



Summer 2023

Faith Bible College Annual Assessment Report



Table of Contents

| | |
|---|----|
| Glossary of Terms..... | 5 |
| I. Student Learning- Institutional and Degree Means of Assessment | 5 |
| A. Completion of Bible Courses | 5 |
| C. Final Presentation in Biblical Communications | 5 |
| D. Final Paper in Academic Research & Writing | 6 |
| E. Completion of Cross Cultural Ministry Course..... | 6 |
| F. Project in Apologetics | 6 |
| G. Completion of History Course..... | 6 |
| H. Project in Christian Philosophy | 7 |
| I. Romans Project..... | 7 |
| J. Theology Quiz in Doctrinal Survey I & II | 7 |
| K. Final Chart in Hermeneutics..... | 7 |
| L. Prophets Chart in Old Testament History and Literature II | 7 |
| M. Bible Knowledge Exam..... | 8 |
| N. Relevant Information Literacy Orientations | 8 |
| O. Research & Writing Seminar..... | 8 |
| P. Final Presentation in Spiritual Transformation I | 9 |
| Q. Final Presentation in Spiritual Transformation II..... | 9 |
| R. Course Evaluation Question 5* | 9 |
| S. Course Evaluation Question 9 | 9 |
| T. Completion of Counseling Course | 10 |
| U. Completion of Math or Science Course demonstrating worldview..... | 10 |
| V. Spiritual Life Survey (SLS)..... | 10 |
| W. Field Education..... | 10 |
| X. Completion of Evangelism & Discipleship Course..... | 11 |
| Y. Completion of Introduction to Missions Course | 11 |

| | | |
|------|---|----|
| Z. | Course Evaluation Question 2 | 11 |
| AA. | Completion of Discipleship Course..... | 11 |
| BB. | Completion of Leadership Course..... | 12 |
| CC. | Completion of Marriage and Family Course..... | 12 |
| DD. | Completion of a Language Course | 12 |
| EE. | Completion of Practical Ministry Course..... | 12 |
| FF. | Exit Interviews - Student Involvement in Ministry | 12 |
| GG. | Alumni Survey..... | 13 |
| HH. | Dual Enrollment (2022 Veritas) | 13 |
| II. | Institutional Evaluations | 13 |
| A. | Mission Statement | 13 |
| B. | Institutional Goals and Objectives..... | 13 |
| C. | Academic Programs..... | 13 |
| D. | Core Values | 14 |
| E. | Institutional Doctrinal Statement..... | 14 |
| F. | Board of Directors | 14 |
| G. | Presidential Evaluation | 14 |
| H. | Staff Evaluations | 14 |
| 1. | Professional Development of Staff (will get by August 1) | 15 |
| 2. | Staff SWOT Analysis (done on Assessment day)..... | 15 |
| I. | Faculty Evaluations | 16 |
| J. | Library | 17 |
| K. | Admissions, Recruitment & Retention..... | 17 |
| L. | Business Office..... | 18 |
| M. | Finances and Fundraising | 18 |
| 1. | Advertising | 18 |
| 2. | Hap Cup Golf Tournament..... | 19 |
| 3. | Giving Tuesday | 19 |
| 4. | Shoe Drive..... | 20 |
| N. | Donor/Church Relations/ Development – 2023 still developing this category | 20 |
| O. | Expanding the Exposure (2023 - a developing category) | 20 |
| P. | Assessment Manual | 21 |
| III. | Conclusions..... | 21 |

- 1. Summary Statement with Summary Chart 21
- 2. Summary Chart..... 21
- 1. Data Results..... 27
- 2. Analysis and Projected Actions:..... 28

Glossary of Terms

Exemplary - Equivalent to “A” work

Proficient - Equivalent to “B” work

Developing - Equivalent to “C” work

I. Student Learning- Institutional and Degree Means of Assessment

A. Completion of Bible Courses

1. Measurement: This tool is considered a Primary Tool in measuring Objective 1 for Institutional, Certificate (CBS), Associate (ABS), and Bachelor’s (BBS) Programs.
2. Desired Objective: Proficient completion of Bible classes by 70% of enrolled students in Institutional and CBS; 75% for ABS and BBS.
3. Data: 25 students were enrolled in 8 Bible classes in 2022-2023. 21 completed the classes proficiently or above.
4. Outcome Results: 84% met this objective. Therefore, this objective **WAS MET**.
5. Previous Outcomes: 2022 79%
6. Proposal/Analysis: Keep as is.

B. Completion of Theology Courses

1. Measurement: This tool is considered a Primary Tool in measuring Objective 1 for the Institutional, CBS, ABS, & BBS Programs.
2. Desired Objective: Proficient completion of Theology classes by 70% of enrolled students in Institutional and CBS; 75% for ABS and BBS.
3. Data: 7 students were enrolled in 2 theology courses during 2022-2023. 6 completed the classes proficiently or above.
4. Outcome Results: 85% met this objective. Therefore, this objective **WAS MET**.
5. Previous Outcomes: 2022 96%
6. Proposal/Analysis: Keep as is.

C. Final Presentation in Biblical Communications

1. Measurement: This tool is considered a Primary Tool for measuring Objective 1 for the ABS & BBS Program.
2. Desired Objective: At least 50% of students enrolled will score Proficiently on this presentation.
3. Data: 2 students each received Proficient scores
4. Outcome Results: 100% met this objective. Therefore, this objective **WAS MET**.
5. Previous Outcomes: 2022 not held last year
6. Proposal/Analysis: **No longer being offered online**. Keep objective as is.

D. Final Paper in Academic Research & Writing

1. Measurement: This tool is considered a Primary Tool in measuring Objective 1 for the ABS Program.
2. Desired Objective: At least 75% of students will be Developing on the completion of their final research paper for this course.
3. Data: Six (6) students enrolled in this class for credit in 2022-2023. Three (3) completed the assignment Exemplary, and two (2) completed it Proficiently.
4. Outcome Results: 83% met this objective. Therefore, the objective **WAS MET**.
5. Previous Outcomes: 2022 NA
6. Proposal/Analysis: Winter 2022 included 1 dual enrollment student who did not turn in his final paper. All Spring students received proficient or developing on their final papers.

E. Completion of Cross Cultural Ministry Course

1. Measurement: This tool is considered *a Primary Tool* for measuring Objective 1 for BBS Program.
2. Desired Objective: At least 75% of students will proficiently complete this class.
3. Data: All 3 students completed this exemplary.
4. Outcome Results: 100% met this objective. Therefore, the objective **WAS MET**.
5. Previous Outcomes: New course this year.
6. Proposal/Analysis: Keep as is.

