

Lancaster Bible College & Graduate School
Comprehensive Outcomes Assessment Plan for Academic Year: 2012-2013

Department/Division: Academic Affairs

Program/Unit: Office of Institutional Effectiveness

Mission: The OIE is responsible for overseeing the areas of Assessment, Accreditation, and Accountability (compliance) as well as assist key departments on campus with regard to these areas. The OIE also assists and supports the President’s Cabinet in coordinating campus-wide planning.

Rev. 2/4/12

New evidence and analysis is highlighted in yellow.

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [To right, indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p><u>A. College Mission:</u> Lancaster Bible College exists to educate Christian students to think and live a biblical worldview and to proclaim Christ by serving Him in the Church and society.</p>	<p>Ongoing Conduct procedures and/or collect data to assess LBC’s accomplishment of its Mission.</p>	<p>Direct Evidence - Undergraduate A.1 At least 70% of alumni responding to the alumni surveys will indicate they were employed in a position related to their field of study within five years of graduation.</p>	<p>Direct Evidence - Undergraduate A.1 In the F2009 AICUP Alumni (AlumSurv) Survey, 81% indicated they were employed in a position related to their field of study. (47% indicated closely related, while 34% indicated somewhat related). A similar 2005 survey indicated that 32.6% were employed in “professional Christian ministry”. A.1. The F2010 Alumni Employment & Graduate Work Survey (AEGW) indicated that 57% of graduates were employed in a job related to their field of study and 17% entered a graduate program within one year. Within five years, 71% were employed in a job related to their field of study, 13% were still looking and 15% were no longer looking for a position related to their major field.</p>	<p>Direct Evidence - Undergraduate A. The Curriculum Revision process (2006-2009) was initiated in part due to the low percentage of graduates going into professional Christian Ministry. As part of the revision, the number of credit hours allotted to the Professional Division will be increased. A. The current mission statement was adopted in the fall of 2009. The major change was a move away from focusing merely on the preparation of graduates for professional Christian ministry in church and para-church organizations to a more missional approach. This has resulted in a significantly higher rate of graduates who are now indicating they are employed in a position related to their major field of study. A. While the criteria was met in both surveys, looking at the responses by years shows the trend is for fewer of the more recent grads to be employed in positions related to their majors. See supporting document on Alumni Placement [FULL REPORT TO BE GENERATED SPRING 2012 AFTER RESULTS TABULATED FROM 2011 AICUP ALUMNI SURVEY.]</p>	<p style="text-align: center;">AP</p>

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [To right, indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p><u>A. College Mission:</u> Lancaster Bible College exists to educate Christian students to think and live a biblical worldview and to proclaim Christ by serving Him in the Church and society.</p>	<p>Ongoing Conduct procedures and/or collect data to assess LBC's accomplishment of its Mission.</p>	<p>Indirect Evidence – Undergraduate A.2. At least 80% of alumni responding to alumni surveys will indicate they are actively involved in some form of volunteer service activity.</p> <p>Direct Evidence - Graduate A.3 At least 70% of alumni responding to the alumni surveys will indicate they were employed in a position related to their field of study within five years of graduation.</p> <p>Indirect Evidence - Graduate</p>	<p>Indirect Evidence - Undergraduate A.2 In the F2009 AICUP Alumni Survey, 88% indicated involvement in some form of volunteer service activity.</p> <p>Direct Evidence - Graduate A.3. A F2010 Alumni Employment & Graduate Work Survey indicated that 89% of graduates from LBC graduate programs were employed in a job related to their field of study within one year of graduation (52% were already employed while in the program and an additional 37% were employed with one year). Another 11% pursued additional graduate work.</p> <p>Indirect Evidence - Graduate</p>	<p>Indirect Evidence - Undergraduate A.2. See supporting document on Alumni Placement. [FULL REPORT TO BE GENERATED SPRING 2012 AFTER RESULTS TABULATED FROM 2011 AICUP ALUMNI SURVEY.]</p> <p>Direct Evidence - Graduate A.3. Data is based upon a very limited response rate of just 19 alumni of LBC's graduate programs. See supporting document on Alumni Placement. [FULL REPORT TO BE GENERATED SPRING 2012 AFTER RESULTS TABULATED FROM 2011 AICUP ALUMNI SURVEY.]</p> <p>Indirect Evidence - Graduate</p>	

