

Assessment of Institutional Effectiveness

Institutional Effectiveness Objectives:

Objective 1: Emphasize lifelong learning, spiritual vitality, and life skills (through the development of innovative training, scholarly understanding, and critical awareness.) (IO1)

Objective 2: Train well-equipped leaders (who serve Jesus Christ authentically while handling complexity and diversity effectively.) (IO2)

Objective 3: Expand our role as a leading Pentecostal Bible college (that makes a Christ-centered contribution to the communities in which we live and work. (IO3)

Objective 4: Adapt to changes in our society and culture (by ensuring the development of talented, highly skilled, and motivated staff, effective governance, management, and leadership.) (IO4)

Administrative Unit 1: Office of the President

Objective 1: *The President's Office emphasizes lifelong learning, spiritual vitality, and life skills through scholarships awarded to students pursuing undergraduate and graduate degrees, consistent communication with alumni, through leadership in chapel, through the Herman G. Johnson Lectureship, by arranging for national and international recognized guest speakers, through leadership development of students in Student Government, and annual GO Trip participation. (IO1, and IO2)*

Objective 2: *The President's Office prepares well-equipped leaders through the facilitation of chapel content, commitment to experiential learning, and providing regular opportunities for travel and ministry introducing students to the complexities of our society. The President's Office participation in the Graduate School, through an emphasis on practical theology and ministry-specific theses further prepares and promotes well-equipped leaders. (IO1 and IO2)*

Objective 3: *The President's Office expands the College's role as a leading Pentecostal Bible College through the enthusiastic commitment of the Board empowering the President to engage in multiple leadership capacities world-wide, while encouraging effective networking with membership in a wide-range of contexts. (IO3)*

Objective 4: *The President's Office adapts to changes in our society and culture by proactively filling the board with diversity as represented by gender, ethnicity, and occupation. The President's Office creates programs and departments that are cutting-edge keeping pace with societal changes. (IO1 and IO4)*

Administrative Unit 2: Office of Student Development

Objectives 1: *The Office of Student Development facilitates life-long spiritual habits and development through mentoring, pastoral care, and chapel leading to spiritually healthy graduates who contribute within their own communities, churches, and ministries. (IO1 and IO3)*

Objective 2: *The Office of Student Development works to promote leadership development of students as they take on responsibility as resident assistants; of staff as they take on responsibility as resident directors. The Office of Student Development adapts to the changes in society and culture through responsive engagement of staff and students. (IO2 and IO4)*

Administrative Unit 3: Office of Student Services

Objective 1: *The Office of Student Services recruits mission-fit students, and helps them graduate with as little debt as possible through the promotion of available scholarships, and fosters a positive relationship with them as they enter the workforce. The Office of Student Services trains students in communication and networking through their involvement with recruitment events. (IO1)*

Objective 2: *The Office of Student Services' presence at recruitment events promotes Trinity as a leading Pentecostal Bible College. (IO3)*

Objective 3: *The Office of Student Services adapts to a diverse and ever-changing world through its recruitment strategies which emphasizes a campus culture of high levels of engagement and relationship, where real-life issues in society are discussed not just in the classroom but also in informal settings like around cafeteria tables at lunch. (IO4)*

Administrative Unit 4: The Academic Affairs Office

Objective 1: *The Academic Affairs Office emphasizes lifelong learning, spiritual vitality and life skills by continuing to develop innovative training that relate to practical skills for both personal and corporate faith development whether in the local church, cross-cultural work, the classroom or the marketplace. The Academic Affairs Office broadens the focus on those students who will serve in some combination of these contexts ie: "business as missions" or teaching overseas. (IO1 and IO3)*

Objective 2: *The Academic Affairs Office envisions instruction offering the opportunity to expand major-related skill sets. Repeated opportunities to serve in broader cultural contexts allow students to serve Jesus Christ authentically in settings that challenge their understanding of both social complexity and diversity. (IO4)*

Objective 3: *The Academic Affairs Office oversees academic offerings that train students so they can make a Christ-centered contribution to the communities in which they live and work. Courses offered include components relating to contemporary values, culture, customs, and the part that Pentecostal Christianity should play in serving the local community through context-appropriate social and humanitarian involvement. (IO1, IO2, and IO3)*

Objective 4: *The Academic Affairs Office provides motivational training opportunities for faculty and adjunct faculty at both the undergraduate and graduate levels that maximizes talent, emphasizes skill development, promotes effective management, and develops leadership skills. (IO4)*

