



Program Assessment Reports

Report for the 2022-2023
Annual Faculty Review of Assessment

Fall 2023

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Engage in intentional spiritual growth toward a Christ-like character and life of service.
2. Demonstrate effective communication skills.
3. Exhibit an understanding of the scientific method and mathematical principles.
4. Analyze traditional and evolving views of women, race, and ethnicity in the US. and abroad.
5. Examine civilization in a global context with emphasis on the history of Christianity and evangelism.
6. Apply the basic principles of Christian ethics in modern society.

College Educational Outcomes ("Students will demonstrate: . . .")	Corresponding General Education Outcomes
• commitment to Christ-like living and ministry	1,5,6
• effective communication	2,4,6
• critical thinking	1,2,3,4,5,6
• biblical exposition skills	
• a foundation in Wesleyan-Holiness theology	
• multicultural awareness in missional service	4,5,6
• a Christian worldview	1,4,5,6
• life-long learning	1,2,4,5,6

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3	Outcome4	Outcome5	Outcome6
ENG-1013		B				
ENG-1023		B				
ENG-1043		B				
GEN-1003	B	B				
HIS-2013					B	
HIS-2023					B	B
MTH-1003			B			
PAS-1013	B					B
PAS-1023	B					B
PHI-3013	I			I		
PSY-1013	B					B
SCI-2013			B			
SOC-1003	B			B		
SPE-1003		B				
THE-3013	I					I

Academic Assessment Flow Chart

Mission:	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes		Procedures & Goals		Assessment Results		Use of Results	
Completion of this program should enable students to:							
<p>1. Engage in intentional spiritual growth toward a Christ-like character and life of service.</p>		<p>1a. Student projects in GEN1003 will receive an average grade of 80% on the Goals Plan project. This assignment demonstrates intentional spiritual growth.</p> <p>1b. The student projects regarding Time management in GEN 1003 were evaluated. 80% of students will connect spiritual growth and time management by connecting time management with Bible Reading, prayer, and a life of service.</p>		<p>1a. Thirty students were evaluated. An average score on the Five -Year Plan project was 87%</p> <p>1b. Thirty students were evaluated. 95 % of the projects on Time Management contained references connecting time management with Bible reading, prayer, and church service.</p>		<p>1a. While reviewing the different ways that students engaged in this project, the project was well received and succeeded in its purpose.</p> <p>1b. This exercise succeeded in connecting time management with intentional spiritual growth.</p>	
<p>2. Demonstrate effective communication skills.</p>		<p>2a. Student proficiency essays in week six will receive an average grade of 80% . Grades will be averaged from ENG 1013 English composition I to demonstrate effective communication skills.</p> <p>2b. Student Final draft of the Research paper will demonstrate effective communication skills with an average of an 80% grade for all students. Scores will reflect effective communication skills.</p>		<p>2a. The final proficiency essays for Eng Composition I for the year received an average grade of 91%</p> <p>2b. Research papers for the year in English Composition II reflected an average grade of 90%</p>		<p>2a. This course was updated to a newer text version to improve and update information on writing communication skills</p> <p>2b. A new text was added to this course to bring the information up to date and improve writing communication skills.</p>	
<p>3. Exhibit an understanding of the scientific method and mathematical principles.</p>		<p>3a. to be evaluated in 2023-2024</p> <p>3b.</p>		<p>3a.</p> <p>3b.</p>		<p>3a.</p> <p>3b.</p>	

<p>4. Analyze traditional and evolving views of women, race, and ethnicity in the US. and abroad.</p>	<p>4a. The SOC 1003 course was reviewed to find ways that the topics of race and gender were being addressed. The textbook was reviewed and the chapters that addressed gender race and culture are noted.</p> <p>4b. SOC 1003 content was reviewed to find ways that the traditional and evolving views of women, race, and ethnicity were being addressed.</p>	<p>4a. The textbook <i>Sociology Essentials</i> was reviewed and over one third of the content dealt with gender race and ethnicity issues. There were no specific assignments, tests, or quizzes that directly measured student knowledge.</p> <p>4b. The course discussion questions addressed the topics of Gender, culture and race in Weeks 3 and 4.</p>	<p>4a. In this course somewhere there needs to be a measurable assignment or essay that addresses the analysis of traditional and evolving views of women, race, and ethnicity in the U.S. and abroad.</p> <p>4b. A course review and revision needs to be scheduled this year for this course to ensure a greater emphasis on these important topics.</p>
<p>5. Examine civilization in a global context with emphasis on the history of Christianity and evangelism.</p>	<p>5a. To be evaluated in 2023-2024</p> <p>5b.</p>	<p>5a.</p> <p>5b.</p>	<p>5a.</p> <p>5b.</p>
<p>6. Apply the basic principles of Christian ethics in modern society.</p>	<p>6a. to be evaluated in 2024-2025</p> <p>6b.</p>	<p>6a.</p> <p>6b.</p>	<p>6a.</p> <p>6b.</p>

Program Assessment Report Program: *General Education Core*

Academic Year: 2022-2023

Summation of Assessment Impact GEN 1003 Lifelong Learning is one of the first courses taken by students. The assessed projects are working well in demonstrating that our students are engaging in intentional spiritual growth toward a Christ-like character and life of service. The English Composition courses I and II have been updated with newer versions of one text and a completely new textbook for Composition II. This will keep our program up to date and enhance student learning. Program Assessment point 4 revealed a need to create measurable assignments to demonstrate that students are analyzing traditional views and evolving views regarding women, race, and ethnicity.

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Identify the basic content of the Bible
2. Utilize sound methods and resources for interpreting the Bible
3. Articulate the essentials of the Christian faith
4. Nurture the Christlike life as informed by Scripture and Christian thought
5. Apply a Christian worldview to contemporary critical issues

College Educational Outcomes ("Students will demonstrate: . . .")	Corresponding Program Outcomes	
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>
• commitment to Christ-like living and ministry	1,5,6	1, 3, 4
• effective communication	2,4,6	
• critical thinking	1,2,3,4,5,6	
• biblical exposition skills		1, 2
• a foundation in Wesleyan-Holiness theology		3, 4
• multicultural awareness in missional service	4,5,6	
• a Christian worldview	1,4,5,6	1, 3, 5
• life-long learning	1,2,4,5,6	

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3	Outcome4	Outcome5
Introduction to the Old Testament	B				
Introduction to the New Testament	B				
Biblical Interpretation		B			
Pentateuch	I	I		B	B
New Testament Gospels	I	I		I	B
Prophets/Wisdom Lit./Hist.Books	I	A		B	B
Paul Epistles/Acts	I	A		I	B
Doctrine of Holiness			A	A	I
Systematic Theology I			A	I	I
Systematic Theology II			A	I	I

Academic Assessment Flow Chart

Mission:	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes		Procedures & Goals		Assessment Results		Use of Results	
Completion of this program should enable students to:							
<p>1. Identify the basic content of the Bible</p>	<p>1a. Group norm for NBC 2021 graduating seniors will exceed National norms for seniors in all 10 subject areas, on the ABHE Bible Content Exam.</p> <p>1b. In 3rd year Bible classes, 80% of students will score 70% or better in regard to "identifying the message" in the conclusion of their exegetical papers as scored on the exegetical grading rubric.</p>	<p>1a. NBC graduates scored higher than national norms in all 10 subject areas (Acts, Whole Bible, General Epistles, Gospels, Pauline Epistles, Revelation, OT Historical Books, Pentateuch, Prophets, Psalms and Wisdom)</p> <p>1b. ActsSpringB: 5/5 ActsWinterB: 2/3 PaulineEpistlesFallA: 3/5 PaulineEpistlesSpringA: 7/7 PaulineEpistlesWinterA: 2/4 Poetic/WisdomLitFallA: 1/3 Poetic/WisdomLitSpringA: 0/1 HebrewProphetsWinterB: 6/7 Total: 26/35 = 74% scored 70% or better</p>	<p>1a. Goal met. The new ABHE testing website provides norms in relation to 10 Bible areas as opposed to the 14 and 16 areas used in past years. This year (2023): above in all 10 areas 2022: above in all 10 areas 2021: not available due to system change 2020: above in 14 of 16 areas 2019: above in All 16 areas 2018: above in all 16 areas 2017: above in all 14 areas</p> <p>1b. Goal not achieved. Back to historic high after last year's historic low score; though still under goal. Will review Biblical Interp. course to consider ways to help students better identify message of a text. This year (2023): 74% at goal or better 2022: 60% at goal or better 2021: 73% at goal or better 2020: 71% scored at goal or better 2019: 74% scored at goal or better 2018: 73% scored at goal or better 2017: 61% scored at goal or better</p>				
<p>2. Utilize sound methods and resources for interpreting the Bible</p>	<p>2a. In 3rd year Bible classes, 80% of students will score 65% or better for the final score of their exegetical paper as scored on the exegetical grading rubric.</p> <p>2b. At least 80% of students in Preaching III will compose a sermon ms which will be rated at least "4" (out of 5 pts.) in relation to being "exegetically correct," as indicated on the Preaching manuscript grading rubric.</p>	<p>2a. ActsSpringB: 5/5 ActsWinterB: 3/3 PaulineEpistlesFallA: 5/5 PaulineEpistlesSpringA: 7/7 PaulineEpistlesWinterA: 1/4 Poetic/WisdomLitFallA: 3/3 Poetic/WisdomLitSpringA: 0/1 HebrewProphetsWinterB: 6/7 Total: 30/35 = 86% scored 65% or better</p> <p>2b. PreachIII-SpringAB:5/5 Total: 5/5 = 100% scored 80% or better</p>	<p>2a. Goal met. Highest scores achieved since 2017. Hopefully due to new <i>Student's Guide</i> beginning to have positive impact. Will continue to monitor. This year (2023): 86% scored at goal or better 2022: 72% scored at goal or better 2021: 78% scored at goal or better 2020: 79% scored at goal or better 2019: 83% scored at goal or better 2018: 62% scored at goal or better 2017: 52% scored at goal or better</p> <p>2b. Goal met. Relatively new criteria. Will continue to monitor for consistency. This year (2023): 100% 2022: 100% at goal or better 2021: 86% at goal or better</p>				

	<p>2c. At least 75% of graduates will respond "frequently" or "always true" in relation to the statement "I am dedicated to biblical exposition that accurately reflects the content and meaning of Scripture." -College Experience survey</p> <p>2d. At least 75% of Alumni surveyed will respond "always true" in relation to the statement, "My courses in Bible and Theology at NBC improved my ability to use appropriate methods and sound resources to interpret the Bible."</p>	<p>2c. 100% of graduates surveyed responded "frequently" or "always true."</p> <p>2d. Annual survey not administered this year. Instead, alumni were surveyed with other questions this year pertaining to HLC accreditation review.</p>	<p>2020: 100% scored at goal or better</p> <p>2c. Goal met. Students are expressing a commitment to sound biblical exposition. This year (2023): 100% 2022: 100% 2021: 100% 2020: 100% 2019: 100% 2018: 100% 2017: 97.56%</p> <p>2d. Alumni surveyed with different questions for HLC accreditation review. This year (2023): survey not administered 2022: survey not administered 2021: survey not administered 2020: 69.57% responded "always true" 2019: 79.31% responded "always true"</p>
<p>3. Articulate the essentials of the Christian faith</p>	<p>3a. Students taking the Theology sequence will write a paper that clearly articulates a doctrine of Christian theology. 80% of the statements will earn a score of 80% or above.</p> <p>3b. At least 80% of students in Preaching III will compose a sermon ms which will be rated at least "4" (out of 5 pts.) in relation to being "theologically sound," as indicated on the Preaching manuscript grading rubric.</p> <p>3c. At least 70% of Alumni surveyed will respond "always true" in relation to the statement, "My courses in Bible and Theology at NBC enhanced my ability to articulate the essentials of the Christian faith."</p>	<p>3a. SystTheoIFallB: 4/4 SystTheoIIWinterB: 6/8 SystTheoIISpring B: 6/8 Total: 16/20 = 80% scored 80% or better</p> <p>3b. PreachIII-SpringAB:5/5 Total: 5/5 = 100% scored 80% or better</p> <p>3c. Annual survey not administered this year. Instead, alumni were surveyed with other questions this year pertaining to HLC accreditation review.</p>	<p>3a. Goal met; though scores are lower than average over last couple of years. Perhaps due to more accurate evaluation. Will watch to see if scores continue to drop. This year (2023): 80% 2022: 85% 2021: 92% 2020: 97% 2019: 90% 2018: 87% 2017: 90%</p> <p>3b. Goal met. Small number of students restricts results to small sample. This year (2023): 100% 2022: 100% 2021: 71% 2020: 78% 2019: 100%</p> <p>3c. Alumni surveyed with different questions for HLC accreditation review. This year (2023): survey not administered. 2022: survey not administered 2021: survey not administered 2020: 78.26% responded "always true" 2019: 72.41% responded "always true"</p>

<p>4. Nurture the Christ-like life as informed by Scripture and Christian thought</p>	<p>4a. District Superintendents will rate at least 80% of NBC Alumni on their district as "good" or "excellent" in the areas of "Personal Character (Holy Life)," and "Personal Character (Christlike Relationships)" according to the annual NBC "Survey For District Superintendents."</p> <p>4b. At least 80% of students will respond "frequently" or "always true" in relation to the statements "I use what I have learned from Bible classes when I engage in ministry related activities (witnessing, teaching, preaching, counseling, etc.)," and "I am involved in Christian Service within my community." Results will be taken from the NBC Student Development Inventory.</p>	<p>4a. Annual survey not administered this year. Instead, DSs were surveyed with other questions this year pertaining to HLC accreditation review.</p> <p>4b. 100% of graduates surveyed responded "frequently" or "always true" for first statement; and 80% of graduates surveyed responded "frequently" or "always true" for second statement.</p> <p>NOTE: need to consider more direct measure for this outcome</p>	<p>4a. DSs surveyed with different questions for HLC accreditation review.. This year (2023): not administered 2022: 94.45% and 94.45% 2021: 100% and 96.16% 2020: 100% and 93% 2019: 100% both categories 2018: 100% and 90.47% 2017: 100% both categories</p> <p>4b. Goal met. Students communicate strong engagement in their application of Scripture knowledge to ministry involvement. This year (2023): 100% and 80% 2022: 100% and 92.86% 2021: 100% and 94.88% 2020: 100% and 98% 2019: 98.72% and 85.9% 2018: 100% and 93.44% 2017: 96.96% and 85.56%</p>
<p>5. Apply a Christian worldview to contemporary critical issues</p>	<p>5a. In 3rd year Bible classes, 80% of students will score 75% or better in regard to "discussion of appropriate contemporary application" in the conclusion of their exegetical papers as scored on the exegetical grading rubric.</p> <p>5b. At least 75% of Alumni surveyed will respond "always true" or "frequently" in relation to the statement, "My courses in Bible and Theology at NBC helped me intentionally approach contemporary critical issues with a Christian worldview."</p>	<p>5a. ActsSpringB: 5/5 ActsWinterB: 3/3 PaulineEpistlesFallA: 4/5 PaulineEpistlesSpringA: 7/7 PaulineEpistlesWinterA: 1/4 Poetic/WisdomLitFallA: 3/3 Poetic/WisdomLitSpringA: 1/1 HebrewProphetsWinterB: 5/7 Total: 29/35 = 83% scored 75% or better</p> <p>5b. Annual survey not administered this year. Instead, alumni were surveyed with other questions this year pertaining to HLC accreditation review.</p>	<p>5a. Goal met. Significant improvement over previous year's record low score. Will continue to monitor for consistency. This year (2023): 83% scored at goal or better 2022: 52% scored at goal or better 2021: 75% scored at goal or better 2020: 84% scored at goal or better 2019: 68% scored at goal or better 2018: 79% scored at goal or better 2017: 72% scored at goal or better</p> <p>5b. Alumni surveyed with different questions for HLC accreditation review. This year (2023): survey not administered 2022: survey not administered 2021: survey not administered 2020: 69.57% 2019: 82.76%</p>

Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

Overall: The program is beginning to see and monitor some significant history of performance among students in relation to most outcomes. This provides a helpful view of trends in relation to strengths and weaknesses in the program.

The exegetical paper assignment is foundational to all Bible courses (except the Introductory courses). Recent changes to Biblical Interpretation class and updates to the *Student's Guide to Exegetical Work* are providing new performance scores for measuring student outcomes. Exegetical scores in all three areas measured (total score, identification of message, application) significantly improved this year over previous years.

-The program continues to hold an annual Zoom conference with Bible adjuncts in order to discuss issues such as assignment expectations, consistent grading (fighting grade inflation), and Bible class procedures. The focus on grade inflation should provide more consistent scoring of student achievement and a more realistic measure of student performance.

Budget Items {identify any decisions and/or changes which require budgetary support}:

-Request that the Alumni Survey be consistently administered on an annual basis.

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

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Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Become familiar with the basic content and themes of the Bible
2. Become acquainted with the essential doctrines of the Christian faith.
3. Nurture personal spiritual development.
4. Identify sound methods and resources for interpreting the Bible.
5. Understand the basic principles of biblically-based leadership.

