



## **2024-2025 Learning Outcomes Report**

**Academic Office**

**June 30, 2025**

**[www.calvary.edu](http://www.calvary.edu)**

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## **Purpose of Report**

This document is a report on the effectiveness of the institution based on an assessment of the Institutional Learning Outcomes for the academic year 2024-2025. All information presented in this report has been viewed and discussed by the executive leadership of the institution, and necessary changes for improvement will be tracked by designated department heads and program chairs. The presentation of this information is to keep transparency between the institution and all stakeholders for the purpose of accountability and growth. Calvary strives to examine everything carefully so that we may do what is good for the glory of God (1 Thess. 5:21; 1 Corinth 10:31).

## **Institutional Learning Outcomes**

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The following ILOs were approved by the Board of Trustees for implementation in the 2022-2023 academic year.

Students will be able to:

1. Construct sound conclusions based upon a proper analysis of qualitative and quantitative data.
2. Demonstrate sound research methods for inquiry and the dissemination of knowledge.
3. Apply a consistent literal grammatical historical interpretation of the Bible in order to think from the Biblical Worldview.
4. Utilize their gifts and abilities to serve with excellence in their local church and chosen profession.
5. Develop discipling relationships and contribute to the spiritual growth of others by employing principles of servant-leadership.

## ILO 1 – Construct Sound Conclusions

**ILO Statement:** Construct sound conclusions based upon a proper analysis of qualitative and quantitative data.

**Measures.** Practical Christian Ministry (PCM) Mentor Evaluation Results, Graduating Student Survey, ETS Proficiency Profile (EPP), Undergraduate Capstone Performance, and Graduate Capstone Performance.

**PCM Mentor Evaluations.** The University employs a Practical Christian Ministry (PCM) program to fulfill the Ministry Formation condition of eligibility required by the Association of Biblical Higher Education (ABHE) for accreditation. The program requires student self-evaluation and mentor evaluation for each semester completed. Mentor Evaluation Item #3 asks the mentor to assess the students’ “Ability to work through weaknesses.” Mentor Evaluation Item #8 asks the mentor to assess the students’ “Handling difficult situations.” Data for 2025 graduates is presented in Table 1-1. Please note that some graduating students completed their PCM requirements prior to spring 2025 so their results are not reported.

Table 1-1 Spring 2025 PCM Mentor Evaluation for Items 3 and 8 Results (N=21)					
Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #3 (n=21)	9 (42.9%)	6 (28.6%)	5 (23.8%)	1 (4.8%)	0 (0%)
Item #8 (n=21)	6 (28.6%)	8 (38.1%)	7 (33.3%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 70% of students receive a 4 or 5 from their mentors in evaluating their PCM performance. The results for the PCM Mentor Evaluation regarding this ILO are:

- 15 out of 21 (71.43%) scored a 4 or 5 for their ability to work through weakness.
- 14 out of 21 (66.67%) scored a 4 or 5 for their ability to handle difficult situations.

**Graduating Student Survey.** Calvary conducts graduating student surveys at the conclusion of each academic year for students graduating from the University. One of the survey items asks the students if their Calvary education contributed to their ability to construct sound conclusions with the following item: “Constructing sound conclusions from quantitative & qualitative data.”

Table 1-2 Spring 2025 Graduating Student Survey (N=44) “Calvary has prepared me to construct sound conclusions from quantitative & qualitative data.”					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Undergraduate Responses ( <i>n</i> =33)	9 (27.3%)	16 (48.4%)	7 (21.2%)	0 (0%)	1 (3.0%)
Graduate Responses ( <i>n</i> =11)	7 (63.6%)	2 (18.2%)	2 (18.2%)	0 (0%)	0 (0%)

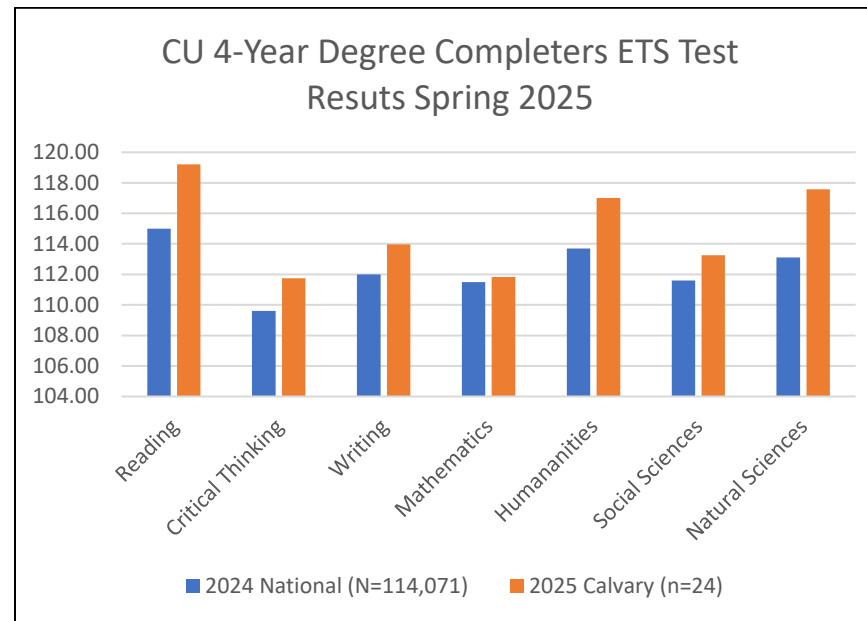
The University benchmark for these items is a minimum of 70% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 25 out of 33 (75.8%) of undergraduate students scored the University at a 4 or 5.
- 9 out of 11 (81.1%) of graduate students scored the University at a 4 or 5.

