

Assessment Map for Master of Arts in Pastoral Ministry

Terms Assessed: Spring 2023–Fall 2024

Student Learning Outcome #1: Students will demonstrate their ability to engage in critical and constructive theological reflection regarding the content and practice of pastoral ministry based on their understanding of the biblical, theological, and historical foundations of pastoral ministry.

Alignment to Mission Statement/Strategic Plan: This outcome aligns with the mission of NOBTS by preparing students to critically and constructively assess pastoral practice in light of biblical, theological, and historical foundations, enabling them to effectively proclaim the truth and fulfill Christ's mission.

Alignment to ATS/NASM/CACREP Goals: The capacity for critical and constructive theological reflection regarding the content and processes of the areas of specialized ministry.

Measures (means of program assessment)	Criteria for Success (benchmark set last cycle)	Results (report, summarize, reflect)—disaggregate by location and semester	Use of Results (make action plan to reach criteria, set new criteria if needed, AND discuss success of the previous cycle's action plans)
<i>Direct Measures (at least one)</i> 1. Pastoral Ministry (8–10 pp. Theology of Pastoral Ministry Paper)	<i>Direct Measures</i> 1. No benchmark set; new measure.	<i>Target: Inconclusive</i> <i>Direct Measures</i> 1. <u>Spring 2023</u> Mentoring (26 students)- 94.65% <u>Fall 2023</u> In Person (6 students)- 96% Hybrid (16 students)- 86.88% ¹ N GA (5 students)- No data; used old measure <u>Spring 2024</u> Mentoring (35 students)- 97.4% Clinton (7 students)- 91.14%	<i>Direct Measures</i> 1. When the previous jury met on 10/13/23, all of the measures were no longer in place due to curriculum changes. As a result, the previous jury established adjusted the grid accordingly with SLOs and measures. However, rubrics and baselines were not set. As a result, this jury recommends the following plan. The Program Coordinator will select or create a rubric to measure the direct measure by the first CMD meeting of the 25–26 academic year.

This was completed in August 2025

¹ Two students received 0%, one received 90%, and 13 received 100%.

<i>Indirect Measures (at least one)</i>	<i>Indirect Measures</i> 1. No benchmark set; new measure.	N Mississippi (8 students)- 80.13% <u>Summer 2024</u> Online (19 students)- 94.12% <u>Fall 2024</u> In Person (8 students)- No data; incorrect assignment used. <u>Overall</u> 91.474% <i>Reflection on Results:</i> Since the direct measure was changed in the Spring 2023 and the Program Coordinator changed shortly afterward due to taking a ministry position, updating embedded assignments lagged as well executing the assessment plan was incomplete since a rubric and standard was not set. Nonetheless, to provide information for the Jury to set a baseline, class averages were presented. Though lacking in specificity, the averages show a general success in students' understanding and reflecting the biblical, theological, and historical aspects of pastoral ministry. <i>Indirect Measures</i> 1. 18f <u>Spring 2023</u> 21 students- 4.14/5	Since benchmarks are not set, the Jury has set the initial bench mark at 4.25/5. This benchmark should be presented and approved at the first CMD meeting of the 25–26 academic year. Completed August 2025. <i>Indirect Measures</i> 1. When the previous jury met on 10/13/23, all of the measures were no longer in place due to curriculum changes.
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1.ATS Graduating Student Questionnaire: 18f*		<u>Fall 2023</u> 10 students- 4.5/5 <u>Spring 2024</u> 6 students- 4.83/5 <u>Fall 2024</u> 10 students- 4.6/5 <u>18f Overall</u> 4.5175/5	As a result, the previous jury established adjusted the grid accordingly with SLOs and measures. However, rubrics and baselines were not set. As a result, this jury recommends the following plan. Since benchmarks are not set, the Jury has set the initial bench mark at 4.55/5. This benchmark should be presented and approved at the first CMD meeting of the 25–26 academic year. Completed August 2025 Moreover, faculty teaching Pastoral Ministry will give targeted feedback to reiterate integration.
2. ATS Graduating Student Questionnaire: 18r**	2. No benchmark set; new measure.	2. 18r <u>Spring 2023</u> 21 students- 4.55/5 <u>Fall 2023</u> 10 students- 4.78/5 <u>Spring 2024</u> 6 students- 4.67/5 <u>Fall 2024</u> 10 students- 4.6/5 <u>18r Overall</u> 4.65/5 <u>18 Overall</u>	2. When the previous jury met on 10/13/23, all of the measures were no longer in place due to curriculum changes. As a result, the previous jury established adjusted the grid accordingly with SLOs and measures. However, rubrics and baselines were not set. As a result, this jury recommends the following plan. Since benchmarks are not set, the Jury has set the initial bench mark at 4.65/5. This benchmark should be presented and approved at the first CMD meeting of the 25–26 academic year. Completed August 2025