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [To right, indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p>A. College Mission: Lancaster Bible College exists to educate Christian students to think and live a biblical worldview and to proclaim Christ by serving Him in the Church and society.</p>	<p>Ongoing Conduct procedures and/or collect data to assess LBC's accomplishment of its Mission.</p>	<p>Direct Evidence</p> <p>Indirect Evidence A Pastors' Advisory Council (PAC) will be utilized in the examination of our new mission statement.</p> <p>OLD MISSION A.4 At least 80% of graduates will feel they are prepared for professional Christian ministry. A.5 At least 50% of LBC graduating students will indicate that pursuing professional Christian ministry is an immediate goal upon graduation and 75% will say it is their ultimate goal. See also Goal Statements D & E, Institutional Goals and Core Knowledge & Skills.</p>	<p>Direct Evidence</p> <p>Indirect Evidence During a March 5, 2009 PAC meeting, the pastors in attendance were generally in favor of the new mission statement.</p> <p>OLD MISSION A.4 In the S10 Graduate Survey only 70% felt they were prepared to step immediately into professional Christian ministry. This was up from a 62.2% in S09 but still lower than the 72.4% from F08. A.5 Only 32% of 2009/2010 graduates indicated they were immediately seeking professional Christian ministry positions upon graduation. However, an additional 22% (for a total of 54%) said that was their ultimate goal. These numbers compare with 37% and 51% (for a total of 88%) for May 2008 graduates.</p>	<p>Direct Evidence</p> <p>Indirect Evidence Specific comments during the meeting were taken into consideration. (See notes from March 5, 2009 Pastors' Advisory Council Meeting.)</p> <p>OLD MISSION A.4. New means of assessment is needed due to changes in mission statement. (See "Ideas" below and "OIRA – Assessing Mission Statement Action Plan".) A.5. The interviews do not specifically ask about seeking professional Christian employment, just what their plans are. Therefore, an evaluator has to determine by their answer whether the employment will be Christian or not. [However, the broadening of the mission statement means there no longer needs to be an interpretation of what is Christian employment but just what constitutes positions in their major field of study.]</p>	<p>AP</p>

Ideas for future assessments of mission: 1. Questions on Alumni update cards, 2. Survey students about their non-required volunteer activities; if active now, probably will be upon graduation; 3. Survey of the pastors or spouses of alumni; 4. Focus groups with alumni; 5. Radom sampling of class assignments (via curriculum mapping) directly related to mission statement; 6. Add missional questions to graduating senior interviews/surveys and alumni and employer surveys; 7. Survey supervisors of Christian Service, internships, practicums, field service; 8. Use Pastors' Advisory Council to assess.

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [In column to right, indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p>B. College Vision: Lancaster Bible College will be a premier learning community that intentionally develops the head, heart and hands of servant ministry leaders for global impact.</p>	<p>Ongoing Conduct procedures and/or collect data to assess LBC's accomplishment of its Vision</p>	<p>Direct Evidence [Continued discussion needs to take place as to what a "premier learning community" (not just a premier Bible college) looks like and how to measure it.]</p> <p>Indirect Evidence A Pastors' Advisory Council (PAC) will be utilized in the examination of our new mission statement.</p> <p>A.4. To be considered a Premier Bible College as our vision statement suggests, LBC will rate on an average higher than other ABHE schools in such assessments as the Student Satisfaction Inventory and the Best Christian Workplace.</p>	<p>Direct Evidence</p> <p>Indirect Evidence During a March 4, 2010 PAC meeting, the pastors in attendance helped to craft LBC's "Transformational Vision Leading to a Preferred Future."</p> <p>A.4.a. During the Spring 2009, LBC students rated LBC higher than the average ABHE institutions in the following SSI summary categories.</p> <p>How has your college experience met your expectations LBC = 5.11 ABHE = 4.87 Diff. = 0.24</p> <p>Rate your overall satisfaction with your experience LBC = 5.78 ABHE = 5.60 Diff.= 0.18</p> <p>If you had to do it over, would you enroll here again? LBC = 5.96 ABHE = 5.88 Diff. = 0.08</p> <p>A.4.b. LBC scored much higher on the 2010 Best Christian Workplace Survey and received the "certified" classification.</p>	<p>Direct Evidence Discussions have occurred in the Committee for Institutional Research & Assessment. These thoughts have been shared with the Cabinet. (See "OIRA - A Premier Bible College" Action Plan.)</p> <p>Indirect Evidence LBC's "Transformational Vision Learning to a Preferred Future" will guide the College for the next five-years.</p> <p>A.4.a. Evidence from the S2009 SSI (see supporting document "SSI & GSS Summaries for 2009") seems to indicate that while LBC may not be classified as a "premier Bible college," it does rank higher than the average of all participating Bible colleges. As noted, further discussion about what constitutes a "premier learning community" is needed before accurate assessments can be developed and conducted.</p> <p>A.4.b. See the PDHR COAP for a summary, analysis, and use of the data.</p>	<p>AP</p>