College Educational Outcomes ("Students will demonstrate: . . .")	Corresponding Program Outcomes	
	<i>Previous Course Work</i>	<i>AdVantage Core</i>
• commitment to Christ-like living and ministry		1, 2, 3, 4, 5
• effective communication	PCW	
• critical thinking	PCW	
• biblical exposition skills		1, 4
• a foundation in Wesleyan-Holiness theology		2
• multicultural awareness in missional service		1, 2, 5
• a Christian worldview		1, 2, 4
• life-long learning	PCW	3

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3	Outcome4	Outcome5
Adult and Professional Development			B		B
Survey of OT/Pentateuch	B			B	
Survey of NT/Gospels	B			B	
Bible and Life Application	I		I	I	
Biblical Leadership Principles			B		B
Survey of Christian Theology		B			
Holiness and the Life of the Believer		I	I		

Academic Assessment Flow Chart

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Program Outcomes		Procedures & Goals		Assessment Results		Use of Results	
Completion of this program should enable students to:							
<p>1. Become familiar with the basic content and themes of the Bible</p>		<p>1a. 80% of the students will average a score of 80% or higher on both final exams of the Survey to OT and Survey to NT courses.</p> <p>1b. End of Course Reflection. 85% of the students will reflect positively on their End of Course Reflection assignment on the benefits of the class in terms of their increased understanding from the two Survey Bible courses (Survey of OT/Pentateuch and Survey of NT/Gospels).</p>		<p>1a. 2 students took a total of 2 exams. 0 out of the 2 exams (0%) had a score of 80% or higher.</p> <p>1b. 2 out of 2 students (100%) reflected very positively on their End of Course reflection on the benefits of the two Bible Survey classes for their increased understanding of the Bible.</p>		<p>1a. Did not meet goal. We had only had 1 student enrolled in Survey OT and 1 student in Survey NT accounting for a total of 2 final exam scores. It is disappointing that this one student only scored in the 70 percentile on each exam. But with only 1 student, it is difficult to draw any significant conclusions about the effectiveness of the course material in the program. We will continue to monitor the results and hope for increased enrollment.</p> <p>1b. Met the goal. We had 1 student in Survey OT and 1 student in Survey NT, which accounts for the 2 positive reflections. We need to find a more objective way to evaluate the End of Course Reflection. I have created a document with excerpts from the End of Course Reflection assignments as evidence to document that the reflections were indeed positive. We will continue to monitor the results of this procedure.</p>	
<p>2. Become acquainted with the essential doctrines of the Christian faith.</p>		<p>NOTE: This Program Outcome will be evaluated in 2024-2025 according to the NBC goal of evaluating every Program Outcome at least every 10 years.</p>					

	<p>2a. In the weekly theology assignments in the course Survey of Christian Theology, 80% of the students will average a score of 80% on 2 of the weekly theology assignments (drawn from Weeks 3 and 5).</p> <p>2b.</p>	<p>2a.</p> <p>2b.</p>	<p>2a.</p> <p>2b.</p>
<p>3. Nurture personal spiritual development.</p>	<p>3a. In Week 3 of the Adult and Professional Development course, the students have to write a “Personal life mission and development plan” paper. 80% of the students will relate this mission and plan to key concepts of “God’s Word/Bible, Christ/Christlikeness, Christian values, Godliness, and/or God’s call” by using at least 3 of these 5 key terms/phrases in their paper.</p> <p>3b. In the Holiness and the Life of the Believer course, students are required to do “spiritual formation” exercises. From Week 5 spiritual formation assignments: Students have to respond to a reflection question on “Discipling.” 80% of the students will articulate their need and desire to discipline their lives in such a way as to nurture the Christlike life.</p>	<p>3a. 8 out of 10 students (80%) used at least 3 of the 5 key terms/phrases in the articulation of their Personal Life Mission and Development plan. (God’s Word/Bible = 8 out of 10 (80%), Christ/Christlikeness = 10 out of 10 (100%), Christian values = 8 out of 10 (80%), Godliness = 3 out of 10 (30%), and God’s call = 5 out of 10 (50%).</p> <p>3b. 3 out of 5 students (60%) wrote about either “discipline” or “Christlikeness” in their response. 2 out of 5 students (40%) specifically wrote about discipline and 2 out of 5 students (40%) specifically wrote about “Christlikeness.” Thus, 3 out of 5 (60%) discussed either “discipline” or “Christlikeness” in their response.</p>	<p>3a. Met the Goal. This is the fourth time we have used this procedure in assessing this Outcome. With more students writing the paper this year, the results seem to be more accurate. The students are doing well in planning for the ongoing nurture of their personal spiritual development. We will continue to monitor the results.</p> <p>3b. Did not reach goal. Two years ago, 78% of the students discussed either discipline or Christlikeness in their life. Last year, 62% did this, and this year 60% discussed one of these themes. It is disappointing to be below our goal. We need to reexamine the procedure because the specific instructions from the questions may not be pointing the students in the direction we are hoping they will use to respond. Meanwhile, we will continue to monitor the results.</p>

<p>4. Identify sound methods and resources for interpreting the Bible.</p>	<p>NOTE: The Program Outcome is being evaluated this year for the first time according to the NBC policy of evaluating each Program Outcome at least every 10 years.</p> <p>4a. There is a final exam in “Bible and Life Application” about the basic methods of Bible interpretation. 80% of the students will score 80% or higher on this final examination in B&L Application course.</p> <p>4b. In the Bible and Life Application course, the students write an exegetical paper as a “Weekly Project” in Weeks 2-6. 80% of the students will score 80% or higher on the composite scores of the exegetical paper in these 5 Weekly Project writings</p>	<p>4a. 2 out of 2 (100%) students scored 80% or higher on the final exam for Bible and Life Application course.</p> <p>4b. 2 out of 2 (100%) students scored 80% or higher on their composite scores on the 5 parts of their exegetical paper. 1 scored 220/250 points (88%) and the other scored 231/250 points (92%).</p>	<p>4a. Met the goal. There were only 2 students in the class, but both of them scored in the 90 percentile on the final exam. This is a new procedure, and so we will continue to observe the patterns that develop in ensuing years.</p> <p>4b. Met the goal. There were only 2 students in the class, but both of them did very well in the writing of the different parts of the exegetical paper. This is a new procedure, and so we will continue to monitor the results.</p>
<p>5. Understand the basic principles of biblically-based leadership.</p>	<p>5a. In Week 6 of the course Biblical Leadership Principles, the students describe a plan for leadership development for themselves and others. 80% of the students will reflect on the Bible, Christ, or biblical examples in their leadership development plan.</p>	<p>5a. 4 out of 5 students (80%) referred specifically to the Bible, Christ, or biblical examples in their Plan for Leadership Development. 2 out of 5 students referred to Bible (40%), 1 out of 5 referred to Christ (20%), and 4 out of 5 referred to biblical examples (80%).</p>	<p>5a. Met the goal (barely). This is the second time in 5 years we met the goal. The expectation that students “should” refer to Bible, Christ, or biblical examples is not alluded to in the assignment of a “Plan for Leadership Development. For this reason, it is interesting (and sometimes disappointing) that they don’t think to mention one of these three important “sources” in their Plan. But we were not disappointed this year. We will continue to monitor the results.</p>

	<p>5b. End of Course Reflection in the course Biblical Leadership Principles. 85% of the students will reflect positively on their End of Course Reflection assignment on the benefits of the class in terms of their increased understanding of biblically-based leadership</p>	<p>5b. 4 out of 5 students (80%) reflected very positively on their End of Course reflection on the benefits of the class for their understanding of biblically-based leadership. One student did not respond to the End of Course Reflection assignment.</p>	<p>5b. Did not meet the goal. One student did not respond to the End of Course Reflection assignment, and so it is difficult to know if their reflection on the course is positive or not. This is an important affective assessment of the course from the students' point of view. We will continue to monitor this criterion to see if any changes need to be made to this assignment or to a new procedure to measure this criterion.</p>
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Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

1. **This year, we met our goal in 5 out of the 8 procedures we used. It is encouraging to see that we are making continuing progress. The program seems to be meeting its objectives fairly well, although we are still striving for improvement.**
2. **Outcome #4 was added to the assessment schedule this year. This means that 4 of the Outcomes (1, 3, 4, 5) are now being assessed. Outcome #2 is not yet being assessed (which is in accordance with the NBC policy of assessing at least 3 outcomes each year). One procedure (2a) has been included in the assessment in the last several years, but since Outcome 2 is not actually being assessed this year yet, we have not included the data of this procedure in the grid this time.**

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Identify the intended message of biblical passages.
2. Demonstrate exegetical skill in the interpretation of biblical texts.
3. Relate the message of the biblical text to a contemporary audience.

College Educational Outcomes ("Students will demonstrate: . . .")	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	Major
• commitment to Christ-like living and ministry	1,5,6	1, 3, 4	3
• effective communication	2,4,6		3
• critical thinking	1,2,3,4,5,6		1
• biblical exposition skills		1, 2	1,2
• a foundation in Wesleyan-Holiness theology		3, 4	
• multicultural awareness in missional service	4,5,6		
• a Christian worldview	1,4,5,6	1, 3, 5	3
• life-long learning	1,2,4,5,6		

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3
Prophets/PoetWisdom/OTHistory	A	A	
PaulineEpistles/Acts/WomenBible	A	A	
Elective Bible/Theology Course			A
Global Evangelism			I
Senior Ministry Integration			A

Academic Assessment Flow Chart

Mission:	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes		Procedures & Goals		Assessment Results		Use of Results	
Completion of this program should enable students to:							
<p>1. Identify the intended message of biblical passages.</p>		<p>1a. Composite score of graduating majors will demonstrate at least 20% improvement over the composite score of the same students as entering freshmen, on the ABHE Bible Content Exam.</p> <p>1b. 80% of all majors will score 75% or better in relation to the "Summation of main points and clear identification of message" section of the exegetical paper grading rubric in their upper level Bible classes.</p>		<p>1a. 2 out of the 6 graduating B&T majors took both the freshman and senior tests. First student improved from 57% to 87% (30% improvement), second student improved from 55% to 69% (14% improvement). On average, then, the B&T majors improved their score by 22%.</p> <p>1b. 8 of 10 B&T majors (80%) scored 75% or better on the "Summation of main points and clear identification of message" section in an exegetical paper they wrote in their upper level Bible course</p>		<p>1a. Met the goal. Even though we met the goal, we need to reconfigure our goal in column 3 to be more realistic. If the student scores very well on their Freshman test, it can be mathematically impossible for them to improve 20% on their senior test. This is what happened last year. We will continue to monitor the results for another year or two in order to see if we need to change our goal to 15% improvement.</p> <p>1b. Met the goal (barely). Students continue to struggle with this part of the paper. This is only the 2nd time in 6 years we have met our goal. We will need to revisit the instructions for this section of the paper to see if this is the origin of the problem.</p>	
<p>2. Demonstrate exegetical skill in the interpretation of biblical texts.</p>		<p>2a. 80% of all majors will score 70% or better on the exegetical papers they write in their upper level Bible classes.</p> <p>2b. 80% of all graduating seniors with a B&T major will reply "strongly agree" to the College Experience survey question, "I feel confident that I have been adequately prepared to interpret the Bible and communicate theology" and they will respond "always true" to the question, "I am dedicated to biblical exposition that accurately reflects the content and meaning of Scripture."</p>		<p>2a. 7 of 10 B&T majors (70%) scored 70% or better on an exegetical paper they wrote in their upper level (3rd year) Bible course.</p> <p>2b. 4 of 6 graduating students (67%) with a B&T major responded to the first question with "strongly agree" and 5 of 6 graduating students (83%) with a B&T major responded to the second question with "always true." As a composite percentage, 75% of the respondents met the criteria.</p>		<p>2a. Did not meet the goal. We have only met this goal 3 times in the last 6 years. It is quite disappointing that the students struggle to score better on their exegetical paper as a whole. We have a smaller number of students this year, and so we will continue to monitor the results.</p> <p>2b. Did not meet the goal. It is disappointing that we did not meet the goal of this procedure. Over the last several years (5 out of the last 6 years), we have received high marks in this affective assessment to see that the students feel confident in the biblical preparation they have received in the Bible and Theology major. With a smaller number of graduates, the percentage can change sharply, depending on 1 or 2 students' dissatisfaction. But we will keep a close eye on the responses to this procedure. We certainly want our students to express a high degree of confidence in the biblical training they have received. We will continue to monitor the results.</p>	

<p>3. Relate the message of the biblical text to a contemporary audience.</p>	<p>3a. 80% of all majors will score 80% or better in relation to the "Discussion of appropriate contemporary application" section of the exegetical paper grading rubric in their upper level Bible classes.</p> <p>3b. A special Reflection Paper will be required of B&T majors in their SMI program with an "applicational" question in which they reflect upon the way their study of the Bible influences and affects the way they approach a Biblical text and present it to a contemporary audience.</p> <ul style="list-style-type: none"> • The question for the SMI question will contain two parts: • Reflect upon how your experience in the B&T major has impacted your approach to interpreting the Bible. In other words, compare and contrast the way you study the Bible now versus the way you studied the Bible before you came to NBC. • Write a brief explanation of how you apply the message of a biblical passage to a contemporary audience. <p>GOAL: 85% of the B&T majors will exhibit a positive reflection upon the way they learned to interpret the Bible from NBC. (This "positive reflection" is measured by the students' usage of the 6 key words "context, word studies, genre, message, purpose, application." 85% of the B&T majors should use 4 out of these 6 key words in their reflection paper).</p>	<p>3a. 9 of 10 B&T majors (90%) scored 80% or better on the "Discussion of appropriate contemporary application" section of the exegetical paper grading rubric in their upper level (3rd year) Bible course.</p> <p>3b. 3 out of 3 students (100%) talked about the importance of at least 4 of the 6 key words of this criterion. Their reflection on their experience in the B&T major was very positive. (3 out of 3 [100%] talked about Message, 3 out of 3 [100%] talked about Context, 3 out of 3 [100%] talked about Application, 2 out of 3 [675%] talked about Word Studies, 2 out of 3 [675%] talked about Genre; and 1 out of 3 [33%] talked about Purpose).</p>	<p>3a. Met the goal. This is the 3rd time in 6 years that we met this goal. It is very satisfying to have a strong showing this year among our students. We will continue to watch the results of this important category of application.</p> <p>3b. Met the goal. This is the first time in several years that we met our goal. We have been seeing a steady improvement in the responses of the students toward the goal, but it is satisfying to have reached the goal this year. There still seem to be a few students who seem confused as to what they were supposed to reflect upon in this special Reflection paper. Otherwise, we will continue to monitor the results.</p>
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Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

1. ABHE exam. We are still not receiving many results from the ABHE exam. We were hoping to have a better number of comparable scores this year, but that didn't happen. However, it looks like we might have more results in this coming academic year.

Budget Items {identify any decisions and/or changes which require budgetary support}:

1. ABHE Content exam (amount unknown; the college is charged a fee for each student who takes the exam). This year, 6 B&T students took the exam.

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Demonstrate an understanding of the principles and philosophies of **effective** Christian Educational Ministries in a local church.
2. Identify and **apply best practices for fruitful** Christian Educational Ministries.
3. Develop an understanding of intergenerational ministry.
4. Employ effective interpersonal and group communication skills.
5. Apply theory and best practices to prepare and equip the next generation of ministry leaders.

College Educational Outcomes ("Students will demonstrate: . . .")	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	Major
• commitment to Christ-like living and ministry	1,5,6	1, 3, 4	3
• effective communication	2,4,6		3,4
• critical thinking	1,2,3,4,5,6		1
• biblical exposition skills		1, 2	1, 2
• a foundation in Wesleyan-Holiness theology		3, 4	1
• multicultural awareness in missional service	4,5,6		
• a Christian worldview	1,4,5,6	1, 3, 5	2
• life-long learning	1,2,4,5,6		2, 5

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3	Outcome 4	Outcome 5
Intro to CEM	B	I	A		A
Foundations for CEM	B	I	A	I	A
Teaching Methods and Curr. Design	I	B	A		
Children's Ministries	A	I	B		A
Youth Ministries	A	I	B		A
Adult Ministries	A	I	B		A
Multiple Staff and Team Ministries	A	B	I		I
Leadership of CEM	A	A	A		I
SMI-1-CEM	A	A	A		I
SMI 2-CEM	A	A	A		I
Introduction to Music Ministries	B	B			
Global Evangelism	I	I	B	B	B
History & Polity of the COTN	B	B	I		
Church Admin and Finance	B	I	B	B	I

Academic Assessment Flow Chart

Mission:	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes		Procedures & Goals		Assessment Results		Use of Results	
Completion of this program should enable students to:							
1. Demonstrate an understanding of the principles and philosophies of effective Christian Educational Ministries in a local church.	1a. 80% of the students in CEM2003-Intro to CEM will write a Philosophy of CEM Paper. 80% of the students will score 80% or higher. 1b. 80% of the students in CEM2113-Foundations of CEM will write a Philosophy of CEM-The Teaching Learning Process paper. 80% of the students will score 80% or higher.	1a. 100% of the students scored 80% or higher on the Philosophy Paper assignment. 1b. 59% scored 80% or higher on the Philosophy of CEM-The Teaching Learning Process paper.	1a. The assignment is effective 1b. Additional attention and focus needs to be placed on the assignment.				
2. Identify and apply best practices for fruitful Christian Educational Ministries.	2a. 80% of the students in CEM2113-Foundations of CEM will write a Case Study (Evaluation) assignment. 80% of the students will score 80% or higher on the Case Study assignment. 2b. 80% of the students in CEM4133-Leadership of CEM will write a Reflection Paper. 80% of the students will score 80% or higher on the Reflection assignment.	2a. 41% scored 80% or higher on the Case Study (Evaluation) assignment. 2b. 100% of the students scored 80% or higher on the Reflection Paper assignment.	2a. It appears that there were students at both ends of the performance spectrum. Several scored very well and demonstrated proficiency, while a number failed to submit the assignment or submitted the assignment late and scored lower points. 2b. The assignment is effective.				
3. Develop an understanding of intergenerational ministry.	3a. CEM3133-Adult Ministry is offered every other year for the CEM Program. This outcome can and will be successfully measured through assignments posted in this course. This will be assessed in 2023-2024. 3b. CEM3113-Children’s Ministries and CEM 3123-Youth Ministries is offered every other year for the CEM Program. This outcome can and will be successfully measured through assignments posted in these courses. This will be assessed in 2023-2024.	3a. CEM3133-Adult Ministry is offered every other year for the CEM Program. This outcome can and will be successfully measured through assignments posted in this course. This will be assessed in 2023-2024. 3b. CEM3113-Children’s Ministries and CEM 3123-Youth Ministries is offered every other year for the CEM Program. This outcome can and will be successfully measured through assignments posted in these courses. This will be assessed in 2023-2024.	3a. CEM3133-Adult Ministry is offered every other year for the CEM Program. This outcome can and will be successfully measured through assignments posted in this course. This will be assessed in 2023-2024. 3b. CEM3133-Adult Ministry is offered every other year for the CEM Program. This outcome can and will be successfully measured through assignments posted in this course. This will be assessed in 2023-2024.				

