CANADIAN BAPTIST THEOLOGICAL
Seminary and College

Student Learning Assessment Plan and Report

– Seminary –

2025/26

Objective #1: Scripture

Graduates will have gained skills for in-depth study and interpretation of the Old and New Testaments, including the biblical languages, interpretation, and application.

Courses/Activities

- Old Testament I
- Old Testament II
- New Testament I
- New Testament II
- Biblical Interpretation
- Biblical Hebrew I
- Biblical Hebrew II
- Biblical Greek I
- Biblical Greek II
- Capstone Research Project
- Capstone Thesis Project
- Lecture Series
- Chapel
- CBT Day
- Journey Group

Benchmark #1: Juried Review of Biblical Exegesis Project
80% will meet or exceed Juried Review.

The Plan: 2023/24 Juried Review Feedback: Excellent instructions, rubric. Consider adding academic journals to expectations? Review in 2025/26.

The Results:

	Scripture	Doctrine	Outreach	Disciple-ship	Counselling	Ministry Skills	Ministry Practice	Christ-likeness	Quality of Writing	Sample Size
2016/17	100%	100%	100%	100%	N/A	100%	100%	100%	75%	5
2021/22	75%	75%	N/A	50%	100%	50%	N/A	N/A	75%	4
2023/24	100%	100%	N/A	100%	100%	N/A	N/A	N/A	75%	4
2025/26	100%	100%	100%	N/A	N/A	100%	N/A	100%	100%	4

Suggested Improvements:

2026 Juried Review Feedback: Strong assignment that integrates many areas, including practical ministry. High quality writing. It would benefit students for this course to be a first year course.

Benchmark #2: Juried Review of MBS Capstone Research Project (2 hour credit)
80% will meet or exceed Juried Review.

The Plan: 2022/23 Juried Review Feedback: Recommend add application component in guideline/rubric since 1 of 4 MBS objectives; standard Bible book abbreviations; more journals. Suggest submit draft week 9/10 to check/ motivate progress before due.

2025 - valuable assignment that causes student to demonstrate abilities in biblical studies, languages, research & writing; providing a well-written sample paper may be beneficial; if student has a bad idea for a project, do not let them go through with it; stop early on. Next Review: 2026/27

The Results:

	Scripture	Biblical Language	Application	Christlikeness	Quality of Writing	Sample Size
2019/20	100%	100%	100%	N/A	100%	4
2022/23	100%	100%	50%	100%	100%	2
2024/25	100%	0%	100%	N/A	100%	1

Suggested Improvements:

Benchmark #3: Juried Review of MBS Capstone Research Thesis (4 hour credit)
80% will meet or exceed Juried Review.

The Plan: 2025 - providing a well-written sample paper may be beneficial; if student does not turn in work or meet deadlines this should trigger move to research paper or if student submits an inadequate thesis; if student has a bad idea for a project, do not let them go through with it; stop early on; may need to limit the MDiv Thesis to full MDiv (no Fast-Track students)

Next Juried Review: 2026/27

The Results:

	Scripture	Biblical Language	Application	Christlikeness	Quality of Writing	Sample Size
2019/20	100%	100%	100%	N/A	100%	4
2022/23						
2024/25	100%	0%	100%	N/A	100%	1

Suggested Improvements:

Benchmark #4: Juried Review of Summative Evaluation Research Paper
80% meet or exceed

The Plan: 2023/24 Juried Review Feedback: When we review MCS program, discuss if need to require Theology and Biblical Interpretation as prerequisite courses

Next Review: 2025/26

The Results:

	Scripture	Ministry Skills	Integration	Christlikeness	Quality of Writing	Sample Size
2018/19	100%	100%	75%	100%	100%	4
2021/22	100%	100%	100%	100%	50%	4
2023/24	100%	75%	100%	100%	75%	4
2025/26	100%	50%	75%	N/A	75%	4

Suggested Improvements: 2026 Juried Review Feedback: Some students still struggle with basic research/writing at the end of their degree program; this should be addressed earlier. Students might not know the summative assignment is coming up. They should be keeping this in mind earlier; remind at initial and mid-program reviews. Topic should connect to something studied earlier.