Ideas for future assessments of vision: 1. The development of head-heart-hand of a graduate would be a good measuring tool; 2. Would a measurement of our core values be an indication that we are a premier learning community?

Core Values and Institutional Goals were combined into Core Values & Goals in 2011

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [To right, indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p>C. Core Values & Goals</p> <p>LBC is . . .</p> <p>1. Committed to premier biblical higher education as evidenced by the encouragement of a Christ-centered learning community.</p> <p>2. Committed to institutional excellence as evidenced by providing and maintaining God-honoring resources.</p>	<p>Ongoing</p> <p>Conduct procedures and/or collect data to assess LBC's fulfillment of its Core Values & Goals.</p>	<p>Direct Evidence</p> <p>C.1-7.1 Examine the results of Best Christian Workplaces and compare to previous years.</p> <p>C.1-7.2. Examine the results of Employer Surveys.</p>	<p>C.1-7.1a. The CIRA examined the results from the 2007 BCW and Faculty Survey and came up with observations and recommendations.</p> <p>C.1-7.2b. LBC scored much higher on the 2010 Best Christian Workplace Survey and received the "certified" classification.</p> <p>C.1-7.2. The 2010 Employer Survey produced the following results for each of the 7 former Core Values.</p> <p>#1 = [NO QUESTION ASKED] #2 = 94% agree/strongly agree 3% strongly disagree 3% unsure #3 = 87% agree/strongly agree 3% disagree 10% unsure #4 = 87% agree/strongly agree 3% disagree 10% unsure #5 = 68% agree/strongly agree 3% disagree 29% unsure #6 = 61% agree/strongly agree 3% disagree 36% unsure #7 = 100% agree/strongly agree</p>	<p>C.1-7.1a. See 4/08 report submitted by CIRA to Cabinet regarding the results from the BCW and Faculty Survey.</p> <p>The Director of Institutional Research & Assessment initiated an Action Plan proposing the combining of LBC's Core Values and Institutional Goals. (See "OIRA – New Institutional Goals" Action Plan.) The new Core Values & Goals were adopted in the fall of 2011.</p> <p>C.1-7.2b. See the PDHR COAP for a summary, analysis, and use of the data.</p> <p>C.1-7.2 The CIRA examined the results from the 2010 Employer Survey and came up with observations and recommendations. See supporting documents.</p> <p>C.1-7.2 These questions on the Employer Survey need to be adjusted to coincide with the new Core Values & Goals. Target date for completion = Summer 2012.</p>	<p>AP</p>

Core Values and Institutional Goals were combined into Core Values & Goals in 2011