		4.58375/5 <i>Reflection on Results:</i> Since the indirect measure was changed in the Spring 2023 and the Program Coordinator changed shortly afterward due to taking a ministry position, executing the assessment plan was incomplete since a standard was not set. Nonetheless, the averages show that students generally feel confident in applying theology and history to ministry.	Moreover, faculty teaching Pastoral Ministry will give targeted feedback to reiterate integration.
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18: How effective was your education in facilitating the following skill areas?

*18f: Knowledge of church doctrine and history

**18r: Ability to think theologically

Student Learning Outcome #2: Students will demonstrate skills in evangelism, preaching, worship, leadership, and pastoral care.

Alignment to Mission Statement/Strategic Plan: This outcome aligns with the mission of NOBTS by preparing students to fulfill their calling through practical ministry skills, enabling them to walk with Christ, proclaim His truth, and lead His church effectively in evangelism, preaching, worship, leadership, and pastoral care.

Alignment to ATS/NASM/CACREP Goals: Skill in the design, implementation, and assessment of ministry in these specialized areas.

Measures (means of program assessment)	Criteria for Success (benchmark set last cycle)	Results (report, summarize, reflect)—disaggregate by location and semester	Use of Results (make action plan to reach criteria, set new criteria if needed, AND discuss success of previous cycle's action plans)
Direct Measures (at least one) 1. Church Revitalization (10–12 pp Church Revitalization Strategy Paper)	Direct Measures 1. No benchmark set; new measure.	Target: Inconclusive Direct Measures 1. <u>Spring 2023</u> In Person (4 students)- No data; no embedded assignment given. Flex (21 students)- No data; no embedded assignment given. Intensive (10 students)- 92.78% ² <u>Fall 2023</u> Mentoring (21 students)- 94.5% ³ <u>Spring 2024</u> In Person (3 students)- No data; no embedded assignment given. Flex (15 students)- No data; no embedded assignment given. Conference (9 students)- 98.11%	Direct Measures 1. When the previous jury met on 10/13/23, all of the measures were no longer in place due to curriculum changes. As a result, the previous jury established adjusted the grid accordingly with SLOs and measures. However, rubrics and baselines were not set. As a result, this jury recommends the following plan. The Program Coordinator will select or create a rubric to measure the direct measure by the first CMD meeting of the 25–26 academic year. This was completed August 2025. Since benchmarks are not set, the Jury has set the initial bench mark at 4.25/5. This benchmark should be presented and

² One student received 0% for non-submission.

³ One student received 0% for non-submission.