F. Project in Apologetics

1. Measurement: This tool is considered *a Primary Tool* for measuring Objective 1 for BBS Program.
2. Desired Objective: At least 75% of students will proficiently complete this project.
3. Data: Course did not meet this year.
4. Outcome Results: NA
5. Previous Outcomes: This is a new assessment. It has not met under our Bachelor's degree program yet.
6. Proposal/Analysis: NA

G. Completion of History Course

1. Measurement: This tool is considered a Primary Tool for measuring Objective 1 for BBS Program.
2. Desired Objective: At least 75% of students will proficiently complete this class.
3. Data: From the 4 students who took Encountering the OT in the Fall, 1 completed it exemplary and 2 proficiently.
4. Outcome Results: 75% met this objective. Therefore, this objective **WAS MET**.
5. Previous Outcomes: This is a new assessment.
6. Proposal/Analysis: NA

H. Project in Christian Philosophy

1. Measurement: This tool is considered *a Primary Tool* for measuring *Objective 1* for BBS Program.
2. Desired Objective: At least 75% of students will proficiently complete this project.
3. Data: This course is meeting for the first time this summer. Data will be reflected in the 2023-2024 assessment.
4. Outcome Results: NA
5. Previous Outcomes: This is a new course for our Bachelor's degree.
6. Proposal/Analysis: NA

I. Romans Project

1. Measurement: This tool is considered *a Primary Tool* for measuring *Objective 1* for BBS Program.
2. Desired Objective: At least 75% of students will proficiently complete this project.
3. Data: 2 students completed this project exemplary.
4. Outcome Results: 100% met this objective. Therefore, the objective **WAS MET**.
5. Previous Outcomes: New assessment tool for 2022-2023
6. Proposal/Analysis: Keep as is.

J. Theology Quiz in Doctrinal Survey I & II

1. Measurement: This tool is considered a Secondary Tool in measuring Objective 1 for Institutional & CBS Programs.
2. Desired Objective: At least 75% of students will increase in score from the start to the end of the semester.
3. Data: These courses did not meet this year.
4. Outcome Results: NA
5. Previous Outcomes: 2022 insufficient data
6. Proposal/Analysis: Keep as is.

K. Final Chart in Hermeneutics

1. Measurement: This tool is considered a Secondary Tool in measuring Objective 1 for Institutional & CBS Programs.
2. Desired Objective: Proficient results on the chart by 50% of students in Elements of Bible Study
3. Data: 4 students took the class for credit in the Fall & Spring. 3 of those students completed the chart Proficiently.
4. Outcome Results: 75% met this objective. Therefore, the objective **WAS MET**.
5. Previous Outcomes: 2022 100% (online only course now)
6. Proposal/Analysis: Keep as is.

L. Prophets Chart in Old Testament History and Literature II

1. Measurement: This tool is considered a Secondary Tool in measuring Objective 1 for Institutional & CBS Programs.
2. Desired Objective: Proficient results will be reported by at least 50% of students.

3. Data: This course did not meet this year.
4. Outcome Results: NA
5. Previous Outcomes: 2022 66%
6. Proposal/Analysis: Keep as is.

M. Bible Knowledge Exam

1. Measurement: This tool is considered a Secondary Tool in measuring Objective 1 for Institutional, CBS, ABS, & BBS Programs.
2. Desired Objective: The graduating students will increase their score on the FBC Bible Knowledge Exam from their Entrance Exam to the most current exam. CBS graduates will score at least 10% higher, and 50% of ABS graduates will score 10% higher, while 50% of BBS graduates will score 15% higher than their Entrance.
3. Data: One (1) ABS student scored 75% higher on the Exit compared to the Entrance. One (1) CBS student scored 38% higher on the Exit compared to the Entrance.
4. Outcome Results: The objective **WAS MET** for the ABS & CBS students.
5. Previous Outcomes: 2022 CBS 66% higher; 2022 ABS 29% higher
6. Proposal/Analysis: **Review the Bible Knowledge Exam every two (2) years for course relevance (review in 2024); Keep as is.**

N. Relevant Information Literacy Orientations

1. Measurement: This tool is considered a Secondary Tool for measuring Objective 1 for Institutional, CBS, ABS, & BBS Programs.
2. Desired Objective: 75% of students will rate the orientation as either Great or above.
3. Data: 3 orientations were taught, 5 students rated Great or above
4. Outcome Results: 97.5% met this objective. Therefore, the objective **WAS MET**.
5. Previous Outcomes: 2022 NA (sessions did not met)
6. Proposal/Analysis: **Change the desire from “either Great or above” to “positively” since the wording of the responses are unique to the orientation content.**

O. Research & Writing Seminar

1. Measurement: This tool is considered a Secondary Tool Institutional Objective 1 & CBS Objective 1, but a Primary Tool for ABS & BBS Objective 1.
2. Desired Objective: At least 75% of students who take this seminar will state that it “Helped Greatly” in the survey.
3. Data: 3 credit students participated in this seminar.
4. Outcome Results: 57% met this objective. Therefore, the objective **WAS NOT MET**.
5. Previous Outcomes: 2022 95%
6. Proposal/Analysis: **Change the desire from “Helped Greatly” to “positively”. This survey has been reworded to include what the student knows and is confident in, not just what was learned in this seminar.** 31% were “helped somewhat”, which would be 88% of responses as positive. One dual enrollment student evaluated the seminar in light of his only FBC course which did not require these resources or training and answered accordingly.

P. Final Presentation in Spiritual Transformation I

1. Measurement: This tool is considered a Primary Tool in measuring Objective 2 for the Institutional and CBS Programs.
2. Desired Objective: At least 80% of students will be Proficient of an oral and written project.
3. Data: 4 students took this course for credit. All 4 earned exemplary scores for this assignment.
4. Outcome Results: 100% met this objective. Therefore, the objective **WAS MET**.
5. Previous data: 2022 was 100%
6. Proposal/Analysis: Keep as is.

Q. Final Presentation in Spiritual Transformation II

1. Measurement: This tool is considered a Primary Tool in measuring Objective 2 for the Institutional and CBS Programs.
2. Desired Objective: At least 80% of students will be Proficient of an oral and written project.
3. Data: No students took this course for credit this year.
4. Outcome Results: NA
5. Previous data: 2022 was 100%
6. Proposal/Analysis: Keep as is.

R. Course Evaluation Question 5*

1. Measurement: This tool is considered a Primary Tool for measuring Objective 2 for Institutional, CBS, ABS, & BBS Programs.
2. Desired Objective: An average of 4 on all class evaluations for question #5, "This course stimulated a new interest in the subject."
3. Data: The average score was 4.65
4. Outcome Results: The objective **WAS MET**.
5. Previous Outcome: 2022 was 4.95
6. Proposal/Analysis*: 1. Questions 5 was used through Summer 2023. SAC determined Question 4, "This course was spiritually edifying" is a more relevant assessment tool and will be used beginning 2023-2024. 2. Move to a Secondary tool but keep Desired Objective at a 4. (This tool has been changed to reflect Question 4 in the FBC Assessment Manual.)

S. Course Evaluation Question 9

1. Measurement: This tool is considered a Primary Tool for measuring Objective 2 for Institutional, CBS, ABS, & BBS Programs.
2. Desired Objective: An average score of 4. On all class evaluations for question #9, "The Instructor demonstrated a life that points to Christ and is worth imitating."
3. Data: An average of 4.85.
4. Outcome Results: The objective **WAS MET**.
5. Previous Outcomes: 2022 was 4.75
6. Proposal/Analysis: Keep as is.