**ETS Proficiency Profile (EPP).** The EPP is a general education outcomes assessment of core skills used by Calvary University to demonstrate program effectiveness, assessing and demonstrating student learning. The ETS measures outcomes for critical reading, thinking, writing, mathematics, humanities, social sciences and natural sciences compared to national averages.

Table 1-3 Calvary University 4-Year Degree Completers ETS Test Results - Spring 2025				
Subject Area	2024 National ( <i>N</i> =114,071)	2025 Calvary ( <i>n</i> =24)	National Standard Deviation	Variation from National Mean
Reading	115.00	119.21	7.6	4.21
Critical Thinking	109.60	111.75	6.3	2.15
Writing	112.00	113.96	5.6	1.96
Mathematics	111.50	111.83	6.0	0.33
Humanities	113.70	117.00	6.7	3.30
Social Sciences	111.60	113.25	6.4	1.65

Table 1-3				
Calvary University 4-Year Degree Completers ETS Test Results - Spring 2025				
Subject Area	2024 National (N=114,071)	2025 Calvary (n=24)	National Standard Deviation	Variation from National Mean
Natural Sciences	113.10	117.58	6.5	4.48
Summary of Scores	434.60	446.00	8.5	11.40



The University benchmark for critical thinking is that Calvary graduates score 0.5 above the mean or higher in each area of the EPP.

- Calvary graduates scored 4.21 data points above the mean for reading.
- Calvary graduates scored 2.15 data points above the mean in critical thinking.
- Calvary graduates scored 1.96 data points above the mean for writing.
- Calvary graduates scored 0.33 data points above the mean for math, but below the benchmark
- Calvary graduates scored 3.30 data points above the mean for humanities.

- Calvary graduates scored 1.65 data points above the mean for social sciences.
- Calvary graduates scored 4.48 data points above the mean for natural sciences.

**Capstone and Research Assignments.** Students complete a capstone assignment as part of their academic program. Capstones include requirements to assess and process data within their discipline which may emphasize either qualitative or quantitative data. Table 1-4 displays faculty evaluation of the student capstone project outcomes (undergraduate and graduate).

Table 1-4 Capstone and Research Evaluation Results (N=41)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Undergrad Capstone Outcomes (n=24)	18 (75.0%)	5 (20.8%)	0 (0%)	1 (4.1%)	0 (0%)
Graduate Capstone Outcomes (n=3)	3 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Doctoral Capstone Outcomes (n=5)	5(100%)	0(0%)	0(0%)	0(0%)	0(0%)

The University benchmark for these items is a minimum of 80% of students score 80% or higher for research and applied research related areas:

- 23 out of 24 (95.8%) of undergraduate students scored 80% or higher on their capstone project.
- 3 out of 3 (100%) of graduate students scored 80% or higher on their capstone project.
- 5 out of 5 (100%) of doctoral students scored 80% or higher on their capstone project.

**Summary.** Table 1-5 displays a summary of assessment results for ILO 1.

Table 1-5 Summary of Assessment Items for ILO 1		
Item	Benchmark Met?	Conclusion
PCM Mentor Item #3	Yes	University benchmark is 70% of measurements must be met. Twelve out of fourteen (12/14) (84.6%) of the items for this ILO were met which means the ILO was met. Note that the
PCM Mentor Item #8	No	
Graduating Student Survey Undergrad Item regarding construct sound conclusions from quantitative & qualitative data	Yes	

Table 1-5 Summary of Assessment Items for ILO 1		
Item	Benchmark Met?	Conclusion
Graduating Student Survey Graduate Item regarding construct sound conclusions from quantitative & qualitative data	Yes	EPP math score was above the national mean, but did not meet the metric for a “yes.”
EPP Results for Reading	Yes	
EPP Results for Critical Thinking	Yes	
EPP Results for Writing	Yes	
EPP Results for Mathematics	No	
EPP Results for Humanities	Yes	
EPP Results for Social Science	Yes	
EPP Results for Natural Science	Yes	
Undergraduate Capstone Outcomes	Yes	
Graduate Capstone Outcomes	Yes	
Doctoral Capstone Outcomes	Yes	

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## ILO 2 – Demonstrate Sound Research Capabilities

**ILO Statement:** Demonstrate sound research methods for inquiry and the dissemination of knowledge.

**Measures:** Graduating Student Survey, Undergraduate Performance on Capstone Projects, Graduate Performance on Capstone Projects, Graduate Performance on Research Assignments, and ETS Proficiency Profile (EPP).