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [To right, indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p>C. Core Values & Goals</p> <p>LBC is . . .</p> <p>1. Committed to premier biblical higher education as evidenced by the encouragement of a Christ-centered learning community.</p> <p>2. Committed to institutional excellence as evidenced by providing and maintaining God-honoring resources.</p>	<p>Ongoing</p> <p>Conduct procedures and/or collect data to assess LBC's fulfillment of its Core Values & Goals.</p>	<p>Direct Evidence</p> <p>C.2.1 At least 80% of respondents to the question on the Employer Survey will indicate that LBC provides and maintains God-honoring resources.</p> <p>Indirect Evidence</p> <p>C.1-7.3 Examine the results of the Spring 07 Student Satisfaction Inventory.</p> <p>C.1-7.4 At least 80% of graduates will feel the college met or exceeded their expectations.</p> <p>C.1.1 At least 80% of graduates will feel that the college challenged them to grow in their relationship with God and provided them the tools to do so.</p> <p>C.2.2 At least 80% of respondents to the question on the Alumni Surveys will indicate that LBC provides and maintains God-honoring resources.</p>	<p>Direct Evidence</p> <p>C.1. The 2010 Alumni Employment & Graduate Work Survey (AEGW) produced the following results for CVG #1.</p> <p>#1- 95% agree/strongly agree 3% unsure</p> <p>Indirect Evidence</p> <p>C.1-7.3. The CIRA examined the results from the SSI and came up with observations & recommendations.</p> <p>C.1-7.4 On the F08 Graduate Survey, 87.2% of those responding indicated LBC met or exceeded their expectations.</p> <p>C.2.1 The 2010 Alumni Employment & Graduate Work Survey (AEGW) produced the following results for CVG #2.</p> <p>#2 = 89% agree/strongly agree 8% unsure</p> <p>C.2.2 The 2010 Employer Survey produced the following results for CVG #2</p> <p>#2 = 74% agree/strongly agree 26% unsure</p>	<p>Direct Evidence</p> <p>C.1. LBC meets the criteria set forth. Analysis of results is noted in this column under Indirect Evidences.</p> <p>Indirect Evidence</p> <p>C.1-7.3. See 9/07 CIRA report to CIEP as well as reports to specific units with recommendations. See supporting documents.</p> <p>C.2, 3, & 7. The 2010 Employer Survey seems to indicate that LBC is not meeting our CVG #2 and #3. However, this is in conflict with the results from the Alumni Employment and Graduate Work Survey (see next page). It should be noted that the high percentage of "unsure" responses (26%-29%) call into question the reliability of these results. According to employers of our graduates, we are meeting CVG #7 with only 10% of respondents indicating "unsure." The CIRA examined the results from the 2010 Employer Survey and came up with observations and recommendations. See supporting documents.</p> <p>C.1-7.2 These questions on the Alumni Employment & Graduate Work Survey need to be adjusted to coincide with the new Core Values & Goals. Target date for completion = Summer 2012.</p>	<p>AP / PI</p> <p>AP</p>

Core Values and Institutional Goals were combined into Core Values & Goals in 2011

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [In column to right, indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p>C. Core Values & Goals</p> <p>LBC is . . .</p> <p>3. Committed to institutional distinctiveness as evidenced by preserving the integrity of our mission and legacy while planning for the future of the college.</p> <p>4. Committed to a biblical foundation as evidenced by the teaching of sound doctrine and the proper interpretation of Scripture in accordance with our statement of faith.</p>	<p>Ongoing</p> <p>Conduct procedures and/or collect data to assess LBC's fulfillment of its Core Values & Goals.</p>	<p>Indirect Evidence</p> <p>C.3.1. At least 80% of respondents to the question on the Employer Survey will indicate that LBC preserves the integrity of its mission and legacy while planning for the future.</p> <p>C.3.2. At least 80% of respondents to the question on the Alumni Surveys will indicate that LBC preserves the integrity of its mission and legacy while planning for the future.</p> <p>C.4. See Goal Statement D</p>	<p>Indirect Evidence</p> <p>C.3. The 2010 Alumni Employment & Graduate Work Survey (AEGW) produced the following results for CVG #3. #3 = 84% agree/strongly agree 1% unsure</p> <p>C.3 On the F08 Graduate Survey, 91.5% of those responding indicated LBC challenged them to grow in their relationship with God and provided them the tools to do so.</p>	<p>Indirect Evidence</p> <p>C.1, 2, 3, & 4. According to our alumni completing the AEGW, LBC exceeds the criteria for success for all four objectives under consideration. The CIRA examined the results from the 2010 Alumni Employment & Graduate Work Survey and came up with observations and recommendations. See supporting documents.</p> <p>C.1-7.2 These questions on the Alumni Employment & Graduate Work Survey need to be adjusted to coincide with the new Core Values & Goals. Target date for completion = Summer 2012.</p>	

Ideas for future assessments: 1. Re: #2, use outside financial audits and IPEDs, ABHE, and MSCHE annual reports to make a case for maintaining God-honoring resources; 2. Re: #3, measure 'touches' in the community; 3. Re: #3 conduct five and ten year audits of strategic plans and accomplishments, 4. Survey supervisors of Christian Service, internships, practicums, field service; 5. Survey donors; 6. Echo survey; 7. Use Pastors' Advisory Council to assess.

