



2025-2026 Learning Outcomes Report

Academic Office

September 10, 2026

www.calvary.edu

Contents

Purpose of Report	3
Institutional Learning Outcomes.....	3
ILO 1 – Construct Sound Conclusions.....	4
ILO 2 – Demonstrate Sound Research Capabilities.....	9
ILO 3 – Grammatical Historical Biblical Interpretation	15
ILO 4 – Serve with Excellence	19
ILO 5 – Discipling Relationships and Servant Leadership	25
ILO Summary.....	29

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 2025-2026. 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

[*\(Return to the Table of Contents\)*](#)

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 2026 graduates is presented in Table 1-1. Please note that some graduating students completed their PCM requirements prior to spring 2026 so their results are not reported.

Table 1-1 Spring 2026 PCM Mentor Evaluation for Items 3 and 8 Results (N=17)					
Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #3 (n=17)	4 (23.5%)	11 (64.7%)	2 (11.8%)	0 (0%)	0 (0%)
Item #8 (n=17)	6 (35.3%)	9 (52.9%)	1 (5.9%)	1 (5.9%)	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 17 (88.24%) scored a 4 or 5 for their ability to work through weakness.
- 15 out of 17 (88.24%) 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 2026 Graduating Student Survey (N=28) “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 (n=15)	2 (13.3%)	8 (53.3%)	2 (13.3%)	3 (20.0%)	0 (0%)
Graduate Responses (n=13)	6 (46.2%)	5 (38.5%)	1 (7.7%)	0 (0%)	1 (7.7%)

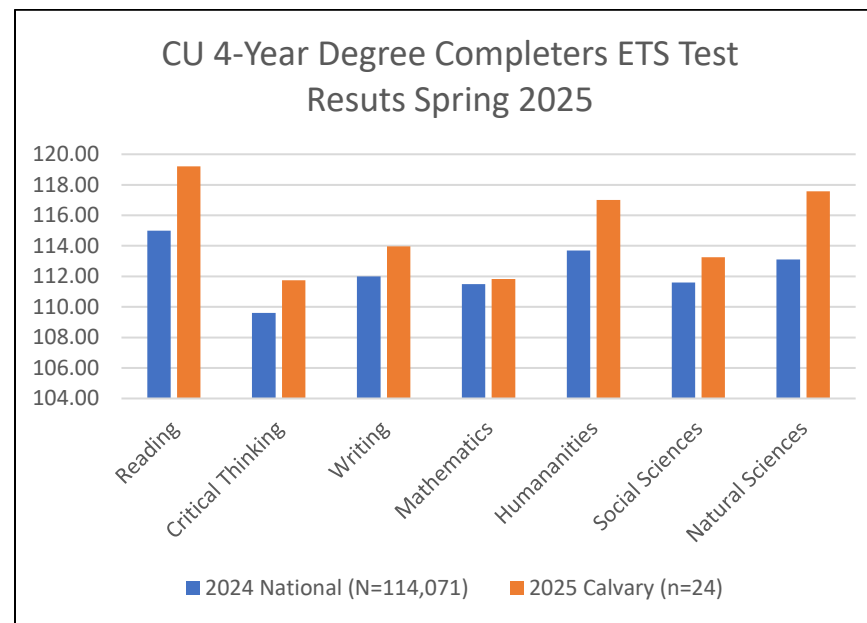
The University benchmark for these items is a minimum of 70% of students score the University at a 4 or 5 in the assessment area. The results for the Graduating Student Survey regarding this ILO are:

- 10 out of 15 (66.7%) of undergraduate students scored the University at a 4 or 5.
- 11 out of 13 (84.6%) 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 2026				
Subject Area	2026 National (n=116,694)	2026 Calvary (n=21)	National Standard Deviation	Variation from National Mean
Reading	115.20	120.43	7.7	5.23
Critical Thinking	109.90	113.76	6.5	3.86
Writing	112.00	115.05	5.6	3.05
Mathematics	111.80	114.90	6.2	3.10
Humanities	113.60	117.86	7.0	4.26
Social Sciences	111.80	116.00	6.6	4.20

Table 1-3				
Calvary University 4-Year Degree Completers ETS Test Results - Spring 2026				
Subject Area	2026 National (n=116,694)	2026 Calvary (n=21)	National Standard Deviation	Variation from National Mean
Natural Sciences	113.40	117.14	6.5	3.74
Summary of Scores	436.00	451.57	8.4	15.57



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 5.23 data points above the mean for reading.
- Calvary graduates scored 3.86 data points above the mean in critical thinking.
- Calvary graduates scored 3.05 data points above the mean for writing.
- Calvary graduates scored 3.10 data points above the mean for mathematics.
- Calvary graduates scored 4.26 data points above the mean for humanities.