T. Completion of Counseling Course

1. Measurement: This tool is considered a *Primary Tool* for measuring Objective 2 for the BBS Program.
2. Desired Objective: At least 75% of students will proficiently complete this class.
3. Data: 2 students took this course this year, both earning exemplary scores.
4. Outcome Results: 100% met this objective. Therefore, the objective **WAS MET**.
5. Previous Outcomes: Course was not taught in 2022
6. Proposal/Analysis: Keep as is.

U. Completion of Math or Science Course demonstrating worldview

1. Measurement: This tool is considered a *Primary Tool* for measuring *Objective 2* for the BBS Program.
2. Desired Objective: At least 75% of students will proficiently complete this class.
3. Data: New course for Bachelor's degree program. Has not yet met.
4. Outcome Results: NA
5. Previous Outcomes: Courses were not taught in 2022
6. Proposal/Analysis: Keep as is.

V. Spiritual Life Survey (SLS)

1. Measurement: This tool is considered a Secondary Tool for measuring Objective 2 for Institutional, CBS, ABS, & BBS Programs.
2. Desired Objective: Students will show improvement from their Entrance to Exit Survey.
3. Data: Two (2) graduates had surveys to compare.
4. Outcome Results: Both students increased their score. Therefore, this objective **WAS MET**.
5. Previous Outcomes: 2022 Both students increased.
6. Proposal/Analysis: **Note: This is subjective and more qualitative than quantitative in nature. Staff has been asked to review for feedback.**

W. Field Education

1. Measurement: This tool is considered a Primary Tool for measuring Objective 3 for Institutional, CBS, ABS, & BBS Programs.
2. Desired Objective: Credit for Field Education will be earned by 100% of the students enrolled.
3. Data: Four (4) students enrolled and completed their Field Ed requirements (100%).
4. Outcome Results: This objective **WAS MET** at this time.
5. Previous Outcomes: 2022 was 100%
6. Proposal/Analysis: **In response to last year's suggestion, Field Ed paperwork was transferred to Populi and some course work was anticipated. This new format will begin use in Fall 2023.**

X. Completion of Evangelism & Discipleship Course

8. Measurement: This tool is considered a Primary Tool for measuring Objective 3 for Institutional, CBS, ABS, & BBS Programs.
9. Desired Objective: At least 75% of students will proficiently complete this class.
10. Data: Five (5) students were enrolled in this course. Three (3) students completed the class proficiently. (1 homeschool dual enrollment who was not ready for college-level work and Ira.)
11. Outcome Results: 60% met this objective, the objective **WAS NOT MET**.
12. Previous Outcomes: 2022 was 100%
13. Proposal/Analysis: Keep as is.

Y. Completion of Introduction to Missions Course

1. Measurement: This tool is considered a Primary Tool for measuring Objective 3 for Institutional, CBS, ABS, & BBS Programs.
2. Desired Objective: At least 75% of students enrolled will proficiently complete this course.
3. Data: Four (4) students enrolled in this course in the Fall and Spring. Three (3) completed the course proficiently as the other student did not complete the work.
4. Outcome Results: 75% met this objective. Therefore, the objective **WAS MET**.
5. Previous Outcome: 2022 was 50%
6. Proposal/Analysis: Keep as is. General Note: **For online classes, have at least Lessons and Assignments listed for students to be able to better plan their time.**

Z. Course Evaluation Question 2

1. Measurement: This tool is considered a Primary Tool in measuring Objective 3 for Institutional, CBS, ABS, & BBS Programs.
2. Desired Objective: An average score of 3.5 will be attained in all classes for question #2, "I believe what I learned in this course helped prepare me for life and ministry."
3. Data: An average of 4.75.
4. Outcome Results: The objective **WAS MET**.
5. Previous Outcomes: 2022 was 4.85
6. Proposal/Analysis: **In 2022, it was suggested for the Course Evaluation to become 1% of each course grade and to reevaluate in 2023. In 2023, this suggestion was removed since Populi results are anonymous and therefore impossible to track per student.**

AA. Completion of Discipleship Course

1. Measurement: This tool is considered a **Primary Tool** for measuring Objective 3 for BBS Program.
2. Desired Objective: At least 75% of students will proficiently complete this class.
3. Data: 3 credit students took this course. 2 completed proficiently, 1 exemplary.
4. Outcome Results: 100% met this objective. Therefore, the objective **WAS MET**.
5. Previous Outcomes: New course to for our Bachelor's degree
6. Proposal/Analysis: NA

BB. Completion of Leadership Course

1. Measurement: This tool is considered a **Primary Tool** for measuring Objective 3 for BBS Program.
2. Desired Objective: At least 75% of students will proficiently complete this class.
3. Data: Added with our Bachelor's degree – no data yet
4. Outcome Results: NA
5. Previous Outcomes: NA
6. Proposal/Analysis: NA

CC. Completion of Marriage and Family Course

1. Measurement: This tool is considered a **Primary Tool** for measuring Objective 3 for BBS Program.
2. Desired Objective: At least 75% of students will proficiently complete this class.
3. Data: All 6 credit students scored proficient or above.
4. Outcome Results: 100% of our students scored proficient or above. This goal **WAS MET**.
5. Previous Outcomes: New course added 2022-2023
6. Proposal/Analysis: NA

DD. Completion of a Language Course

1. Measurement: This tool is considered a **Primary Tool** for measuring Objective 3 for BBS Program.
2. Desired Objective: At least 75% of students will proficiently complete this class.
3. Data: Added with our Bachelor's degree – no data yet
4. Outcome Results: NA
5. Previous Outcomes: NA
6. Proposal/Analysis: NA

EE. Completion of Practical Ministry Course

1. Measurement: This tool is considered a **Primary Tool** for measuring Objective 3 for BBS Program.
2. Desired Objective: At least 80% of students will proficiently complete this course.
3. Data: Added with our Bachelor's degree – no data yet
4. Outcome Results: NA
5. Previous Outcomes: NA
6. Proposal/Analysis: NA

FF. Exit Interviews - Student Involvement in Ministry

1. Measurement: This tool is considered a Secondary Tool in measuring Objective 3 for Institutional, CBS, ABS, & BBS Programs.
2. Desired Objective: 80% of CBS students, 85% of ABS students, and 90% of BBS students who graduate will be involved in ministry based upon information obtained in the Exit Interview.
3. Data: Two students completed the exit interview. Both were involved in ministry.

4. Outcome Results: 100% were involved in ministry. This tool **WAS MET**.
5. Previous Outcomes: NA
6. Proposal/Analysis: Keep as is. Note: **Drop the 'Exit Interviews' criteria from Means of Assessment title. Include in Desired Objective "... obtained in the exit interview, faculty/staff conversations with the student, etc."**

GG. Alumni Survey

1. Measurement: This tool is considered a Secondary Tool in measuring Objective 3 for Institutional, CBS, ABS, & BBS Programs.
2. Desired Objective: 75% of alumni will respond positively to their time at FBC.
3. Data: Not performed this year
4. Outcome Results: NA
5. Previous Outcomes: 2022 NA
6. Proposal/Analysis: Survey was created in 2021 and will be sent to graduates from the last three (3) years and will be sent every three (3) years (next in 2024).