Benchmark #5: Juried Review of Grads
90% of all graduates will meet or exceed all degree outcomes

The Plan:

The Results:

	Percentage that met/exceeded all degree outcomes											
Year	# of Grads	MDIV	5-Year AVG	# of Grads	MCMIN	5-Year AVG	# of Grads	MBS	5-Year AVG	# of Grads	MCS	5-Year AVG
2021/22	3			3			0	N/A		0	N/A	
2022/23	1	100%		1	100%		1	100%		5	100%	
2023/24	3	100%		2	100%		1	100%		4	100%	
2024/25	6	83%	94%	1	100%	100%	0	N/A	100%	4	94%	98%
2025/26	6	97%	95%	0	N/A		1	100%	100%	4	100%	98%

Suggested Improvements:

Benchmark #6: Graduate Exit Survey
Students will indicate that their time at CBTS has increased their knowledge of the Bible (4.0+ on Likert scale)

The Plan:

Suggested Improvements:

The Results:

		Average Likert Scale # of Agreement that time at CBT increased their knowledge of the Bible			
Year	# of Grads	Ministry Degree Students	Non-Ministry Degree Students	Overall	5 Year AVG
2021/22	6	4.8		4.8	
2022/23	9	5	4.8	4.9	
2023/24	11	5	4.8	4.9	4.87
2024/25	11	4.7	4.3	4.5	4.82
2025/26	11	4.6	4.6	4.6	4.74

Benchmark #7: Alumni Survey
80% of alumni will agree CBTS helped them gain skills for studying & interpretation of the Bible

The Plan: Consider administering a college alumni survey - 2025/26

The Results:

2010 Alumni Survey (2005-09)	97.2%
2018 Alumni Survey (2010-16)	100%; 4.74

Suggested Improvements:

Objective #2: Doctrine

Graduates will have demonstrated a critical awareness and life application of their understanding of Christian theology, ethics, and history.

Courses/Activities

- Christian Theology I
- Christian Theology II
- Christian Ethics
- History of Christianity
- Lecture Series

Benchmark #1: Juried Review of Capstone Ministry Theological Reflection Paper
80% will meet or exceed Juried Review.

The Plan: 2023/24 Juried Review Feedback: A previous JR asked the prof to develop the theological component of the assignment. That worked so well that this JR suggests the prof balance out with more attention to reflection on specific ministry setting. **Next Juried Review: 2025/26**

The Results:

	Scripture	Doctrine	Outreach	Disciple-ship	Counselling	Ministry Skills	Ministry Practice	Christ-likeness	Quality of Writing	Sample Size
2021/22	100%	100%	100%	75%	50%	100%	100%	100%	100%	4
2023/24	100%	100%	100%	100%	100%	100%	100%	100%	75%	4
2025/26	80%	80%	N/A	75%	80%	80%	80%	100%	80%	5

Suggested Improvements:

2026 Juried Review Feedback: Focus was on negative experiences; it would be good to reflect on positive experiences as well. Three out of five students dealt with significant depression; 2 of those were major burnout. How can we address depression/burnout among students? In Journey Groups? Advisors?

Benchmark #2: Juried Review of Christian Theology II paper
80% will meet or exceed Juried Review

The Plan: 2025 - assignment is strong in integrating scripture and doctrine with practical ministry skills with teaching and booklet for the church; assignments sets a high bar for writing quality; continue to help students in their writing skills. **Next Review Date: 2026/27**

The Results:

	Scripture	Doctrine	Outreach	Disciple-ship	Counselling	Ministry Skills	Ministry Practice	Christ-likeness	Quality of Writing	Sample Size
2024/25	100%	75%	100%	75%	N/A	100%	75%	100%	75%	4

Suggested Improvements:

Benchmark #3: Juried Review of Grads
90% of all graduates will meet or exceed all degree outcomes

The Plan:

The Results:

	Percentage that met/exceeded all degree outcomes											
Year	# of Grads	MDIV	5-Year AVG	# of Grads	MCMIN	5-Year AVG	# of Grads	MBS	5-Year AVG	# of Grads	MCS	5-Year AVG
2021/22	3			3			0	N/A		0	N/A	
2022/23	1	100%		1	100%		1	100%		5	100%	
2023/24	3	100%		2	100%		1	100%		4	100%	
2024/25	6	83%	94%	1	100%	100%	0	N/A	100%	4	94%	98%
2025/26	6	97%	95%	0	N/A		1	100%	100%	4	100%	98%

Suggested Improvements:

Benchmark #4: Graduate Exit Survey
Students will indicate that their time at CBTS increased their understanding of Christian doctrine (4.0+ on Likert scale)