- Calvary graduates scored 4.20 data points above the mean for social sciences.
- Calvary graduates scored 3.74 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. Note that in cases where a capstone was not applied in a program, the student's grade point average in senior level courses was utilized. Table 1-4 displays faculty evaluation of the student capstone project outcomes (undergraduate and graduate).

Table 1-4 Capstone and Research Evaluation Results (N=34)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Undergrad Capstone Outcomes (n=18)	14 (77.8%)	4 (22.2%)	0 (0%)	0 (0%)	0 (0%)
Graduate Capstone Outcomes (n=12)	12 (100.0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Doctoral Capstone Outcomes (n=4)	4 (100.0%)	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:

- 18 out of 18 (100.0%) of undergraduate students scored 80% or higher on their capstone project.
- 12 out of 12 (100.0%) of graduate students scored 80% or higher on their capstone project.
- 4 out of 4 (100.0%) 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. Thirteen out of fourteen (13/14) (92.9%) of the items for this ILO were met, which means the ILO was met. Both PCM items and the EPP mathematics score, which fell below the benchmark in 2025, were met in 2026.
PCM Mentor Item #8	Yes	
Graduating Student Survey Undergrad Item regarding construct sound conclusions from quantitative & qualitative data	No	
Graduating Student Survey Graduate Item regarding construct sound conclusions from quantitative & qualitative data	Yes	
EPP Results for Reading	Yes	
EPP Results for Critical Thinking	Yes	
EPP Results for Writing	Yes	
EPP Results for Mathematics	Yes	
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	

[\(Return to the Table of Contents\)](#)

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 2026 Graduating Student Survey (N=30) “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 (n=16)	4 (25.0%)	9 (56.2%)	2 (12.5%)	1 (6.2%)	0 (0%)
Graduate Responses (n=14)	10 (71.4%)	1 (7.1%)	1 (7.1%)	0 (0%)	2 (14.3%)

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:

- 13 out of 16 (81.2%) of undergraduate students scored the University at a 4 or 5.
- 11 out of 14 (78.6%) of graduate students scored the University at a 4 or 5.

Table 2-2 Spring 2026 Graduating Student Survey (N=30) “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 (n=16)	2 (12.5%)	8 (50.0%)	4 (25.0%)	2 (12.5%)	0 (0%)
Graduate Responses (n=14)	9 (64.3%)	3 (21.4%)	0 (0%)	1 (7.1%)	1 (7.1%)

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:

- 10 out of 16 (62.5%) of undergraduate students scored the University at a 4 or 5.
- 12 out of 14 (85.7%) of graduate students scored the University at a 4 or 5.

Table 2-3 Spring 2026 Graduating Student Survey (N=16) “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 (n=16)	2 (12.5%)	5 (31.2%)	6 (37.5%)	3 (18.8%)	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:

- 7 out of 16 (43.8%) of undergraduate students scored the University at a 4 or 5.

Anecdotal evidence indicates that student perhaps do not understand the nature of the question, believing it is out of scope for Biblical/theological learning. This question may need to be reworded for accurate understanding.

Table 2-4 Spring 2026 Graduating Student Survey (N=14) “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=14)	7 (50.0%)	4 (28.6%)	2 (14.3%)	0 (0%)	1 (7.1%)

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:

- 11 out of 14 (78.6%) 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).