<p>4. Employ effective interpersonal and group communication skills.</p>	<p>4a. 80% of the students will write a Research Paper-Staff Relationships in CEM4113-Multiple Staff and Team Ministries. 80% of the students will score 80% or higher on the Research Paper assignment.</p> <p>4b. 80% of the students in CEM4113-Multiple Staff and Team Ministries will score 80% or higher on Weekly Quizzes (1-6).</p>	<p>4a. 50% of the students scored 80% or higher on the Research Paper assignment.</p> <p>4b. 80% of the students scored 83% or higher on the Weekly Quizzes (1-6).</p>	<p>4a. The goal was not met because only 50% of the students completed the assignment.</p> <p>4b. The assignment is effective.</p>
<p>5. Apply theory and best practices to prepare and equip the next generation of ministry leaders.</p>	<p>5a. CEM3123-Youth Ministries is offered every other year for the CEM Program. This outcome can and will be successfully measured through assignments posted in this course. This will be assessed in 2023-2024.</p> <p>5b. CEM3113-Children’s Ministry is offered every other year for the CEM Program. This outcome can and will be successfully measured through assignments posted in this course. This will be assessed in 2023-2024.</p>	<p>5a. CEM3123-Youth Ministries is offered every other year for the CEM Program. This outcome can and will be successfully measured through assignments posted in this course. This will be assessed in 2023-2024.</p> <p>5b. CEM3113-Children’s Ministry is offered every other year for the CEM Program. This outcome can and will be successfully measured through assignments posted in this course. This will be assessed in 2023-2024.</p>	<p>5a. CEM3123-Youth Ministries is offered every other year for the CEM Program. This outcome can and will be successfully measured through assignments posted in this course. This will be assessed in 2023-2024.</p> <p>5b. CEM3123-Youth Ministries is offered every other year for the CEM Program. This outcome can and will be successfully measured through assignments posted in this course. This will be assessed in 2023-2024.</p>

Program Assessment Report Program: *Christian Educational Ministries Major*

Academic Year: 2022-2023

Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

Program Outcomes Mapped to Institutional Outcomes
Program Outcomes:

1. Know the basic counseling principles as they relate to individuals, families, organizations, human development, abnormal behavior, and Christian thought.
2. Identify basic counseling techniques and how to apply them in a Biblical way.
3. Be able to accurately assess emotional and spiritual health in oneself and those of the individuals within the counseling setting.
4. Develop strategies for biblically managing conflict within families and organizations.

College Educational Outcomes ("Students will demonstrate: . . .")	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	<i>Major</i>
• commitment to Christ-like living and ministry	1,5,6	1, 3, 4	1,2,3,4
• effective communication	2,4,6		3,4
• critical thinking	1,2,3,4,5,6		1,2,3,4
• biblical exposition skills		1, 2	2,4
• a foundation in Wesleyan-Holiness theology		3, 4	3
• multicultural awareness in missional service	4,5,6		1,3,4
• a Christian worldview	1,4,5,6	1, 3, 5	1,2,3,4
• life-long learning	1,2,4,5,6		1,3

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3	Outcome4
PSY-4602 Orientation to Counseling for Christian Ministries	B	B	I	B
PSY-4614 Developmental Issues in Counseling	I	I	I	I
THE-4604 Counseling and Christian Thought	I	I	I	I
PSY-4624 Individual Counseling Theories	I	I	I	I
PSY-4634 Marriage and Family Counseling Theories	I	I	I	I
PSY-4644 Abnormal Psychology for Counseling	I	I	I	I
BLE-4654 Group and Organizational Behavior	I	I	I	I
BLE-4684 Managing Change and Conflict	I	I	I	I
PSY-4612 Capstone to Counseling for Christian Ministries	I	I	I	I

Academic Assessment Flow Chart

Mission:	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes		Procedures & Goals		Assessment Results		Use of Results	
Completion of this program should enable students to:							
1. Know the basic counseling principles as they relate to individuals, families, organizations, human development, abnormal behavior, and Christian thought.		1a. New assessment measures are being developed to assess a cohort from beginning (Orientation) to program completion (Capstone) 1b. To be determined based on goals developed using new assessment measures.		1a. Unavailable until 2025 1b. Unavailable until 2025		1a. NA 1b. NA	
2. Identify basic counseling techniques and how to apply them in a Biblical way.		2a. New assessment measures are being developed to assess a cohort from beginning (Orientation) to program completion (Capstone) 2b. To be determined based on goals developed using new assessment measures.		2a. Unavailable until 2025 2b. Unavailable until 2025		2a. NA 2b. NA	
3. Be able to accurately assess emotional and spiritual health in oneself and those of the individuals within the counseling setting.		3a. New assessment measures are being developed to assess a cohort from beginning (Orientation) to program completion (Capstone) 3b. To be determined based on goals developed using new assessment measures.		3a. Unavailable until 2025 3b. Unavailable until 2025		3a. NA 3b. NA	
4. Develop strategies for biblically managing conflict within families and organizations.		4a. New assessment measures are being developed to assess a cohort from beginning (Orientation) to program completion (Capstone) 4b. To be determined based on goals developed using new assessment measures.		4a. Unavailable until 2025 4b. Unavailable until 2025		4a. NA 4b. NA	

Program Assessment Report Program: *Counseling for Christian Ministries Major*

Academic Year: 2022-2023

Summation of Assessment Impact New assessment instruments using course objectives from the CCM major courses will be developed and implemented in Orientation 2024 and again in Capstone 2025.

Budget Items Continued commitment and financial support for summer Orientation/Capstone intensive weekend is requested.

College Strategic Planning Outreach to other denominations with doctrines similar to Wesleyan-Holiness theology to recruit students into the Nazarene Bible College and Counseling for Christian Ministries Program.

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Know the strategies that lead to the attainment of organizational goals.
2. Demonstrate leadership skills necessary to mentor others successfully.
3. Utilize effective professional communications strategies.
4. Understand the regulatory requirements within the business setting.
5. Identify the change management strategies which ensure optimal organizational performance.

College Educational Outcomes ("Students will demonstrate: . . .")	Corresponding Program Outcomes		
	<i>Previous Course Work</i>	<i>AdVantage Core</i>	Major
• commitment to Christ-like living and ministry		1, 2, 3, 4, 5	2
• effective communication	PCW		2,3
• critical thinking	PCW		1, 2, 3, 4, 5
• biblical exposition skills		1, 4	2
• a foundation in Wesleyan-Holiness theology		2	
• multicultural awareness in missional service		1, 2, 5	1, 2, 3, 4, 5
• a Christian worldview		1, 2, 4	1, 2, 3
• life-long learning	PCW	3	1, 2, 3, 4, 5

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3	Outcome4	Outcome5
Business & Professional Communication	B	I	A	I	A
Business Finance	I		A	A	A
Legal and Ethical Issues in Nonprofit Organizations	A			A	A
Group & Organizational Behavior	A	A	B	B	A
Strategic Leadership & Management	A	A	A	B	A
Business Ethics		I	I	A	A
Managing Change and Conflict	A	A	A		A
Capstone Project	A	A	A	A	A

Academic Assessment Flow Chart

Mission:	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes		Procedures & Goals		Assessment Results		Use of Results	
Completion of this program should enable students to:							
1. Know the strategies that lead to the attainment of organizational goals.	1a. 80% of the students will write a Vision and Mission Statement and will score 80% or higher on the assignment from BLE4664-Strategic Leadership and Management. 1b. 80% of the students in BLE4624 will perform a SWOT analysis. 80% of the students will score 80% or higher on the SWOT analysis assignment.	1a. The students scored 90% or higher on the Vision and Mission Statement assignment. 1b. 25% of the students scored 80% or higher on the SWOT analysis assignment.	1a. The assignment is effective 1b. Additional focus needs to be given SWOT Analysis assignment.				
2. Demonstrate leadership skills necessary to mentor others successfully.	2a. 80% of the students in BLE4664-Strategic Leadership and Management will take a Leadership Skills Assessment. 100% of the students will complete this assignment. 2b. 80% of the students in BLE4654-Group and Organizational Behavior will read and respond to a Case Study assignment (Week 1). 80% of the students will score 80% or higher on the assignment.	2a. 100% of the students completed the Leadership Skills Assessment. 2b. 100% of the students scored 80% or higher on the Case Study assignment.	2a. The assignment is effective 2b. The assignment is effective				
3. Utilize effective professional communications strategies.	3a. 80% of the students will score 80% or higher on Week 2 Learning Activities Assignment from BLE4614-Business and Professional Communication. 3b. 80% of the students in BLE4674-Business Ethics will score 80% or higher on the Week 1-Case Study assignment.	3a. 100% of the students scored 80% or higher on Week 2 Learning Activities Assignment. 3b. 100% of the students scored 80% or higher on the Week 1-Case Study assignment.	3a. The assignment is effective 3b. The assignment is effective				
4. Understand the regulatory requirements within the business setting.	4a. 80% of students will score 80% or higher on the Weekly Quizzes (1-6) from BLE4614-Business and Professional Communication. 4b. 80% of the students in BLE4624-Business Finance will develop a Business Plan project. 80% of the students will score 80% or higher on their Business Plan.	4a. 100% of the students scored 80% or higher on the Weekly Quizzes (1-6). 4b. 88% of the students scored 80% or higher on the Business Plan project.	4a. The assignment is effective 4b. The assignment is effective				

<p>5. Identify the change management strategies which ensure optimal organizational performance.</p>	<p>5a. 80% of the students in BLE4664-Strategic Leadership and Management will score 80% or higher on the Discussion Question Assignment in Week 3.</p> <p>5b. 80% of the students will write a Change Project in BLE4684-Managing Change and Conflict. 80% of the students will score 80% or higher on the Change Project.</p>	<p>5a. 100% of the students scored 80% or higher on the Discussion Question.</p> <p>5b. 100% of the students scored 89% or higher on the Change Project.</p>	<p>5a. The assignment is effective</p> <p>5b. The assignment is effective</p>
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Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Grow in Christlike character as persons and pastors.
2. Promote evangelism and community engagement.
3. Conduct culturally relevant, God-centered worship.
4. Communicate the gospel in contextually appropriate ways.
5. Learn to effectively lead and administer the church as a servant leader.
6. Discover good practices for effective pastoral care.
7. Apply what is being learned through directed field study.

Pastoral Leadership Major is a degree completion program but it shares the same goals as the Pastoral Ministries Major since both programs have the same courses and learning outcomes for ministry preparation and ordination education as required by the Church of the Nazarene. Thus, the assessment reports are identical.

College Educational Outcomes ("Students will demonstrate: . . .")	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	Pastoral Leadership Major
• commitment to Christ-like living and ministry	1,5,6	1, 3, 4	1,2
• effective communication	2,4,6		4,6
• critical thinking	1,2,3,4,5,6		4
• biblical exposition skills		1, 2	4
• a foundation in Wesleyan-Holiness theology		3, 4	1
• multicultural awareness in missional service	4,5,6		2, 4, 5
• a Christian worldview	1,4,5,6	1, 3, 5	4, 7
• life-long learning	1,2,4,5,6		1, 5

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

Pastoral Ministries Program Curriculum	Outcome1	Outcome2	Outcome3	Outcome4	Outcome5	Outcome6	Outcome7
CEM-2113 Foundations for Christian Educational Ministries		B		B	B		
MUS-1143 Music Ministries I - Introduction			I		I		
OTR-2013 Global Evangelism	B		B				
OTR-4013 Developing a Missional Church		I	I	I	A		
PAS-2013 Practice of Christian Ministry	I	B	I	I	I	I	
PAS-2023 History and Polity of the COTN					B	I	
PAS-3013 Worship	A		I	I			
PAS-3023 Pastoral Care and Counseling	A				B		
PAS-3033 Christian Preaching I	B			B			
PAS-3043 Christian Preaching II	I			I			
PAS-3053 Christian Preaching III	A			A			
PAS-4023 Church Administration and Finance	A				A	A	
PAS-4092 Senior Ministry Integration (SMI)						A	A
PSY-4083 Leadership	A				A	A	
SPE-3033 Oral Interpretation			A	A			

Academic Assessment Flow Chart

Mission: (Col. 1) →	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes (Col. 2)		Procedures & Goals (Col. 3)		Assessment Results (Col. 4)		Use of Results (Col. 5)	
Completion of this program should enable students to:							
<p>1. Grow in Christlike character as persons and pastors.</p>	<p>1a. THE2013 Doctrine of Holiness will help us measure whether or not students are comprehending the doctrine. Goal: THE2013 grade performance 75% achieving a grade of C or above on the final exam. Exam 90 pts need score 68 and above 2021- 23 Challenge: Knowing the Doctrine does not guarantee experiential growth... However, one must know that biblical holiness is in order to experience growth in holy Character. Therefore, we will also look at 1e. to measure how they have been observed as exhibiting holy character in personal life and ministry.</p>	<p>1a. 2013 Final Exam/Knowledge of Holiness 2020-21 = 74% 2021-22 = 73% 2022-23 =</p>	<p>1a. In progress</p>				
	<p>1b. DS Surveys for years 2020 -22 will be used to tabulate effectiveness in this area. Good to excellent rating on DS Survey regarding teaching and preaching Holiness Doctrine. See how well graduates are applying what they have learned in their ministry. Goal 75% rating.</p>	<p>1b. DS Survey Results 2020-21 = 100% DS Survey Results 2021-22 = 83% SD Survey Results 2022-23 =</p>	<p>1b. In progress</p>				
	<p>1c. Question 2: SDI Survey: 2. I recognize the significance of the Wesleyan-Holiness theological perspective as foundational for life and service. Goal 85% score always true. Score 2023 = ____%</p>	<p>1c. SDI Survey Results = 2022-23 =</p>	<p>1c. In progress</p>				
<p>2. Promote evangelism and community engagement.</p>	<p>2a. This objective will be actively assessed in academic years beginning 2021 SDI Survey Draw from questions 31 and 35 found in the SDI survey. Goal: 75% of students rating themselves as involved in evangelism ministries</p>	<p>2a. Results from SDI Survey Personal Witnessing Outreach Programs 2019 - 20 = 91% not measured 2020 - 21 = 80% not measured 2021 - 22 = 83% 86%</p>	<p>2a. Review again in 2024-25</p>				
	<p>2b. Information to be gathered from OTR2013 2019 - 2021. Goal 75% achieving a grade of 80% or higher indicating an adequate understanding of culturally relevant personal evangelism ministries in the local church. Assignment: Weekly Reflection on Basic Bible Studies in personal evangelism 75% Need a score of 26 or above.</p>	<p>2b From OTR2013 Weekly Reflection/Bible Studies for Personal Evangelism, 2019-20 Grade Results = 91% 2020-21 Grade Results = 93% 2021-22 Grade Results = 100%</p>	<p>2b Review again in 2024-25</p>				
	<p>2c Observation by DS, via pastoral renewal interview and congregational assessments are revealed in the annual DS Reports</p>	<p>2c. Studying Annual Survey Results 2019-2020 Survey Results = 80% 2020- 2021 Survey Results = 91% 2022- 2022 Survey Results = 93%</p>	<p>2c Review again in 2024-25</p>				
<p>3. Conduct culturally relevant God-centered worship.</p>	<p>3a. PAS3013 Worship has two class projects that deal with this goal. 1. Conduct a Worship Service Observational Analysis and 2. Craft a Detailed Worship Liturgy. Contextualization and God-centered Worship is covered in these projects.</p>	<p>3a. Grade Book Results from DCW Grade Results 2022-23 = 2023-24 = 2024-25 =</p>	<p>3a. In Progress</p>				