Core Values and Institutional Goals were combined into Core Values & Goals in 2011

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [In column to right, indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p>C. Core Values & Goals</p> <p>LBC is . . .</p> <p>5. Committed to a spiritual foundation as evidenced by providing an environment which encourages spiritual life and growth.</p> <p>6. Committed to developing students for a ministry and service mindset as evidenced by preparing them both academically and experientially to serve Christ in the Church and society.</p>	<p>Ongoing</p> <p>Conduct procedures and/or collect data to assess LBC's fulfillment of its Core Values & Goals.</p>	<p>Direct Evidence</p> <p>[NEED TO CREATE NEW MEANS AND CRITERIA FOR CVG#5. POSSIBLY TIE TO D.4. TARGET = SUMMER 2012]</p> <p>C.6 At least 80% of graduates will highly rate their community life at LBC.</p> <p>Indirect Evidence</p>	<p>Direct Evidence</p> <p>C.6 On the F08 Graduate Survey, 67% rated their community life at 6 or higher on a 10-point scale.</p> <p>Indirect Evidence</p>	<p>Direct Evidence</p> <p>C.6 Student Services will address these findings. See their COAP.</p> <p>Indirect Evidence</p>	

Core Values and Institutional Goals were combined into Core Values & Goals in 2011

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [In column to right, indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p>C. Core Values & Goals</p> <p>LBC is . . .</p> <p>7. Committed to exemplifying a ministry and service mindset as evidenced by exerting a positive Christian influence both locally and globally.</p>	<p>Ongoing</p> <p>Conduct procedures and/or collect data to assess LBC's fulfillment of its Core Values & Goals.</p>	<p>Direct Evidence</p> <p>C.7. At least 80% of respondents to the question on the Employer Survey will indicate that LBC has a positive Christian influence in greater Lancaster.</p> <p>Indirect Evidence</p> <p>C.7. At least 80% of respondents to the question on the Alumni Surveys will indicate that LBC has a positive Christian influence in greater Lancaster.</p>	<p>Direct Evidence</p> <p>C.7. The 2010 Employer Survey produced the following results for CVG #7. #7 = 90% agree/strongly agree 10% unsure</p> <p>Indirect Evidence</p> <p>C.7 The 2010 Alumni Employment & Graduate Work Survey (AEGW) produced the following results for CVG #7. #7 = 85% agree/strongly agree 14% unsure</p>	<p>Direct Evidence</p> <p>C.7. The CIRA examined the results from the 2010 Employer Survey and came up with observations and recommendations. See supporting documents.</p> <p>Indirect Evidence</p> <p>C.7. An analysis of the responses to questions about LBC's Institutional Goals shows that LBC Alumni (both undergraduate and graduate) are more confident that LBC provides and maintains God-honoring resources and preserves the integrity of its mission and legacy while planning for the future than employers of graduates. Yet the employers are more confident that LBC has a positive influence in greater Lancaster. [FULL REPORT TO BE GENERATED]</p>	<p>AP</p>

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [To right, indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p>D. Core Knowledge & Skills</p> <ol style="list-style-type: none"> 1. Demonstrate proficiency in knowing, interpreting, integrating, and applying the Scriptures. 2. Demonstrate critical thinking skills and proficiency in acquiring, evaluating, communicating, and applying information. 3. Develop an understanding and appreciation of and compassion toward cultures of the world. 4. Develop the principles necessary for a biblical worldview resulting in a dynamic understanding of one's role in relation to God, self, and the world. 5. Demonstrate an understanding and application of the knowledge and skills necessary for serving Christ in the Church and society. 	<p>Ongoing</p> <p>Conduct procedures and/or collect data to assess LBC's Core Knowledge & Skills.</p>	<p>Direct Evidence</p> <p>D.1-5.a. Achievement of the CKSs can be traced through achievement of departmental, programmatic, and course-level objectives via the Curriculum Map.</p> <p>D.1-5.b. See Assessment Annotations within each Academic Program.</p> <p>D.1-5.c. At least 90% of respondents to an Employer Survey will indicate that LBC graduates demonstrate competence in these five Core Knowledge & Skills if appropriate to the position held.</p> <p>D.1. See also Biblical Department COAP.</p> <p>D.2.b. See also Arts & Sciences Department COAP.</p> <p>D.5. See also individual professional departments' COAPs.</p>	<p>Direct Evidence</p> <p>D.1-5.c. In a 2010 Employer Survey, the following percentage of employers felt LBC graduates demonstrated competence in the five Core Knowledge & Skills as appropriate to the position held.</p> <p>D.1. 91%</p> <p>D.2. 100%</p> <p>D.3. 100%</p> <p>D.4. 100%</p> <p>D.5. 94%</p>	<p>Direct Evidence</p> <p>D.1-5.c. While the criteria were met in all five areas, the results of the 2010 Employer Survey was limited. Only 35 employers returned the survey. A better method of sampling needs to take place.</p> <p>D.3. In March 2011, the DIRA asked the VPAA and the Academic Council to discuss the finding or developing a Cross-Cultural adaptability assessment instrument.</p> <p>D.4. In the Spring of 2011, the Committee for Institutional Research & Assessment challenged the Biblical Department to develop a Biblical Worldview component to the existing four-part Bible Knowledge Assessments or to develop some other means of assessment in conjunction with LBC 101.</p>	<p>AP</p> <p>AP</p>