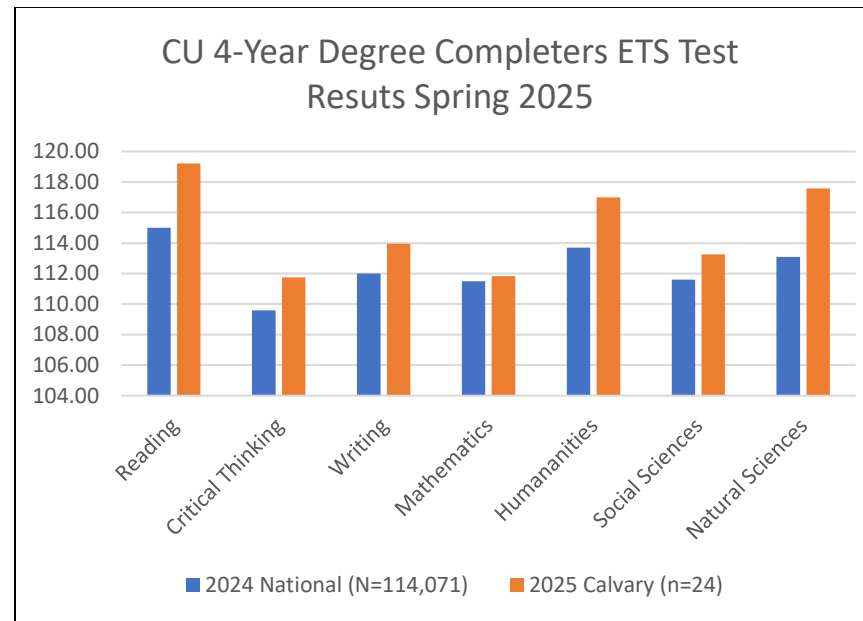
Table 2-5 Capstone and Research Evaluation Results (N=34)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Undergrad Capstone Outcomes (n=18)	14 (77.8%)	4 (22.2%)	0 (0%)	0 (0%)	0 (0%)
Graduate Capstone Outcomes (n=12)	12 (100.0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Doctoral Capstone Outcomes (n=4)	4 (100.0%)	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:

- 18 out of 18 (100.0%) of undergraduate students scored 80% or higher on their capstone project.
- 12 out of 12 (100.0%) of graduate students scored 80% or higher on their capstone project.
- 4 out of 4 (100.0%) 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 2026				
Subject Area	2026 National (n=116,694)	2026 Calvary (n=21)	National Standard Deviation	Variation from National Mean
Reading	115.20	120.43	7.7	5.23
Critical Thinking	109.90	113.76	6.5	3.86
Writing	112.00	115.05	5.6	3.05
Mathematics	111.80	114.90	6.2	3.10
Humanities	113.60	117.86	7.0	4.26
Social Sciences	111.80	116.00	6.6	4.20
Natural Sciences	113.40	117.14	6.5	3.74
Summary of Scores	436.00	451.57	8.4	15.57



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 5.23 data points above the mean for reading.
- Calvary graduates scored 3.86 data points above the mean in critical thinking.
- Calvary graduates scored 3.05 data points above the mean for writing.
- Calvary graduates scored 3.10 data points above the mean for mathematics.
- Calvary graduates scored 4.26 data points above the mean for humanities.
- Calvary graduates scored 4.20 data points above the mean for social sciences.
- Calvary graduates scored 3.74 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. The two items not met were both undergraduate survey items.
Graduating Student Survey Item “Biblical research” (Graduate)	Yes	
Graduating Student Survey Item “Evaluating philosophies and cultures” (Undergraduate)	No	
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	Yes	
EPP Results for Humanities	Yes	
EPP Results for Social Science	Yes	
EPP Results for Natural Science	Yes	

[\(Return to the Table of Contents\)](#)

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 2026. The table compares Calvary graduate results with national averages.

Table 3-1 Spring 2026 Graduating Student Summary ABHE Test Results Compared to the National Average (Calvary Students N=18)					
General Bible			Bible Teaching		
Subject	National	Calvary	Subject	National	Calvary
Acts	71%	80%	Gen Bible Knowledge	74%	82%
Whole Bible	77%	86%	Bible Genre	66%	72%
General Epistles	62%	70%	Christology	71%	77%
Gospels	72%	79%	Covenant	70%	75%
Pauline	68%	77%	Eschatology	86%	97%
Revelation	81%	78%	NT Gen Knowledge	72%	79%
Historical Books	70%	77%	NT Vocabulary	73%	82%
Pentateuch	78%	82%	OT Gen Knowledge	68%	76%
Prophets	62%	70%	OT Vocabulary	83%	86%
Psalms & Wisdom Lit	65%	80%	Revelation	79%	90%
			Soteriology	75%	81%
			Theology	76%	85%

Table 3-1 Spring 2026 Graduating Student Summary ABHE Test Results Compared to the National Average (Calvary Students N=18)					
General Bible			Bible Teaching		
Subject	National	Calvary	Subject	National	Calvary
Mean Scores	70.6%	77.9%	Mean Scores	74.4%	81.8%

Table 3-2 Graduating Student ABHE Exam Scores by Percentile (N=18)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Student Distribution	7 (38.9%)	4 (22.2%)	2 (11.1%)	2 (11.1%)	3 (16.7%)
Distribution above & below 60%	≥60%: 15 (83.3%)				<60%: 3 (16.7%)

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.

