week again.</p> <p>1c. Each Cabinet meeting begins with a devotional time of scripture reading, reflection, and prayer.</p> <p>1d1. An employee prayer meeting is held once a month. Antidotal evidence indicates that attendance has increased over the past two years.</p> <p>1d2. Employees meet weekly for departmental prayer. The President made himself available to participate in weekly departmental prayers meetings, and four departments responded by inviting him.</p>	<p>The activities described will continue with minimal adjustments.</p> <p>The President fell short of his goal to preside over 15% of the chapels for the academic year. Based upon this and the positive remarks made by students about desiring to hear from the president more often, consideration will be given to increasing the number of President Chapels for the coming year.</p>	

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	<p>3. Administrative To be a servant leader and mentor.</p>	<p>3a. The president will hold weekly group meetings with his Cabinet with an emphasis on conducting the college business as servant leaders.</p> <p>3b. The president will hold bi-monthly meetings with his Advisory Council with an emphasis on obtaining feedback and for promoting the concept of a leadership team.</p> <p>3c. The president will schedule individual, weekly meetings with his vice presidents with an emphasis on mentoring them in leadership.</p>	<p>3a. The President typically met weekly with the Cabinet.</p> <p>3b. Based on Cabinet feedback, the frequency of PAC meetings was reduced to bi-monthly. This new schedule will be re-evaluated after a year.</p> <p>3. The 2007 Best Christian Workplace Survey indicated that the majority of LBC employees view the administration as being more 'top-down' in communication and decision-making</p>	<p>3a. Cabinet meetings will continue on this schedule.</p> <p>3b. Based on Cabinet feedback, the frequency of PAC meetings was reduced to bi-monthly. This new schedule will be re-evaluated after a year.</p> <p>Weekly meetings with each VP will continue.</p> <p>3c. Successful mentoring has been evidenced by the fact that the VPSS was able to increase his responsibilities to include Enrollment Management</p> <p>3. The Cabinet will address the findings of the 2007 BCW Survey to see if action should be taken.</p>	

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¹ An Action Plan is developed if the "use of results" project can be performed utilizing the current resources available. A Planning Initiative is developed when the "use of results" project calls for additional resources and requires CIEP, Cabinet or other administrative approval.