**Graduating Student Survey.** Calvary conducts surveys at the conclusion of each academic year for students graduating from the University. The University assessed four survey items against this ILO from the Graduating Student Survey: “Conduct biblical research,” “Preparedness to biblically evaluate different philosophies and cultures,” and “Understanding and applying the scientific principles and methods” (undergraduate), and “recognizing assumptions, making logical inferences, and reaching the correct conclusions” (graduate).

Table 2-1 Spring 2025 Graduating Student Survey (N=47) “Calvary has prepared me to conduct biblical research.”					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Undergraduate Responses ( <i>n</i> =37)	20 (54.1%)	16 (43.2%)	0 (5.2%)	0 (0%)	1 (2.7%)
Graduate Responses ( <i>n</i> =10)	9 (90%)	1 1(0%)	0(0%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 70% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 36 out of 37 (97.3%) of undergraduate students scored the University at a 4 or 5.
- 9 out of 10 (90%) of graduate students scored the University at a 4 or 5.

Table 2-2 Spring 2025 Graduating Student Survey (N=48) “Calvary has prepared me to biblically evaluate different philosophies and cultures.”					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Undergraduate Responses ( <i>n</i> =38)	17 (44.7%)	16 (42.1%)	3 (7.9%)	2 (5.3%)	0 (0%)
Graduate Responses ( <i>n</i> =10)	8 (80%)	1 (10%)	1 (10%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 70% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 33 out of 38 (86.8%) of undergraduate students scored the University at a 4 or 5.
- 9 out of 10 (90%) of graduate students scored the University at a 4 or 5.

Table 2-3 Spring 2025 Graduating Student Survey (N=30) “Calvary has prepared me to understand and apply scientific principles and methods.”					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Undergraduate Responses ( <i>n</i> =30)	10 (33.3%)	9 (30.0%)	6 (20.0%)	3 (10.0%)	2 (6.7%)

The University benchmark for these items is a minimum of 70% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 19 out of 30 (63.3%) of undergraduate students scored the University at a 4 or 5.

Table 2-4 Spring 2025 Graduating Student Survey (N=11) “Calvary has prepared professionally to recognize assumptions, make logical inferences, and reach the correct conclusions.”					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Graduate Responses (n=11)	7 (63.6%)	1 (9.1%)	3 (27.3%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 70% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 8 out of 11 (72.3%) of graduate students scored the University at a 4 or 5.

**Capstone and Research Assignments.** Students complete a capstone assignment as part of their academic program. Capstones include requirements to assess and process data within their discipline which may emphasize either qualitative or quantitative data. Table 2-5 displays faculty evaluation of the student capstone project outcomes (undergraduate and graduate).

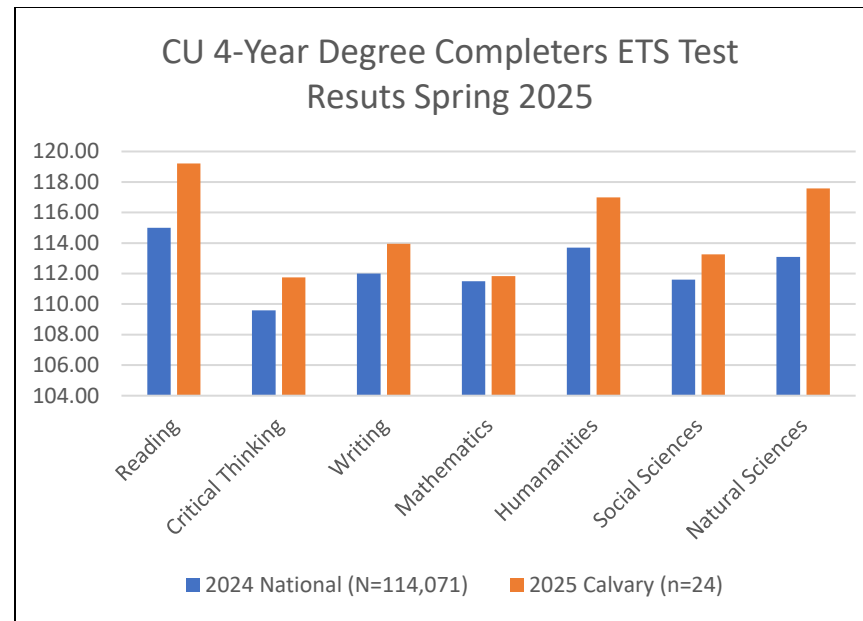
Table 2-5 Capstone and Research Evaluation Results (N=41)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Undergrad Capstone Outcomes (n=24)	18 (75.0%)	5 (20.8%)	0 (0%)	1 (4.1%)	0 (0%)
Graduate Capstone Outcomes (n=3)	3 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Doctoral Capstone Outcomes (n=5)	5(100%)	0(0%)	0(0%)	0(0%)	0(0%)

The University benchmark for these items is a minimum of 80% of students score 80% or higher for research and applied research related areas:

- 23 out of 24 (95.8%) of undergraduate students scored 80% or higher on their capstone project.
- 3 out of 3 (100%) of graduate students scored 80% or higher on their capstone project.
- 5 out of 5 (100%) of doctoral students scored 80% or higher on their capstone project.