- 15 (83.3%) 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 2026 Graduating Student Survey (N=30) “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 (n=16)	5 (31.2%)	8 (50.0%)	2 (12.5%)	1 (6.2%)	0 (0%)
Graduate Responses (n=14)	8 (57.1%)	4 (28.6%)	0 (0%)	1 (7.1%)	1 (7.1%)

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:

- 13 out of 16 (81.2%) of undergraduate students scored the University at a 4 or 5.
- 12 out of 14 (85.7%) 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=34)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Undergrad Outcomes (n=18)	15 (83.3%)	2 (11.1%)	1 (5.6%)	0 (0%)	0 (0%)
Graduate Outcomes (n=12)	10 (83.3%)	2 (16.7%)	0 (0%)	0 (0%)	0 (0%)
Doctoral Outcomes (n=4)	1 (25.0%)	3 (75.0%)	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:

- 17 out of 18 (94.4%) of undergraduate students scored 80% or higher on hermeneutics assignments.
- 12 out of 12 (100.0%) of graduate students scored 80% or higher on hermeneutics assignments.
- 4 out of 4 (100.0%) 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) (100.0%) of the items for this ILO 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	

[\(Return to the Table of Contents\)](#)

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 2026 PCM Mentor Evaluation for All Items (N=17)					
Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #1 Ability to admit mistakes	7 (41%)	6 (35%)	4 (24%)	0 (0%)	0 (0%)
Item #2 Ability to give suggestions	3 (18%)	11 (65%)	3 (18%)	0 (0%)	0 (0%)
Item #3 Ability to work through weakness	4 (24%)	11 (65%)	2 (12%)	0 (0%)	0 (0%)
Item #4 Attendance	14 (82%)	3 (18%)	0 (0%)	0 (0%)	0 (0%)
Item #5 Care for others	13 (76%)	4 (24%)	0 (0%)	0 (0%)	0 (0%)
Item #6 Engaging in their ministry	11 (65%)	6 (35%)	0 (0%)	0 (0%)	0 (0%)
Item #7 Flexibility	8 (47%)	7 (41%)	2 (12%)	0 (0%)	0 (0%)
Item #8 Handling a difficult situation	6 (35%)	9 (53%)	1 (6%)	1 (6%)	0 (0%)
Item #9 Honesty	12 (71%)	5 (29%)	0 (0%)	0 (0%)	0 (0%)

Table 4-1 Spring 2026 PCM Mentor Evaluation for All Items (N=17)					
Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #10 Openness to suggestions	9 (53%)	5 (29%)	3 (18%)	0 (0%)	0 (0%)
Item #11 Predictable positive attitude	9 (53%)	8 (47%)	0 (0%)	0 (0%)	0 (0%)
Item #12 Preparedness	7 (41%)	8 (47%)	2 (12%)	0 (0%)	0 (0%)
Item #13 Responsibility	12 (71%)	5 (29%)	0 (0%)	0 (0%)	0 (0%)
Item #14 Teachable	9 (53%)	8 (47%)	0 (0%)	0 (0%)	0 (0%)
Item #15 Treating everyone with equal respect	13 (76%)	4 (24%)	0 (0%)	0 (0%)	0 (0%)
Item #16 Willingness to help	13 (76%)	4 (24%)	0 (0%)	0 (0%)	0 (0%)
Item #17 Communicates effectively	10 (59%)	6 (35%)	1 (6%)	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 2026 PCM Mentor Scoring Summary for ILO 4 (N=17)					
Mentor Item #	Students Achieving Standard	Total Students	Percent Achieving Standard (2026)	Percent Achieving Standard (2025)	Percent Achieving Standard (2024)
1	13	17	76.5%	100.0%	92.0%
2	14	17	82.4%	66.7%	88.0%
3	15	17	88.2%	71.4%	88.0%

Table 4-2 Spring 2026 PCM Mentor Scoring Summary for ILO 4 (N=17)					
Mentor Item #	Students Achieving Standard	Total Students	Percent Achieving Standard (2026)	Percent Achieving Standard (2025)	Percent Achieving Standard (2024)
4	17	17	100.0%	100.0%	96.0%
5	17	17	100.0%	95.2%	100.0%
6	17	17	100.0%	100.0%	96.0%
7	15	17	88.2%	85.7%	96.0%
8	15	17	88.2%	66.7%	96.0%
9	17	17	100.0%	100.0%	100.0%
10	14	17	82.4%	90.5%	100.0%
11	17	17	100.0%	85.7%	96.0%
12	15	17	88.2%	90.5%	100.0%
13	17	17	100.0%	100.0%	100.0%
14	17	17	100.0%	100.0%	100.0%
15	17	17	100.0%	100.0%	100.0%
16	17	17	100.0%	100.0%	96.0%
17	16	17	94.1%	95.2%	96.0%
Mean	15.9	17	93.4%	90.5%	96.5%