The Plan:

Suggested Improvements:

The Results:

		Average Likert Scale # of Agreement that time at CBT increased their understanding of Christian doctrine			
Year	# of Grads	Ministry Degree Students	Non-Ministry Degree Students	Overall	5 Year AVG
2021/22	6	4.4		4.4	
2022/23	9	4.5	4.5	4.5	
2023/24	11	4.8	4	4.4	4.46
2024/25	11	4.7	4.7	4.7	4.5
2025/26	11	4.4	4.4	4.4	4.48

Benchmark #5: Alumni Survey
80% of alumni will agree CBTS helped them develop critical awareness and application of Christian history,

The Plan:

Consider administering a seminary alumni survey - 2025/26

The Results:

Suggested Improvements:

Objective #3: Outreach

Outreach: Graduates will have learned to engage lostness through evangelism, church planting, and cross-cultural missions.

Courses/Activities

- Church Planting
- Models for Church Planting
- Evangelism
- Missiology
- Lecture Series
- Student-led Outreach Events
- Church Mission Trips
- Personal Evangelism

Benchmark #1: Juried Review of Church Plant Proposal (MCMin—MCP)
80% will meet or exceed Juried Review

The Plan:

Juried Review 2020 recommends professor add to lectures and rubric (1) attention to ethnic diversity and religious background, and (2) reliance on God, prayer, and the Holy Spirit's guidance; (3) add interviews to primary research. Make sure these adjustments are made next time course is offered.

The Results:

	Scripture	Doctrine	Outreach	Spiritual Growth/ Leadership	Cross-Cultural Missions	Church Planting	Christlikeness	Quality of Writing	Sample Size
2019/20	100%	100%	100%	100%	75%	100%	100%	100%	4

Suggested Improvements: * Propose changing this juried review assignment to a church planting assignment or missiology assignment

Benchmark #2: Juried Review of Grads
90% of all graduates will meet or exceed all degree outcomes

The Plan:

The Results:

	Percentage that met/exceeded all degree outcomes											
Year	# of Grads	**MDIV**	5-Year AVG	# of Grads	**MCMIN**	5-Year AVG	# of Grads	**MBS**	5-Year AVG	# of Grads	**MCS**	5-Year AVG
2021/22	3			3			0	N/A		0	N/A	
2022/23	1	100%		1	100%		1	100%		5	100%	
2023/24	3	100%		2	100%		1	100%		4	100%	
2024/25	6	83%	94%	1	100%	100%	0	N/A	100%	4	94%	98%
2025/26	6	97%	95%	0	N/A		1	100%	100%	4	100%	98%

Suggested Improvements:

Benchmark #3: Graduate Exit Survey

Students will indicate that their time at CBTS helped develop skills in evangelism (4.0+); has raised their awareness of missions (4.0+); and helped develop skills in church planting (4.0+)

The Plan:

The Results:

			Average Likert Scale # of Agreement that time at CBT helped develop skills in evangelism, in missions, and in church planting				
			Missions			Church Planting	Evangelism
Year	**# of Grads**	**# of Ministry Degree**	*Ministry Degree Students*	*Non-Ministry Degree Students*	*Overall*		
2021/22	6		4		4	3.6	4.8
2022/23	9		4.5	4.7	4.6	4.5	4.5
2023/24	11		4.6	4.4	4.5	4.6	4.8
2024/25	11		4.4	5	4.7	4.3	4.1
2025/26	11	6	4.4	4.4	4.4	4.4	4

Suggested Improvements:

Benchmark #4: Alumni Survey

- 80% will agree CBTS helped them gain skills for engaging lostness through evangelism, church planting, and missions

The Plan:

Consider administering a seminary alumni survey - 2025/26

The Results:

2010 Alumni Survey (2005-09)	86.1%	
2018 Alumni Survey (2010-16)		
Evangelism	87%	4.22
Church Planting	73.9%	4.05
Missions	81%	4.0

Suggested Improvements:

Objective #4: Discipleship

Graduates will have grown in skills of disciple-making and teaching.

Courses/Activities

- Effective Bible Teaching & Disciple Making
- Capstone Ministry Project
- Journey Group
- Spiritual Covenant
- Chapel
- CBT Day

Benchmark #1: Church Involvement Survey
100% of students will be actively involved in church.