**ETS Proficiency Profile (EPP).** The EPP is a general education outcomes assessment of core skills used by Calvary University to demonstrate program effectiveness, assessing and demonstrating student learning. The ETS measures outcomes for critical reading, thinking, writing, mathematics, humanities, social sciences and natural sciences compared to national averages.

Table 2.6				
Calvary University 4-Year Degree Completers ETS Test Results - Spring 2025				
Subject Area	2024 National (N=114,071)	2025 Calvary (n=24)	National Standard Deviation	Variation from National Mean
Reading	115.00	119.21	7.6	4.21
Critical Thinking	109.60	111.75	6.3	2.15
Writing	112.00	113.96	5.6	1.96
Mathematics	111.50	111.83	6.0	0.33
Humanities	113.70	117.00	6.7	3.30
Social Sciences	111.60	113.25	6.4	1.65
Natural Sciences	113.10	117.58	6.5	4.48
Summary of Scores	434.60	446.00	8.5	11.40



The University benchmark for critical thinking is that Calvary graduates score 0.5 above the mean or higher in each area of the EPP.

- Calvary graduates scored 4.21 data points above the mean for reading.
- Calvary graduates scored 2.15 data points above the mean in critical thinking.
- Calvary graduates scored 1.96 data points above the mean for writing.
- Calvary graduates scored 0.33 data points above the mean for mathematics, **but below the benchmark**
- Calvary graduates scored 3.30 data points above the mean for humanities.
- Calvary graduates scored 1.65 data points above the mean for social sciences.
- Calvary graduates scored 4.48 data points above the mean for natural sciences.

**Summary.** Table 2-7 displays a summary of assessment results for ILO 2.

Table 2-7 Summary of Assessment Items for ILO 2		
Item	Benchmark Met?	Conclusion
Graduating Student Survey Item “Biblical research” (Undergraduate)	Yes	University benchmark is 70% of measurements must be met. Fourteen out of sixteen (14/16) (87.5%) of the items for this ILO were met which means the ILO was met. <u>However, graduate students scored below standard on doing biblical research and undergraduate students indicated a lack of confidence in their ability to employ the scientific method.</u> Note that the EPP math score was above the national mean, but did not meet the metric for a “yes.”
Graduating Student Survey Item “Biblical research” (Graduate)	Yes	
Graduating Student Survey Item “Evaluating philosophies and cultures” (Undergraduate)	Yes	
Graduating Student Survey Item “Evaluating philosophies and cultures” (Graduate)	Yes	
Graduating Student Survey Item “Scientific principles and methods” (Undergraduate)	No	
Graduating Student Survey Item “Assumptions, inferences and Conclusions” (Graduate)	Yes	
Undergraduate Capstone	Yes	
Graduate Capstone	Yes	
Doctoral Capstone	Yes	
EPP Results for Reading	Yes	
EPP Results for Critical Thinking	Yes	
EPP Results for Writing	Yes	
EPP Results for Mathematics	No	
EPP Results for Humanities	Yes	
EPP Results for Social Science	Yes	
EPP Results for Natural Science	Yes	

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### ILO 3 – Grammatical Historical Biblical Interpretation

**ILO Statement:** Apply a consistent literal grammatical historical interpretation of the Bible in order to think from the Biblical Worldview.

**Measures:** ABHE Bible Exam Results, Graduating Student Survey, Undergraduate and Graduate Performance on Hermeneutic Assignments

**Association for Biblical Higher Education (ABHE) Bible Exam.** The University administers the ABHE Bible knowledge examination to incoming and graduating students each year. Table 3-1 displays the results for graduating students in spring 2025. The table compares Calvary graduate results with national averages.

Table 3-1 Spring 2025 Graduating Student Summary ABHE Test Results Compared to the National Average (Calvary Students N=27)					
General Bible			Bible Teaching		
Subject	National	Calvary	Subject	National	Calvary
Acts	70%	78%	Gen Bible Knowledge	73%	80%
Whole Bible	76%	81%	Bible Genre	65%	65%
General Epistles	61%	69%	Christology	71%	78%
Gospels	72%	79%	Covenant	70%	77%
Pauline	68%	76%	Eschatology	87%	92%
Revelation	79%	77%	NT Gen Knowledge	71%	78%
Historical Books	70%	75%	NT Vocabulary	71%	77%
Pentateuch	77%	86%	OT Gen Knowledge	67%	75%
Prophets	61%	66%	OT Vocabulary	82%	94%
Psalms & Wisdom Lit	62%	77%	Revelation	78%	82%
			Soteriology	74%	77%
			Theology	76%	84%

Table 3-1 Spring 2025 Graduating Student Summary ABHE Test Results Compared to the National Average (Calvary Students N=27)					
General Bible			Bible Teaching		
Subject	National	Calvary	Subject	National	Calvary
Mean Scores	69.6%	76.4%	Mean Scores	73.8%	80.0%

Table 3-2 Graduating Student ABHE Exam Scores by Percentile (N=27)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Student Distribution	5(18.5%)	9 (33.3%)	4 (14.8%)	7 (25.9%)	2 (7.4%)
Distribution above & below 60%	≥60%: 25 (92.6%)				<60%: 2 (7.4%)

The University benchmark for graduate scores on the ABHE Bible Knowledge Exam is 80% of graduates score 60% or higher on the ABHE overall exam.