	<p>Goal: 75% of Class will score 75% and above on these projects demonstrating knowledge and ability.</p> <p>3b. MUS1143 Course and Course Project have been revised. The course final project will reveal the ability to understand and achieve Program Objective 3</p> <p>3c. An Alumni Survey will be used to inquire about Worship Ministries in the local church. Goal: 75% of the Pastoral Ministry Alumni who are responding to the program’s survey will indicate the PMin Major rated “good to “excellent” in preparing them to fulfill this objective.</p>	<p>3b. Grade Book Results from DCW Grade Results 2022-23 = 2023-24 = 2024-25 =</p> <p>3c Alumni Survey Need to add a specific question about worship on the next Alumni Survey beginning Alumni Survey still to be revised. Hopefully it will be available 2022-23 Academic Year. Survey Results 2022-23 = 2023-24 = 2024-25 =</p>	<p>3b. In Progress</p> <p>3c. In Progress</p>
<p>4. Communicate the gospel in contextually appropriate ways.</p>	<p>4a Statistics gathered from DS Survey sent annually to 1/3 of the USA/Canada DS’s. Goal:75% of the District Superintendents in the COTN responding to the “NBC Survey for District Superintendents” will rate NBC students/alumni serving on their districts either “good” or “excellent” in Preaching/Teaching.” Scores dropped from 96%2019-20 to 83% in 2022. Goal to increase to 90%.</p> <p>4.b Preaching Manuscript Assignment. There is a manuscript rubric in Preaching I, II and III. The goal is that at each level of preaching the students will score at least 75% of points allotted for the assignment, thus demonstrating their ability to compose an effective biblical sermon which clearly presents the Gospel. Starting 2022-23</p>	<p>4a. Annual DS Survey Survey Results 2022- 23= 2023-24= 2024-25=</p> <p>4b. Sermon Manuscript Assignment Preaching I Preaching II Preaching III 2022-23 = 2023-24 = 2024-24 =</p>	<p>4a In Progress</p> <p>4b. In progress</p>
<p>5. Learn to effectively lead and administer the church as a servant leader.</p>	<p>5a. Goal: 75% of the District Superintendents in the COTN responding to the “NBC Survey for District Superintendents” will rate NBC students/alumni serving on their districts either “good” or “excellent” in “Leadership/Admin. Revisions in course have been made. Will review impact of revisions.</p> <p>5b. Will work with course manager to find the best assignment for evaluation for this program learning outcome. Will begin to evaluate in 2024-25 academic year. Will determine assignment by 6/1/23</p> <p>5c. In PAS2013 the students write a Philosophy of Ministry Paper describing their understanding of Pastoral Leadership from a biblical perspective, which includes servant leadership. Goal: 75% of students will score 75% and above on POM Assignment</p>	<p>5a. Leadership Administration Survey results 2024-25 Survey results 2025 -26 Survey Results 2026-27</p> <p>5b. In progress</p> <p>5c Philosophy of Ministry Assignment Scores: 2022-23 = 2023-24 = 2023-25 =</p>	<p>5a. Will begin review again in 2024-25</p> <p>5b. Will determine which assignment is the best measure of the learning outcome by 6/1/23 and will being course assessment review in 2024-25</p> <p>5c. In progress</p>
<p>6. Discover good practices for effective pastoral care.</p>	<p>6a. This objective will be actively assessed in academic years beginning in 2024-2027 through DS Surveys. Goal: 75% of r alumni serving as pastors will be rated as practicing effective pastoral care</p>	<p>6a. DS Survey Results 2024-25= 2025-26 = 2026-27=</p>	<p>6a. Will review again in 2024-25</p>

	6b. PAS3023 has a major assignment: Pastoral Care Strategy Paper. Goal: 75% of students received a grade of 84 and above, demonstrating a general knowledge and application of good pastoral care principles and practices. 2022-23 -2024 -25	6b. Pastoral Care Strategy Paper in PAS3023 score 53 and above. 2024-25= 2025-26 = 2026-27=	6b. Will review again in 2024-25
7. Apply what is learned through directive field study.	<p>7a. Evaluate the final grades of our PMN SMI students to see if their overall learning experience was beneficial. Goal: 75% of students achieve a grade of 80% and above as final grade. 2019-20 – 2022-23 Grade should be 454 and above of 605 possible pts.</p> <p>7b. Evaluate the results of the SMI Student Survey regarding the student's personal assessment of the value of the SMI Experience. Goal: Overall 75% rated the SMI Experience an average of 3 and above on a rating of 5. Survey results will be tabulated beginning in 2022-23 Academic Year.</p> <p>7c. Evaluate the results of the SMI Pastor/Mentor Survey regarding the value of the student/mentor relationship in the continuing development of their ministry skills and application. Goal: Overall 75% rated the SMI Experience an average of 3 and above on a rating of 5. Measured results begin in 2022-23</p>	<p>7a. Final Grades: 2022 - 23 = 2023 -24 = 2024 – 25 =</p> <p>7b. Student Assessment of Effectiveness 2022 - 23 = 2023 - 24 = 2024 – 25 =</p> <p>7c. Pastor/Mentor Assessment of Effectiveness 2022 – 23 = 2023 - 24 = 2024 – 25 =</p>	<p>7a. In progress</p> <p>7b. In progress</p> <p>7c. In progress</p>

Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

Objective 1: Grow in Christlike character as persons and pastors.

- a. The goal of 75% of students making 75% on Final Exam, THE2013 Doctrine of Holiness. Statistic for 2022-23 =
Results will be followed up with Bible and Theology Dept. to see if exam needs further review.
- b. For Christlike Growth see DS Survey Results as observed by the DS and the congregation in pastoral reviews. Compare the District Superintendent Surveys for effectiveness in holy character, holiness preaching and teaching to see if our academic preparation is revealing positive results in practice. Goal: A minimum of 75% favorable ratings by District Superintendents.
2022-23 DS Survey Score: ____%
- c. Question 2: SDI Survey: 2. I recognize the significance of the Wesleyan-Holiness theological perspective as foundational for life and service. Goal 85% score always true. Score 2023 = ____%

Objective 3. Conduct culturally relevant God-centered worship.

MUS1143 Introduction to Church Music has been made a prerequisite course for **PAS3013 Worship**. Both courses have been rewritten and or revised in order to create a better coordination of the course learning objectives in order to achieve this Program Objective.

3a PAS3013 Worship has two class projects that deal with this goal.

1. Conduct a Worship Service Observational Analysis
2. Craft a Detailed Worship Liturgy. Contextualization and God-centered Worship is covered in these projects. Goal: 75% of Class will score 75% and above on these projects demonstrating knowledge and ability. Project
1 Analysis of Observed Worship Service: Score 2022-23 = ____%
2. Project 2 Craft a Detailed Worship Liturgy: Score 2022-23 = ____%

3b. MUS1143 Course and Course Project have been revised. The course final project will reveal the ability to understand and achieve Program Objective 3. Goal: 75% of students will score 75% and above on final class project: Score 2022-23 = ____%

3c. An Alumni Survey will be used to inquire about Worship Ministries in the local church. Goal: 75% of the Pastoral Ministry Alumni who are responding to the program's survey will indicate the PMin Major rated "good to "excellent" in preparing them to fulfill this objective.
Score 2022-23 = ____%

Objective 4. Communicate the gospel in contextually appropriate ways.

4a Statistics gathered from DS Survey sent annually to 1/3 of the USA/Canada DS's. Goal: 75% of the District Superintendents in the COTN responding to the "NBC Survey for District Superintendents" will rate NBC students/alumni serving on their districts either "good" or "excellent" in Preaching/Teaching." 2022-23 Survey Results =

4.b Preaching Manuscript Assignment. There is a manuscript rubric in Preaching I, II and III. The goal is that at each level of preaching the students will score at least 75% of points allotted for the assignment, thus demonstrating their ability to compose an effective biblical sermon which clearly presents the Gospel. Sermon Manuscript Score 2022-23 = Preaching I _____% Preaching II _____% Preaching III _____%

5. Learn to effectively lead and administer the church as a servant leader.

5a. Goal: 75% of the District Superintendents in the COTN responding to the "NBC Survey for District Superintendents" will rate NBC students/alumni serving on their districts either "good" or "excellent" in "Leadership/Admin. Score = _____% begin in 2024-25

5b. Will work with course manager to find the best assignment for evaluation for this program learning outcome. This assignment will be determined by 6/1/23. Will begin to evaluate in 2024-25 academic year. Score = _____%

5c. In PAS2013 the students write a Philosophy of Ministry Paper describing their understanding of Pastoral Leadership from a biblical perspective, which includes servant leadership. Goal: 75% of students will score 75% and above on POM Assignment Score = _____% will begin in 2024-25

7. Apply what is learned through directive field study. A new survey has been designed to provide feedback on how well our students are achieving their goals for the Sr. Field Study Paper and Ministry Functions as supervised by their assigned mentor. Should be implemented beginning in 2022-23 academic year.

7a. Evaluate the final grades of our PMN SMI students to see if their overall learning experience was beneficial. Goal: 75% of students achieve a grade of 80% and above as final grade. Grade should be 454 and above of 605 possible pts. 2022-23 Score = _____%

7b. Evaluate the results of the SMI. Student Survey regarding the student's personal assessment of the value of the SMI Experience. Goal: Overall 75% rated the SMI Experience an average of 3 and above on a rating of 5. Survey results will be tabulated beginning in 2022-23 – 2025-26 Academic Year. 2022-23 Score _____%

7c. Evaluate the results of the SMI Pastor/Mentor Survey regarding the value of the student/mentor relationship in the continuing development of their ministry skills and application. Goal: Overall 75% rated the SMI Experience an average of 3 and above on a rating of 5. Measured results begin in 2022-23 Score = _____%

Budget Items {identify any decisions and/or changes which require budgetary support}: Nothing to report

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

I, Dr. James R. Russom, as faculty and Director of Pastoral Ministries, participated in a review of the College Strategic Plan and its impact on academic programs and quality of education in 2021 and beyond.

Our focus is on Academic excellence and achievement of learning outcomes which are reviewed and reported on monthly as a part of our monthly Academic Council Meeting. Currently adding video lectures to PMin Courses to further facilitate student learning.

Reports from student surveys at the end of each class on a scale of 5 are averaging 4.7 which is a positive response regarding student satisfaction and the achievement of learning outcomes. We regularly monitor these reports so that if the students have problems with the syllabus, learning outcomes, or assignments we can adjust to solve any difficulties that arise.

Statistics Gathered

NBC's sole purpose is equipping students to answer their God-given call to ministry. We are the main source of pastoral education within our denomination. For that reason, I have evaluated almost every course for several years in a row to make sure we are doing our best at preparing persons for Pastoral Ministry. After several years of evaluating more than is required, I believe we have updated and re-written our courses to such a degree that I can now return to normal assessment practices regarding the number of courses to be evaluated and the number of assessment criteria per course. This process has helped us to strengthen the Pastoral Ministry Major, and we have achieved over 95% of our goals. There will always be room for improvement, so we will continue to be diligent regarding Program Assessment.

Evaluations based on particular assignment scores are gathered from the course grade-books located in DCourseWeb. Statistics listed are taken from the grade books and listed in ways that comply with FERPA policies regarding student grades.

Evaluations based upon Surveys are taken from the Student Development Surveys (SDI), the Annual District Superintendent Surveys (1/3 of USA Districts that is gathered each year by NBC) and the Alumni Survey (to be published and statistics gathered by the office of the Academic Dean). Graphs and statistics are copied and placed in the annual assessment report.

All statistics are available in the electronic sub-files under Academic Assessment in Academic Affairs.

Evidence

District Superintendent Survey: While Surveys are not always considered among the most informative results, the DS Survey in the Church of the Nazarene is significant because the majority of the information comes from interviews with the pastor and the local church board who give input into areas of character, competency and pastoral skills, including preaching. This is especially brought out in the pastoral renewal review conducted by the DS.

Objective 1: Grow in Christlike character as persons and pastors.

- a. The goal of 75% of students making 70 or above in overall grade will continue to be monitored: THE2013 Doctrine of Holiness
- | Session | Instructor | Avg. Score | Exam = 90 pts | Avg. Final Grade for Course |
|---------|------------|------------|---------------|-----------------------------|
| | | | | |

Objective 3. Conduct culturally relevant God-centered worship.

3a and 3 b. PAS3013 Worship and MUS1143 Introduction to Church Music are being rewritten and revised. New texts and a renewed coordination between the two courses so that MUS1143 is now a prerequisite to take PAS3013. New courses being taught for the first time in 2022-23 academic year. Assessment will start 2022-23 which will enable us to measure progress made after course revisions.

3c. Alumni Survey being edited to include worship matters in the survey possible as soon as 2022-23 academic year. In progress

Objective 4. Communicate the gospel in contextually appropriate ways.

4a. Preaching Rated by DS Survey: Statistics will be compiled from an Alumni Survey seeking input on preaching skills and effectiveness in terms of preaching preparation at NBC. Goal: 75% of the graduating students will indicate a favorable response to having been adequately prepared to preach while at NBC. 2022-23 Survey results =

4b. Sermons Manuscript Assignment in progress, will start evaluating in 2022-23 academic year. This allows us to measure how well they are applying what they are learning.

5. Learn to effectively lead and administer the church as a servant leader.

5a. DS Survey rating our pastors as effective in Leadership and Administration will begin again in 2022-23 Academic Year. While we met our goals, the last four years has shown a decline in effectiveness overall. Therefore, we have a new course manager and we are revising the course to focus on Eph. 4 leadership and building ministry teams. In Progress.

5b. Will work with new Course Manager for evaluation of a specific assignment in the newly revised course. This will take place as we begin the 2022-23 academic year. In Progress.

7. Apply what is learned through directive field study. A new survey has been designed to provide feedback on how well our students are achieving their goals for the Sr. Field Study Paper and Ministry Functions as supervised by their assigned mentor.

7a. Goal 75% of students should 75% of students achieve a grade of 80% and above as final grade.2021-2024 on their SMI

7c. Feedback from pastor/mento survey this should be available starting in 2022- 23 academic year.

Program Assessment Report Program: *Pastoral Leadership Major*

Academic Year: 2022-2023

PAS54081 Senior Ministry Integration Project – Instructor Miles Trumble - 100% of students scored above goal of 454 pts.

Avg. Final score – 586/605 = 96% average score! Adding to that the responses of the mentors and the students in the SMI survey will verify results.

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Grow in Christlike character as persons and pastors.
2. Promote evangelism and community engagement.
3. Conduct culturally relevant, God-centered worship.
4. Communicate the gospel in contextually appropriate ways.
5. Learn to effectively lead and administer the church as a servant leader.
6. Discover good practices for effective pastoral care.
7. Apply what is being learned through directed field study.

College Educational Outcomes ("Students will demonstrate: . . .")	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	Pastoral Ministries Major
• commitment to Christ-like living and ministry	1,5,6	1, 3, 4	1,2
• effective communication	2,4,6		4,6
• critical thinking	1,2,3,4,5,6		4
• biblical exposition skills		1, 2	4
• a foundation in Wesleyan-Holiness theology		3, 4	1
• multicultural awareness in missional service	4,5,6		2, 4, 5
• a Christian worldview	1,4,5,6	1, 3, 5	4, 7
• life-long learning	1,2,4,5,6		1, 5

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

Pastoral Ministries Program Curriculum	Outcome1	Outcome2	Outcome3	Outcome4	Outcome5	Outcome6	Outcome7
CEM-2113 Foundations for Christian Educational Ministries		B		B	B		
MUS-1143 Music Ministries I - Introduction			I		I		
OTR-2013 Global Evangelism	B		B				
OTR-4013 Developing a Missional Church		I	I	I	A		
PAS-2013 Practice of Christian Ministry	I	B	I	I	I	I	
PAS-2023 History and Polity of the COTN					B	I	
PAS-3013 Worship	A		I	I			
PAS-3023 Pastoral Care and Counseling	A				B		
PAS-3033 Christian Preaching I	B			B			
PAS-3043 Christian Preaching II	I			I			
PAS-3053 Christian Preaching III	A			A			
PAS-4023 Church Administration and Finance	A				A	A	
PAS-4092 Senior Ministry Integration (SMI)						A	A
PSY-4083 Leadership	A				A	A	
SPE-3033 Oral Interpretation			A	A			

Academic Assessment Flow Chart

Mission: (Col. 1) →	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes (Col. 2)		Procedures & Goals (Col. 3)		Assessment Results (Col. 4)		Use of Results (Col. 5)	
Completion of this program should enable students to:							
1. Grow in Christlike character as persons and pastors.		<p>1a. THE2013 Doctrine of Holiness will help us measure whether or not students are comprehending the doctrine. Goal: THE2013 grade performance 75% achieving a grade of C or above on the final exam. Exam 90 pts need score 68 and above 2021- 23 Challenge: Knowing the Doctrine does not guarantee experiential growth... However, one must know that biblical holiness is in order to experience growth in holy Character. Therefore, we will also look at 1e. to measure how they have been observed as exhibiting holy character in personal life and ministry.</p> <p>1b. DS Surveys for years 2020 -22 will be used to tabulate effectiveness in this area. Good to excellent rating on DS Survey regarding teaching and preaching Holiness Doctrine. See how well graduates are applying what they have learned in their ministry. Goal 75% rating.</p> <p>1c. Question 2: SDI Survey: 2. I recognize the significance of the Wesleyan-Holiness theological perspective as foundational for life and service. Goal 85% score always true. Score 2023 = ____%</p>		<p>1a. 2013 Final Exam/Knowledge of Holiness 2020-21 = 74% 2021-22 = 73% 2022-23 =</p> <p>1b. DS Survey Results 2020-21 = 100% DS Survey Results 2021-22 = 83% SD Survey Results 2022-23 =</p> <p>1c. SDI Survey Results = 2022-23 =</p>		<p>1a. In progress</p> <p>1b. In progress</p> <p>1c. In progress</p>	
2. Promote evangelism and community engagement.		<p>2a. This objective will be actively assessed in academic years beginning 2021 SDI Survey Draw from questions 31 and 35 found in the SDI survey. Goal: 75% of students rating themselves as involved in evangelism ministries</p> <p>2b. Information to be gathered from OTR2013 2019 - 2021. Goal 75% achieving a grade of 80% or higher indicating an adequate understanding of culturally relevant personal evangelism ministries in the local church. Assignment: Weekly Reflection on Basic Bible Studies in personal evangelism 75% Need a score of 26 or above.</p> <p>2c Observation by DS, via pastoral renewal interview and congregational assessments are revealed in the annual DS Reports.</p>		<p>2a. Results from SDI Survey Personal Witnessing Outreach Programs 2019 - 20 = 91% not measured 2020 - 21 = 80% not measured 2021 - 22 = 83% 86%</p> <p>2b From OTR2013 Weekly Reflection/Bible Studies for Personal Evangelism, 2019-20 Grade Results = 91% 2020-21 Grade Results = 93% 2021-22 Grade Results = 100%</p> <p>2c. Studying Annual Survey Results 2019-2020 Survey Results = 80% 2020- 2021 Survey Results = 91% 2022- 2022 Survey Results = 93%</p>		<p>2a. Review again in 2024-25</p> <p>2b Review again in 2024-25</p> <p>2c Review again in 2024-25</p>	
3. Conduct culturally relevant God-centered worship.		<p>3a. PAS3013 Worship has two class projects that deal with this goal. 1. Conduct a Worship Service Observational Analysis and 2. Craft a Detailed Worship Liturgy. Contextualization and God-centered Worship is covered in these projects.</p>		<p>3a. Grade Book Results from DCW Grade Results 2022-23 = 2023-24 = 2024-25 =</p>		<p>3a. In Progress</p>	

