

**Grace Theological Seminary
Educational Effectiveness Report
2022-2023**

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

	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Enrollment	100	154	163	156	179	229	247
Graduates	23	17	22	34	38	23	46
Avg Compl Rate ¹	87%	82%	91%	71%	74%	91%	96%
Job Placement	87%	76%	88%	88%	81%	91%	87%

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:

A Director of Digital Learning was hired in April 2022, with the primary focus of designing a creative, relational approach to offering the Seminary’s Master of Divinity (MDiv) and Master of Arts in Local Church Ministry (MALCM) programs in an online format. In addition to establishing the Online offering of the MDiv and MALCM, the Director of Digital Learning is also responsible for designing and developing a micro-credentialing platform that will offer non-credit-bearing, on-demand equipping and training opportunities for professional and lay church leaders. This educational pathway is to be created for both the English-speaking congregations as well as the Spanish-speaking congregations. As part of these efforts, the seminary faculty, along with the digital learning team, created video content and restructured their online course shells to accommodate interactive student engagement and learning.

Several seminary faculty and staff attended the 2023 Access Conference, the annual conference held by Charis Fellowship. The Dean of the Seminary was invited to present during a main session. This resulted not only in increased visibility for Grace Seminary, but also a strategic opportunity for the Seminary to share Grace’s vision of growing as a learning organization. In

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

addition, the Seminary had the opportunity to spotlight our rich and unique educational approach of on-campus, on-site, online, and on-demand platforms during the main sessions at Access.

Program Updates:

The Worship Leadership concentration was added to the Master of Arts program. In addition, the Leadership and Management concentration was added to the MA in Ministry Studies (MAMS). MAMS also offered course specializations in Technology.

The doctoral curriculum was expanded by offering new concentrations in a manner that stays true to the institution's mission, prepare seminary students to meet the diverse needs of the 21st century, and foster a culture that embraces students that engage in online learning as full-fledged Grace Theological Seminary learners. In addition doctoral students enrolled in the DICS program were positively impacted as the Seminary moved the degree from a hybrid, on-campus modality to a fully online modality. GTS also transitioned the DMin Intercultural Studies concentration to a fully online offering to better serve doctoral students in this program.

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 outcomes that was directly assessed in the 2022-2023 academic year was met in the following ways:

Program Learning Outcome:

PLOs 1 and 2 were assessed for the DICS, MACM, and MAMS (Online). Following are the results:

- PLO 1: Learners will develop a biblically consistent theological commitment in light of Christian discipleship, theology and orthodoxy.
 - DICS Performance Target Exceeded: 4.2/4.0
 - MACM Performance Slightly Under: 4.61/4.75 (IM)
 - Online Performance Target Exceeded: 4.4/5.0

- PLO 2: Learners will demonstrate sound biblical interpretation of a passage of Scripture for delivery in a ministry setting.
 - DICS Performance Target Exceeded: 4.2/4.0
 - MACM Performance Slightly Under: 3.93/4.0 (DM); 4.61/4.75 (IM)
 - Online Performance Target Exceeded: 4.42/5.0

PLOs 2 was assessed for the MDiv, with the following results: Deploy Performance Target Exceeded: 4.35/4

PLO 6 was assessed for the Deploy MALCM, with the following results: 3.9/4.0 (slightly under)

Student Satisfaction Measures:

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

Helpfulness of Admin/Staff Support	4.8
Class Size	4.6

Accessibility of faculty	4.5
Online/Off-Campus Learning	4.5
Spiritual development	4.2
Writing & Research Support	4.2
Adequacy of Library Collection	4.0

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

Trust in God	4.5
Enthusiasm for Learning	4.5
Clarity of vocational or ministry goals	4.5
Critical Thinking	4.5

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.