

**Grace Theological Seminary
Educational Effectiveness Report
2023-2024**

Educational effectiveness data is provided for the following ATS accredited seminary degrees: M.A. in Christian Ministry, M.A. in Local Church Ministry, M.A. in Ministry Studies, Master of Divinity, Doctor of Intercultural Studies, and the Doctor of Ministry Studies.

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Enrollment	127	100	154	163	156	179	229	247	282
Graduates	24	23	17	22	34	38	23	46	36
Avg Compl Rate ¹	92%	87%	82%	91%	71%	74%	91%	93%	94%
Job Placement	83%	87%	76%	88%	88%	81%	91%	87%	89%

GTS Mission:

Grace Theological Seminary is a learning community dedicated to teaching, training and transforming the whole person for local church and global ministry. This purpose is accomplished through quality instruction in biblical literature, including the original languages in some degrees, the study of various systems of theological thought, exposure to past and present movements in Christian history and missions, the development of communicative and administrative skills, the cultivation of spiritual life, and encouragement in various kinds of Christian service. The objective is to provide pastors, teachers, missionaries, evangelists and other leaders for evangelical Christian ministries throughout the world.

Institutional Update:

Grace Seminary was awarded *The Proclamation Project* grant (\$1.25 million) in March of 2024. The focus of this grant is to provide formal, informal, and non-formal educational and equipping opportunities for active and aspiring pastors. This goal will be accomplished by the continued bolstering of the Seminary’s online offerings and the launching of a new expository preaching concentration in the master’s program. The doctoral preaching concentration will also be restructured to better address the changing landscape of the 21st century. *The Proclamation Project* grant supports numerous faculty, student, and community-wide pastoral equipping opportunities.

Grace Seminary launched the Online Master of Divinity program fall 2023. Seven of the eight MDiv concentrations are offered online using a tethered approach, which means that the students who join the course online experience the same faculty member, same curriculum, and

¹Average Completion Rate identifies the percentage of students who successfully complete their degree in the following time frame: DMin/DICS, 7 years; MDiv, 6 years; MA, 4 years.

same course cycle as residential students. The Digital Learning Team continued to work with the faculty to produce professionally-recorded video segments for the various MDiv courses.

A unique opportunity to share our findings and work on Grace's MicroLearning platform was provided at the 2023 Pathways Coordination Event, which was held on November 7-9 in Indianapolis, Indiana. The Seminary Dean and Director of Digital Learning were invited by The Association of Theological Schools to present a sixty-minute workshop sharing lessons learned and best practices discovered through our MicroLearning efforts.

Program Updates:

The MA in Ministry Studies launched a concentration in Spiritual Formation. The nomenclature for the Master of Arts in Local Church Ministry was changed to the Master of Arts in Christian Ministry. This change was made to better communicate the emphasis of the program as well as the concentrations within the program. (The Deploy program still houses a Master of Arts in Local Church Ministry.) The Director of Digital Learning continued to work on the online offering of the Master of Arts in Christian Ministry, with a scheduled launch date of Fall 2024. The Online MDiv continues to realize growth, as does each of the Seminary programs.

Two new DMin concentrations were developed to help students meet the challenges of navigating an ever-shifting landscape. These concentrations include: Emerging Technologies in Christian Ministry and Hybrid Church. In addition, the DMin concentration of Advanced Expository Preaching was restructured to the revised Exemplary Biblical Preaching concentration. This restructuring was in response to the students' need (and desire) of a greater emphasis on expository preaching.

The Charis Fellowship and Inspire Pastors asked Grace Seminary to create a digital version of the Charis Fellowship Ordination Process. This digitized version (called a course) was created on the Seminary's MicroLearning platform. The course was beta tested by a select number of ordination candidates and mentors. GTS is planning on releasing the Ordination course during the 24-25 academic year. In addition, the Seminary continued to secure content experts to provide webinars (i.e., mini-courses) on a number of biblical/theological topics.

As part of Grace Theological Seminary's annual assessment plan, program learning outcomes are directly assessed with artifacts that are summative in nature. The program learning outcome that was directly assessed in the 2022-2023 academic year was met in the following ways:

Program Learning Outcome:

PLOs 1 and 3 were assessed for the MDiv program, with the following assessment results noted:

- PLO 1: Develop a biblically consistent personal theology in preparation for ministry leadership.
 - On Campus: Performance Target Exceeded: 4.6/4.0
 - Deploy: Performance Target Exceeded: 4.53/4.0

- PLO 3: Demonstrate effective preaching and teaching of God’s Word:
 - On Campus: Performance Target slightly under: 3.94/4.0
 - Online: N/A – Online program launched fall 2024

PLO 3 was addressed for the MAMS program, with the following assessment results noted:

- PLO 3: Learners will construct a personal theology which will be able to be used as a means of demonstrating a firm grasp of the nature of God, man, sin, salvation, ministry and the future.
 - Compared to last assessment of the PLO (20-21): Performance Target Exceeded by 1.15 points: 4.8/5.0
 - Compared to benchmark: Performance Target Exceeded by 0.8 points: 4.8/5.0

Student Satisfaction Measures:

The following top four categories were identified by graduating students as those in which Grace Theological Seminary excels (on a 5-point scale):

Quality of Teaching	4.3
Spiritual Development	4.1
Course Registration	3.8
Helpfulness of Admin Staff & Support	3.6

Graduating students also identified the following as the top areas of personal growth while attending Grace Theological Seminary:

Critical Thinking	4.5
Self-Knowledge	4.4
Enthusiasm for Learning	4.4
Ability to Interpret Scripture	4.4
Desire to Become an Authority in My Field	4.3

Grace Theological Seminary recognizes that theological training needs to be innovative, relevant, and contextualized without compromising academic excellence. These and other assessment measures are informing the faculty and administration to get an accurate understanding on academic quality as well as areas of potential quality improvement.