	<p>Goal: 75% of Class will score 75% and above on these projects demonstrating knowledge and ability.</p> <p>3b. MUS1143 Course and Course Project have been revised. The course final project will reveal the ability to understand and achieve Program Objective 3</p> <p>3c. An Alumni Survey will be used to inquire about Worship Ministries in the local church. Goal: 75% of the Pastoral Ministry Alumni who are responding to the program’s survey will indicate the PMin Major rated “good to “excellent” in preparing them to fulfill this objective.</p>	<p>3b. Grade Book Results from DCW Grade Results 2022-23 = 2023-24 = 2024-25 =</p> <p>3c Alumni Survey Need to add a specific question about worship on the next Alumni Survey beginning Alumni Survey still to be revised. Hopefully it will be available 2022-23 Academic Year. Survey Results 2022-23 = 2023-24 = 2024-25 =</p>	<p>3b. In Progress</p> <p>3c. In Progress</p>
<p>4. Communicate the gospel in contextually appropriate ways.</p>	<p>4a Statistics gathered from DS Survey sent annually to 1/3 of the USA/Canada DS’s. Goal:75% of the District Superintendents in the COTN responding to the “NBC Survey for District Superintendents” will rate NBC students/alumni serving on their districts either “good” or “excellent” in Preaching/Teaching.” Scores dropped from 96%2019-20 to 83% in 2022. Goal to increase to 90%.</p> <p>4.b Preaching Manuscript Assignment. There is a manuscript rubric in Preaching I, II and III. The goal is that at each level of preaching the students will score at least 75% of points allotted for the assignment, thus demonstrating their ability to compose an effective biblical sermon which clearly presents the Gospel. Starting 2022-23</p>	<p>4a. Annual DS Survey Survey Results 2022- 23= 2023-24= 2024-25=</p> <p>4b. Sermon Manuscript Assignment Preaching I Preaching II Preaching III 2022-23 = 2023-24 = 2024-24 =</p>	<p>4a In Progress</p> <p>4b. In progress</p>
<p>5. Learn to effectively lead and administer the church as a servant leader.</p>	<p>5a. Goal: 75% of the District Superintendents in the COTN responding to the “NBC Survey for District Superintendents” will rate NBC students/alumni serving on their districts either “good” or “excellent” in “Leadership/Admin. Revisions in course have been made. Will review impact of revisions.</p> <p>5b. Will work with course manager to find the best assignment for evaluation for this program learning outcome. Will begin to evaluate in 2024-25 academic year. Will determine assignment by 6/1/23</p> <p>5c. In PAS2013 the students write a Philosophy of Ministry Paper describing their understanding of Pastoral Leadership from a biblical perspective, which includes servant leadership. Goal: 75% of students will score 75% and above on POM Assignment</p>	<p>5a. Leadership Administration Survey results 2024-25 Survey results 2025 -26 Survey Results 2026-27</p> <p>5b. In progress</p> <p>5c Philosophy of Ministry Assignment Scores: 2022-23 = 2023-24 = 2023-25 =</p>	<p>5a. Will begin review again in 2024-25</p> <p>5b. Will determine which assignment is the best measure of the learning outcome by 6/1/23 and will begin course assessment review in 2024-25</p> <p>5c. In progress</p>
<p>6. Discover good practices for effective pastoral care.</p>	<p>6a. This objective will be actively assessed in academic years beginning in 2024-2027 through DS</p>	<p>6a. DS Survey Results 2024-25= 2025-26 =</p>	<p>6a. Will review again in 2024-25</p>

	<p>Surveys. Goal: 75% of r alumni serving as pastors will be rated as practicing effective pastoral care</p> <p>6b. PAS3023 has a major assignment: Pastoral Care Strategy Paper. Goal: 75% of students received a grade of 84 and above, demonstrating a general knowledge and application of good pastoral care principles and practices. 2022-23 -2024 -25</p>	<p>2026-27=</p> <p>6b. Pastoral Care Strategy Paper in PAS3023 score 53 and above. 2024-25= 2025-26 = 2026-27=</p>	<p>6b. Will review again in 2024-25</p>
<p>7. Apply what is learned through directive field study.</p>	<p>7a. Evaluate the final grades of our PMN SMI students to see if their overall learning experience was beneficial. Goal: 75% of students achieve a grade of 80% and above as final grade.2019-20 – 2022-23 Grade should be 454 and above of 605 possible pts.</p> <p>7b. Evaluate the results of the SMI. Student Survey regarding the student’s personal assessment of the value of the SMI Experience. Goal: Overall 75% rated the SMI Experience an average of 3 and above on a rating of 5. Survey results will be tabulated beginning in 2022-23 Academic Year.</p> <p>7c. Evaluate the results of the SMI Pastor/Mentor Survey regarding the value of the student/mentor relationship in the continuing development of their ministry skills and application. Goal: Overall 75% rated the SMI Experience an average of 3 and above on a rating of 5. Measured results begin in 2022-23</p>	<p>7a. Final Grades: 2022 - 23 = 2023 -24 = 2024 – 25 =</p> <p>7b. Student Assessment of Effectiveness 2022 - 23 = 2023 - 24 = 2024 – 25 =</p> <p>7c. Pastor/Mentor Assessment of Effectiveness 2022 – 23 = 2023 - 24 = 2024 – 25 =</p>	<p>7a. In progress</p> <p>7b Inn progress</p> <p>7c. In progress</p>

Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

Objective 1: Grow in Christlike character as persons and pastors.

- d. The goal of 75% of students making 75% on Final Exam, THE2013 Doctrine of Holiness. Statistic for 2022-23 =
Results will be followed up with Bible and Theology Dept. to see if exam needs further review.
- e. For Christlike Growth see DS Survey Results as observed by the DS and the congregation in pastoral reviews. Compare the District Superintendent Surveys for effectiveness in holy character, holiness preaching and teaching to see if our academic preparation is revealing positive results in practice. Goal: A minimum of 75% favorable ratings by District Superintendents.
2022-23 DS Survey Score: ____%
- f. Question 2: SDI Survey: 2. I recognize the significance of the Wesleyan-Holiness theological perspective as foundational for life and service.
Goal 85% score always true. Score 2023 = ____%

Objective 3. Conduct culturally relevant God-centered worship.

MUS1143 Introduction to Church Music has been made a prerequisite course for **PAS3013 Worship**. Both courses have been rewritten and or revised in order to create a better coordination of the course learning objectives in order to achieve this Program Objective.

3a PAS3013 Worship has two class projects that deal with this goal.

- 1. Conduct a Worship Service Observational Analysis
- 2. Craft a Detailed Worship Liturgy. Contextualization and God-centered Worship is covered in these projects. Goal: 75% of Class will score 75% and above on these projects demonstrating knowledge and ability. Project
1 Analysis of Observed Worship Service: Score 2022-23 = ____%
- 2. Project 2 Craft a Detailed Worship Liturgy: Score 2022-23 = ____%

3b. MUS1143 Course and Course Project have been revised. The course final project will reveal the ability to understand and achieve Program Objective 3. Goal: 75% of students will score 75% and above on final class project: Score 2022-23 = ____%

3c. An Alumni Survey will be used to inquire about Worship Ministries in the local church. Goal: 75% of the Pastoral Ministry Alumni who are responding to the program's survey will indicate the PMin Major rated "good to "excellent" in preparing them to fulfill this objective.
Score 2022-23 = ____%

Objective 4. Communicate the gospel in contextually appropriate ways.

4a Statistics gathered from DS Survey sent annually to 1/3 of the USA/Canada DS's. Goal: 75% of the District Superintendents in the COTN responding to the "NBC Survey for District Superintendents" will rate NBC students/alumni serving on their districts either "good" or "excellent" in Preaching/Teaching." 2022-23 Survey Results =

4.b Preaching Manuscript Assignment. There is a manuscript rubric in Preaching I, II and III. The goal is that at each level of preaching the students will score at least 75% of points allotted for the assignment, thus demonstrating their ability to compose an effective biblical sermon which clearly presents the Gospel. Sermon Manuscript Score 2022-23 = Preaching I _____% Preaching II _____% Preaching III _____%

5. Learn to effectively lead and administer the church as a servant leader.

5a. Goal: 75% of the District Superintendents in the COTN responding to the "NBC Survey for District Superintendents" will rate NBC students/alumni serving on their districts either "good" or "excellent" in "Leadership/Admin. Score = _____% begin in 2024-25

5b. Will work with course manager to find the best assignment for evaluation for this program learning outcome. This assignment will be determined by 6/1/23. Will begin to evaluate in 2024-25 academic year. Score = _____%

5c. In PAS2013 the students write a Philosophy of Ministry Paper describing their understanding of Pastoral Leadership from a biblical perspective, which includes servant leadership. Goal: 75% of students will score 75% and above on POM Assignment Score = _____% will begin in 2024-25

7. Apply what is learned through directive field study. A new survey has been designed to provide feedback on how well our students are achieving their goals for the Sr. Field Study Paper and Ministry Functions as supervised by their assigned mentor. Should be implemented beginning in 2022-23 academic year.

7a. Evaluate the final grades of our PMN SMI students to see if their overall learning experience was beneficial. Goal: 75% of students achieve a grade of 80% and above as final grade. Grade should be 454 and above of 605 possible pts. 2022-23 Score = _____%

7b. Evaluate the results of the SMI. Student Survey regarding the student's personal assessment of the value of the SMI Experience. Goal: Overall 75% rated the SMI Experience an average of 3 and above on a rating of 5. Survey results will be tabulated beginning in 2022-23 – 2025-26 Academic Year. 2022-23 Score _____%

7c. Evaluate the results of the SMI Pastor/Mentor Survey regarding the value of the student/mentor relationship in the continuing development of their ministry skills and application. Goal: Overall 75% rated the SMI Experience an average of 3 and above on a rating of 5. Measured results begin in 2022-23 Score = _____%

Budget Items {identify any decisions and/or changes which require budgetary support}: Nothing to report

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

I, Dr. James R. Russom, as faculty and Director of Pastoral Ministries, participated in a review of the College Strategic Plan and its impact on academic programs and quality of education in 2021 and beyond.

Our focus is on Academic excellence and achievement of learning outcomes which are reviewed and reported on monthly as a part of our monthly Academic Council Meeting. Currently adding video lectures to PMin Courses to further facilitate student learning.

Reports from student surveys at the end of each class on a scale of 5 are averaging 4.7 which is a positive response regarding student satisfaction and the achievement of learning outcomes. We regularly monitor these reports so that if the students have problems with the syllabus, learning outcomes, or assignments we can adjust to solve any difficulties that arise.

Statistics Gathered

NBC's sole purpose is equipping students to answer their God-given call to ministry. We are the main source of pastoral education within our denomination. For that reason, I have evaluated almost every course for several years in a row to make sure we are doing our best at preparing persons for Pastoral Ministry. After several years of evaluating more than is required, I believe we have updated and re-written our courses to such a degree that I can now return to normal assessment practices regarding the number of courses to be evaluated and the number of assessment criteria per course. This process has helped us to strengthen the Pastoral Ministry Major, and we have achieved over 95% of our goals. There will always be room for improvement, so we will continue to be diligent regarding Program Assessment.

Evaluations based on particular assignment scores are gathered from the course grade-books located in DCourseWeb. Statistics listed are taken from the grade books and listed in ways that comply with FERPA policies regarding student grades.

Evaluations based upon Surveys are taken from the Student Development Surveys (SDI), the Annual District Superintendent Surveys (1/3 of USA Districts that is gathered each year by NBC) and the Alumni Survey (to be published and statistics gathered by the office of the Academic Dean). Graphs and statistics are copied and placed in the annual assessment report.

All statistics are available in the electronic sub-files under Academic Assessment in Academic Affairs.

Evidence

District Superintendent Survey: While Surveys are not always considered among the most informative results, the DS Survey in the Church of the Nazarene is significant because the majority of the information comes from interviews with the pastor and the local church board who give input into areas of character, competency and pastoral skills, including preaching. This is especially brought out in the pastoral renewal review conducted by the DS.

Objective 1: Grow in Christlike character as persons and pastors.

- b. The goal of 75% of students making 70 or above in overall grade will continue to be monitored: THE2013 Doctrine of Holiness
- | <u>Session</u> | <u>Instructor</u> | <u>Avg. Score</u> | <u>Exam = 90 pts</u> | <u>Avg. Final Grade for Course</u> |
|----------------|-------------------|-------------------|----------------------|------------------------------------|
|----------------|-------------------|-------------------|----------------------|------------------------------------|

Objective 3. Conduct culturally relevant God-centered worship.

3a and 3 b. PAS3013 Worship and MUS1143 Introduction to Church Music are being rewritten and revised. New texts and a renewed coordination between the two courses so that MUS1143 is now a prerequisite to take PAS3013. New courses being taught for the first time in 2022-23 academic year. Assessment will start 2022-23 which will enable us to measure progress made after course revisions.

3c. Alumni Survey being edited to include worship matters in the survey possible as soon as 2022-23 academic year. In progress

Objective 4. Communicate the gospel in contextually appropriate ways.

4a. Preaching Rated by DS Survey: Statistics will be compiled from an Alumni Survey seeking input on preaching skills and effectiveness in terms of preaching preparation at NBC. Goal: 75% of the graduating students will indicate a favorable response to having been adequately prepared to preach while at NBC. 2022-23 Survey results =

4b. Sermons Manuscript Assignment in progress, will start evaluating in 2022-23 academic year. This allows us to measure how well they are applying what they are learning.

5. Learn to effectively lead and administer the church as a servant leader.

5a. DS Survey rating our pastors as effective in Leadership and Administration will begin again in 2022-23 Academic Year.

While we met our goals, the last four years has shown a decline in effectiveness overall. Therefore, we have a new course manager and we are revising the course to focus on Eph. 4 leadership and building ministry teams. In Progress.

5b. Will work with new Course Manager for evaluation of a specific assignment in the newly revised course. This will take place as we begin the 2022-23 academic year. In Progress.

7. Apply what is learned through directive field study. A new survey has been designed to provide feedback on how well our students are achieving their goals for the Sr. Field Study Paper and Ministry Functions as supervised by their assigned mentor.

7a. Goal 75% of students should 75% of students achieve a grade of 80% and above as final grade. 2021-2024 on their SMI

7c. Feedback from pastor/mento survey this should be available starting in 2022- 23 academic year.

PAS54081 Senior Ministry Integration Project – Instructor Miles Trumble - 100% of students scored above goal of 454 pts.

Avg. Final score – 586/605 = 96% average score! Adding to that the responses of the mentors and the students in the SMI survey will verify results.

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Grow and mature in wholeness and holiness as persons and pastors.
2. Promote evangelism and community engagement as the priority of pastoral ministry.
3. Conduct culturally relevant worship as a celebration of God in His supreme worth.
4. Communicate the gospel in contextually appropriate ways, resulting in the transformation of the hearer.
5. Lead and administrate a local church to carry out its unique Christian mission.
6. Practice pastoral care in a manner that ministers to human need in the congregation and the community.
7. Develop an intentional vocational foundation for a financially sustainable ministry.