- 25 (92.6%) of the graduates achieved a 60% or higher average ABHE Bible Knowledge Exam score.

**Graduating Student Survey.** Calvary conducts surveys at the conclusion of each academic year for students graduating from the University. The University assessed the survey area: “Calvary has prepared me to live according to a biblical worldview.”

Table 3-3 Spring 2025 Graduating Student Survey (N=49) “Calvary has prepared me to live according to a biblical worldview.”					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Undergraduate Responses ( <i>n</i> =37)	21 (56.8%)	13 (35.1%)	1 (7.9%)	1 (2.7%)	1 (2.7%)
Graduate Responses ( <i>n</i> =10)	9 (90%)	0 (0%)	1 (10%)	0 (0%)	0 (0%)



The University benchmark for these items is a minimum of 70% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 33 out of 37 (91.2%) of undergraduate students scored the University at a 4 or 5.
- 9 out of 810 (90%) of graduate students scored the University at a 4 or 5.

**Hermeneutics Assignments.** Students complete hermeneutics assignments as part of their academic program. Table 3-3 displays faculty evaluation of hermeneutics outcomes (undergraduate and graduate) and graduate research outcomes.

Table 3-3 Hermeneutic Assignment Evaluation Results (N=46)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Undergrad Outcomes ( <i>n</i> =28)	20 (71.4%)	6 (21.4%)	1 (3.6%)	1 (3.6%)	0 (0%)
Graduate Outcomes ( <i>n</i> =7)	5 (100%)	2 (0%)	0 (0%)	0 (0%)	0 (0%)
Doctoral Outcomes ( <i>n</i> =5)	5 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 80% of students score 80% or higher for research and applied research related areas:

- 26 out of 28 (92.8%) of undergraduate students scored 80% or higher on hermeneutics assignments.
- 7 out of 7 (100%) of graduate students scored 80% or higher on hermeneutics assignments.
- 5 out of 5 (100%) of doctoral students scored 80% or higher on hermeneutics assignments.

**Summary.** Table 3-4 displays a summary of assessment results for ILO 3.

Table 3-4 Summary of Assessment Items for ILO 3		
Item	Benchmark Met?	Conclusion
ABHE Bible Exam Results	Yes	University benchmark is 70% of measurements must be met. Six out of six (6/6) (100%) of this ILO items were met, which means the ILO was met.
Graduating Student Survey Item “Biblical worldview” (Undergraduate)	Yes	
Graduating Student Survey Item “Biblical worldview” (Graduate)	Yes	
Undergraduate hermeneutics	Yes	
Graduate hermeneutics	Yes	

Table 3-4 Summary of Assessment Items for ILO 3		
Item	Benchmark Met?	Conclusion
Doctoral hermeneutics	Yes	

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## ILO 4 – Serve with Excellence

**ILO Statement:** Utilize their gifts and abilities to serve with excellence in their local church and chosen profession.

**Measures:** PCM Mentor Evaluations, Graduating Student Survey, Performance on Capstone Assignments.

**PCM Mentor Evaluations.** The University employs a Practical Christian Ministry (PCM) program to fulfill the Ministry Formation condition of eligibility required by the Association of Biblical Higher Education (ABHE) for accreditation. The program requires student self-evaluation and mentor evaluation for each semester completed. Since this ILO addresses the issue of serving with excellence, all the Mentor Evaluation areas are included in this assessment.

Table 4-1 Spring 2025 PCM Mentor Evaluation for All Items (N=21)					
Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #1 Ability to admit mistakes	12 (57%)	9 (42%)	0 (0%)	0 (0%)	0 (0%)
Item #2 Ability to give suggestions	8 (38%)	6 (29%)	5 (24%)	2 (10%)	0 (0%)
Item #3 Ability to work through weakness	9 (42%)	6 (29%)	5 (24%)	1 (5%)	0 (0%)
Item #4 Attendance	17 (81%)	4 (19%)	0 (0%)	0 (0%)	0 (0%)
Item #5 Care for others	15 (71%)	5 (24%)	1 (5%)	0 (0%)	0 (0%)
Item #6 Engaging in their ministry	13 (62%)	8 (38%)	0 (0%)	0 (0%)	0 (0%)
Item #7 Flexibility	10 (48%)	8 (38%)	2 (10%)	1 (5%)	0 (0%)
Item #8 Handling a difficult situation	6 (29%)	8 (38%)	7 (33%)	0 (0%)	0 (0%)
Item #9 Honesty	15 (71%)	6 (29%)	0 (0%)	0 (0%)	0 (0%)

