



## 2024-2025 Educational Effectiveness Statement

### Program Learning Outcomes

All Bethel Seminary degree programs include four shared Program Learning Outcomes. Program Learning Outcome #3 is uniquely defined for all degree programs and is aligned with the specific knowledge, skills, and abilities related to each degree program.

Program Learning Outcome Number	Program Learning Outcome
PLO #1	A comprehensive understanding of biblical content, a discerning approach to biblical interpretation, and theological reflection informed by historical traditions.
PLO #2	Growth in emotional, spiritual, and relational health resulting in observable love for God and neighbor
PLO #3	Uniquely defined in each degree program
PLO #4	Intercultural competence for the purpose of advancing the gospel of Jesus Christ.
PLO #5	Intentional integration of faith, learning, life and practice.

### Assessment Plan Summary

The primary goal of Bethel Seminary's assessment plan is to highlight areas of excellence and identify opportunities for further curricular improvement. Each year, the faculty and administration of Bethel Seminary review assessment data collected through multiple instruments and make data-informed decisions to further improve student learning. Data on student learning is gathered through both direct and indirect assessments and includes both quantitative and qualitative data.

Direct assessments measure actual student performance. Sources of this data are common assignments required in selected courses and internship site supervisor evaluations. Data from common assignment rubrics and quantitative evaluations of interns are aggregated to calculate the direct assessment score in the below scorecard. Those scores represent evaluations of student performance conducted by faculty and internship site supervisors.

Indirect assessments measure phenomena that are expected to correlate with student learning, such as employment rates and student perceptions of their own learning. The indirect assessment scores in the below scorecard are calculated from selected items on the Association of Theological School's Graduating Student Questionnaire. Among other items, this questionnaire asks graduating students how well Bethel Seminary facilitated their learning or growth in specific curricular areas.

Bethel Seminary's assessment plan also seeks to provide information to the public regarding student achievement of Bethel Seminary's Program Learning Outcomes. This Educational Effectiveness Statement provides a summary of the assessment data collected and analyzed this year.

## Assessment Scorecard

The below scorecard summarizes the results of the direct and indirect measures of student learning for each master's level Program Learning Outcome. Overall, available evidence suggests that students are achieving Program Learning Outcomes at a successful or above rate.

Program Learning Outcome	Direct Assessment Score (4-point scale: 3=Successful, 3.5=Excellent)	Indirect Assessment Score (4-point scale: 3=successful, 3.5=excellent)	Overall Rating
1 – Bible, Theology, & History	3.3	3.4	Above Successful
2 – Spiritual and Personal Formation	3.6	3.5	Excellent
3 – Ministry Skills <sup>1</sup>	3.5	3.2	Above Successful
4 – Intercultural Competence	3.5	3.5	Excellent
5 – Integration	3.4	n/a	Above Successful

<sup>1</sup> Excludes counseling degree program(s)

## Employment

In addition to these measures, Bethel Seminary also tracks employment satisfaction, unemployment, and vocational placement of alumni. While these metrics are influenced by many factors beyond a Bethel Seminary education, they are important when considering the value of an education service. *Data is given here from 2025 (2023-2024 graduates reporting in 2025)*

- 95% of 2023-2024 graduates who responded to the 2025 alumni survey report satisfaction (“very satisfied,” “satisfied,” or “somewhat satisfied”) with the overall educational experience at Bethel Seminary. 70% of respondents indicate that their employment satisfaction has improved since earning their seminary degree.
- 0% unemployment rate for the 2023-2024 graduates who responded to the 2025 alumni survey. The U.S. Bureau of Labor Statistics reported a national unemployment rate of 4.4% for September, 2025.
- 70% of 2023-2024 graduates who responded to the 2025 alumni survey report that they are in a field related to their Bethel graduate degree (e.g., ministry or mental health vocations).