<i>Indirect Measures (at least one)</i> 1. Church Revitalization Course Evaluation: Q6*	<i>Indirect Measures</i> 1. No benchmark set; new measure.	<u>Fall 2024</u> Mentoring (17 students)- 88% Birmingham- Hybrid (6 students)- No data; no embedded assignment given. <u>Overall</u> 93.3475% <i>Reflection on Results:</i> Since the direct measure was changed in the Spring 2023 and the Program Coordinator changed shortly afterward due to taking a ministry position, updating embedded assignments lagged as well executing the assessment plan was incomplete since a rubric and standard was not set. Nonetheless, to provide information for the Jury to set a baseline, class averages were presented. Though lacking in specificity, the averages show a general success in students' application of practical skills for pastoral ministry. <i>Indirect Measures</i> <u>1. Spring 2023</u> In Person (4 students) & Flex (21 students)- 4.7/5 Intensive (10 students)- 5/5 <u>Fall 2023</u> Mentoring (22 students)- 4.8/5	approved at the first CMD meeting of the 25–26 academic year. Completed August 2025 <i>Indirect Measures</i> 1. When the previous jury met on 10/13/23, all of the measures were no longer in place due to curriculum changes. As a result, the previous jury established adjusted the grid accordingly with SLOs and measures. However, rubrics and
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		<u>Spring 2024</u> In Person (3 students) & Flex (15 students)- 4.9/5 Conference- (10 students)- 4.8/5 <u>Fall 2024</u> Mentoring (17 students)- 4.8/5 Birmingham- Hybrid (6 students)- no data <u>Overall</u> 4.83/5 <i>Reflection on Results:</i> Since the indirect measure was changed in the Spring 2023 and the Program Coordinator changed shortly afterward due to taking a ministry position, executing the assessment plan was incomplete since a standard was not set. Nonetheless, the averages show that students generally feel confident in applying practical skills in pastoral ministry.	baselines were not set. As a result, this jury recommends the following plan. Since benchmarks are not set, the Jury has set the initial bench mark at 4.8/5. This benchmark should be presented and approved at the first CMD meeting of the 25–26 academic year. Completed August 2025 Moreover, faculty teaching Church Revitalization will give targeted feedback to reiterate integration.
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*Q6: I can take things I learned in this course and apply them to my ministry situation.

Student Learning Outcome #3: Students will grow spiritually through their studies and relational experiences in the program.

Alignment to Mission Statement/Strategic Plan: This outcome aligns with the mission of NOBTS by fostering spiritual growth in students, enabling them to walk with Christ more faithfully as they engage in academic study and relational formation within the learning community.

Alignment to ATS/NASM/CACREP Goals: Growth in personal and spiritual maturity.

Measures (means of program assessment)	Criteria for Success (benchmark set last cycle)	Results (report, summarize, reflect)—disaggregate by location and semester	Use of Results (make action plan to reach criteria, set new criteria if needed, AND discuss success of previous cycle's action plans)
<i>Direct Measures (at least one)</i> 1. Discipleship and Spiritual Formation (Personal Discipleship Map).	<i>Direct Measures</i> 1. No benchmark set; new measure.	<i>Target: Inconclusive</i> <i>Direct Measures</i> 1. <u>Spring 2023</u> In Person (5 students)- no data Online (58 students)- 7.97/10 Orlando (5 students)- no data <u>Summer 2023</u> In Person (1 students)- no data Online (41 students)- 6.86/10 <u>Fall 2023</u> In Person (21 students)- no data In Person- NAMB (11 students)- no data Hybrid (20 students)- 9.53 Spanish (14 students)- no data <u>Spring 2024</u> In Person (15 students)- 9.6 Hybrid (17 students)- no data Mentoring- NAMB (2 students)- no data Flex (15 students)- no data Birmingham-Hybrid (11 students)- no data	<i>Direct Measures</i> 1. When the previous jury met on 10/13/23, all of the measures were no longer in place due to curriculum changes. As a result, the previous jury established adjusted the grid accordingly with SLOs and measures. However, rubrics and baselines were not set. As a result, this jury recommends the following plan. Though a rubric is in place to measure the direct measure, no benchmark has been set. As a result, the Jury has set the initial bench mark at 8.7/10. This benchmark should be presented and approved at the first CMD meeting of the 25–26 academic year. Completed August 2025 Because of the expanse of the data, the Director of IE is getting a report to ensure all classes have embedded assignments collected. Results of the study will be

