

Kingswood University (KU)  
**INSTITUTIONAL OBJECTIVES, MEASUREMENTS, & OUTCOMES**  
**2023-2024**

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

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

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

At the undergraduate level, the objective of increased knowledge is measured through scores on the ABHE Bible Knowledge Test. This test is administered to all undergraduate students every September. This measurement tracks not only the numerical scores but the change in score over time. Scores are compared, by class, from year to year to ensure students are increasing in their knowledge of the Bible and theology.

**Data:**

	Sept 2022 to Sept 2023 Increases			Sept 2023 to Sept 2024 Increases		
	1 <sup>st</sup> to 2 <sup>nd</sup> Year	2 <sup>nd</sup> to 3 <sup>rd</sup> Year	3 <sup>rd</sup> to 4 <sup>th</sup> Year	1 <sup>st</sup> to 2 <sup>nd</sup> Year	2 <sup>nd</sup> to 3 <sup>rd</sup> Year	3 <sup>rd</sup> to 4 <sup>th</sup> Year
Percentage meeting benchmark	93%	53%	27%	63%	27%	40%
Class size	19	17	15	19	15	15

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

All undergraduate students take courses in Bible and theology. Associate's degree students take at least 12 hours; bachelor's degree students take at least 30 hours.

**Data:**

	2020-2021	2021-2022	2022-2023	2023-2024
Percentage meeting benchmark	70%	65%	70%	73%
Number of courses	18	16	16	16
Total enrolment in above courses	254	237	212	211

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

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

**Data:**

	2020-2021	2021-2022	2022-2023	2023-2024
Percentage meeting benchmark	96%	86%	81%	94%
Number of assignments	4	3	2	4
Total enrolment in above courses	26	14	10	49

## **OBJECTIVE 2 – Kingswood students will articulate a developing conception of life, culture and the world from a biblical perspective**

This objective had been flagged for the last couple of years because the previous objective was not easily measured. In 2023-2024 it was rewritten this form which is more measurable and more closely aligns with Kingswood's values. Collection of data related to this objective will be through intentional discussion during the President's entrance and exit interviews, beginning in 2024-2025. Discussion will be initiated with the question "how does the Bible shape your thinking about current issues?" Coding of responses will help determine if there is a positive change in biblical perspective from entrance to graduate interview, though it may take tracking a class across four years to clearly confirm development.

## **OBJECTIVE 3 - Kingswood students will apply research and critical thinking skills for independent research and effective communication of truth**

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

### **Benchmark 1 - 75% of KU undergraduate students will earn a grade of at least 80% (B-) in specific assignments in seven courses<sup>2</sup>**

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

#### **Data:**

	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>
Percentage meeting benchmark	66%	72%	70%	72%
Total enrolment in above courses	155	107	108	114

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

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

#### **Data:**

	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>
Percentage meeting benchmark	89%	100%	50%	100%
Total enrolment in PM 506	9	5	2	9

## **OBJECTIVE 4 – Kingswood students will develop as Christlike servant leaders, exhibiting ongoing development in all areas of life**

Kingswood's mission is to form Christlike servant leaders. Assessing student development in such a disposition is not as easy as assessing knowledge of the Bible or ability to conduct research. Evidence of student development in this area is anecdotal, collected by staff through regular and varied interaction, as well as through intentional exit interviews with the President. Here students are asked how they have changed during their tenure as Kingswood students. While the details of these exit interviews with the president are confidential, he provides summary data each year. This has been further coded for presentation. To date, only bachelor's degree graduates have been interviewed; interviews with master's level graduates are gradually being phased in. Responses by 2024 graduates include these types of changes:

- "God has just grown me exponentially"
- God has increased my passion, my passion to see this in others, and to see others encounter Christ
- Less blunt and more tactful
- "I am doing things I couldn't imagine doing"

**Data:**

	2020-2021	2021-2022	2022-2023	2023-2024
Significant change	9	5	7	3
Personal & spiritual growth	11	9	8	3
Increased self-confidence/awareness/understanding	9	6	6	3
Increased understanding of & skills for ministry & leadership	4	2	3	2
Clearer sense of God's call	1	2	1	1
Increased Biblical/theological understanding	2	1	1	3
Other positive growth-related responses	7	10	1	
Number of interviews conducted	22	16	16	7
Number of graduates (bachelors' degrees)	26	24	17	16
Percentage of bachelor's degree graduates interviewed	85%	67%	94%	44%

**OBJECTIVE 5 - Kingswood students will reflect on ministry experiences in church and parachurch settings**

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

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

	2020-2021	2021-2022	2022-2023	2023-2024
Percentage meeting benchmark	82%	85%	79%	84%
Total enrolment in above courses	142	121	56	118

**ACTION STEPS**

Action steps for the 2024-2025 academic year include:

- Determining if the benchmark and target for the Bible Knowledge test reasonable or if it is too aspirational (Objective 1, Benchmark 1). This was identified as an action step for the 2023-2024 year but was intentionally deferred until the 2024-2025 year until additional data had been collected.
- Ongoing monitoring of scores in undergraduate Bible and theology courses and analyzing grades in individual courses to determine if there are consistent areas of weakness (Objective 1, Benchmark 2). Some of this was done in 2023-2024 but data was inconclusive.
- Implementation of intentional discussion about student worldview (Objective 2) to be implemented. See discussion under the objective above.
- Guiding students to develop further in their ability to conduct research and think critically (Objective 3; Benchmark 1); this will be especially necessary as incoming classes are and will be those for whom education was interrupted more than once. A re-working of the Writing and Research course in fall 2023 may yield increased scores in this area in the next two or three years.

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

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

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