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [To right, indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p>D. Core Knowledge & Skills</p> <ol style="list-style-type: none"> 1. Demonstrate proficiency in knowing, interpreting, integrating, and applying the Scriptures. 2. Demonstrate critical thinking skills and proficiency in acquiring, evaluating, communicating, and applying information. 3. Develop an understanding and appreciation of and compassion toward cultures of the world. 4. Develop the principles necessary for a biblical worldview resulting in a dynamic understanding of one's role in relation to God, self, and the world. 5. Demonstrate an understanding and application of the knowledge and skills necessary for serving Christ in the Church and society. 	<p>Ongoing</p> <p>Conduct procedures and/or collect data to assess LBC's Core Knowledge & Skills.</p>	<p>Indirect Evidence</p> <p>D.1. At least 80% of Alumni surveyed will indicate they continue to use Biblical hermeneutical principles of interpreting, integrating, and applying the Scriptures.</p> <p>D.2.a. At least 80% of Alumni enrolling in graduate programs will earn a 3.0 gpa or above.</p> <p>D.4. At least 80% of Alumni surveyed will indicate their studies at LBC have shaped their view of the world and that they evaluate life situations through a filter of biblical principles learned at LBC</p> <p>D.5. At least 80% of graduates will indicate they are prepared to disciple others in the Christian faith.</p>	<p>Indirect Evidence</p> <p>D.1. In the 2010 AEGW Surveys, 95% agreed or strongly agreed that they continue to use hermeneutical principles. 3% were unsure.</p> <p>D.2.a. In the two 2009/2010 Alumni Surveys, 90% indicated they earned a 3.0 gpa or above.</p> <p>D.4. In the 2010 AEGW Surveys, 89% agreed or strongly agreed that they continue to use hermeneutical principles. 7% were unsure. 84% agreed or strongly agreed that they filter life situations through biblical principles learned at LBC. 9% were unsure.</p> <p>D.5. In a F08 Graduate Survey, 72.4% of graduates indicated they felt prepared and comfortable discipling others.</p>	<p>Indirect Evidence</p> <p>D.1,2&4. Criteria were met for all three CKSs assessed. Results of these indirect self-reporting evidences tend to support the more direct evidence provided by the 2010 Employer Survey. However, the alumni rated themselves lower on the achievement of CKS #2 and much lower on the achievement of CKS #4. See supporting document.</p> <p>D.5. Results fall short of the goal. A concern since the new curriculum deleted Spiritual Life & Evangelism course. Finding will be shared with the Biblical Division for monitoring. Assessment planned in the first session of the capstone course LBC 401 in Fall 2012 should provide additional data.</p>	

Ideas for future assessments: 1. To add to the alumni survey(?) "Would you share the names of individuals you disciple who might be willing to evaluate you on the CKS?"; 2. Use Pastors' Advisory Council to assess LBC student in their churches.

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [To right, indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p>E. Oversee and assist in assessment at all other levels</p>	<p>Ongoing Oversee and assist in assessment of student learning outcomes at all other levels.</p>	<p>Direct Evidence</p> <p>80% of a sample of 25 syllabi each semester will have obvious course-embedded assessments linked to course outcomes</p> <p>80% of scheduled outcomes reports (COAP updates) will be completed each year.</p> <p>80% of scheduled program reviews will be completed each year.</p> <p>25 Action Plans will be submitted each year.</p> <p>10 Strategic Planning Initiatives will be submitted each year.</p> <p>Indirect Evidence</p>	<p>Direct Evidence</p> <p>[TO BE ACCOMPLISHED DURING SUMMER OF 2012]</p> <p>Indirect Evidence</p>	<p>Direct Evidence</p> <p>Indirect Evidence</p>	

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. Each should be assigned a number that begins with the year it is submitted; AP 08-01, AP 08-02, PI 08-01, PI 08-02, etc.