Table 4-1 Spring 2025 PCM Mentor Evaluation for All Items (N=21)					
Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #10 Openness to suggestions	15 (71%)	4 (19%)	1 (5%)	1 (5%)	0 (0%)
Item #11 Predictable positive attitude	11 (52%)	7 (33%)	3 (14%)	0 (0%)	0 (0%)
Item #12 Preparedness	9 (42%)	10 (48%)	1 (5%)	1 (5%)	0 (0%)
Item #13 Responsibility	15 (71%)	6 (29%)	0 (0%)	0 (0%)	0 (0%)
Item #14 Teachable	17 (81%)	4 (19%)	0 (0%)	0 (0%)	0 (0%)
Item #15 Treating everyone with equal respect	16 (76%)	5 (24%)	0 (0%)	0 (0%)	0 (0%)
Item #16 Willingness to help	17 (81%)	4 (19%)	0 (0%)	0 (0%)	0 (0%)
Item #17 Communicates effectively	10 (48%)	10 (48%)	1 (5%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 70% of students receive a 4 or 5 from their mentors in evaluating their PCM performance. The results for the PCM Mentor Evaluation regarding this ILO are displayed in Table 4-2.

Table 4-2 Spring 2025 PCM Mentor Scoring Summary for ILO 4 (N=25)					
Mentor Item #	Students Achieving Standard	Total Students	Percent Achieving Standard (2025)	Percent Achieving Standard (2024)	Percent Achieving Standard (2023)
1	21	21	100.0%	92.0%	90.48%
2	14	21	66.7%	88.0%	76.19%
3	15	21	71.4%	88.0%	90.48%

Table 4-2 Spring 2025 PCM Mentor Scoring Summary for ILO 4 (N=25)					
Mentor Item #	Students Achieving Standard	Total Students	Percent Achieving Standard (2025)	Percent Achieving Standard (2024)	Percent Achieving Standard (2023)
4	21	21	100.0%	96.0%	100.00%
5	20	21	95.2%	100.0%	100.00%
6	21	21	100.0%	96.0%	100.00%
7	18	21	85.7%	96.0%	85.71%
8	14	21	66.7%	96.0%	80.95%
9	21	21	100.0%	100.0%	100.00%
10	19	21	90.5%	100.0%	100.00%
11	18	21	85.7%	96.0%	95.24%
12	19	21	90.5%	100.0%	95.24%
13	21	21	100.0%	100.0%	100.00%
14	21	21	100.0%	100.0%	100.00%
15	21	21	100.0%	100.0%	100.00%
16	21	21	100.0%	96.0%	100.00%
17	20	21	95.2%	96.0%	85.71%
<b>Mean</b>	<b>19</b>	<b>21</b>	<b>90.5%</b>	<b>96.5%</b>	<b>96.5%</b>

**Graduating Student Survey.** Calvary conducts graduating Student surveys at the conclusion of each academic year for students graduating from the University. The University assessed the undergraduate survey area: “Calvary prepared me professionally for employment” and the graduate survey items “Calvary has prepared me professionally for ministry” and “Calvary has prepared me professionally for employment.”

Table 4-3 Spring 2025 Graduating Student Survey (N=47) Impact of a Calvary education on ability to minister and work in the graduate's chosen profession.					
Measure	5	4	3	2	1
Description	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Undergraduate “prepared for employment” responses (n=36)	11 (30.6%)	14 (38.9%)	9 (13.1%)	1 (25.0%)	1 (2.8%)
Undergraduate “prepared me professionally for ministry (n=36)	15 (41.7%)	18 (50.0%)	2 (5.6%)	0 (0%)	1 (2.8%)
Graduate Responses “prepared me for ministry” (n=9)	7 (63.6%)	2 (18.2%)	2 (18.2%)	0 (0%)	0 (0%)
Graduate Responses “prepared me professionally for employment” (n=11)	6 (54.5%)	2 (18.2%)	3 (27.3%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 70% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 25 out of 36 (69.5%) of undergraduate students scored the University at a 4 or 5 for employment preparation.
- 33 out of 36 (91.7%) of the undergraduate students scored the University at 4 or 5 for ministry preparation.
- 9 out of 11 (81.2%) of graduate students scored the University at a 4 or 5 for ministry preparation.
- 8 out 11 (72.2%) of graduate students scored the University at a 4 or 5 for professional preparation.

**Capstone and Research Assignments.** Students complete a capstone assignment as part of their academic program. Capstones include requirements to assess and process data within their discipline which may emphasize either qualitative or quantitative data. Table 4-4 displays faculty evaluation of the student capstone project outcomes (undergraduate and graduate).

