

Kingswood University (KU)  
**INSTITUTIONAL OBJECTIVES, MEASUREMENTS, & OUTCOMES**  
**2022-2023**

**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 of the Bible and theology.

**Data:**

	Sept 2020 to Sept 2021 Increases			Sept 2021 to Sept 2022 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	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%	68%	54%	17%
Class size	20	2	2	21	13	18

**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. Associate's degree students take at least 12 hours; bachelor's degree students take at least 30 hours.

**Data:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	72%	70%	65%	70%
Number of courses	17	18	16	16
Total enrolment in above courses	312	254	237	212

**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:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	77%	96%	86%	81%
Number of assignments	4	4	3	2
Total enrolment in above courses	34	26	14	10

**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:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	73%	66%	72%	70%
Total enrolment in above courses	180	155	107	108

**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:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	100%	89%	100%	50%
Total enrolment in PM 506	5	9	5	2

**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 2023 graduates include these types of changes:

- "I'm not the same person at all"
- I have experienced "immense spiritual growth"
- Understanding of their role as a Christian; who God is and His part in the student's life
- Found their identity in Christ here
- "Tapped into the abilities God has given me"
- "I want to help people build trusting relationships"

**Data:**

	2019-2020	2020-2021	2021-2022	2022-2023
Significant change	8	9	5	7
Personal & spiritual growth	7	11	9	8
Increased self-confidence/awareness/understanding		9	6	6
Increased understanding of & skills for ministry & leadership	1	4	2	3
Clearer sense of God's call	2	1	2	1
Increased Biblical/theological understanding	1	2	1	1
Other positive growth-related responses		7	10	1
Number of interviews conducted	19	22	16	16
Number of graduates (bachelors' degrees)	30	26	24	17
Percentage of bachelor's degree graduates interviewed	63%	85%	67%	94%

**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:**

	2019-2020	2020-2021	2021-2022	2022-2023
Percentage meeting benchmark	87%	82%	85%	79%
Total enrolment in above courses	105	142	121	56

**ACTION STEPS**

The data addressed in this report comes from the "COVID-19 years," each influenced by the pandemic and accompanying health and safety regulations in different ways. While this cannot be used as an excuse, it was a contributing factor to the overall student learning experience. Although 2022-2023 was a more 'normal' years, at Kingswood, the impact of COVID-19 was by no means over. Canadian border restrictions were not fully removed until October 2022 and some ministry sites only re-opened during the 2022-2023 year. Further, it should be noted that lower enrolment in programs and courses means that one student failing to meet a benchmark can significantly impact the percentage of students meeting a target. For this reason, the analysis of data looks at trends more than minute fluctuations.

Action steps for the 2023-2024 academic year include:

- Determining if the benchmark and target for the Bible Knowledge test reasonable or if it is too aspirational (Objective 1, Benchmark 1). In 2022-2023 more than 80% of scores increased from first- to second-year and second- to third-year, with a 54% increase from third- to fourth-year. It is likely that one more years' worth of data will be collected before a determination is made.
- Monitoring the scores in undergraduate Bible and theology courses and analyzing grades in individual courses to determine if there are consistent areas of weakness (Objective 1, Benchmark 2)
- A determination about Objective 2 needs to be made. How will we assess the development of a biblical worldview?

- 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. A re-working of the Writing and Research course in fall 2023 may yield increased scores in this area in the next two or three years.
- Conducting Exit interviews with all graduates and using consistent coding to tabulate responses (Objective 4).

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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).