		N Mississippi- Hybrid (3 students)- no data KTI (1 student)- no data Conference- (10 students)- no data <u>Summer 2024</u> Mentoring (47 students)- 9.8 <u>Fall 2024</u> In Person (14 students)- 10 Mentoring- NAMB (3 students)- no data Clinton- Hybrid (16 students)- no data N Mississippi (7 students)- no data KTI (7 students)- no data KTI- Flex (4 students)- no data <u>Overall</u> 8.69/10 <i>Reflection on Results:</i> Since the direct measure was changed in the Spring 2023 and the Program Coordinator changed shortly afterward due to taking a ministry position, executing the assessment plan was incomplete since a standard was not set. Nonetheless, to provide information for the Jury to set a baseline, scores from the existing rubric for the assignment were presented. The scores show a general improvement in students' spiritual development for pastoral ministry	evaluated to ensure most effective measure.
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<i>Indirect Measures (at least one)</i> 1. ATS Graduating Student Questionnaire: 17b* 2. ATS Graduating Student Questionnaire: 17g**	<i>Indirect Measures</i> 1. No benchmark set; new measure. 2. No benchmark set; new measure.	however due to multiple assignments not reporting data, results may be skewed. <i>Indirect Measures</i> 1. 17b <u>Spring 2023</u> 21 students- 3.9/5 <u>Fall 2023</u> 10 students- 4.4/5 <u>Spring 2024</u> 6 students- 4.5/5 <u>Fall 2024</u> 10 students- 4.3/5 <u>Overall</u> 4.275/5 2. 17g <u>Spring 2023</u> 21 students- 4.3/5 <u>Fall 2023</u> 10 students- 4.43/5 <u>Spring 2024</u> 6 students- 4.6/5	<i>Indirect Measures</i> 1. When the previous jury met on 10/13/23, all of the measures were no longer in place due to curriculum changes. As a result, the previous jury established adjusted the grid accordingly with SLOs and measures. However, rubrics and baselines were not set. As a result, this jury recommends the following plan. Since benchmarks are not set, the Jury has set the initial bench mark at 4.3/5. This benchmark should be presented and approved at the first CMD meeting of the 25–26 academic year. Completed August 2025 Moreover, faculty teaching Discipleship and Spiritual Formation will give targeted feedback to reiterate integration. 2. When the previous jury met on 10/13/23, all of the measures were no longer in place due to curriculum changes. As a result, the previous jury established adjusted the grid accordingly with SLOs and measures. However, rubrics and baselines were not set. As a result, this jury recommends the following plan.
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		<u>Fall 2024</u> 10 students- 4.8/5 <u>Overall</u> 4.7075/5 <u>17 Overall</u> 4.49125/5 <i>Reflection on Results:</i> Since the indirect measure was changed in the Spring 2023 and the Program Coordinator changed shortly afterward due to taking a ministry position, executing the assessment plan was incomplete since a standard was not set. Nonetheless, the averages show that students generally feel the program has aided in growing them in spiritual disciplines such as prayer and faith.	Since benchmarks are not set, the Jury has set the initial bench mark at 4.5/5. This benchmark should be presented and approved at the first CMD meeting of the 25–26 academic year. Completed August 2025 Moreover, faculty teaching Discipleship and Spiritual Formation will give targeted feedback to reiterate integration.
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ATS GSQ 17: How effective was your program or degree in facilitating the following areas or personal growth?

17b: Ability to pray

17g: Trust in God

Executive Summary

Jury Conducted: 7/29/25

Jury Present: Ted Williams, Greg Mathias, Michael Wang

Implementation of the last jury's plan provided initial data that enabled the current jury to set a baseline for future evaluation.

Generally, the measures selected seem to reflect the type of data necessary and initial results seem to be a positive reflection that courses are equipping students preparing for pastoral ministry in the incorporation of theology and history, revitalization skills, and spiritual formation.