

Kingswood University (KU)  
**INSTITUTIONAL OBJECTIVES, MEASUREMENTS, & OUTCOMES**

**OBJECTIVE 1 – Kingswood 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 KU 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 <sup>st</sup> to 2 <sup>nd</sup> Year	2 <sup>nd</sup> to 3 <sup>rd</sup> Year	3 <sup>rd</sup> to 4 <sup>th</sup> Year
Percentage meeting benchmark	75%	0%	100%
Class size	20	2	2

**Benchmark 2 - 75% of KU 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:**

	2018-2019	2019-2020	2020-2021	2021-2022
Percentage meeting benchmark	72%	72%	70%	65%
Number of courses	25	17	18	16
Total enrolment in above courses	416	312	254	237

**Benchmark 3 - 90% of KU graduate students will earn a grade of at least 90% (A-) in four specific assignments in three courses<sup>1</sup>**

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.

**Data:**

	2018-2019	2019-2020	2020-2021	2021-2022
Percentage meeting benchmark	93%	77%	96%	86%
Number of assignments	3	4	4	3
Total enrolment in above courses	15	34	26	14

**OBJECTIVE 2 – Kingswood 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 - Kingswood 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 KU undergraduate students will earn a grade of at least 80% (B-) in specific assignments in seven courses<sup>2</sup>**

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.

**Data:**

	2018-2019	2019-2020	2020-2021	2021-2022
Percentage meeting benchmark	71%	73%	66%	72%
Total enrolment in above courses	242	180	155	107

**Benchmark 2 - 90% of KU graduate students will earn a grade of at least 90% (A-) in the Capstone Project (PM 506)**

The Capstone Project 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	2021-2022
Percentage meeting benchmark	100%	100%	89%	100%
Total enrolment in PM 506	5	5	9	5

**OBJECTIVE 4 – Kingswood 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 student development in such a disposition is not as easy as assessing knowledge of the Bible or 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. While the details of these exit interviews with the president are confidential, he provides summary data each year. This has been further coded for presentation. To date, only bachelor's degree graduates have been interviewed. 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.

**Data:**

	2018-2019	2019-2020	2020-2021	2021-2022
Significant change	na	8	9	5
Personal & spiritual growth		7	11	9
Increased self-confidence/awareness/understanding			9	6
Increased understanding of & skills for ministry & leadership		1	4	2
Clearer sense of God's call		2	1	2
Increased Biblical/theological understanding		1	2	1
Other positive growth-related responses			7	10
Number of interviews conducted	na	19	22	16
Number of graduates (bachelors' degrees)	21	30	26	24
Percentage of bachelor's degree graduates interviewed		63%	85%	67%

**OBJECTIVE 5 - Kingswood 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<sup>3</sup> to demonstrate they are not only engaged in the practice of ministry but are also thinking critically and reflecting on their experiences. The average grades for the reflective writing component of these experiences are tabulated below.

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

	2018-2019	2019-2020	2020-2021	2021-2022
Percentage meeting benchmark	86%	87%	82%	85%
Total enrolment in above courses	63	105	142	121

**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);
- Defining measurements and benchmarks related to the development of a biblical worldview (Objective 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;
- Conducting Exit interviews with all graduates and using consistent coding to tabulate responses (Objective 4);
- Equipping students to develop in reflective thinking skills and the articulation of such reflection (Objective 5) allowing reflection to inform future ministry.

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- <sup>1</sup> Christian Calendar/Final paper (TH 502); Bible as Christian Scripture essay (BT 501); Final paper (BT 501); What makes Christian Leadership? Assignment (PM 505)
  - <sup>2</sup> 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)
  - <sup>3</sup> 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).