College Educational Outcomes	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	<i>Major</i>
• commitment to Christ-like living and ministry	9	4, 5	1
• effective communication	1		4, 6
• critical thinking	2, 5, 6, 8	2, 5	4
• biblical exposition skills		1, 2	4
• a foundation in Wesleyan-Holiness theology		3, 5	1
• multicultural awareness in missional service	3, 4, 8		2, 3, 4, 7
• a Christian worldview	3, 6, 7	1, 3	4, 7
• life-long learning.	2		5

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

Hispanic Pastoral Ministries Program Curriculum	Outcome1	Outcome2	Outcome3	Outcome4	Outcome5	Outcome6	Outcome7
CEM-2113SP Fundamentos de Ministerios de Educación Cristiana		B		B	B		
HIS-4002SP Iglesia Latina/Hispana en los EEUU	I	I	I	I			
MUS-1143SP Ministerios de Música I – Introducción			I		I		
OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo	I		I				
OTR-4033SP Comunicar a Cristo Transculturalmente		I	I	I	A		I
OTR-4043SP Introducción a Plantación de Iglesias		A					
OTR-4093SP Declarando el Evangelio de Dios como Evangelismo	B		B				
PAS-2013SP Práctica del Ministerio Cristiano	I	B	I	I	I	I	B
PAS-2023SP Historia y Política de la IDN					B	B	
PAS-3013SP Adoración	A		I	I			
PAS-3023SP Cuidado Pastoral y Consejería	A				B		
PAS-3033SP Predicación Cristiana I	B			B			
PAS-3043SP Predicación Cristiana II	A			A			
PAS-4023SP Administración de la Iglesia y Finanzas	A				I	I	I
PAS-4081SP Experiencia Ministerial Supervisada I (SME)	A	A	A	A	A	A	A
PAS-4091SP Experiencia Ministerial Supervisada II (SME)	A	A	A	A	A	A	A
PSY-4083SP Liderazgo	A				A	A	A

Academic Assessment Flow Chart

Mission: (Col. 1) →	Nazarene Bible College is an undergraduate, professional school of Christian ministry committed to academic and practical programs designed to educate students for service and leadership in a diverse world.	Goal: Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.	
Program Outcomes (Col. 2)	Criteria & Procedures (Col. 3)	Assessment Results (Col. 4)	Use of Results (Col. 5)
Completion of this program should enable students to:			
<p>1. Crecer y madurar como personas y pastores íntegros en santidad. (<i>Grow and mature in wholeness and holiness as persons and pastors.</i>)</p>	<p>1a. 75% of students will state in the student course evaluations that they are growing spiritually in THE-1043SP Explorando la Santidad Cristiana, PAS-1023SP Formación Espiritual, OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo and THE-4053SP Teología de Juan Wesley.</p> <p>1b. 75% positive results from SDI when this is updated and available in Spanish. Instruments for measuring this will be feedback from the SDI Questions 3,4, 12 and 14.</p> <p>1c. 75% of SME students will state in the course evaluations that the course contributed to their personal and professional growth. The courses PAS-4081SP Experiencia Ministerial Supervisada I (SME) and PAS-4091SP Experiencia Ministerial Supervisada II (SME) address this outcome. <i>In 2019, PAS-4092SP was changed to PAS-4081SP and PAS-4091SP because of Financial Aid requirement changes.</i></p>	<p>1a. Course evaluations for THE-1043SP Explorando la Santidad Cristiana 2019 = no class 2020 = 80% 2021 = 60% 2022 = 75% 2023 = no class</p> <p>Course evaluations for PAS-1023SP Formación Espiritual 2019 = no class 2020 = too few in class 2021 = no class 2022 = too few 2023 = 100%</p> <p>Course evaluations for OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo 2019 = no class 2020 = 66% 2021 = 25% 2022 = no class 2023 = 75%</p> <p>Course evaluations for THE-4053SP Teología de Juan Wesley 2019 = 80% 2020 = no class 2021 = 75% 2022 = too few</p> <p>1b.</p> <p>1c. Course evaluations for PAS-4081SP Experiencia Ministerial Supervisada I 2019 = 83.3% 2020 = too few 2021 = no class 2022 = too few 2023 = too few</p> <p>Course evaluations for PAS-4091SP Experiencia Ministerial Supervisada II 2019 = 66.7% 2020 = too few 2021 = no class</p>	<p>1a. <i>The criterion was met in the two courses of 2022-2023 that gave evaluations.</i></p> <p>1b. <i>The SDI does not specifically identify Hispanic students or graduates.</i></p> <p>1c. This criterion should be rethought on the following basis: these courses are almost always 2-3 seniors. Course evaluations must have 3 students to be relevant.</p>

<p><i>relevant worship as a celebration of God in His supreme worth.)</i></p>	<p>3b. 75% of the students enrolled in the Worship and Music Ministries Introduction classes for will earn an 75% or above on the “culturally relevant” portion of the evaluation of their final worship project and/or weekly worship planning assignment 2018-2021. 75% of students will express in the course evaluations that the PAS-3013SP Adoración and MUS-1143SP Ministerios de Música courses raised their awareness of “culturally relevant” worship.</p>	<p>2019 = 66.7% A 2020 = 66.7% A 2021 = 100% 2022 = no class 2023 = too few</p> <p>MUS-1143SP Final Grades Ministerios de Música 2019 = not taught 2020 (Spring) = 100% A- or better 2020 (Fall) = 100% A- or better 2021-2022 = not taught</p> <p>Course evaluations for PAS-3013SP Adoración 2019 = 66.7% 2020 = 66.7% 2021 = 100% 2022 = no class 2023 = too few</p> <p>Course evaluations for MUS-1143SP Ministerios de Música 2019 = not taught 2020 (Spring) = 75% 2020 (Fall) = 100% 2021-2022 = not taught</p>	<p>3b. <i>Too few in class to process data, or no class offered.</i></p>
<p>4. Comunicar el evangelio en medios culturalmente apropiados, con el resultado de la transformación del oyente. <i>(Communicate the gospel in contextually appropriate ways, resulting in the transformation of the hearer.)</i></p>	<p>4a. 75% of the District Superintendents in the COTN responding to the “NBC Survey for District Superintendents” will rate NBC students/ alumni serving on their districts as either “good” or “excellent” in Preaching/Teaching.” This will be evaluated when this is updated and available in Spanish.</p> <p>4b. 75% of the graduating students will indicate a favorable response to having been adequately prepared to preach while at NBC. PAS-3033SP Predicación Cristiana I y PAS-3043SP Predicación Cristiana II address this outcome.</p>	<p>4a. So far, the DS survey results does not specify Hispanic Alumni.</p> <p>4b. Course evaluations of PAS3033SP Predicación Cristiana I 2018-2022 = not taught</p> <p>PAS3033SP Final Grades Predicación Cristiana I 2018-2022 = not taught</p> <p>Course evaluations of PAS3043SP Predicación Cristiana II 2019 (Spring) = 75% 2019 (Winter) = 75% 2020 = not taught 2021 = too few in class (anonymity would have been compromised) 2022 = not taught 2023 = 100%</p> <p>PAS3043SP Final Grades Predicación Cristiana II 2019 (Spring) = 75% B+ or better 2019 (Winter) = 100% A 2020 = not taught 2021 = Grades only available when 3 or more students are enrolled. 2022 = not taught 2023 = 100% A</p>	<p>4a. <i>Furthermore, in personally speaking with several District Superintendents, they said that they depended on their Hispanic coordinators for feedback about Hispanic pastors.</i></p> <p>4b. <i>This last course of PAS3043SP was strongly expressed as favorable and with great final grades, they felt well-prepared.</i></p>

<p>5. Dirigir y administrar a una Iglesia local a que realice su distinta misión Cristiana. (<i>Lead and administrate a local church to carry out its unique Christian mission.</i>)</p>	<p>5a. 75% of the students will achieve C or better in the Final Grades of the PAS-4023SP Administración de la Iglesia y Finanzas and PSY-4083SP Liderazgo.</p> <p>5b. 75% of the students will give a favorable comment in the student course evaluations and achieve B or better in the final grades of PAS-2013SP Práctica del Ministerio Cristiano and PAS-4023SP Administración de la Iglesia y Finanzas regarding their preparation for leadership and administration.</p>	<p>5a. PAS-4023SP Final Grades Administración de la Iglesia y Finanzas 2019 = 75% C or better 2020 = 100% A 2021 (Summer) = too few 2021 (Fall) = too few 2022 = not taught 2023 = 100% B+ or better</p> <p>PSY-4083SP Final Grades Liderazgo 2019 = 71.5% B or better 2020 = 100% A- or better 2021 = not taught 2022 = too few</p> <p>5b. Course evaluations for PAS-2013SP Práctica del Ministerio Cristiano 2019-2020 = not taught 2021 = 100% 2022 (Spring) = too few 2022 (Fall) = 100%</p> <p>PAS-2013SP Final Grades Práctica del Ministerio Cristiano 2019-2020 = not taught 2021 = 100% A- or better 2022 (Spring) = too few 2022 (Fall) = 50% A- or better</p> <p>Course evaluations for PAS-4023SP Administración de la Iglesia y Finanzas 2019 = 100% 2020 = 80% 2021 (Summer) = too few in class 2021 (Fall) = too few in class 2022 = not taught 2023 = 80%</p> <p>PAS-4023SP Final Grades Administración de la Iglesia y Finanzas 2019 = 75% C or better 2020 = 100% A 2021 (Summer) = too few 2021 (Fall) = too few 2022 = not taught 2023 = 100% B+ or better</p>	<p>5a. <i>The 2023 version of PAS4023SP had a larger class, who obtained, overall, high grades.</i></p> <p>5b. <i>The 2023 version of PAS4023SP had a larger class, 80% of whom favorably expressed their preparation obtained in the course and was reflected also in high grades.</i></p>
<p>6. Ejercer cuidado pastoral en una manera que atienda a la necesidad humana en la congregación y en la comunidad. (<i>Practice pastoral care in a manner that ministers to human need in the congregation and the community.</i>)</p>	<p>6a. 75% of our alumni serving as pastors will be rated as practicing effective pastoral care. This objective should be actively assessed when this is updated and available in Spanish.</p> <p>6b. 75% of students will say in the course evaluations for PAS-2013SP Práctica del Ministerio Cristiano and PAS-3023SP Cuidado Pastoral y Consejería that the courses prepared them for effective pastoral care. 75% will achieve B or better in those courses.</p>	<p>6a. So far, the DS survey results does not specify Hispanic Alumni.</p> <p>6b. Course evaluations for PAS-2013SP Práctica del Ministerio Cristiano 2019-2020 = not taught 2021 = 100% 2022 (Spring) = too few 2022 (Fall) = 100%</p> <p>PAS-2013SP Final Grades Práctica del Ministerio Cristiano</p>	<p>6a. <i>Furthermore, in personally speaking with several District Superintendents, they said that they depended on their Hispanic coordinators for feedback about Hispanic pastors.</i></p> <p>6b. <i>The 2023 version of PAS3023SP did NOT have 75% achieve B or better. 33% of the students expressed favorably in the course evaluations – but 66% made no comments at all. These criteria were NOT met.</i></p>

		<p>2019-2020 = not taught 2021 = 100% A- or better 2022 (Spring) = too few 2022 (Fall) = 50% A- or better</p> <p>Course evaluations for PAS-3023SP Cuidado Pastoral y Consejería 2019 (Spring) = 100% 2019 (Winter) = 75% 2020 = too few in class 2021 = too few 2022 = not taught 2023 = too few submitted evaluations</p> <p>PAS-3023SP Final Grades Cuidado Pastoral y Consejería 2019 (Spring) = 0 students B or better (C+ highest grade) 2019 (Winter) = 3 students with A (75% of class) 2020 = Grades only available when 3 or more students are enrolled. 2021 = too few 2022 = not taught 2023 = 33% B or better</p>	
<p>7. Tener intencionalmente un compromiso vocacional para mantenerse económicamente en un ministerio. <i>(Develop an intentional vocational foundation for a financially sustainable ministry.)</i></p>	<p>7a. 75% of students will express in the student course evaluations favorable opinions about learning the financial and administrative practice and the final grades of PAS-2013SP <i>Práctica del Ministerio Cristiano</i>, PAS-4081SP <i>Experiencia Ministerial Supervisada I (SME)</i>, PAS-4091SP <i>Experiencia Ministerial Supervisada II (SME)</i> and PAS-4023SP <i>Administración de la Iglesia y Finanzas</i> will be used to evaluate of student learning of the financially sustainable ministry component.</p>	<p>7a. Course evaluations of PAS-2013SP <i>Práctica del Ministerio Cristiano</i> 2019-2020 = not taught 2021 = 100% 2022 (Spring) = too few 2022 (Fall) = 100%</p> <p>PAS-2013SP Final Grades Práctica del Ministerio Cristiano 2019-2020 = not taught 2021 = 100% A- or better 2022 (Spring) = too few 2022 (Fall) = 50% A- or better</p> <p>Course evaluations of PAS-4081SP <i>Experiencia Ministerial Supervisada I</i> 2019 = 83.3% 2020 = too few 2021 = no class 2022 = too few 2023 = too few</p> <p>PAS-4081SP Final Grades Experiencia Ministerial Supervisada I 2019 = 83.3% A 2020 = too few 2021 = no class 2022 = too few 2023 = too few</p> <p>PAS-4091SP Final Grades Experiencia Ministerial Supervisada II 2019 = 66.7% A 2020 = too few 2021 = no class 2022 = too few 2023 = too few</p> <p>Course evaluations for PAS-4023SP <i>Administración de la Iglesia y Finanzas</i></p>	<p>7a. <i>This criterion should be rethought on the following basis: the Experiencia Ministerial Supervisada courses are almost always 2-3 seniors. Course evaluations must have 3 students to be relevant.</i></p>

	<p>7b. Check to see in alumni survey if their plan for financial stability is working, when this is updated and available in Spanish.</p>	<p>2019 = 100% 2020 = 80% 2021 (Summer) = too few in class 2021 (Fall) = too few in class 2022 = not taught 2023 = 80%</p> <p>PAS-4023SP Final Grades Administración de la Iglesia y Finanzas 2019 = 75% C or better 2020 = 100% A 2021 (Summer) = too few 2021 (Fall) = too few 2022 = not taught 2023 = 100% B+ or better</p> <p>7b. Alumni Survey not yet available for Spanish-speaking alumni.</p>	<p><i>7b. With every graduation, there are more than twenty-five (25) HPM graduates. An Alumni Survey for the Hispanic Alumni would work.</i></p>
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SURVEYS: As has been noted beforehand, it is necessary to change the criteria being used for the two Hispanic degree programs because, for all practical purposes, the DS Survey and the NBC Alumni Survey are inadequate and most likely won't be helpful in the future until many years from now. This is because, unless there is a radical change in church structure and even nationwide politics, there won't be numerous NBC HPM alumni on every US district so that every DS would have the opportunity to evaluate their education and ministry. Furthermore, there are only a handful of bilingual DSs in the US who could actually listen and understand the theology and doctrine being preached and taught by those alumni anyway! Everyone understands this.

POSSIBLE NEW SOURCE OF INFORMATION: In my dissertation research, in personally speaking with several District Superintendents, they told me that they heavily depended on their Hispanic coordinators for feedback about Hispanic pastors. This was the almost universal practice. These coordinators were in constant contact with the Spanish-speaking pastors of their district. Several coordinators knew the NBC HPM alumni who were on their districts and spoke highly of their pastoral abilities, theology, and ministries. (*In fact, some other districts have begun looking at NBC HPM Alumni as potential district coordinators and have asked about them.*) As more HPM students graduate and continue their ministries in their districts, perhaps a survey of the district Hispanic coordinators would provide a good source of information about HPM Alumni.

AN HPM ALUMNI SURVEY: With 22 HPM graduates and more than 250 Latino students having taken at least one HPM course, and with four more graduating this year plus new students arriving, the NBC Alumni Survey in Spanish or a particular survey for the HPM Alumni soon might be helpful.

SMALL CLASSES: "A quantitative summation of the responses" is very challenging if a typical HPM course has only four (4) or five (5) students. Some courses have even fewer students because they needed that class to graduate and no one else had the correct prerequisites. It is worrisome that the statistics that would come out of these extremely small sample sizes would raise more red flags than they should (for example, the previous example, "50% of the students received A"). This is delicate in a small department that only has courses in one language to choose from.

Summation of Assessment Impact {describe decisions, changes, etc., made in response to assessment results; provide significant narrative explaining items in column 5}:

This year the program objectives remain the same while the English-version Pastoral Ministries degree Program Objectives have been modified. This note is only to call attention that the Hispanic PM degree Program Objectives are still the same as before.

OBJECTIVE ONE: Grow and mature in wholeness and holiness as persons and pastors.

Point of Information: The mixtures of cultures (22 countries that primarily speak Spanish) and historical religious influences within the Hispanic Christian community in the United States require a thorough and comprehensive effort to develop persons and pastors who genuinely exhibit a Christlike character and who are demonstrably growing in that experience. To achieve our goals in this area is requiring an intentional approach to assuring that our students

comprehend the biblical standards of holiness as well as the experience of entire sanctification as presented on our Article of Faith regarding our holiness doctrine.

Plan of Action:

We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:

- THE1043SP Explorando la Santidad Cristiana – emphasizing the personal experience of entire sanctification
- PAS1023SP Formación Espiritual – emphasizing the spiritual disciplines
- PAS1013SP Introducción al Servicio Cristiano – emphasizing the call of God on their lives
- THE4053SP Teología de Juan Wesley – emphasizing the personal testimony and theology of Wesley
- OTR2033SP Presentación del Evangelio en el Mundo de Pluralismo – emphasizing God’s prevenient grace in the lives of the believer
- HIS4002SP Iglesia Latina/Hispana en los EEUU – emphasizing the testimonies of the early pioneers in Hispanic ministries in the US.

We now have an extensive Spanish-language reference bibliography for each of the 45 courses.

OBJECTIVE TWO: Promote evangelism and community engagement as the priority of pastoral ministry.

To achieve our goal in this area will require analysis of the existing courses to teach how *the Hispanic community* is best evangelized and engaged according to the peculiarities of a multi-national, immigrant, second-culture context. [It should be noted that, according to several global and national denominational leaders, *the Hispanic congregations* are evangelizing more and growing faster *than any other group* in the USA and Canada.]