HH. Dual Enrollment (2022 Veritas)

1. Number of classes: Four (4) classes at Veritas Collegiate Academy, and two (2) classes at Hampton Christian School.
2. Number of Students: Veritas = 10, Hampton = 27
3. Number of Instructors: Veritas = 3, Hampton = 2
4. Average Grade:
 - i. Veritas I = 96
 - ii. Veritas II = 99
 - iii. Veritas III = 94
 - iv. Veritas IV = 97
 - v. Hampton I = 94
 - vi. Hampton II = 94

II. Institutional Evaluations

Areas of Assessment according to our Assessment Manual are included below, but many are not scheduled to be reviewed annually.

A. Mission Statement

The mission statement will be reviewed every three (3) years. This assessment is underway and will be complete by the end of Summer 2023. All data will be available at that time.

B. Institutional Goals and Objectives

This assessment will be reviewed every three (3) years. This assessment is due 2023.

C. Academic Programs

The specific academic degree programs will be reviewed every (3) years. This assessment is due 2024.

D. Core Values

This assessment needs to be developed.

E. Institutional Doctrinal Statement

This assessment is to be reviewed and approved unanimously by the Board of Directors every ten (10) years. This assessment is due 2025.

F. Board of Directors

The Board of Directors is to evaluate themselves annually. The results will be compiled each year and reviewed every five (5) years. This assessment is due _____.

Results from 2022:

The Board of Directors conducts an evaluation of the entire board at the end of each academic year. A total of 25 quantitative questions are asked but no comments are requested. The 2022 evaluation was completed by seven (7) members (including the Interim President). An average score of 3.9 out of 5 was scored. This is an increase over the 3.7 from 2021.

Results from 2023: This evaluation was not yet complete as of August 2023.

G. Presidential Evaluation

The BOD will evaluate the President annually and given to the President. Staff will also evaluate the President annually.

Results from 2022:

At the end of each academic year the Board of Directors performs an evaluation of the President. A total of 31 quantitative questions are asked, and comments are accepted. The 2022 Evaluation was performed on behalf of the newly appointed President with eight (8) BOD members participated. An average score of 4.6 out of 5 was earned. This is an increase from 4.4 earned in 2021. A few comments were made by some members.

Results for 2023: Staff began evaluating the President in 2023. The results were 4.92.

H. Staff Evaluations

In the summer of 2022 four (4) staff evaluations were performed by the President. Based upon these evaluations, no changes were made nor was any additional training deemed necessary. KEVIN – you will want to put your input here...

Staff Changes:

- a) Dr. Kevin Newman moved from the Interim President to President April 2022.
- b) Mrs. Lydia Hall was hired as the new Director of Student Life June 2022.
- c) Rev. Bryan Breland was hired as the new Academic Dean July 2022 and resigned May 2022 due to the growth of his church.
- e) Dr. Kevin Jones was hired as Academic Dean as of July 2023.

1. Professional Development of Staff (will get by August 1)

2. Staff SWOT Analysis (done on Assessment day)

- A. Measurement: This tool measures the FBC Mission Statement
- B. Process: Each year in May the staff of FBC participates in a Staff SWOT Analysis. Each member is asked to record four (4) Strengths, three (3) Weakness, two (2) Opportunities, and one (1) Threat.
- C. Responses:
 - 1) **Strengths** –
 - staff: teamwork exceptional; staff skills; commitment; ability to speak freely; admin competence and ability; attitude of respect & unity; dependence on God for challenges and victories; staff able to take criticism and able to adjust; experience of staff & faculty/maturity; solid “upper” management (Kevin N) with strong vision for FBC; flexible, able to pivot
 - staff & students: family atmosphere; relational approach to students; students also can speak freely; letting student be ‘seen’ through conversation & prayer; encouraging students of their value/impact; accessibility of staff & instructors to students; pointing students and each other to Jesus
 - nondenominational
 - doctrinal purity
 - curriculum: solid Bible courses to Christian students; teaching God’s Word in a comprehensive way; ability to provide classes in-person & online; location & versatility of course offerings (5)
 - building people through programs
 - affordable
 - accredited
 - students recommend FBC to others
 - 2) **Weaknesses** –
 - Finances: Fundraising; donor relationships; finances/donors; dependance on aging donor base; inability to divest; legacy commitments & local church support scholarships
 - Small base of degree-seeking students
 - Events/participation
 - 18’s-25’s – having concentrations and facilities for them
 - Lack of “reach” with advertising etc. to gain students; more exposure; advertising/social media
 - Board involvement & finances (3)
 - Part-time staff wearing many hats; time management; number of full-time staff & faculty; Below average pay compared to comparable jobs outside FBC
 - Central organization (bumpy between depts sometimes with change)
 - Planning ahead for our students

3) **Opportunities**

International connections (Pakistan, etc.) (4)
 Dual enrollment (K Jones & connections, homeschoolers) (5)
 Youth groups
 Military & their families
 Mission/ministry partnerships; TEAM
 Online expansion – classes, etc.; versatility of course offerings/low tuition rates
 Strengthening discipleship
 Availability of adjunct faculty/technology
 Faith Forums
 Dean responsibilities

4) **Threats**

Government/culture (4)
 Finances; unforeseen expenditures (3)
 Unresolved VA issues
 “Small school” mentality, focus on the “biggs” (2)
 Staff can be overwhelmed
 Discouragement/loss of reputation/physical limits
 Failure of local church confidence and participation
 Campus life

D. Proposals: (self-explanatory) 2 initiatives moving forward – Expand the Exposure and Increase the Income. Suggestions – communal social media chat and serve together.

I. Faculty Evaluations

Each faculty member will be assessed through Course Evaluations (every semester), Faculty Observations (regularly), and Faculty Self Evaluations (every semester).

2023: Faculty Observations and Self Evaluations were not performed this year. This area will begin again in Fall 2023.

Course Evaluation criteria: (last completed 2022)

1. **Measurement:** This tool measures the effectiveness of our Instructors and the classes in general from the eyes of the students.
2. **Desired Objective:** An average score of 3 or above in each one of the questions (23 total quantitative questions).
3. **Data:** A score of 4.7 (94%) in the Fall and 4.9 (98%) in the Spring was recorded for all instructors and courses. 2022
4. **Outcome Results:** 100%. The goal **WAS MET**.
5. **Proposals/Analysis:** Next year, figure actual percentages.

