

Kingswood University
INSTITUTIONAL OBJECTIVES ~ MEASUREMENTS & OUTCOMES

OBJECTIVE 1 – Students will demonstrate a greater knowledge of the Bible and the central doctrines of the Christian faith

As a Bible college, it is our desire that all students increase in their knowledge and understanding of the Word of God and the Christian doctrines arising from Scripture.

Benchmark 1 - 80% of undergraduate students will show an incremental increase of 5% per year on the ABHE Bible Knowledge Test

At the undergraduate level, the objective of increased knowledge is measured through scores on the ABHE Bible Knowledge Test. This test is administered to all undergraduate students every September. This measurement tracks not only the numerical scores but the change in score over time. Scores are compared, by class, from year to year to ensure students are increasing in their knowledge. Because the instrument being used is new (2020), and because in 2020 the test was only administered to new students, comparative data is limited at present.

Data:

	2020-2021 Increases		
	1 st -to-2 nd Year	2 nd -to-3 rd Year	3 rd -to-4 th Year
Percentage meeting benchmark	75%	0%	100%
Class size	20	2	2

Benchmark 2 - 75% of undergraduate students will earn a grade of at least 80% (B-) in Bible and theology courses

All undergraduate students take courses in Bible and theology. Associates degree students take at least 12 hours; bachelor's degree students take at least 30 hours. Data is aggregated for all undergraduate Bible and theology courses in a year.

Data:

	2018-2019	2019-2020	2020-2021
Percentage meeting benchmark	72.4%	72.1%	69.4%
Number of courses	25	17	18
Total enrolment in above courses	416	312	254

Benchmark 3 - 90% of graduate students will earn a grade of at least 90% (A-) in four specific assignments in three courses

At the graduate level, there are multiple opportunities for theological reflection; grades in four specific assignments across three courses are used to identify achievement of this objective.¹

Data:

	2018-2019	2019-2020	2020-2021
Percentage meeting benchmark	93.3%	76.5%	96.2%
Total enrolment in above courses	15	34	26

OBJECTIVE 2 – Students will articulate a developing biblical worldview based on study and experience, and which impacts all areas of life

Measurement & outcomes currently being revised

OBJECTIVE 3 - Students will apply research and critical thinking skills for independent research and effective communication of truth

Many courses provide opportunity for research and critical thinking skills. The ability to conduct research, apply what is learned, and communicate effectively is measured through specific research, writing, and speaking assignments in several courses across the curriculum.

Benchmark 1 - 75% of undergraduate students will earn a grade of at least 80% (B-) in specific assignments in seven courses

Grades in specific assignments in seven courses are used to benchmark this objective. These assignments contain both research and communication (written or oral) requirements. The first-year courses are required in all undergraduate programs. Second-, third- and fourth-year courses are required in all bachelor's degree programs.²

Data:

	2018-2019	2019-2020	2020-2021
Percentage meeting benchmark	70.7%	72.8%	66.2%
Total enrolment in above courses	242	180	155

Benchmark 2 - 90% of graduate students will earn a grade of at least 90% (A-) in the Capstone Project

The Capstone Project (PM 506) at the end of the graduate degree program involves the processing, assimilation, and compilation of principles, insights and methodologies gleaned from the integration of class work and ministry involvement.

Data:

	2018-2019	2019-2020	2020-2021
Percentage meeting benchmark	100%	100%	88.9%
Total enrolment in above courses	5	5	9

OBJECTIVE 4 – Students will develop as Christlike servant leaders, exhibiting ongoing development in all areas of life

Kingswood's mission is to form Christlike servant leaders. Assessing students' development in such a disposition is not as easy as assessing their knowledge of the Bible or their ability to conduct research. Evidence of student development in this area is anecdotal, collected by staff through regular and varied interaction, as well as through intentional exit interviews with the President. Here students are asked how they have changed during their tenure as Kingswood students. Most respond they have changed dramatically. Responses by 2021 and 2022 graduates include these types of changes:

- "More authentic as a Christian;"
- Moved from "the appearance of spiritual maturity to actual spiritual growth;"

- Gained personal maturity, including respect for authority; he learned that he “can learn from absolutely everything;”
- Growth in leadership, becoming more focused;
- Maturity: know how to be quiet and listen, open to learning, to other perspectives, how to love others.

OBJECTIVE 5 - Students will reflect on ministry experiences in church and parachurch settings

All Kingswood students are required to participate in ministry experiences at various points in their programs. Students are required to submit reflective writing assignments as part of these formal transcribed experiences.³ The average grades for the reflective writing component of these experiences are tabulated as a means of ensuring students are not only engaged in ministry but are also thinking critically and reflecting on their experiences.

Benchmark - 90% of students will earn a grade of at least 90% (A-) on ministry reflection writing assignments

Data:

	2018-2019	2019-2020	2020-2021
Percentage meeting benchmark	85.7%	86.7%	82.4%
Total enrolment in above courses	63	105	142

ACTION STEPS

These benchmarks were identified in the winter of 2021-2022 by Kingswood’s faculty. Out of a desire to be objective and not to be informed by the data, benchmarks were drafted before the specific data was shared. In several cases, there is room for improvement consistently to meet the benchmarks, but this provides room for growth. There is little doubt some of the decreasing scores can be tied to the ongoing impact of Covid-19 . This cannot be used as an excuse but should be used as a catalyst for further growth and development in fulfilling Kingswood’s mission and objectives.

Action steps for the 2022-2023 academic year include:

- Helping students to increase in biblical and theological knowledge, recognizing that many start at a lower point than a decade ago (Objective 1, Benchmark 2);
- Guiding students to develop further in their ability to conduct research and think critically (Objective 3; Benchmark 1), this will be especially necessary as incoming classes are and will be those for whom education was interrupted more than once;
- Equipping students to develop in reflective thinking skills and the articulation of such reflection (Objective 5) allowing reflection to inform future ministry.

¹ Christian Calendar/Final paper (TH 502); Bible as Christian Scripture essay (BT 501); Final paper (BT 501); What makes Christian Leadership? Assignment (PM 505)

² Term paper & presentation (PS 104); Philosophy of Ministry (multi-step assignment) (MIN 100); Essays (PH 201); Catechism (multiple submissions) (TH 305); Catechism (multiple submissions) (TH 306); Preparing & preaching sermons (MIN 300); Research paper (TH 411)

³ Practicum – 1 credit (various P course codes); Supervised Ministry Experience – 12 credits (MIN 425); Student Teaching Experience – 12 credits (CSE 425); Ministry Placement – 6 x 1 credit (MIN 500).