Plan of Action:

- a. Revise all courses for the textbook requirements with the purpose of seeking
 - a. Works that are original (not translated)
 - b. Works that are more current (not from previous generations)
 - c. Works by authors from within the USA/Canada Hispanic community (not from South or Central America or Spain)
[*There are Hispanic church leaders and pastors recognized for their expertise who could author these textbooks.*]
- b. We now have an extensive Spanish-language reference bibliography for each of the 44 courses.
- c. Revise all courses for methods, skills and assessments that reflect the USA/Canada Hispanic culture and context. We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:

HIS4002SP Iglesia Latina/Hispana en los EEUU
 PAS3043SP Predicación Cristiana II
 CEM2133SP Liderazgo de Ministerios de Educación Cristiana

OTR2033SP Presentación del Evangelio en el Mundo de Pluralismo
 OTR4033SP Comunicar a Cristo Transculturalmente
 OTR4043SP Introducción a Plantación de Iglesias
 OTR4093SP Declarando el Evangelio de Dios como Evangelismo

- d. Seek professors that are experienced in this particular context and who have successfully navigated it with their congregations.
 [*There are Hispanic church leaders and pastors recognized for their expertise who currently are NBC HPM adjunct professors.*]

OBJECTIVE THREE: Conduct culturally relevant worship as a celebration of God in His supreme worth.

“Culturally relevant worship” in the USA/Canada Hispanic community means a worship experience that would look, sound and feel related to the cultural aspects of the Hispanic community and the peculiarities of a multi-national, immigrant, second-culture context. To achieve our goal in this area will require analysis of the existing courses to understand, appreciate and improve the cultural aspects of Christian worship in the Hispanic context.

Plan of Action:

- a. New principal textbooks and secondary reference texts have been developed in the two courses PAS3013SP Adoración and MUS1143SP Ministerios de Música.
- b. Revise all courses for the textbook requirements with the purpose of seeking
- a. Works that are original (not translated)
 - b. Works that are more current (not from previous generations)
 - c. Works by authors from within the USA/Canada Hispanic community (not from South or Central America or Spain)
 [*There are Hispanic church leaders and pastors recognized for their expertise who could author these textbooks.*]
- c. We now have an extensive Spanish-language reference bibliography for each of the 44 courses.
- d. Seek professors that are experienced in this particular context and who have successfully navigated it with their congregations.
 [*There are Hispanic church leaders and pastors recognized for their expertise who currently are NBC HPM adjunct professors.*]

OBJECTIVE FOUR: Communicate the gospel in contextually appropriate ways, resulting in the transformation of the hearer.

“Communicate the gospel in contextually appropriate ways” in the USA/Canada Hispanic community means presenting the Gospel in experiences that would look, sound and feel related to the cultural aspects of the Hispanic community and the peculiarities of a multi-national, immigrant, second-culture

context. To achieve our goal in this area will require analysis of the existing courses to understand, appreciate and improve the cultural aspects of communicating the Gospel within the US Hispanic context.

Plan of Action:

- a. Revise all courses for the textbook requirements with the purpose of seeking
 - a. Works that are original (not translated)
 - b. Works that are more current (not from previous generations)
 - c. Works by authors from within the USA/Canada Hispanic community (not from South or Central America or Spain)
[There are Hispanic church leaders and pastors recognized for their expertise who could author these textbooks.]
- b. We now have an extensive Spanish-language reference bibliography for each of the 44 courses.
- c. We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:

PAS3033SP Predicación Cristiana I
 PAS3043SP Predicación Cristiana II
 HIS4002SP Iglesia Latina/Hispana en los EEUU
 OTR4093SP Declarando el Evangelio de Dios como Evangelismo
 OTR2033SP Presentación del Evangelio en el Mundo de Pluralismo
 OTR4033SP Comunicar a Cristo Transculturalmente.

- d. Seek professors that are experienced in this particular context and who have successfully navigated it with their congregations.
[There are Hispanic church leaders and pastors recognized for their expertise who currently are NBC HPM adjunct professors.]

OBJECTIVE FIVE: Lead and administrate a local church to carry out its unique Christian mission.

To effectively lead and administer the church within the Hispanic community and the peculiarities of a multi-national, immigrant, second-culture context will require careful and innovative leadership, which must be taught in our classes. To achieve our goal in this area will require analysis of the existing courses to teach how to lead and administrate within *the Hispanic context*.

Plan of Action:

We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:

- PAS4023SP Administración de la Iglesia y Finanzas
- PSY4083SP Liderazgo
- PAS4081SP and PAS4091SP Experiencia Ministerial Supervisada I and II (SME)

- PAS2023SP Historia y Política de la Iglesia del Nazareno

We now have an extensive Spanish-language reference bibliography for each of the 44 courses.

OBJECTIVE SIX: Practice pastoral care in a manner that ministers to human need in the congregation and the community.

To achieve our goal in this area will require analysis of the existing courses to teach how to minister within *the Hispanic context* especially taking into consideration the peculiarities of a multi-national, immigrant, second-culture context.

Plan of Action:

- Revise all courses for the textbook requirements with the purpose of seeking
 - Works that are original (not translated)
 - Works that are more current (not from previous generations)
 - Works by authors from within the USA/Canada Hispanic community (not from South or Central America or Spain)
[*There are Hispanic church leaders and pastors recognized for their expertise who could author these textbooks.*]
- We now have an extensive Spanish-language reference bibliography for each of the 44 courses.
- We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:
 - PAS2013SP Práctica del Ministerio Cristiano
 - PAS4081SP and PAS4091SP Experiencia Ministerial Supervisada I and II (SME)
 - PAS3023SP Cuidado Pastoral y Consejería
- Seek professors that are experienced in this particular context and who have successfully navigated it with their congregations.
[*There are Hispanic church leaders and pastors recognized for their expertise who currently are NBC HPM adjunct professors.*]

OBJECTIVE SEVEN: Develop an intentional vocational foundation for a financially sustainable ministry.

The financial situation for most Hispanic congregations and their pastors is unmistakably distinct to that of the English-speaking congregations in the USA and Canada. The development of “an intentional vocational foundation for a financially sustainable ministry” must reflect the realities of the USA/Canada Hispanic community, where very, very few Hispanic pastors are full-time, the congregation is always transitory, the resources are usually shared (borrowed), and the financial situation is always fluctuating.

Plan of Action:

- Revise all courses for the textbook requirements with the purpose of seeking

- a. Works that are original (not translated)
 - b. Works that are more current (not from previous generations)
 - c. Works by authors from within the USA/Canada Hispanic community (not from South or Central America or Spain)
[There are Hispanic church leaders and pastors recognized for their expertise who could author these textbooks.]
- b. We now have an extensive Spanish-language reference bibliography for each of the 44 courses.
- c. We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:
- PAS2013SP Práctica del Ministerio Cristiano
 - PAS4081SP and PAS4091SP Experiencia Ministerial Supervisada I and II (SME)
 - PAS4023SP Administración de la Iglesia y Finanzas
- d. Seek professors that are experienced in this particular context and who have successfully navigated it with their congregations.
[There are Hispanic church leaders and pastors recognized for their expertise who currently are NBC HPM adjunct professors.]

Strategic Planning {identify any decisions and/or changes which need to be communicated to the strategic planning committee}:

In general, the Hispanic Pastoral Ministries program must plan to respond more specifically to the USA/Canada Hispanic cultural context.

- a. The DS Survey should be revised to include (for the first time ever) Hispanic Pastoral Ministries degree graduates.
- b. The different student interventions (NBC Experience, Ministry Progress Report, Graduating Colloquium) will be given in Spanish for the HPM students.
- c. A Spanish language version of the ABHE test needs to be given to the HPM students.

In general, the Hispanic Pastoral Ministries program must plan to respond more specifically to the USA/Canada Hispanic church context.

- a. In view of the fact that the Spanish-language immigrant population has increased *dramatically* in the past five years, more Hispanic congregations are needed throughout the USA and Canada (in all states and provinces), which is causing a need for more Hispanic pastors to plant these churches.
- b. In view of the fact that there is a *critical* shortage of pastors for Spanish-language congregations (many churches without pastors, many churches seeking HPM students even before they graduate), the HPM program must strategically respond and prepare students with this in mind.
- c. In view of the fact that several *sister holiness denominations* are approaching NBC for candidates for their pulpits (they face the same shortage mentioned before), more collaboration and shared strategy is needed to address this demand (including using Spanish-speaking adjunct professors from the Salvation Army, developing working agreements with graduate schools, etc.).

Program Outcomes Mapped to Institutional Outcomes
Program Outcomes:

1. Demonstrate an understanding of the principles and philosophies of **effective** Christian Educational Ministries in a local church.
2. Identify and **apply best practices for fruitful** Christian Educational Ministries.
3. Employ effective interpersonal and group communication skills.

College Educational Outcomes ("Students will demonstrate: . . .")	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	<i>Major</i>
• commitment to Christ-like living and ministry	1,5,6	1, 3, 4	1, 2
• effective communication	2,4,6		3
• critical thinking	1,2,3,4,5,6		1, 2, 3
• biblical exposition skills		1, 2	1, 2
• a foundation in Wesleyan-Holiness theology		3, 4	1
• multicultural awareness in missional service	4,5,6		2
• a Christian worldview	1,4,5,6	1, 3, 5	1, 2, 3
• life-long learning	1,2,4,5,6		2

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3
Pentateuch	B	B	
New Testament Gospels	B	B	
Foundations for CEM	A	A	I
Teaching Methods and Curr. Design	I	A	A
Children's Ministries	A	I	I
Youth Ministries	A	I	I
Adult Ministries	A	I	I
Multiple Staff and Team Ministries	I	B	A
Spiritual Formation	A	B	B

Academic Assessment Flow Chart

Mission:	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes		Procedures & Goals		Assessment Results		Use of Results	
Completion of this program should enable students to:							
<p>1. Demonstrate an understanding of the principles and philosophies of effective Christian Educational Ministries in a local church.</p>	<p>1a. Personal Philosophy Papers for the following courses will be submitted: Age group level CEM courses: Children-CEM3113 Youth-CEM3123 Adult-CEM3133 Students will score 80% or higher on their perspective personal philosophy papers.</p> <p>1b. Students will write and submit a Case Study on the Effectiveness of CE Curriculum (CEM2123) used in the local church. 80% of the students will score 80% or higher on this assignment.</p>	<p>1a. No students are currently enrolled in this program. This program will be assessed once there are students enrolled.</p> <p>1b. No students are currently enrolled in this program. This program will be assessed once there are students enrolled.</p>	<p>1a. No students are currently enrolled in this program. This program will be assessed once there are students enrolled.</p> <p>1b. No students are currently enrolled in this program. This program will be assessed once there are students enrolled.</p>				
<p>2. Identify and apply best practices for fruitful Christian Educational Ministries.</p>	<p>2a. Students will write and submit an Application Assignment Paper (CEM4113-Multiple Staff and Team Ministries. 80% of the students will score 80% or higher on this assignment.</p> <p>2b. Students will write a Case Study in CEM4113-Multiple Staff and Team Ministries. 80% of the students will score 80% or higher on this assignment.</p>	<p>2a. No students are currently enrolled in this program. This program will be assessed once there are students enrolled.</p> <p>2b. No students are currently enrolled in this program. This program will be assessed once there are students enrolled.</p>	<p>2a. No students are currently enrolled in this program. This program will be assessed once there are students enrolled.</p> <p>2b. No students are currently enrolled in this program. This program will be assessed once there are students enrolled.</p>				
<p>3. Employ effective interpersonal and group communication skills.</p>	<p>3a. 80% of the students will write a Research Paper-Staff Relationships in CEM4113-Multiple Staff and Team Ministries. 80% of the students will score 80% or higher on the Research Paper assignment.</p> <p>3b. 80% of the students in CEM4113-Multiple Staff and Team Ministries will score 80% or higher on Weekly Quizzes (1-6).</p>	<p>3a. No students are currently enrolled in this program. This program will be assessed once there are students enrolled.</p> <p>3b. No students are currently enrolled in this program. This program will be assessed once there are students enrolled.</p>	<p>3a. No students are currently enrolled in this program. This program will be assessed once there are students enrolled.</p> <p>3b. No students are currently enrolled in this program. This program will be assessed once there are students enrolled.</p>				

Program Assessment Report **Program:** *Christian Educational Ministries Concentration (AA)*

Academic Year: 2022-2023

Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Grow in Christlike Character as ministers and persons.
2. Explain essential Christian beliefs for practical application in ministry.
3. Apply what is being learned in local ministry context.

College Educational Outcomes ("Students will demonstrate: . . .")	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	Church Ministries, AA Min
• commitment to Christ-like living and ministry	1,5,6	1, 3, 4	1
• effective communication	2,4,6		2
• critical thinking	1,2,3,4,5,6		2
• biblical exposition skills		1, 2	2
• a foundation in Wesleyan-Holiness theology		3, 4	2
• multicultural awareness in missional service	4,5,6		2, 3
• a Christian worldview	1,4,5,6	1, 3, 5	3
• life-long learning	1,2,4,5,6		1

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

AA Program Curriculum Map – Including Electives possible for this program in Church of Pastoral Ministries Concentration

AA Pastoral Ministries Program Curriculum	Outcomes Addressed			
	1	2	3	
Courses Specific to the Church Ministries Concentration				
BIB2013 Pentateuch		I		
BIB2033 New Testament Gospels		I		
CEM-2133 Foundations for Christian Educational Ministries		B	B	
OTR-2013 Global Evangelism		B	B	
PAS1013 Introduction to Christian Service	B			
PAS1023 Spiritual Formation	I			
Elective Courses				
Bible Elective BIB 3053 Pauline Epistles		I		
Bible Elective BIB- 3063 Book of Acts		I		
CEM Elective CEM2003 Introduction to Christian Education			B	
CEM Elective CEN2123 Teaching Methods in Curriculum Design			I	
PMin Elective PAS2013 Practice of Christian Ministry			B	
PMin Elective PAS2023 History and Polity of Church of the Nazarene			I	

Elective Courses Required:

- 1 3-hour Bible Course
- 2 3-hour Pastoral Ministries or Christian Education Ministry Courses

Academic Assessment Flow Chart

Mission: (Col. 1) →	Nazarene Bible College is an undergraduate professional school, committed to academic and practical programs designed to prepare persons for ministry.	Goal:	Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.				
Program Outcomes (Col. 2)		Procedures & Goals (Col. 3)		Assessment Results (Col. 4)		Use of Results (Col. 5)	
Completion of this program should enable students to:							
1. Grow in Christian character as persons and ministers.	<p>1a 75% of students will indicate that they are aware of where they are spiritually. Question 13 SDI Survey 2022-2024. Spiritual awareness will allow us to have a starting point from which we can measure progress in spiritual growth</p> <p>1b. PAS1023 Spiritual Formation Class has a Spiritual Autobiography assignment that strengthens the student's awareness of their own spiritual transformation and helps them to see their growth and progress in spiritual formation/. Goal: 75% of students score 345 and above on the assignment thus demonstrating they have a good sense of where they are in their spiritual journey. Scoring well on this assignment indicates a good understanding and awareness of their progress and importance of spiritual development. Compare 2021- 2024</p>	<p>1a Spiritual Awareness 2021-2022 = 100% 2022-2023 = 2023-2024 =</p> <p>1b. Spiritual Formation 2021-2022 Scores = Avg. Score 60 2022 -2023 Scores = 2023 -2024 Scores =</p>	<p>1a. In progress</p> <p>1b.: In progress</p>				
2. Explain essential Christian beliefs for practical application in ministry.	<p>2a. Will evaluate final grades of AA students in PAS1013 classes beginning 2021-2023 Goal 75% of students achieve a grade point of at least 75% Measure their ability to teach basic Christian beliefs and principles to others.</p> <p>2b. Students will score 75% of grade points (38 and above) on their Teaching-Learning Process Paper in CEM2113 2022-2024 Measure their ability to teach basic Christian beliefs and assist others in applying those principles to life.</p>	<p>2a. Final Grade Scores 2021 = Avg. final grade: Goal 75% Actual 92% 2022 = 2023 =</p> <p>2b Teaching-Learning Process Paper 2020-2021 = No students yet in this class 2021-2022 = 2022 -2023 = 2023 -2024 =</p>	<p>2a. In progress</p> <p>2b. In progress</p>				
3. Apply what is being learned in local ministry context	<p>3a. Will evaluate final grades of AA students in PAS1013 Introduction to Christian Service classes beginning 2021 - 2024 Goal 75% achieve a grade point of at least 70% Ability to contextualize what they have learned and apply it in their context Week 6: Supplemental Activity Assignment Shaping of Things to Come and Shaping Ministry Plan. Goal: Grade Point of 23 and above /30 pts.</p> <p>3b. Will evaluate grades of AA students in CEM2113 Leadership/Organization/Administration Paper. Goal Score 75% and above of total grade points (38 and above) thus demonstrating both an</p>	<p>4a. Final Grade Scor3 2020-2021 = Avg. Score = 30 2021-2022 = 2022 -2023 =</p> <p>3b. Leadership/Organization/Administration Paper 2021-2022 = No students in class as of yet 2022-2203= 2023-2024</p>	<p>3a. Only 3 students in class this academic year. All three scored 30/30 demonstrating their ability to apply what they are learning to their context.</p> <p>3b. In Progress</p>				

	understanding and ability to organize and lead educational ministry in their local context. Assignment in Week Five	2024- 2025=	
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Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

For years we have had so few AA students, and they were very scattered, most of them only needing a few courses, so not a lot of completions in the AA. But recently, as of 2019 – 2021 we have had an increase involvement. However, many are still at the beginning point and have not yet taken all of the courses we wish to use to measure program effectiveness. Therefore, it will be 2022-23 before we can get a more accurate full measure on our selected courses for program evaluation.

Since the AA Students are enrolled in the same classes as BA students, I will research information from a roster from the registrar’s office of the AA students in order to separate their performance from the regular degree students.