J. Library

This chart was established in 2022; we began use in 2023. Previous year’s data was provided as available.

| Area of Assessment | Goal/Objective | Actual Results |
|---|--|--|
| Usage of Library Resources | Collection Usage: Progress in usage of resources | 2020-21 26 resources/4 patrons 2021-22 63 resources/7 patrons 2022-23 102 resources/13 patrons |
| | Galaxie/NetBible Report: Progress in usage | 2022-23 399 new baseline |
| | Faculty/Student Feedback: 75% positive feedback | 2021-22 100% 2022-23 100% |
| Quality of Library/Research Instruction | Survey Responses: 75% positive responses | 2022-23 100% (still marked positive but tech issues need to be carefully monitored in the future) |
| | Student/Faculty Feedback: 75% positive responses | 2022-23 90% 9 out of 10 positive responses from “comments about the session” in surveys |
| | | Note: 2023 Librarian still evaluating these categories as best indicators of library assessment |

K. Admissions, Recruitment & Retention

This chart was established in 2022; we began use in 2023 but we are not yet routine in collecting data.

| Area | Goal/Standard | Actual Completion |
|-------------|--|---|
| Admissions | More students will apply through Populi | Just getting it set up |
| | Applications will be reviewed within two (2) weeks of completion | ? |
| Recruitment | Visit 15 Churches/Pastors per semester | ? |
| | Visit five (5) Christian Schools or Home-School Groups during the year | ? |
| | Advertise on Radio per semester | Dropped radio program in January 2022; ran for a year; Kevin involved monthly with podcasts at Water’s Edge – will share theirs on ours |
| | Distribute brochures to churches | Looking for other avenues (videos, social, email, etc.) |
| | Place 100 brochures for HS at Moore Expressions | Regularly supplied materials to promote FBC here. |
| | Advertise at HEAV and receive 10 sign-ups of interest | Received 19 sign-up from 2023 HEAV Convention. |
| | Email new classes to local contacts | Complete every semester. |
| | Facebook new classes at least 1 month before the semester begins | New Student Life Director has been keeping info current. |
| | Instagram new classes 1 month before they begin | New Student Life Director has been keeping info current. |

| | | |
|-----------|---|--|
| | Contact current, prospective and former students | Current |
| | Increase from 30 students to 35 | Keep track of credit and audit numbers |
| Retention | 75% of students from the Fall will return in the Spring | ? |

L. Business Office

This data is routine. There will only be items noted if there are changes or if the criteria could not be met for any reason.

| Objective | Means of Assessment | Desired Results | Frequency |
|---|--|---|-----------|
| To maintain current and accurate financial records for staff and students each fiscal year | 1). annual independent audits 2). monthly staff and student reports 3). bi-annual reports to the BOD | Approval by the Auditor | Annually |
| To develop and implement an annual budget | BOD input and approval | BOD Approval | Annually |
| To assure that FBC is in compliance with federal, state and local regulations | Independent auditor | Compliance | Annually |
| To manage all of the financial obligations of FBC | Monthly Staff Reports & Annual Audits | To keep current on bills | Monthly |
| To require students to pay their bills in a timely manner in order to be able to graduate debt free | Student Financial Agreement and periodic reminders | Full payment by the end of the semester by 100% of students | Annually |

M. Finances and Fundraising

1. Advertising

During the year of 2021-2022 FBC expanded its advertising and marketing. In 2022-2023, more was developed:

- a) 2021-2022: Joined the Trusted Compass (Christian Business Group)
2022-2023: The President and/or a member of the staff still try to attend the meetings
- b) 2021-2022 FBC advertised in the online Shepherd’s Guide (highlights Christian businesses)
2022-2023 no calls or attention came from this line of advertising, so it was discontinued.

- c) 2021-2022 Advertised to the homeschool community through HEAV (booth, online, in print, college panel discussion); expanded our exposure; resulted in a homeschool mom taking courses
 2022-2023 Increased investment at HEAV: e-newsletter ads (6 throughout the year), larger Convention Program ad, both a booth and a College Fair table, again participated in the college panel discussion; results too early to tell (June convention)
- d) 2021-2022 Participated in Eastern Shore Homeschool Fair; resulted in a homeschool student taking courses
 2022-2023 Checking into participating again this summer
- e) by June 2022: Mailchimp 421; 457 on mailing list (343 not in Mailchimp) = 764 unique individuals
 by June 2023: Mailchimp 511 (58 added Summer23 through 19 golf + 19 Bethel + 20 HEAV); 436 on mailing list (329 not in Mailchimp) = 840 unique individuals
 added March 2023: signup from website; recipients receive a letter from us as a welcome

2. Hap Cup Golf Tournament

| Year | Players | Teams | Sponsor (title & corporate) | Sponsor \$ Rec'd | Total Profit (All income-expenses) |
|------|------------|-------|---|------------------|--------------------------------------|
| 2017 | 26 | 6.5 | we only offered a \$50 cart sponsorship | | \$1,126.28 |
| 2018 | 35 | 9 | 4 (0) | \$500 | \$1,111.01 (spent more on prizes) |
| 2019 | 38 | 10 | 5 (2) | \$1,600 | \$1,875.68 |
| 2020 | 24 (COVID) | 6 | 5 (2) | \$1,400 | \$2,002.00 (all donated lunch money) |
| 2021 | 51 | 13 | 7 (4) | \$3,300 | \$3,076.88 |
| 2022 | 65 | 17 | 10 (5) | \$5,030 | \$3,574.29 |
| 2023 | 72 | 18 | 13 (3) | \$9,000 | \$8,102.08 |

Analysis: The above chart demonstrates that increases have been made in each category since the tournament began in 2017.

3. Giving Tuesday

| Date | Goal | Amount Raised |
|---------------|----------|---------------|
| May 2020 | \$8,000 | \$9,245 |
| December 2020 | \$50,000 | \$71,036 |
| December 2021 | \$60,000 | \$42,258 |
| December 2022 | \$50,000 | \$29,875 |

Analysis/Proposal: 2020 Covid – generous to donate; 2020 accreditation; 2021 building our foundation; 2022 military. Accreditation is coming up again and may gain interest. We will evaluate before our next event.

4. Shoe Drive

In 2022-2023, we added a new fundraiser. This Shoe Drive expanded our exposure by working with seven local churches, one homeschool store, and many individuals; resulted in 1086 pairs of shoes that will go to developing nations through Funds2Orgs; FBC earned \$327.

Analysis: It brought to light FBC and Funds2Orgs. If nothing else, it made people curious. We enjoyed the relationships, both new and old, of participating local churches and with Funds2Orgs. This will be considered every 2 or 3 years with a volunteer team of 2-3.

N. Donor/Church Relations/ Development – 2023 still developing this category

| Area of Assessment | Goal/Standard | Actual Result |
|---|--|--|
| Pastor’s Luncheons | Quarterly; consider holding them in other churches (use their space; we buy lunch) | Held quarterly. A variety of pastors have participated but many are still not seeing FBC as a support for your congregations. |
| Commencement Ceremony | More involvement from students and BOD | Most ever students came in 2023. |
| To communicate FBC as a unique college among the wider body of Christ. | | |
| To maintain healthy relationships with alumni that result in mutual benefits. | | |
| New donors | | 2021-22: Added 10; a few have given more than once; some events driven 2022-23: added 24 donors; 2 have become continual donors; some events driven |

O. Expanding the Exposure (2023 - a developing category)

Pastors Luncheons

Commencement

Faith Forums

Tab Midweeks & Advertising

Water’s Edge announcements

Courses at Bethel & Water’s Edge

Service opportunities

Bible conferences

P. Assessment Manual

1. What is to be Assessed: The Manual itself as well as the measurements for assessment. The calendar dates will also be revised.
2. Means of Assessment: Analysis of the measurements of assessment will be reviewed.
3. Frequency of Assessment: Every Three Years. The Assessment Manual is in sync with the Annual Assessment Report.