The Plan:

Suggested Improvements:

The Results:

	Seminary Students Actively Involved in Church			
Year	# of Seminary Students Enrolled	% of Forms Completed	Percentage Involved	5 Year AVG
2021/22	31	82%	82%	
2022/23	48	79%	90%	
2023/24	51	71%	90%	87%
2024/25	51	71%	90%	88%
2025/26	53	92%	94%	89%

Benchmark #2: Capstone Ministry Coach/Mentor Evaluation rubric
85% of Capstone Ministry students will score an average of 4.0+ on coach/mentor evaluations in 2nd Semester

The Plan:

Suggested Improvements:

Note: Re-evaluate how this data is collected on mentor evaluations.

The Results:

		Average Likert Scale # of Coach/Mentor Evaluations for Capstone Ministry Students	
Year	# of Grads	Coach/Mentor Evaluations	5 Year AVG
2021/22	6	4.6	
2022/23	9	4.75	
2023/24	11	4.3	4.55
2024/25	11	4.75	4.6
2025/26	11	4.22	4.52

Benchmark #3: Capstone Ministry Participant Evaluation rubric
85% of Capstone Ministry students will score an average of 4.0+ on participant evaluations in 2nd Semester

The Plan:

Suggested Improvements:

Note: Re-evaluate how this data is collected on evaluation forms.

The Results:

		Average Likert Scale # of Participant Evaluations for Capstone Ministry Students	
Year	# of Grads	Participant Evaluations	5 Year AVG
2021/22	6	4.6	
2022/23	9	4.7	
2023/24	11	4.7	4.7
2024/25	11	4.75	4.7
2025/26	11	4.6	4. 7

Benchmark #4: Juried Review of Grads
90% of all graduates will meet or exceed all degree outcomes

The Plan:

The Results:

	Percentage that met/exceeded all degree outcomes											
Year	# of Grads	MDIV	5-Year AVG	# of Grads	MCMIN	5-Year AVG	# of Grads	MBS	5-Year AVG	# of Grads	MCS	5-Year AVG
2021/22	3			3			0	N/A		0	N/A	
2022/23	1	100%		1	100%		1	100%		5	100%	
2023/24	3	100%		2	100%		1	100%		4	100%	
2024/25	6	83%	94%	1	100%	100%	0	N/A	100%	4	94%	98%
2025/26	6	97%	95%	0	N/A		1	100%	100%	4	100%	98%

Suggested Improvements:

Benchmark #5: Graduate Exit Survey
MDiv and MCMin students will rate the program as helpful in developing ministry skills in teaching/preaching (4.0+) and in disciple-making (4.0+)

The Plan:

Suggested Improvements:

The Results:

Average Likert Scale # of Agreement that time at CBT was helpful in developing skills in teaching/preaching and in disciple-making

Year	# of Grads	Teaching/ Preaching	5 Year AVG	Disciple-Making	5 Year AVG
2021/22	6	4.8		4.6	
2022/23	9	5		4.5	
2023/24	11	5	4.7	4.8	4.52
2024/25	11	4.7	4.7	4.4	4.46
2025/26	11	4.4	4.78	4.4	4.54

Benchmark #6: Alumni Survey
MDiv and MCMin Alumni will rate their preparation for ministry as effective (4.0+).

The Plan:

Consider administering a seminary alumni survey - 2025/26

The Results:

2010 Alumni Survey (2005-09)	80.5%	
2018 Alumni Survey (2010-16)		
Teaching	91.3%	4.35
Discipleship	95.7%	4.35

Suggested Improvements:

Objective #5: Ministry Skills

Ministry Skills: Graduates will have gained skills for shepherding God's people.

Courses/Activities

- Preaching I
- Preaching II
- Worship
- Pastoral Ministry
- Spiritual Leadership
- Capstone Ministry Project
- Prayer Chapel
- Chapel
- Journey Group
- CBT Day
- Church Involvement
- Ministry/Mission Teams
- Community Service

Benchmark #1: Juried Review of Sermon & Peer Review Rubrics
80% will meet or exceed Juried Review.