Administrative Unit 5: Office of Advancement and External Relations

****under direct supervision with the President****

Objective 1: *The Office of Advancement and External Relations develops consistent revenue streams that funds the operations, capital improvements, scholarships, and endowment funds needed by the College by (a) enriching the lives of existing and new donors through fostering relationships by means of routine communication, sincere appreciation and recognition, and intentional times of fellowship; (b) effectively engaging alumni through traditional and non-traditional means; (c) strengthening existing and new church partnerships through visits, routine correspondence, national and state event attendance; and (d) serving the local*

community of Ellendale and surrounding area by attending local events, Chamber Board membership, etc. (IO3)

Objective 2: *The Office of Advancement and External Relations develops intentional engagement opportunities (retreats, banquets, and receptions) whereby stakeholders (alumni, pastors, church constituents, donors, and parents of students) may fellowship together with the President and Board of Trustees in informal ways, so that each may learn of societal impacts on the College, trends affecting stakeholders context, and how the College may respond. (IO2, IO3, IO4)*

Administrative Unit 6: Office of Finance and Administration

Objective 1: *The Office of Finance and Administration, through the effective, efficient, and purposeful distribution of funds, ensures that resources are used to best promote an atmosphere of lifelong learning, spiritual vitality, and life skills. Faculty, staff, and students are provided the resources to best meet the needs associated with their role at the institution ensuring their time at TBC & GS is profitable, fruitful, and enriching for a lifetime. (IO1, IO3)*

Objective 2: *The Office of Finance and Administration facilitates an environment where well-equipped leaders are trained by distributing resources to adequately operate the institution and its initiatives. Through the effective use of all generated funds, the Office of Finance and Administration works with the Academic Affairs Office offering course selection needed to prepare leaders in multiple fields who are adequately equipped to effectively handle the diverse and complex issues that today's workplace demands. (IO1, IO4)*

Administrative Unit 7: Office of Experiential Learning

Objective 1: *The Office of Experiential Learning facilitates opportunities for students to learn through hands-on experiences and works to continue the development of programs allowing students to utilize their gifts in a variety of ministry contexts. (IO1 and IO2)*

Objective 2: *The Office of Experiential Learning promotes societal and cultural awareness by placing students locally, nationally, and internationally for service and ministry opportunities, better equipping students to handle the challenges of a diverse world. (IO2)*

Administrative Unit 8: Office of the Graduate School

Objective 1: *The Office of the Graduate School emphasizes lifelong learning through the development of critical thinking, writing skills, and learning experiences through innovative training. Spiritual vitality is enhanced through content development, sharing, and devotional opportunities. (IO1 and IO2)*

Objective 2: *The Office of the Graduate School encourages the development of critical self-awareness and open mindedness towards other cultures and viewpoints, as well as how to respond to cultural phenomena in light of scriptural values. (IO1, IO2, IO4)*

Objective 3: *The Office of the Graduate School encourages students to address the needs of their communities through a practical theology lens, educating students with theological reflection and missional passion in order to demonstrate the love of Jesus in their communities. (IO2 and IO4)*

Objective 4: *The Office of the Graduate School develops its faculty and staff through various upskilling opportunities, vision development, and global scholar learning experiences. These enhance learning, governance, management, and leadership among the staff and faculty of the Graduate School. (IO3 and IO4)*

Administrative Unit 9: Office of Institutional Innovation

Objective 1: *The Office of Institutional Innovation emphasizes lifelong learning, spiritual vitality, and life skills through creating and sustaining centers and institutes of expertise which innovatively empowers the church to address the realities of an ever-changing world. (IO1, IO2, and IO4)*

Objective 2: *The Office of Institutional Innovation trains well-equipped leaders who engage in the global/local church and worldwide marketplace with skills to adapt, exegete and apply life transformational solutions within themselves and those who are served. (IO2)*

Objective 3: *The Office of Institutional Innovation expands our role as a Pentecostal Bible College by identifying what local and global contexts value and therefore innovate pastoral, missionary and church presence with venues of value developed to purpose the People of God to engage all communities with worth. (IO2 and IO3)*

Objective 4: *The Office of Institutional Innovation adapts to changes in our society and culture to address the church internally and the world externally with intentional innovative purpose with excellence in all things and all things to God's glory. (IO2 and IO4)*

Assessment Schedule

Student	Faculty	Staff	Administrator	Alumni
ABHE Bible Content Exam Who: Students When: First and Completing Semester Administrator:	Faculty Evaluations When: Yearly Administrator: Academic Affairs Office with peer . department head	Department Review When: Yearly Administrator: Director of the Department Purpose:	Administrator Review When: yearly Administrator: President Purpose: Evaluation and	Completer Survey When: first and fifth year after completion Administrator: Office of