III. Conclusions

1. Summary Statement with Summary Chart

The assessment for the 2022-2023 academic year is the fourth official Assessment Report produced by Faith Bible College.

In the area of Student Learning Objectives thirty-four (34) unique Means of Assessment were proposed to determine if the College was accomplishing what it claims in the Institutional and Degree Objectives. The Summary Chart below records the findings.

2. Summary Chart

| Institutional Objective | Means of Assessment | Desired Objective | Met or Not Met | Comments |
|--|--|--|----------------|---|
| <i>Institutional Objectives</i> | | | | |
| 1. The student will be Grounded in God’s Word by a. Understanding the Content of Scripture. b. Grasping the Content of Doctrine. c. The ability to apply and communicate its message in practical ways. | Completion of Bible Courses | 70% will complete the courses proficiently | Met | Primary for all (Inst, CBS, ABS, & BBS) |
| | Completion of Theology Courses | 70% will be Proficient in these courses | Met | Primary for all |
| | Theology Quiz in Doctrinal Survey I & II | 75% of students will increase in score from the start and end of class | No data | Secondary for Inst/CBS |
| | Chart in Hermeneutics | 50% will complete a Proficient assignment | Met | Secondary for Inst/CBS |
| | Prophets Chart in OT History & Literature II | 50% will complete a Proficient assignment | No data | Secondary for Inst/CBS |
| | Bible Knowledge Exam | Increase in score in Exit from Entrance | Met | Secondary for all |
| | Relevant Information Literacy orientations | 75% of students will be Great or above per survey(s) | Met | Secondary for all |
| | Research & Writing Seminar | 75% of students will be Helped Greatly per survey | Not Met | Secondary for Inst/CBS Primary ABS/BBS |

| | | | | |
|--|---|--|---------|----------------------|
| Inst Objective 1 Results | 8 Means of Assessment | Primary = 2 Met Secondary = 3 Met / 1 Not Met / 2 No Data | | |
| 2. The student will be Growing in Christ by a. Demonstrating Character consistent with biblical principles. b. Exemplifying a Love for the Triune God. | Final Presentation in Spiritual Transformation I | 80% will complete the oral & written project Proficiently | Met | Primary for Inst/CBS |
| | Final Presentation in Spiritual Transformation II | 80% will complete the oral & written project Proficiently | No data | Primary for Inst/CBS |
| | Course Evaluation Question 9 | An average of at least 4 from all classes | Met | Primary for all |
| | Course Evaluation Question 5 (Q4 next yr) | An average of at least 4 from all classes | Met | Primary for all |
| | Spiritual Life Survey (SLS) | Students will show improvement from Entrance to Exit Survey | Met | Secondary for all |
| Inst Objective 2 Results | 5 Means of Assessment | Primary = 3 Met / 1 No data Secondary = 1 Met | | |
| 3. The student will be Giving Back to the Church by a. Growing in their capacity to demonstrate loving, healthy relationships for evangelism and discipleship. b. Pursuing church unity and partnering with others to accomplish the Great Commission. c. Exemplifying Christ at work and home. d. Living a godly life of integrity | Field Education | 100% of students will complete these classes | Met | Primary for all |
| | Completion of Evangelism & Discipleship Course | 75% will proficiently complete this class. | Met | Primary for all |
| | Completion of Introduction to Missions Course | 75% will proficiently complete this class. | Met | Primary for all |
| | Course Evaluation Question 2 | An average score of 3.5. | Met | Primary for all |
| | Student Involvement in Ministry | 80% will be involved in ministry. | Met | Secondary for all |
| | Alumni Survey | 75% of alumni will respond positively to their time at FBC. | No data | Secondary for all |
| Inst Objective 3 Results | 6 Means of Assessment | Primary = 4 Met Secondary = 1 Met / 1 No data | | |

| Program Objective | Means of Assessment | Desired Objective | Met or Not Met | Comments |
|--|---|--|----------------|---|
| <i>Certificate of Biblical Studies Objectives</i> | | | | |
| 1. The student will be Grounded in God’s Word by a. Obtaining a basic understanding of the content of Scripture. b. Acquiring a basic understanding of biblical doctrines. c. Developing an elementary capacity for personal Bible study. d. Fostering a foundational ability to apply and communicate the Bible’s message in practical ways. | Completion of Bible Courses | 70% will complete the courses Proficiently | Met | Primary for all (Inst, CBS, ABS, & BBS) |
| | Completion of Theology Courses | 70% will complete the courses Proficiently | Met | Primary for all |
| | Theology Quiz in Doctrinal Survey I & II | 75% of students will increase in score from the start and end of class | No data | Secondary for Inst/CBS |
| | Chart in Hermeneutics | 50% will complete a Proficient assignment | Met | Secondary for Inst/CBS |
| | Prophets Chart in OT History & Literature II | 50% will complete a Proficient assignment | No data | Secondary for Inst/CBS |
| | Bible Knowledge Exam | Increase in score of 10% in the Exit from Entrance Exam | Met | Secondary for all |
| | Relevant Information Literacy Orientations | 75% of students will be Great or above per survey(s) | Met | Secondary for all |
| | Research & Writing Seminar | 75% of students will be Helped Greatly per survey | Not Met | Secondary for Inst/CBS; Primary ABS/BBS |
| CBS Objective 1 Results | 8 Means of Assessment | Primary 2 Met Secondary 3 Met / 1 Not Met / 2 No Data | | |
| 2. The student will be Growing in Christ by a. Acquiring the essentials necessary for building a biblical worldview. b. Developing a desire for a lifelong pursuit of God and an understanding of His Word. c. Living a Christ-like life of integrity. | Final presentation in Sp Transformation I | 80% proficient of an oral and written project | Met | Primary for CBS & Inst |
| | Final presentation in Sp Transformation II | 80% proficient of an oral and written project | No data | Primary for CBS & Inst |
| | Course Evaluation Question 9 | An average of at least 4 from all classes | Met | Primary for all |
| | Course Evaluation Question 4 | An average of at least 4 from all classes | Met | Primary for all |
| | Spiritual Life Survey (SLS) | Students will show improvement from Entrance to Exit Survey | Met | Secondary for all |
| CBS Objective 2 Results | 5 Means of Assessment | Primary = 3 Met / 1 No data Secondary = 1 Met | | |
| 3. The student will be Giving Back to the Church by a. Possessing a growing ability to demonstrate loving, | Field Education | 100% of students will complete these classes | Met | Primary for all |
| | Completion of Evangelism & Discipleship Course | 75% will proficiently complete this class. | Met | Primary for all |

| | | | | |
|---|---|--|----------------|--------------------------|
| <p>healthy relationships for evangelism and discipleship.</p> <p>b. Promoting church unity.</p> <p>c. Living for God at work and at home.</p> | <p>Completion of Introduction to Missions Course</p> | <p>75% will proficiently complete this class.</p> | <p>Met</p> | <p>Primary for all</p> |
| | <p>Course Evaluation Question 2</p> | <p>An average score of 3.5.</p> | <p>Met</p> | <p>Primary for all</p> |
| | <p>Student Involvement in Ministry</p> | <p>80% will be involved in ministry.</p> | <p>Met</p> | <p>Secondary for all</p> |
| | <p>Alumni Survey</p> | <p>75% of alumni will respond positively to their time at FBC.</p> | <p>No data</p> | <p>Secondary for all</p> |
| <p>CBS Objective 3 Results</p> | <p>6 Means of Assessment</p> | <p>Primary = 4 Met Secondary = 1 Met / 1 No data</p> | | |