Table 4-4 Capstone and Research Evaluation Results (N=41)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Undergrad Capstone Outcomes (n=24)	18 (75.0%)	5 (20.8%)	0 (0%)	1 (4.1%)	0 (0%)
Graduate Capstone Outcomes (n=3)	3 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Doctoral Capstone Outcomes (n=5)	5(100%)	0(0%)	0(0%)	0(0%)	0(0%)

The University benchmark for these items is a minimum of 80% of students score 80% or higher for research and applied research related areas:

- 23 out of 24 (95.8%) of undergraduate students scored 80% or higher on their capstone project.
- 3 out of 3 (100%) of graduate students scored 80% or higher on their capstone project.
- 5 out of 5 (100%) of doctoral students scored 80% or higher on their capstone project.

**Summary.** Table 4-5 displays a summary of assessment results for ILO 4.

Table 4-5 Summary of Assessment Items for ILO 4		
Item	Benchmark Met?	Conclusion
PCM Mentor Evaluations (taken as a whole for this ILO)	Yes	University benchmark is 70% of measurements must be met. Seven out of eight (7/8) (87.5%) of this ILO items were met, which means the ILO was met.
Graduating Student Survey Undergraduate Item on preparation for employment	No	
Graduating Student Survey Undergraduate Item on preparation for ministry	Yes	
Graduating Student Survey Graduate Item on preparation for employment	Yes	

Table 4-5 Summary of Assessment Items for ILO 4		
Item	Benchmark Met?	Conclusion
Graduating Student Survey Graduate Item on preparation for ministry	Yes	
Undergraduate capstone outcomes	Yes	
Graduate capstone outcomes	Yes	
Doctoral capstone outcomes	Yes	

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## ILO 5 – Discipling Relationships and Servant Leadership

**ILO Statement:** Develop discipling relationships and contribute to the spiritual growth of others by employing principles of servant-leadership.

**Measures:** Graduating Student Survey, PCM Mentor Evaluations.

**Graduating Student Survey.** Calvary conducts graduating Student surveys at the conclusion of each academic year for students graduating from the University. The University assessed undergraduate and graduate students in the following: “How has Calvary equipped and encouraged you to be effective in ministry by employing principles of servant leadership?”

Table 5-1 Spring 2025 Graduating Student Survey (N=53) “How has Calvary equipped and encouraged you to be effective in ministry by employing principles of servant leadership”					
Measure	5	4	3	2	1
Description	A great deal	A lot	A moderate amount	A little	Very little
Undergraduate Responses (n=36)	11 (30.6%)	10 (27.8%)	12 (33.3%)	3 8.3%)	0
Graduate Responses (n=10)	4 (40%)	3 (30%)	3 (30%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 70% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 21 out of 36 (58.3%) of undergraduate students scored the University at a 4 or 5).
- 7 out of 10 (70.0%) of graduate students scored the University at a 4 or 5.

**PCM Mentor Evaluations.** The University employs a Practical Christian Ministry (PCM) program to fulfill the Ministry Formation condition of eligibility required by the Association of Biblical Higher Education (ABHE) for accreditation.. The program requires student self-evaluation and mentor evaluation for each semester completed. PCM Mentor Evaluation items for this PLO are displayed in Table 5-2.

Table 5-2 Spring 2025 PCM Mentor Evaluation for All Items (N=21)					
Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #1 Ability to admit mistakes	12 (57%)	9 (42%)	0 (0%)	0 (0%)	0 (0%)
Item #2 Ability to give suggestions	8 (38%)	6 (29%)	5 (24%)	2 (10%)	0 (0%)
Item #3 Ability to work through weakness	9 (42%)	6 (29%)	5 (24%)	1 (5%)	0 (0%)
Item #4 Attendance	17 (81%)	4 (19%)	0 (0%)	0 (0%)	0 (0%)
Item #5 Care for others	15 (71%)	5 (24%)	1 (5%)	0 (0%)	0 (0%)
Item #6 Engaging in their ministry	13 (62%)	8 (38%)	0 (0%)	0 (0%)	0 (0%)
Item #7 Flexibility	10 (48%)	8 (38%)	2 (10%)	1 (5%)	0 (0%)
Item #8 Handling a difficult situation	6 (29%)	8 (38%)	7 (33%)	0 (0%)	0 (0%)
Item #9 Honesty	15 (71%)	6 (29%)	0 (0%)	0 (0%)	0 (0%)
Item #10 Openness to suggestions	15 (71%)	4 (19%)	1 (5%)	1 (5%)	0 (0%)
Item #11 Predictable positive attitude	11 (52%)	7 (33%)	3 (14%)	0 (0%)	0 (0%)
Item #12 Preparedness	9 (42%)	10 (48%)	1 (5%)	1 (5%)	0 (0%)
Item #13 Responsibility	15 (71%)	6 (29%)	0 (0%)	0 (0%)	0 (0%)
Item #14 Teachable	17 (81%)	4 (19%)	0 (0%)	0 (0%)	0 (0%)
Item #15 Treating everyone with equal respect	16 (76%)	5 (24%)	0 (0%)	0 (0%)	0 (0%)
Item #16 Willingness to help	17 (81%)	4 (19%)	0 (0%)	0 (0%)	0 (0%)