<p>Academic Affairs Office Purpose: Comparing Growth of Biblical Knowledge; Benchmark: norm-referenced Objectives: IO1</p>	<p>or VP of Academics conducting the evaluation Purpose: Evaluation of faculty's classroom presentation, behaviors, and preparation Benchmark: yearly concerns noted in the review are met when they are not repeated in subsequent reviews. Objectives: IO1, IO2, and IO4</p>	<p>Department Continual Improvement and Quality Assurance Objectives: IO1 and IO4</p>	<p>performance review of administrative leadership Benchmark: yearly concerns noted in the review are met when they are not repeated in subsequent reviews. Objectives: IO2</p>	<p>Academic Affairs in conjunction with specific departments and Alumni Relations Purpose: To determine completer satisfaction and program improvement Benchmark: specific to each department Objectives: IO1 and IO2 *Teacher Education Survey</p>
<p>Standardized Assessment Outcomes Test When: Completing Semester Administrator: Academic Affairs Office Purpose: General Outcomes Test used to show general education knowledge of graduating students Benchmark: Norm-referenced Objectives: IO1</p>	<p>Course Evaluations When: Each semester Administrator: Academic Affairs Office in conjunction with departments, completed by students enrolled in the course Purpose: program and course improvement Benchmark: a numerical of 4 Objectives: IO1</p>	<p>Staff Survey When: yearly in the spring Administrator: Assessment Committee Purpose: for program and institutional improvement Benchmark: a numerical value of 4 or higher on a range of 1-5 Objectives: IO4</p>	<p>Administrator Survey When: yearly in the spring Administrator: Assessment Committee Purpose: for program and institutional improvement Benchmark: a numerical value of 4 or higher on a range of 1-5 Objectives: IO4</p>	
<p>Student RNL Satisfaction Survey (yearly/spring semester) (conducted by the student) When: yearly in the Spring Administrator: RNL survey team (national survey company)</p>	<p>Faculty Survey When: yearly in the spring Administrator: Assessment Committee Purpose: for program and institutional improvement Benchmark: a numerical value of 4 or higher on a</p>	<p>Staff Evaluation When: yearly Administrator: Director of the Department in which the staff member serves Purpose: Performance Evaluation Benchmark: yearly concerns noted in the</p>	<p>Annual Office Review When: yearly Administrator: Administrator responsible for the workstream Purpose: a review of the administrative office for institutional improvement</p>	

<p>Purpose: To determine student's overall stratification with the college Benchmark: Comparative data is provided, along with school-specific data Objectives: NA</p>	<p>range of 1-5 Objectives: IO4</p>	<p>review are met when they are not repeated in subsequent reviews. Objectives: IO1 and 102</p>	<p>specific to their department *this would be reflective in the BOT report submitted in October and May Benchmark: yearly concerns noted in the review are met when they are not repeated in subsequent reviews. Objectives: IO1 and 102</p>	
<p>Entrance interview When: sophomore year Administrator: faculty within each department Purpose: to determine a student's qualification for program fitness Benchmark: specific to each department Objectives: IO1</p>	<p>Faculty Review When: yearly Administrator: Academic Affairs Office Purpose: self-review of courses and department for professional and program improvement Benchmark: yearly concerns noted in the review are concerned met when they are not repeated reviews. Objectives: IO4</p>	<p>Exit Reviews When: upon leaving the institution Administrator: Vice President of Finance and Administration Purpose: Institutional improvement</p>	<p>Exit Reviews When: upon leaving the institution Administrator: Vice President of Finance and Administration Purpose: Institutional improvement</p>	
<p>Exit Interview (specific to programs) (conducted by department members) When: at the completion of the program Administrator: Faculty within specific program Purpose: for students to reflect on their preparedness</p>	<p>Annual Program and Department Review When: yearly Administrator: Department faculty Purpose: for program and course improvement Benchmark: catalog and courses accurately reflect and convey</p>			

<p>before they enter their career field; along with faculty guidance Benchmark: specific to each department Objectives: IO1, IO2</p>	<p>information programmatic offerings at the institution and are reflective of the institution's mission statement Objectives: IO3 and IO4</p>			
<p>Program Specific Surveys (when needed) (conducted by department members) When: when determined by the department Administrator: Department faculty Purpose: Program Improvement and student satisfaction of the department in which they belong Benchmark: specific to each department Objectives: IO1</p>	<p><u>Exit Reviews</u> When: upon leaving the institution Administrator: Academic Affairs Office and Vice President of Finance and Administration Purpose: Institutional improvement</p>			