Associates Of Biblical Studies Objectives

| | | | | |
|---|---|--|----------------|--|
| <p>1. Grounded in God’s Word by</p> <p>a. Increasing in his/her understanding of the content of Scripture.</p> <p>b. Expanding his/her knowledge of the doctrines of Scripture.</p> <p>c. Forming a basic ability to lead others in a study of the Bible.</p> <p>d. Developing an expanded capacity to apply the Bible’s message in practical ways to themselves and others.</p> | <p>Completion of Bible and Theology Courses</p> | <p>75% will complete Bible/Theology courses Proficiently</p> | <p>Met</p> | <p>Primary for all</p> |
| | <p>Biblical Communication final presentation</p> | <p>50% will complete this presentation Proficiently</p> | <p>Met</p> | <p>Primary for ABS/BBS</p> |
| | <p>Research & Writing Seminar</p> | <p>75% will respond to the seminar positively</p> | <p>Not Met</p> | <p>Primary for ABS/BBS; Secondary for Inst/CBS</p> |
| | <p>Academic Research & Writing final paper</p> | <p>75% will complete the assignment Developing</p> | <p>Met</p> | <p>Primary for ABS</p> |
| | <p>Bible Knowledge Exam*</p> | <p>50% will score 10% higher than their Entrance Exam</p> | <p>Met</p> | <p>Secondary for all</p> |
| | <p>Relevant Information Literacy sessions</p> | <p>75% will respond to the sessions positively</p> | <p>Met</p> | <p>Secondary for all</p> |
| <p>ABS Objective 1 Results</p> | <p>6 Means of Assessment</p> | <p>Primary = 3 Met / 1 Not Met Secondary = 2 Met</p> | | |
| <p>2. Growing in Christ by</p> | <p>Course Evaluation Question 9</p> | <p>An average of at least 4 from all classes</p> | <p>Met</p> | <p>Primary for all</p> |
| | <p>Course Evaluation Question 5</p> | <p>An average of at least 4 from all classes</p> | <p>Met</p> | <p>Primary for all</p> |

| | | | | |
|---|--|--|----------------|---|
| <p>a. Understanding life and ministry from a biblical worldview with Christ at its center.</p> <p>b. Appreciating and critically engaging life and ministry from a biblical worldview.</p> | <p>Spiritual Life Survey (SLS)</p> | <p>Students will show improvement from Entrance to Exit Survey</p> | <p>Met</p> | <p>Secondary for all</p> |
| <p>ABS Objective 2 Results</p> | <p>3 Means of Assessment</p> | <p>Primary = 1 Met Secondary = 2 Met</p> | | |
| <p>3. Giving Back to the Church by</p> <p>a. Developing an understanding of the character necessary for servant leadership.</p> <p>b. Understanding the spirituality, and sense of gifting necessary for servant leadership.</p> <p>c. Becoming a servant leader in the family, the workplace, the church or area of higher education.</p> | <p>Field Education</p> | <p>100% will complete all their FE requirements</p> | <p>Met</p> | <p>Primary for all</p> |
| | <p>Completion of Evangelism & Discipleship Course</p> | <p>75% will complete the course Proficiently</p> | <p>Met</p> | <p>Primary for all</p> |
| | <p>Completion of Introduction to Missions Course</p> | <p>75% will complete the course Proficiently</p> | <p>Met</p> | <p>Primary for all</p> |
| | <p>Course Evaluation Question 2</p> | <p>An average of 3.5 from all classes</p> | <p>Met</p> | <p>Primary for all</p> |
| | <p>Student Involvement in Ministry (exit interviews, etc.)</p> | <p>85% will be involved in ministry</p> | <p>Met</p> | <p>Secondary for all</p> |
| | <p>Alumni Survey</p> | <p>75% will respond to their time at FBC positively</p> | <p>No data</p> | <p>Secondary for all</p> |
| <p>ABS Objective 3 Results</p> | <p>6 Means of Assessment</p> | <p>Primary = 4 Met Secondary = 1 Met / 1 No data</p> | | |
| <p><i>Bachelor in Biblical Studies & Ministry degree</i></p> | | | | |
| <p>1. Grounded in God’s Word by</p> <p>a. Being able to effectively study the Word of God and comprehend the content and doctrines of Scripture.</p> <p>b. Developing the ability to apply the Word of God to themselves and others by means of discipleship.</p> <p>c. Effectively teaching the Word of God in a variety of settings.</p> | <p>Completion of Bible and Theology courses</p> | <p>75% will complete their Bible/Theology courses Proficiently</p> | <p>Met</p> | <p>Primary for all</p> |
| | <p>Biblical Communication final presentation</p> | <p>50% will complete this presentation Proficiently</p> | <p>Met</p> | <p>Primary for ABS/BBS</p> |
| | <p>Research & Writing Seminar</p> | <p>75% will respond to this seminar positively</p> | <p>Not Met</p> | <p>Primary for ABS/BBS Secondary for Inst/CBS</p> |
| | <p>Completion of Cross Cultural Ministry course</p> | <p>75% will complete the course Proficiently</p> | <p>Met</p> | <p>Primary for BBS</p> |
| | <p>Project in Apologetics</p> | <p>75% will complete the course Proficiently</p> | <p>No data</p> | <p>Primary for BBS</p> |
| | <p>Completion of History course</p> | <p>75% will complete the course Proficiently</p> | <p>Met</p> | <p>Primary for BBS</p> |

| | | | | |
|---|---|--|---------|-------------------|
| | Project in Christian Philosophy | 75% will complete the course Proficiently | No data | Primary for BBS |
| | Romans Project | 75% will complete the course Proficiently | Met | Primary for BBS |
| | Bible Knowledge Exam* | 50% of graduates increase at least 15% from Entrance scores | Met | Secondary for all |
| | Relevant Information Literacy orientations | 75% will respond to the orientations positively | Met | Secondary for all |
| BBS Objective 1 Results | 10 Means of Assessment | Primary = 5 Met / 1 Not Met / 2 No data Secondary = 2 Met | | |
| 2. Growing in Christ by a. Understanding life and ministry from a biblical worldview with Christ at its center. b. Appreciating and critically engaging life and ministry from a biblical worldview. | Course Evaluation Question 9 | An average of at least 4 from all classes | Met | Primary for BBS |
| | Completion of Counseling course | 75% will complete the course Proficiently | Met | Primary for BBS |
| | Completion of Math or Science course demonstrating worldview | 75% will complete the course Proficiently | No data | Primary for BBS |
| | Course Evaluation Question 5 (Q4 next yr) | An average of at least 4 from all classes | Met | Primary for all |
| | Spiritual Life Survey (SLS) | 80% will increase from their previous survey | Met | Secondary for all |
| BBS Objective 2 Results | 5 Means of Assessment | Primary = 3 Met / 1 No data Secondary = 1 Met | | |
| 3. Giving Back to the Church by a. Developing techniques, skills, and strategies necessary for ministry practice. b. Applying these techniques, skills, and strategies through practical ministry experience. c. Having the ability to analyze their own and other cultures in order to minister in a culturally appropriate manner. | Field Education | 100% will complete all of their FE requirements | Met | Primary for all |
| | Completion of Evangelism and Discipleship course | 75% will complete the course Proficiently | Met | Primary for all |
| | Completion of Introduction to Missions | 75% will complete the course Proficiently | Met | Primary for all |
| | Course Evaluation Question 2 | An average of at least 3.5 from all classes | Met | Primary for all |
| | Completion of Discipleship course | 75% will complete the course Proficiently | Met | Primary for BBS |
| | Completion of Leadership course | 75% will complete the course Proficiently | No data | Primary for BBS |
| | Completion of Marriage & Family course | 75% will complete the course Proficiently | Met | Primary for BBS |