The Plan: 2025 - Necessary assignment; sermons need to be more exegetical or text driven; recommend limit to one central passage; have students turn in sermon/big idea for review to correct early on

Next Juried Review: 2026/27

The Results:

	Scripture	Doctrine	Outreach	Disciple-ship	Counselling	Ministry Skills	Ministry Practice	Christ-likeness	Quality of Writing	Sample Size
2020/21	100%	100%	100%	100%	N/A	100%	100%	100%	100%	5
2022/23	100%	100%	100%	100%	100%	100%	100%	100%	100%	5
2024/25	50%	100%	N/A	100%	100%	100%	N/A	100%	50%	4

Suggested Improvements:

Benchmark #2: Juried Review of Grads
90% of all graduates will meet or exceed all degree outcomes

The Plan:

The Results:

	Percentage that met/exceeded all degree outcomes											
Year	# of Grads	MDIV	5-Year AVG	# of Grads	MCMIN	5-Year AVG	# of Grads	MBS	5-Year AVG	# of Grads	MCS	5-Year AVG
2021/22	3			3			0	N/A		0	N/A	
2022/23	1	100%		1	100%		1	100%		5	100%	
2023/24	3	100%		2	100%		1	100%		4	100%	
2024/25	6	83%	94%	1	100%	100%	0	N/A	100%	4	94%	98%
2025/26	6	97%	95%	0	N/A		1	100%	100%	4	100%	98%

Suggested Improvements:

Benchmark #3: Graduate Exit Survey
Graduating ministry students will rate the program as helpful in developing ministry skills (4.0+).

The Plan:

Suggested Improvements:

The Results:

Average Likert Scale # of Agreement that time at CBT was helpful in developing ministry skills					
Year	# of Grads	Teaching/ Preaching	5 Year AVG	Prepared for Ministry	5 Year AVG
2021/22	6	4.8		4.6	
2022/23	9	5		5	
2023/24	11	5	4.7	5	4.88
2024/25	11	4.7	4.7	4.7	4.86
2025/26	11	4.4	4.78	4.8	4.82

Benchmark #4: Graduate Exit Survey
70% of graduating students will indicate an intention of entering a ministry-related position.

The Plan:

Suggested Improvements:

The Results:

Percentage of graduating ministry students who indicate an intention to be in ministry						
Year	# of Grads	Ministry Degree Students	5 Year AVG	Non-Ministry Degree Students	5 Year AVG	Overall
2021/22	6	100				100
2022/23	9	100		83		91.5
2023/24	11	100	100	75	83.25	87.5
2024/25	11	100	100	100	83.25	100
2025/26	11	83	96.6	100	89.5	91.5

Benchmark #5: Alumni Survey
Alumni will rate their preparation for ministry as effective (4.0+).

The Plan:

Consider administering a seminary alumni survey - 2025/26

The Results:

Number on Likert scale that students rated their preparation for ministry as effective (4.0+)	
2010 Alumni Survey (2005-09)	85.7% [21% pursued further study]
2018 Alumni Survey (2010-16)	96% Pastoral ministry: 4.5 87% Proclamation: 4.22 64% Administration: 3.68 83% Leadership: 4.17 57% Worship: 3.7

Benchmark #6: Alumni Survey
60% of alumni will report they are in a ministry-related position.

The Plan:

Consider administering a seminary alumni survey - 2025/26

The Results:

Percentage that reported they are in a ministry position	
2010 Alumni Survey (2005-09)	90%
2018 Alumni Survey (2010-16)	82.6%

Objective #6: Counselling

Graduates will have gained a better understanding of self and what it takes to counsel others.

Courses/Activities

- Spiritual Formation
- Biblical Counseling
- Dealing with Conflict
- Pastoral Ministry
- Journey Group
- Spiritual Covenant

Benchmark #1: Spiritual Transformation Inventory
A majority of students (in Spiritual Formation course) taking the STI will fall within the national norms.

The Plan: Next Spiritual Transformation Inventory: Fall 2025

Past Results:

Year	
2017/18	within norm in 5 of 5
2019/20	within norm in 5 of 5
2022/23	within norm in 5 of 5
2024/25	within norm in 5 of 5

Suggested Improvements:

(Suggest tracking more detailed results and create a measurement around those stats rather than comparing to national norms; perhaps something like 75% would be growing steadily or thriving)

2025/26 Results:

In September 2025, 27 students took the Spiritual Transformation Inventory (STI). Overall, most students were in the Growing Steadily range across the five areas, which is encouraging. It shows that many students are in a healthy process of spiritual growth. On the other hand, the two areas that may need more attention are Connecting to God and Connecting to God's Kingdom, since these had the highest number of students in the Struggling range. Here is the brief summary:

Area	Struggling	Growing Steadily	Thriving
Connecting to Self & Others	6	14	7
Connecting to God	9	14	4
Connecting to Spiritual Community	6	14	7
Connecting to Spiritual Practices	7	13	7
Connecting to God's Kingdom	11	9	7
SUMMARY	29%	47%	24%

Benchmark #2: Taylor-Johnson Temperament Analysis
100% of entering students will take the Taylor-Johnson Temperament Analysis

The Plan:

Past Results:

Year	
2021/22	100%
2022/23	100%
2023/24	100%
2024/25	100%
2025/26	100%

Suggested Improvements:

Benchmark #3: Juried Review of Grads
90% of all graduates will meet or exceed all degree outcomes

The Plan:

The Results:

	Percentage that met/exceeded all degree outcomes											
Year	# of Grads	MDIV	5-Year AVG	# of Grads	MCMIN	5-Year AVG	# of Grads	MBS	5-Year AVG	# of Grads	MCS	5-Year AVG
2021/22	3			3			0	N/A		0	N/A	
2022/23	1	100%		1	100%		1	100%		5	100%	
2023/24	3	100%		2	100%		1	100%		4	100%	
2024/25	6	83%	94%	1	100%	100%	0	N/A	100%	4	94%	98%
2025/26	6	97%	95%	0	N/A		1	100%	100%	4	100%	98%

Suggested Improvements:

Benchmark #4: Graduate Exit Survey
80% of ministry students will agree CBTS helped them gain skills in counseling

The Plan:

Suggested Improvements:

The Results:

Average Likert Scale # of Agreement that time at CBT helped them gain skills in counseling			
Year	# of Grads	Likert Scale	5 Year AVG
2021/22	6	4.8	
2022/23	9	4	
2023/24	11	4.6	4.28
2024/25	11	4	4.28
2025/26	11	3.8	4.24

Benchmark #6: Alumni Survey
80% of ministry students will agree CBTS helped them gain an understanding of myself and what it takes to counsel others

The Plan:

Consider administering a seminary alumni survey - 2025/26

The Results:

2010 Alumni Survey (2005-09)	80.5%
2018 Alumni Survey (2010-16)	91.3%; 4.35

Objective #7: Ministry Practice

Graduates will have integrated knowledge and experience through ministry practice.

Courses/Activities

- Capstone Ministry I
- Capstone Ministry II
- Electives:
  - Ministry Apprenticeship
  - Ministry Internship
- CBT Day
- Local Church Ministries

Benchmark #1:
Juried Review of Capstone Ministry Theological Reflection Paper
80% will meet or exceed Juried Review.

The Plan: 2023/24 Juried Review Feedback: The 2017 JR found this artifact was primarily summary and personal reflection. The prof revamped the assignment with a 7-step path to theological reflection. Student artifacts now lean more toward theology position papers. JR notes need for balance between two components.

The Results:

	Scripture	Doctrine	Outreach	Disciple-ship	Counselling	Ministry Skills	Ministry Practice	Christ-likeness	Quality of Writing	Sample Size
2021/22	100%	100%	100%	75%	50%	100%	100%	100%	100%	4
2023/24	100%	100%	100%	100%	100%	100%	100%	100%	75%	4

Suggested Improvements:

Benchmark #2: Capstone Ministry Coach/Mentor Evaluation rubric
85% of Capstone Ministry students will score an average of 4.0+ on coach/mentor evaluations in 2nd Semester

The Plan:

Suggested Improvements:

Note: Re-evaluate how this data is collected on mentor evaluations.

The Results:

		Average Likert Scale # of Coach/Mentor Evaluations for Capstone Ministry Students	
Year	**# of Grads**	**Coach/Mentor Evaluations**	**5 Year AVG**
2021/22	6	4.6	
2022/23	9	4.75	
2023/24	11	4.3	4.55
2024/25	11	4.75	4.6
2025/26	11	4.22	4.52

Benchmark #3: Capstone Ministry Participant Evaluation rubric
85% of Capstone Ministry students will score an average of 4.0+ on participant evaluations in 2nd Semester

The Plan:

Suggested Improvements:

Note: Re-evaluate how this data is collected on evaluation forms.