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 2026 Graduating Student Survey (N=57) 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=16)	4 (25.0%)	6 (37.5%)	5 (31.2%)	0 (0%)	1 (6.2%)
Undergraduate “prepared me professionally for ministry” responses (n=16)	4 (25.0%)	8 (50.0%)	3 (18.8%)	1 (6.2%)	0 (0%)
Graduate Responses “prepared me for ministry” (n=14)	5 (35.7%)	7 (50.0%)	1 (7.1%)	0 (0%)	1 (7.1%)
Graduate Responses “prepared me professionally for employment” (n=11)	4 (36.4%)	5 (45.5%)	1 (9.1%)	0 (0%)	1 (9.1%)

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:

- 10 out of 16 (62.5%) of undergraduate students scored the University at a 4 or 5 for employment preparation.
- 12 out of 16 (75.0%) of the undergraduate students scored the University at 4 or 5 for ministry preparation.
- 12 out of 14 (85.7%) of graduate students scored the University at a 4 or 5 for ministry preparation.
- 9 out of 11 (81.8%) 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. In minority cases where capstones were not part of a program, the students senior year grade average was utilized. Table 4-4 displays faculty evaluation of the student capstone project outcomes (undergraduate and graduate).

Table 4-4 Capstone and Research Evaluation Results (N=34)					
Percentiles	90-100%	80-89%	70-79%	60-69%	Under 60%
Undergrad Capstone Outcomes (n=18)	14 (77.8%)	4 (22.2%)	0 (0%)	0 (0%)	0 (0%)
Graduate Capstone Outcomes (n=12)	12 (100.0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Doctoral Capstone Outcomes (n=4)	4 (100.0%)	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:

- 18 out of 18 (100.0%) of undergraduate students scored 80% or higher on their capstone project.
- 12 out of 12 (100.0%) of graduate students scored 80% or higher on their capstone project.
- 4 out of 4 (100.0%) 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 the items for this ILO were met, which means the ILO was met. The item not met was the undergraduate survey item on preparation for employment.
Graduating Student Survey Undergraduate Item on preparation for employment	No	
Graduating Student Survey Undergraduate Item on preparation for ministry	Yes	

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

[\(Return to the Table of Contents\)](#)

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 2026 Graduating Student Survey (N=29) “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=15)	3 (20.0%)	5 (33.3%)	6 (40.0%)	1 (6.7%)	0 (0%)
Graduate Responses (n=14)	5 (35.7%)	5 (35.7%)	3 (21.4%)	0 (0%)	1 (7.1%)

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 15 (53.3%) of undergraduate students scored the University at a 4 or 5.
- 10 out of 14 (71.4%) 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 2026 PCM Mentor Evaluation for All Items (N=17)					
Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #1 Ability to admit mistakes	7 (41%)	6 (35%)	4 (24%)	0 (0%)	0 (0%)
Item #2 Ability to give suggestions	3 (18%)	11 (65%)	3 (18%)	0 (0%)	0 (0%)
Item #3 Ability to work through weakness	4 (24%)	11 (65%)	2 (12%)	0 (0%)	0 (0%)
Item #4 Attendance	14 (82%)	3 (18%)	0 (0%)	0 (0%)	0 (0%)
Item #5 Care for others	13 (76%)	4 (24%)	0 (0%)	0 (0%)	0 (0%)
Item #6 Engaging in their ministry	11 (65%)	6 (35%)	0 (0%)	0 (0%)	0 (0%)
Item #7 Flexibility	8 (47%)	7 (41%)	2 (12%)	0 (0%)	0 (0%)
Item #8 Handling a difficult situation	6 (35%)	9 (53%)	1 (6%)	1 (6%)	0 (0%)
Item #9 Honesty	12 (71%)	5 (29%)	0 (0%)	0 (0%)	0 (0%)
Item #10 Openness to suggestions	9 (53%)	5 (29%)	3 (18%)	0 (0%)	0 (0%)
Item #11 Predictable positive attitude	9 (53%)	8 (47%)	0 (0%)	0 (0%)	0 (0%)
Item #12 Preparedness	7 (41%)	8 (47%)	2 (12%)	0 (0%)	0 (0%)
Item #13 Responsibility	12 (71%)	5 (29%)	0 (0%)	0 (0%)	0 (0%)
Item #14 Teachable	9 (53%)	8 (47%)	0 (0%)	0 (0%)	0 (0%)
Item #15 Treating everyone with equal respect	13 (76%)	4 (24%)	0 (0%)	0 (0%)	0 (0%)
Item #16 Willingness to help	13 (76%)	4 (24%)	0 (0%)	0 (0%)	0 (0%)