Table 5-2 Spring 2025 PCM Mentor Evaluation for All Items (N=21)					
Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #17 Communicates effectively	10 (48%)	10 (48%)	1 (5%)	0 (0%)	0 (0%)

The University benchmark for these items is a minimum of 70% of students receive a 4 or 5 from their mentors in evaluating their PCM performance. The results for the PCM Mentor Evaluation regarding this ILO are displayed in Table 5-3

Table 5-3 Spring 2025 PCM Mentor Scoring Summary for ILO 4 (N=25)					
Mentor Item #	Students Achieving Standard	Total Students	Percent Achieving Standard (2025)	Percent Achieving Standard (2024)	Percent Achieving Standard (2023)
1	21	21	100.0%	92.0%	90.48%
2	14	21	66.7%	88.0%	76.19%
3	15	21	71.4%	88.0%	90.48%
4	21	21	100.0%	96.0%	100.00%
5	20	21	95.2%	100.0%	100.00%
6	21	21	100.0%	96.0%	100.00%
7	18	21	85.7%	96.0%	85.71%
8	14	21	66.7%	96.0%	80.95%
9	21	21	100.0%	100.0%	100.00%
10	19	21	90.5%	100.0%	100.00%
11	18	21	85.7%	96.0%	95.24%
12	19	21	90.5%	100.0%	95.24%
13	21	21	100.0%	100.0%	100.00%
14	21	21	100.0%	100.0%	100.00%
15	21	21	100.0%	100.0%	100.00%

Table 5-3 Spring 2025 PCM Mentor Scoring Summary for ILO 4 (N=25)					
Mentor Item #	Students Achieving Standard	Total Students	Percent Achieving Standard (2025)	Percent Achieving Standard (2024)	Percent Achieving Standard (2023)
16	21	21	100.0%	96.0%	100.00%
17	20	21	95.2%	96.0%	85.71%
<b>Mean</b>	<b>19</b>	<b>21</b>	<b>90.5%</b>	<b>96.5%</b>	<b>96.5%</b>

**Summary.** Table 5-4 displays a summary of assessment results for ILO 5.

Table 5-4 Summary of Assessment Items for ILO 5		
Item	Benchmark Met?	Conclusion
Undergraduate Student Survey Graduate Item on equipped for servant leadership	No	University benchmark is 70% of measurements must be met. Twelve out of thirteen (12/13) (92.3%) of this ILO items were met, which means the ILO was met. <u>However, 41.7% of the undergraduate students indicated that they did not perceive Calvary as equipping and encouraging them to be effective in ministry by employing principles of servant leadership. This is the second year in a row that this metric has not been met and a significant increase from 26.09% in 2024.</u> On the otherhand, mentor evaluations indicate students exhibit servant-leader qualities in the performance of the practical ministry responsibilities.
Graduating Student Survey Graduate Item on equipped for servant leadership	Yes	
PCM Mentor Item #1	Yes	
PCM Mentor Item #4	Yes	
PCM Mentor Item #5	Yes	
PCM Mentor Item #9	Yes	
PCM Mentor Item #10	Yes	
PCM Mentor Item #11	Yes	
PCM Mentor Item #12	Yes	
PCM Mentor Item #13	Yes	
PCM Mentor Item #14	Yes	
PCM Mentor Item #15	Yes	
PCM Mentor Item #16	Yes	

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## ILO Summary

The following table displays a summary of the assessment of student learning outcomes for the University's ILOs.

Table 6-1 Summary of Institutional Learning Outcomes.		
ILO #	Institutional Learning Outcome	Outcome Benchmark Met
1	Construct Sound Conclusions	Yes
2	Demonstrate Sound Research Capabilities	Yes
3	Grammatical Historical Biblical Interpretation	Yes
4	Serve with Excellence	Yes
5	Discipling Relationships and Servant Leadership	Yes

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The results of the 2024-2025 assessment of ILOs indicate that Calvary graduates meet the Board expectations for completion of their programs. Items of note include the following.

1. Results of the EPP indicate that Calvary graduates perform well when compared to their counterparts. Calvary graduates improved their performance in mathematics this year, scoring above the mean (compared to a below-the-mean score in 2024).
2. Practical Christian Ministries mentors reported that only 67% of graduating students were able to work through weaknesses and handle difficult situations effectively.
3. Students scored below the national average for general Bible knowledge about the book of Revelation on the ABHE Bible Knowledge Exam.
4. Only 63% of undergraduates believed they are prepared to understand and apply scientific principles and methods.
5. Only 69.5% of undergraduates stated that Calvary prepared them effectively for employment (*this could be rounded to 70% for a "go" score, but is highlighted here for awareness*).
6. Less than 70% (58.33%) of undergraduate students indicated that they were equipped and encouraged you to be effective in ministry by employing principles of servant leadership. This is a significant drop from the undergraduate rating reported in 2024 (73.91%).