| | | | | |
|--|---|--|---------|-------------------|
| | Completion of Language course | 75% will complete the course Proficiently | No data | Primary for BBS |
| | Completion of Practical Ministry course | 80% will complete the course Proficiently | No data | Primary for BBS |
| | Student Involvement in Ministry (exit interviews, etc.) | 90% will be involved in ministry | Met | Secondary for all |
| | Alumni Survey | 75% will respond to their time at FBC positively | No data | Registrar |
| BBS Objective 3 Results | 11 Means of Assessment | Primary = 6 Met / 3 No data Secondary = 1 Met / 1 No data | | |
| *Bible Knowledge Exam will be reevaluated bi-annually (next due in 2024) | | | | |

1. Data Results

We feel as though our previous results by percentage and ‘grade’ have not accurately reflected FBC. After discussions with the Assessment Committee and the Senior Administration Committee, we will begin this year tracking our overall progress through our Primary and Secondary criteria which had been established but not reflected in our previous reporting system. The following chart will be used as we move forward. We feel this will help us better evaluate our health and growth of our students and the degrees they are seeking.

| 2023 Objectives per Program (# of assessments) | Primary Met | Secondary Met | Primary Not Met | Secondary Not Met | Primary No Data | Secondary No Data |
|--|-------------|---------------|-----------------|-------------------|-----------------|-------------------|
| Institution Objective 1 (8) | 2 | 3 | | 1 | | 2 |
| Institution Objective 2 (5) | 3 | 1 | | | 1 | |
| Institution Objective 3 (6) | 4 | 1 | | | | 1 |
| Total Inst Objective (19) | 8 | 5 | 0 | 1 | 1 | 3 |
| CBS Objective 1 (8) | 2 | 3 | | 1 | | 2 |
| CBS Objective 2 (5) | 3 | 1 | | | 1 | |
| CBS Objective 3 (6) | 4 | 1 | | | | 1 |
| Total CBS Objectives (19) | 9 | 5 | 0 | 1 | 1 | 3 |
| ABS Objective 1 (6) | 3 | 2 | 1 | | | |
| ABS Objective 2 (3) | 1 | 2 | | | | |
| ABS Objective 3 (6) | 4 | 1 | | | | 1 |
| Total ABS Objectives (15) | 8 | 5 | 1 | 0 | 0 | 1 |
| BBS Objective 1 (10) | 5 | 2 | 1 | | | 2 |
| BBS Objective 2 (5) | 3 | 1 | | | 1 | |
| BBS Objective 3 (11) | 6 | 1 | | | 3 | 1 |
| Total BBS Objectives (26) | 14 | 4 | 1 | | 4 | 3 |

As many of these objectives are shared between programs, recording these totals per program is the most effective way to evaluate the progress of each program from year to year. We look forward to seeing how this develops.

2. Analysis and Projected Actions:

The assessment figures reveal healthy institutional and program results. It makes sense that there are still many data points to be covered in the BBS as our Bachelor's degree began in January 2022 and there are still courses that have not yet been attended. Our nontraditional student base varies in class selection desires. Some of our students prefer to focus on their Certificate or Associate degrees before taking further courses while others will take courses of interest regardless of the degree. Seeing the Bachelor's degree program 'fill out' will take some time but it is showing a healthy beginning.

Many assessment areas have been strengthened and/or clarified as a result of our annual assessment performed by the Senior Administration Committee in June 2023. Those changes are charted below.

| Changes to Student Learning Institutional & Degree Means of Assessments | Assessment Criteria | Analysis and Changes for 2023-2024 Annual Assessment (unless noted otherwise) |
|--|-----------------------------------|--|
| Throughout | Terminology | To better align with ABHE terminology in this 2023 report, "Desire" was changed to "Desired Objective" and "Results" was changed to "Outcome Results" |
| Throughout | Added "Previous Outcomes" | 2022 became our baseline for annual comparisons as of this report |
| Throughout | Group objectives better | Grouped Objectives 1, 2, and 3 Means of Assessments; the Summary report showed the same data per program (effective this report) |
| Throughout | Added new Means of Assessment | As some courses and our Bachelor's degree are developing, many Means of Assessments have been added to reflect key indicators for health and growth. If not already available, data will be added as courses become available. |
| C | Biblical Communications | Will only be offered in person from now on; projects were not as effective in online only modality |
| M | Bible Knowledge Exam | Review the Bible Knowledge Exam every two (2) years for course relevance – do in 2024. |
| N | Information Literacy Orientations | Change the desire from "either Great or above" to "Positively" due to survey improvements |
| O | Research & Writing Seminar | Change the desire from "Helped Greatly" to "Positively" due to survey improvements |
| R | Question 5 | Changed to Question 4. Moved to Secondary; kept Desired Objective as 4. |
| V | Spiritual Life Survey | This is subjective and more qualitative than quantitative in nature. Staff has been asked to review for feedback. |
| W | Field Education | In response to 2022 suggestion, the new online format with content improvements; students will begin use in 2023-2024. |
| M but for all online course | List of Lessons and Assignments | For online students to better schedule their time, a list of Lessons and Assignments will accompany all those course syllabi. This was a concern for students as some assignments are locked until completed. |

| | | |
|----|-----------------|--|
| Z | Course Evals | This criteria cannot be 1% of a class as we tried last year because the results are anonymous in Populi and can't be tracked. |
| IU | Exit Interviews | Change the title of the Means of Assessment to "Student Involvement in Ministry" to reflect its purpose (exit interviews as one means to that end) |

In addition, we are still working through institutional evaluations per department. As a small college with a small cohesive and supportive staff, changes are often made through our monthly meetings. This allows more flexibility. However, we recognize that time needs to be spent establishing criteria by which we can note our progress more than just in our SAC Minutes. This is an ongoing process.

In particular, we are searching for a person or persons who are gifted in the area of development and can champion our cause with more focused effort than we presently can handle among the staff. This will help us develop better criteria by which we function and set up a more accurate plan for success.

Likewise, as a result of ABHE's Assessment Seminar in 2023, each department will be evaluating how they fit in and fulfill the Standards to which we are held and by which we support our students, staff, faculty, and other shareholders.