Table 5-2 Spring 2026 PCM Mentor Evaluation for All Items (N=17)					
Measure	5	4	3	2	1
Description	Strength	Approaching Strength	Neutral	Approaching Weakness	Weakness
Item #17 Communicates effectively	10 (59%)	6 (35%)	1 (6%)	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 2026 PCM Mentor Scoring Summary for ILO 5 (N=17)					
Mentor Item #	Students Achieving Standard	Total Students	Percent Achieving Standard (2026)	Percent Achieving Standard (2025)	Percent Achieving Standard (2024)
1	13	17	76.5%	100.0%	92.0%
2	14	17	82.4%	66.7%	88.0%
3	15	17	88.2%	71.4%	88.0%
4	17	17	100.0%	100.0%	96.0%
5	17	17	100.0%	95.2%	100.0%
6	17	17	100.0%	100.0%	96.0%
7	15	17	88.2%	85.7%	96.0%
8	15	17	88.2%	66.7%	96.0%
9	17	17	100.0%	100.0%	100.0%
10	14	17	82.4%	90.5%	100.0%
11	17	17	100.0%	85.7%	96.0%
12	15	17	88.2%	90.5%	100.0%
13	17	17	100.0%	100.0%	100.0%
14	17	17	100.0%	100.0%	100.0%
15	17	17	100.0%	100.0%	100.0%

Table 5-3 Spring 2026 PCM Mentor Scoring Summary for ILO 5 (N=17)					
Mentor Item #	Students Achieving Standard	Total Students	Percent Achieving Standard (2026)	Percent Achieving Standard (2025)	Percent Achieving Standard (2024)
16	17	17	100.0%	100.0%	96.0%
17	16	17	94.1%	95.2%	96.0%
Mean	15.9	17	93.4%	90.5%	96.5%

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 the items for this ILO were met, which means the ILO was met. The item not met was the undergraduate survey item on servant leadership.
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	

[\(Return to the Table of Contents\)](#)

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

[\(Return to the Table of Contents\)](#)

The results of the 2025-2026 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 scored above the national mean in all seven subject areas and met the benchmark in every one. Mathematics improved from 0.33 data points above the mean in 2025, which did not meet the benchmark, to 3.10 data points above the mean this year.
2. Practical Christian Ministries mentors reported that 88.24% of graduating students were able to work through weaknesses and 88.24% were able to handle difficult situations effectively, compared to 71.43% and 66.67% in 2025. All seventeen mentor evaluation areas met the benchmark this year, where two fell short in 2025.
3. 15 of 18 graduates (83.3%) scored 60% or higher on the ABHE Bible Knowledge Exam. This meets the 80% benchmark but is down from 92.6% in 2025.
4. Students again scored below the national average for general Bible knowledge about the book of Revelation on the ABHE Bible Knowledge Exam (78% against a national 81%), the second consecutive year for this subject.
5. Only 43.8% of undergraduates believed they are prepared to understand and apply scientific principles and methods, down from 63.3% in 2025. This item has now fallen below the benchmark for two consecutive years. This may be a perception issue regarding whether students understand that Bible and Theology are in scope for scientific methods and principles. The question may need to be reworded for contextualization.
6. Only 62.5% of undergraduates indicated they were prepared to biblically evaluate different philosophies and cultures, down from 86.8% in 2025. This item met the benchmark last year and does not this year.

7. Only 62.5% of undergraduates stated that Calvary prepared them effectively for employment, down from 69.5% in 2025 and below the benchmark for a second consecutive year.
8. Less than 70% (53.33%) of undergraduate students indicated that they were equipped and encouraged to be effective in ministry by employing principles of servant leadership. This continues a decline from 73.91% in 2024 and 58.33% in 2025.
9. Undergraduate participation in the graduating student survey fell to 16 respondents, against per-item totals of 30 to 38 in 2025. A single undergraduate response now has a sic-point impact, so comparisons with last year's undergraduate survey figures should be read with that in mind.