The Results:

		Average Likert Scale # of Participant Evaluations for Capstone Ministry Students	
Year	# of Grads	Participant Evaluations	5 Year AVG
2021/22	6	4.6	
2022/23	9	4.7	
2023/24	11	4.7	4.7
2024/25	11	4.75	4.7
2025/26	11	4.6	4. 7

Benchmark #4: Juried Review of Grads
90% of all graduates will meet or exceed all degree outcomes

The Plan:

The Results:

	Percentage that met/exceeded all degree outcomes											
Year	# of Grads	MDIV	5-Year AVG	# of Grads	MCMIN	5-Year AVG	# of Grads	MBS	5-Year AVG	# of Grads	MCS	5-Year AVG
2021/22	3			3			0	N/A		0	N/A	
2022/23	1	100%		1	100%		1	100%		5	100%	
2023/24	3	100%		2	100%		1	100%		4	100%	
2024/25	6	83%	94%	1	100%	100%	0	N/A	100%	4	94%	98%
2025/26	6	97%	95%	0	N/A		1	100%	100%	4	100%	98%

Suggested Improvements:

Benchmark #5: Church Involvement Survey
100% of students will be actively involved in church.

The Plan:

Suggested Improvements:

The Results:

Seminary Students Actively Involved in Church				
Year	# of Seminary Students Enrolled	% of Forms Completed	Percentage Involved	5 Year AVG
2021/22	31	82%	82%	
2022/23	48	79%	90%	
2023/24	51	71%	90%	87%
2024/25	51	71%	90%	88%
2025/26	53	92%	94%	89%

Benchmark #6: Graduate Exit Survey
Graduating ministry students will agree that Capstone Ministry was a valuable learning experience. (4.0+)

The Plan:

Suggested Improvements:

The Results:

Average Likert Scale # of Agreement that Capstone Ministry was a valuable learning experience			
Year	# of Grads	Likert Scale	5 Year AVG
2021/22	6	4.4	
2022/23	9	5	
2023/24	11	5	4.88
2024/25	11	4.6	4.8
2025/26	11	4.8	4.76

Benchmark #7: Alumni Survey
80% of ministry students will agree CBTS helped them gain an understanding of myself and what it takes to counsel others

The Plan:

Consider administering a seminary alumni survey - 2025/26

The Results:

2010 Alumni Survey (2005-09)	74.3%
2018 Alumni Survey (2010-16)	78.3%; 4.17

Objective #8: Christlikeness

Graduates will have grown in Christlikeness.

Courses/Activities

- Spiritual Formation
- Christian Ethics
- Journey Group
- Chapel
- Prayer Chapel
- Spiritual Formation Covenant
- Spiritual Emphasis Week
- Women in Ministry Retreat

Benchmark #1: Juried Review of Spiritual Formation Covenant
80% will meet or exceed Juried Review

The Plan:

2025 - this is a good tool but it is difficult to evaluate effectiveness; need more information and data collected to see if it is helping students grow in commitments; inconsistency in faculty completing footprint; create electronic versions in Populi and integrate footprint into initial review; mid-point review; and final review forms and add to Populi

Suggested Improvements

The Results:

	Christlikeness
2020/21	100%
2022/23	100%
2024/25	See above

Benchmark #2: Spiritual Formation Covenant
100% entering students will discuss Spiritual Formation Covenant with advisor at initial interview

The Plan:

Past Results:

Year	
2021/22	100%
2022/23	88%
2023/24	100%
2024/25	100%
2025/26	100%

Suggested Improvements

Benchmark #3: Taylor-Johnson Temperament Analysis
100% of entering students will take the Taylor-Johnson Temperament Analysis

The Plan:

Past Results:

Year	
2021/22	100%
2022/23	100%
2023/24	100%
2024/25	100%
2025/26	100%

Suggested Improvements:

Benchmark #4: Spiritual Transformation Inventory
A majority of students (in Spiritual Formation course) taking the STI will fall within the national norms.

The Plan: Next Spiritual Transformation Inventory: Fall 2025

Past Results:

Year	
2017/18	within norm in 5 of 5
2019/20	within norm in 5 of 5
2022/23	within norm in 5 of 5
2024/25	within norm in 5 of 5

Suggested Improvements:

(Suggest tracking more detailed results and create a measurement around those stats rather than comparing to national norms; perhaps something like 75% would be growing steadily or thriving)

2025/26 Results:

In September 2025, 27 students took the Spiritual Transformation Inventory (STI). Overall, most students were in the Growing Steadily range across the five areas, which is encouraging. It shows that many students are in a healthy process of spiritual growth. On the other hand, the two areas that may need more attention are Connecting to God and Connecting to God's Kingdom, since these had the highest number of students in the Struggling range. Here is the brief summary:

Area	Struggling	Growing Steadily	Thriving
Connecting to Self & Others	6	14	7
Connecting to God	9	14	4
Connecting to Spiritual Community	6	14	7
Connecting to Spiritual Practices	7	13	7
Connecting to God's Kingdom	11	9	7
SUMMARY	29%	47%	24%

Benchmark #5: Juried Review of Grads
90% of all graduates will meet or exceed all degree outcomes

The Plan:

The Results:

	Percentage that met/exceeded all degree outcomes											
Year	# of Grads	MDIV	5-Year AVG	# of Grads	MCMIN	5-Year AVG	# of Grads	MBS	5-Year AVG	# of Grads	MCS	5-Year AVG
2021/22	3			3			0	N/A		0	N/A	
2022/23	1	100%		1	100%		1	100%		5	100%	
2023/24	3	100%		2	100%		1	100%		4	100%	
2024/25	6	83%	94%	1	100%	100%	0	N/A	100%	4	94%	98%
2025/26	6	97%	95%	0	N/A		1	100%	100%	4	100%	98%

Suggested Improvements:

Benchmark #6: Church Involvement Survey
100% of students will be actively involved in church.

The Plan:

Suggested Improvements:

The Results:

Seminary Students Actively Involved in Church				
Year	**# of Seminary Students Enrolled**	**% of Forms Completed**	**Percentage Involved**	**5 Year AVG**
2021/22	31	82%	82%	
2022/23	48	79%	90%	
2023/24	51	71%	90%	87%
2024/25	51	71%	90%	88%
2025/26	53	92%	94%	89%

Benchmark #7: Journey Group Participation
50% will be in a journey group.

The Plan: Monitor participation; continue to promote among students

Suggested Improvements:

The Results:

Journey Group Participation					
Year	**Semester**	**Regular**	**Occasional**	**% of Student Body**	**% of on-campus degree students**
2021/22	Fall	10	2	32%	48%
	Spring	11	2	33%	48%
2022/23	Fall	13	4	38%	52%
	Spring	6	6	25%	38%
2023/24	Fall	11	4	29%	50%
	Winter	10	6	31%	50%
2024/25	Fall	10	8	33%	
	Winter	12	4	27%	
2025/26	Fall	7	4	20%	
	Winter	9	5	24%	

Benchmark #8: Capstone Ministry Coach/Mentor Evaluation rubric
85% of Capstone Ministry students will score an average of 4.0+ on coach/mentor evaluations in 2nd Semester

The Plan:

Suggested Improvements:

Note: Re-evaluate how this data is collected on mentor evaluations.

The Results:

		Average Likert Scale # of Coach/Mentor Evaluations for Capstone Ministry Students	
Year	# of Grads	Coach/Mentor Evaluations	5 Year AVG
2021/22	6	4.6	
2022/23	9	4.75	
2023/24	11	4.3	4.55
2024/25	11	4.75	4.6
2025/26	11	4.22	4.52

Benchmark #9: Capstone Ministry Participant Evaluation rubric
85% of Capstone Ministry students will score an average of 4.0+ on participant evaluations in 2nd

The Plan:

Suggested Improvements:

Note: Re-evaluate how this data is collected on evaluation forms.

The Results:

		Average Likert Scale # of Participant Evaluations for Capstone Ministry Students	
Year	# of Grads	Participant Evaluations	5 Year AVG
2021/22	6	4.6	
2022/23	9	4.7	
2023/24	11	4.7	4.7
2024/25	11	4.75	4.7
2025/26	11	4.6	4. 7

Benchmark #10: Graduate Exit Survey
Graduates will indicate that their time at CBTS helped them grow in their relationship to the Lord (4.5+).

The Plan:

Suggested Improvements:

The Results:

Average Likert Scale # of Agreement that time at CBT helped them grow in their relationship to the Lord			
Year	# of Grads	**Likert Scale**	5 Year AVG
2021/22	6	4.8	
2022/23	9	4.35	
2023/24	11	4.7	4.7
2024/25	11	4.65	4.7
2025/26	11	4.7	4.64

Benchmark #11: Alumni Survey
80% will agree CSBS helped them grow in Christian character

The Plan:

Consider administering a seminary alumni survey - 2025/26

The Results:

2010 Alumni Survey (2005-09)	82.9%
2018 Alumni Survey (2010-16)	95.7%: 4.65