Budget Items {identify any decisions and/or changes which require budgetary support}: Nothing to report.

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

I, James R. Russom, Pastoral Ministries Director participating in the current Committee Review of the Strategic Planning Committee. We actively discuss and analyze quality of student learning at the monthly Academic Council Meeting as well as the Annual Strategic Planning Report Meeting.

Source for Statistics

Students: I will obtain a roster from the Registrar’s office so that I can separate the AAMin students from the BA PMin students, as they are in the same classes together in Pastoral Ministries that are required for this AA degree.

Course sources: I will gather information from DCWeb regarding gradebook/special assignment scores. I will gather and share the information in line with FERPA laws so that privacy issues will not be violated. Scores will be based upon final grade scores and specific grades on test and/or papers that deal directly with the program outcomes.

Keep in mind, due to FERPA, I cannot list the student names Just the course number they were in.

Evidence for research and validation can be found in the electronic sub-folders of Program Assessments.

Evidence:

1. Grow in Christian character as persons and ministers.

- a. Goal 75% of students will score high on awareness of spiritual health on the SDI Survey Scores for 2022-23 = _____
- b. Goal: 75% of students score 345 and above on the assignment thus demonstrating they have a good sense of where they are in their spiritual journey. Scoring well on this assignment indicates a good understanding and awareness of their progress and importance of spiritual development. Compare 2021- 2024 Score for 2022-23 = _____

2. Explain essential Christian beliefs for practical application in ministry.

- a. 75% of AA students in PAS1013 score a grade point of at least 75% measure their ability to teach basic Christian beliefs and principles to others. Score 2022 – 23 = _____
- b. Students will score 75% of grade points (38 and above) on their Teaching-Learning Process Paper in CEM2113 2022-2024 Measure their ability to teach basic Christian beliefs and assist others in applying those principles to life. 2022-23 Score = _____

3. Apply what is being learned in local ministry context.

- a. . Will evaluate grades of AA students in CEM2113 Leadership/Organization/Administration Paper. Goal Score 75% and above of total grade points (38 and above) thus demonstrating both an understanding and ability to organize and lead educational ministry in their local context. Assignment in Week Five 2022-23 Score = _____

Program Outcomes Mapped to Institutional Outcomes

Program Outcomes:

1. Grow in Christlike character as ministers and persons.
2. Explain essential Christian beliefs for practical application in ministry.
3. Apply what is being learned in local ministry context.

College Educational Outcomes	Corresponding Program Outcomes		
	<i>Gen. Ed.</i>	<i>Bible/Theo</i>	AAMin
• commitment to Christ-like living and ministry	<i>1</i>		1
• effective communication	<i>1</i>		2
• critical thinking	<i>2</i>	<i>2</i>	3
• biblical exposition skills		<i>1, 2</i>	2
• a foundation in Wesleyan-Holiness theology		<i>3</i>	2
• multicultural awareness in missional service	<i>3</i>		2
• a Christian worldview	<i>3</i>	<i>1, 3</i>	2
• life-long learning.	<i>2</i>		

Program Curriculum Map

Indicate level at which outcomes are addressed in various courses: **B** = beginner; **I** = intermediate; **A** = advanced (keep in mind that "core" programs are often intended to provide only beginning or introductory level learning in certain areas)

	Outcome1	Outcome2	Outcome3
CEM-2113SP Fundamentos de Ministerios de Educación Cristiana		B	B
OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo	I		
OTR-4033SP Comunicar a Cristo Transculturalmente		I	A
OTR-4043SP Introducción a Plantación de Iglesias			A
OTR-4093SP Declarando el Evangelio de Dios como Evangelismo	B		
PAS-2013SP Práctica del Ministerio Cristiano	I	I	I
PAS-2023SP Historia y Política de la IDN			B
PAS-3023SP Cuidado Pastoral y Consejería	A		B
PAS-3033SP Predicación Cristiana I	B	B	
PAS-4023SP Administración de la Iglesia y Finanzas	A		I
PAS-4081SP Experiencia Ministerial Supervisada I (SME)	A	A	A
PAS-4091SP Experiencia Ministerial Supervisada II (SME)	A	A	A
PSY-4083SP Liderazgo	A		A

Academic Assessment Flow Chart

<p>Mission: (Col. 1) →</p>	<p>Nazarene Bible College is an undergraduate, professional school of Christian ministry committed to academic and practical programs designed to educate students for service and leadership in a diverse world.</p>	<p>Goal:</p>	<p>Each graduate of our college will have developed an understanding of general education consistent with the higher education community. In addition, each graduate will have gained knowledge and competence in the field of Christian ministry and a depth of understanding and skill in their major area of ministry.</p>	
<p>Program Outcomes (Col. 2)</p>		<p>Procedures & Goals (Col. 3)</p>	<p>Assessment Results (Col. 4)</p>	<p>Use of Results (Col. 5)</p>
<p>Completion of this program should enable students to:</p>				
<p>1. Crecer en carácter Cristiano como ministros y personas. <i>(Grow in Christlike character as ministers and persons.)</i></p>	<p>1a. 75% of students will state in the student course evaluations that they are growing spiritually in THE-1043SP Explorando la Santidad Cristiana, PAS-1023SP Formación Espiritual, OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo and THE-4053SP Teología de Juan Wesley address this outcome.</p> <p>1b. 75% positive results from SDI when this is updated and available in Spanish. Instruments for measuring this will be feedback from the SDI Questions 3,4, 12 and 14.</p> <p>1c. 75% of SME students will state in the course evaluations that the course contributed to their personal and professional growth. The courses PAS-4081SP Experiencia Ministerial Supervisada I (SME) and PAS-4091SP Experiencia Ministerial Supervisada II (SME) address this outcome. In 2019, PAS-4092SP was changed to PAS-4081SP and PAS-4091SP because of Financial Aid requirement changes.</p> <p>1d. 75% of students will achieve a grade of B or above for course. The five Theology courses (and PAS-1023SP Formación Espiritual) address this outcome. The final</p>	<p>1a. Course evaluations for THE-1043SP Explorando la Santidad Cristiana 2019 = no class 2020 = 80% 2021 = 60% 2022 = 75% 2023 = no class</p> <p>Course evaluations for PAS-1023SP Formación Espiritual 2019 = no class 2020 = too few in class 2021 = no class 2022 = too few 2023 = 100%</p> <p>Course evaluations for OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo 2020 = 66% 2021 = 25% 2022 = no class 2023 = 75%</p> <p>Course evaluations for THE-4053SP Teología de Juan Wesley 2019 = 80% 2020 = not taught 2021 = 75% 2022 = too few</p> <p>1b.</p> <p>1c. Course evaluations for PAS-4081SP Experiencia Ministerial Supervisada I 2019 = 83.3% 2020 = to few 2021 = no class 2022 = too few 2023 = too few</p> <p>Course evaluations for PAS-4091SP Experiencia Ministerial Supervisada II 2019 = 66.7% A 2020 = 100% A or better 2021 = no class 2022 = too few 2023 = too few</p> <p>1d. THE-1043SP Final Grades Explorando la Santidad Cristiana 2019 = no class 2020 = too few</p>	<p>1a. <i>The criterion was met in the two courses of 2022-2023 that gave evaluations.</i></p> <p>1b. <i>The SDI does not specifically identify Hispanic students or graduates.</i></p> <p>1c. <i>This criterion should be rethought on the following basis: these courses are almost always 2-3 seniors. Course evaluations must have 3 students to be relevant.</i></p> <p>1d. <i>No class, no data.</i></p>	

	<p>grades for students in THE-1043SP Explorando la Santidad Cristiana will help us measure whether or not students are comprehending the doctrine.</p>	<p>2021 = 100% A- or better 2022 = 50% B 2023 = no class</p>	
<p>2. Explicar las creencias cristianas esenciales para su aplicación práctica en el ministerio. <i>(Explain essential Christian beliefs for practical application in ministry.)</i></p>	<p>2a. 75% of the District Superintendents in the COTN responding to the “NBC Survey for District Superintendents” will rate NBC students/ alumni serving on their districts as either “good” or “excellent” in Preaching/Teaching.” This will be evaluated when this is updated and available in Spanish.</p> <p>2b. 75% of the students will indicate in course evaluations a favorable response to having been adequately prepared to preach while at NBC and 75% will have B or better in PAS-3033SP Predicación Cristiana I. OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo and OTR-4033SP Comunicar a Cristo Transculturalmente</p>	<p>2a. So far, the DS survey results does not specify Hispanic Alumni.</p> <p>2b. Course evaluations of PAS3033SP Predicación Cristiana I 2018-2022 = not taught</p> <p>PAS3033SP Final Grades Predicación Cristiana I 2018-2022 = not taught</p> <p>Course evaluations for OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo 2019 = no class 2020 = 66% 2021 = 75% 2022 = no class 2023 = 75%</p> <p>OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo Final Grades 2019 = no class 2020 = 66% 2021 = 75% A 2022 = no class 2023 = 100% B+ or better</p> <p>Course evaluations for OTR-4033SP Comunicar a Cristo Transculturalmente 2019 = 80% 2020 = 75% 2021 = no class 2022 Spring = too few 2022 Winter = too few</p> <p>OTR-4033SP Comunicar a Cristo Transculturalmente Final Grades 2019 = 100% B or better 2020 = 50% A, 25% C 2021 = no class 2022 Spring = too few 2022 Winter = too few</p>	<p>2a. <i>Furthermore, in personally speaking with several District Superintendents, they said that they depended on their Hispanic coordinators for feedback about Hispanic pastors.</i></p> <p>2b. <i>The criterion was met in the course of 2022-2023 that gave evaluations and final grades.</i></p>
<p>3. Aplicar lo que se está aprendiendo en el contexto del ministerio local. <i>(Apply what is</i></p>	<p>3a. 75% of the students will respond favorably in the course evaluation about their learning administrative and leadership skills in the courses PAS-4023SP Administración de la</p>	<p>3a. Course evaluations for PAS-4023SP Administración de la Iglesia y Finanzas 2019 = 100% 2020 = 80%</p>	<p>3a. <i>60% of the students expressing their preparation falls SHORT of the 75% goal. Yet, 100% of the students scored B+ or better.</i></p>

		<p>PSY-4083SP Final Grades Liderazgo 2019 = 71.5% B or better 2020 = 100% A- or better 2021 = not taught 2022 = too few</p> <p>Course evaluations for PAS-4081SP Experiencia Ministerial Supervisada I 2019 = 83.3% 2020 = too few 2021 = no class 2022 = too few 2023 = too few</p> <p>PAS-4081SP Final Grades Experiencia Ministerial Supervisada I 2019 = 83.3% A 2020 = too few 2021 = no class 2022 = too few 2023 = too few</p> <p>Course evaluations for PAS-4091SP Experiencia Ministerial Supervisada II 2019 = 66.7% A 2020 = 100% A or better 2021 = no class 2022 = too few 2023 = too few</p> <p>PAS-4091SP Final Grades Experiencia Ministerial Supervisada II 2019 = 66.7% A 2020 = too few 2021 = no class 2022 = too few 2023 = too few</p> <p>Course evaluations for PAS-2023 Historia y Política de la Iglesia del Nazareno 2019 = 50% 2020 = not taught 2021 = too few in class 2022 = not taught 2023 = 100%</p> <p>PAS-2023 Final Grades Historia y Política de la Iglesia del Nazareno 2019 = 100% B or better 2020 = not taught 2021 = too few 2022 = not taught 2023 = 100% B or better</p>	
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SURVEYS: As has been noted beforehand, it is necessary to change the criteria being used for the two Hispanic degree programs because, for all practical purposes, the DS Survey and the NBC Alumni Survey are inadequate and most likely won't be helpful in the future until many years from now. This is because, unless there is a radical change in church structure and even nationwide politics, there won't be numerous NBC HPM alumni on every US district so that every DS would have the opportunity to evaluate their education and ministry. Furthermore, there are only a handful of bilingual DSs in the US who could actually listen and understand the theology and doctrine being preached and taught by those alumni anyway! Everyone understands this.

POSSIBLE NEW SOURCE OF INFORMATION: In my dissertation research, in personally speaking with several District Superintendents, they told me that they heavily depended on their Hispanic coordinators for feedback about Hispanic pastors. This was the almost universal practice. These coordinators were in constant contact with the Spanish-speaking pastors of their district. Several coordinators knew the NBC HPM alumni who were on their districts and spoke highly of their pastoral abilities, theology, and ministries. (In fact, some other districts have begun looking at NBC HPM Alumni as potential district coordinators and have asked about them.) As more HPM students graduate and continue their ministries in their districts, perhaps a survey of the district Hispanic coordinators would provide a good source of information about HPM Alumni.

AN HPM ALUMNI SURVEY: With 22 HPM graduates and more than 250 Latino students having taken at least one HPM course, and with four more graduating this year plus new students arriving, the NBC Alumni Survey in Spanish or a particular survey for the HPM Alumni soon might be helpful.

SMALL CLASSES: "A quantitative summation of the responses" is very challenging if a typical HPM course has only four (4) or five (5) students. Some courses have even fewer students because they needed that class to graduate and no one else had the correct prerequisites. It is worrisome that the statistics that would come out of these extremely small sample sizes would raise more red flags than they should (for example, the previous example, "50% of the students received A"). This is delicate in a small department that only has courses in one language to choose from.

Summation of Assessment Impact {describe decisions and changes made in response to assessment results. Explain items in column 5}:

OBJECTIVE ONE: Grow in Christlike character as ministers and persons.

Point of Information: The mixtures of cultures (22 countries that primarily speak Spanish) and historical religious influences within the Hispanic Christian community in the United States require a thorough and comprehensive effort to develop persons and pastors who genuinely exhibit a Christlike character and who are demonstrably growing in that experience. To achieve our goals in this area is requiring an intentional approach to assuring that our students comprehend the biblical standards of holiness as well as the experience of entire sanctification as presented on our Article of Faith regarding our holiness doctrine.

Plan of Action:

Although Theology courses typically are not included in discussions about Objectives, it is necessary to do so in the HPM context as both the Theology courses shown below are unique to the HPM program. We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:

- THE-1043SP Explorando la Santidad Cristiana – emphasizing the personal experience of entire sanctification

- PAS-1023SP Formación Espiritual – emphasizing the spiritual disciplines
- THE-4053SP Teología de Juan Wesley – emphasizing the personal testimony and theology of Wesley
- OTR-2033SP Presentación del Evangelio en el Mundo de Pluralismo – emphasizing God’s prevenient grace in the lives of the believer

We now have an extensive Spanish-language reference bibliography for each of the 28 courses.

OBJECTIVE TWO: 2. Explain essential Christian beliefs for practical application in ministry.

To achieve our goal in this area will require analysis of the existing courses to teach how *the Hispanic community* is best evangelized and engaged according to the peculiarities of a multi-national, immigrant, second-culture context. In the USA/Canada Hispanic community, this means presenting the essential Christian beliefs in practical application in ministry experiences that would look, sound and feel related to the cultural aspects of the Hispanic community and the peculiarities of a multi-national, immigrant, second-culture context. To achieve our goal in this area will require analysis of the existing courses to understand, appreciate and improve the cultural aspects of communicating the Gospel within the US Hispanic context.

Plan of Action:

- e. Revise all courses for the textbook requirements with the purpose of seeking
 - a. Works that are original (not translated)
 - b. Works that are more current (not from previous generations)
 - c. Works by authors from within the USA/Canada Hispanic community (not from South or Central America or Spain)
[*There are Hispanic church leaders and pastors recognized for their expertise who could author these textbooks.*]
- f. We now have an extensive Spanish-language reference bibliography for each of the 27 courses.
- g. We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:
 - PAS3033SP Predicación Cristiana I
 - OTR4093SP Declarando el Evangelio de Dios como Evangelismo
 - OTR2033SP Presentación del Evangelio en el Mundo de Pluralismo
 - OTR4033SP Comunicar a Cristo Transculturalmente.
- h. Seek professors that are experienced in this particular context and who have successfully navigated it with their congregations.
[*There are Hispanic church leaders and pastors recognized for their expertise who currently are NBC HPM adjunct professors.*]

OBJECTIVE THREE: Apply what is being learned in local ministry context.

To effectively lead and administer the church within the Hispanic community and the peculiarities of a multi-national, immigrant, second-culture context will require careful and innovative leadership, which a student would apply what is being learned in the local ministry context. To achieve our goal in this area will require analysis of the existing courses to teach how to lead and administrate within *the Hispanic context*.

Plan of Action:

We are establishing our HPM courses to meet this objective. Specific examples of this could be found in the following courses:

- PAS4023SP Administración de la Iglesia y Finanzas
- PSY4083SP Liderazgo
- PAS4081SP Experiencia Ministerial Supervisada I (SME)
- PAS4091SP Experiencia Ministerial Supervisada II (SME)
- PAS2023SP Historia y Política de la Iglesia del Nazareno

We now have an extensive Spanish-language reference bibliography for each of the 28 courses.

Budget Items {identify any decisions and/or changes which require budgetary support}:

College Strategic Planning {identify any decisions and/or changes which need to be communicated to the college strategic planning committee}:

In general, the Hispanic Pastoral Ministries program must plan to respond more specifically to the USA/Canada Hispanic cultural context.

- d. The DS Survey should be revised to include (for the first time ever) Hispanic Pastoral Ministries degree graduates.
- e. The different student interventions (NBC Experience, Ministry Progress Report, Graduating Colloquium) will be given in Spanish for the HPM students.
- f. A Spanish language version of the ABHE test needs to be given to the HPM students.