



Assessment Plan

Program: Criminal Justice
Date: 8/1/2020

*Program Learning Outcomes (PLOs) listed below chart

Outcomes	Assessment	Date Administered	Criteria	Schedule for Review
#1 Equip students with knowledge and understanding of the history and operation of various components in the criminal justice system.	1. CJST 423- Law Enforcement Organization and Administration Exam #1 . 2. CJST 241, Introduction to Criminal Justice, Exam #3 3. CJST 241, Introduction to Criminal Justice Exam #4	1. Spring Semester 2. Fall Semester 3. Fall Semester	75% or higher average score on exams.75% or higher number of students with passing grade on practical exercises.	1. Annually in May 2. Biennial in December 3. Biennial in December
#2: Prepare students to think critically and develop an understanding of the various criminological theories.	1. CJST 241, Introduction to Criminal Justice, Exam #1 2. CJST 498, Criminal Justice Practicum, Organizational Analysis Paper 3.CJST 241, Introduction to Criminal Justice, Court observation assignment paper	1.Fall Semester 2.Spring Semester 3.Fall Semester	75% or higher average score on exams.75% or higher number of students with passing grade on practical exercises.	1. Biennial in December 2. Biennial in May 3. Biennial in December
#3 Equip students with the knowledge and skills to competently apply principles of criminal investigation.	1.CJST 422 Criminal Investigations, Crime Scene Practical Exercise	1. Fall Semester	75% or higher average score on exams.75% or higher number of students with passing grade on practical exercises.	1. Annually in December
#4 Prepare students to demonstrate an understanding of concepts and theories of police administration.	1. CJST 498, Criminal Justice Practicum, Organizational Analysis Paper	1. Fall Semester	75% or higher average score on exams.75% or higher number of students with passing grade on practical exercises.	1. Annually in December

#5 Develop within students the understanding and application of significant law enforcement values, ethics and behavior.	1. CJST 241, Introduction to Criminal Justice Exam#2	1. Fall Semester	75% or higher average score on exams.75% or higher number of students with passing grade on practical exercises.	1. Annually in December
#6 Equip students with knowledge and history of state and federal laws.	1. CJST 241, Introduction to Criminal Justice, Exam #2 2.CJST 241, Introduction to Criminal Justice, Exam #5	1. Fall Semester 2. Fall Semester	75% or higher average score on exams.75% or higher number of students with passing grade on practical exercises.	1 & 2 Biennial in December
#7 Prepare students to function competently and ethically within a criminal justice setting.	1.CJST 498, Criminal Justice Practicum, Practicum Site Evaluation	1. Spring or Fall Semester	75% or higher average score on exams.75% or higher number of students with passing grade on practical exercises.	1.Biennial May or December

Criminal Justice Program Learning Outcomes

Upon completion of the Criminal Justice program, students will be able to:

#1: Equip students with knowledge and understanding of the history and operation of various components in the criminal justice system.

- Objective 1: Understand the role and function of law enforcement agencies and officers
- Objective 2: Understand and articulate the many components of the United States courts system
- Objective 3: Understand and analyze the corrections system in the United States, to include local, state and federal agencies

#2: Prepare students to think critically and develop an understanding of the various criminological theories.

- Objective 1: Analyze and critique why people commit crimes
- Objective 2: Develop and understanding and process on how to treat citizens when they do commit crimes
- Objective 3: Use theoretical frameworks supported by empirical evidence to understand individual and societal development and behavior

#3: Equip students with the knowledge and skills to competently apply principles of criminal investigation.

- Objective 1: Students will effectively identify, collect and process evidence
- Objective 2: Students will learn and demonstrate effective interviewing techniques
- Objective 3: Students will learn and demonstrate effective techniques of interrogation

- Objective 4: Illustrate effective communication skills through report writing
- Objective 5: Analyze and apply techniques of crime scene reconstruction

#4: Prepare students to demonstrate an understanding of concepts and theories of police administration

- Objective 1: Understand and function within a standard unit of a criminal justice organization
- Objective 2: Understand and analyze the legal and political aspects of law enforcement administration

#5: Develop within students the understanding and application of significant law enforcement values, ethics and behavior

- Objective 1: Demonstrate discretion in working with the public
- Objective 2: Describe and utilize ethical principles in all areas of criminal justice
- Objective 3: Understand and demonstrate professional and appropriate behavior in regards to civil liability

#6: Equip students with knowledge and history of state and federal laws

- Objective 1: Understand and articulate issues of constitutional law
- Objective 2: Understand and articulate Supreme Court decisions governing the activities of law enforcement officers pertaining to arrest, search and seizure, and detention

#7: Prepare students to function competently and ethically within a criminal justice setting

- Objective 1: Demonstrate a practical knowledge through experience of a criminal justice agency of the student's choice
- Objective 2: Apply knowledge and skills within a practicum field setting
- Objective 3: Act in a manner consistent with Christian values and professional ethics



Assessment Plan

Program: Government

Date: 8/15/2020

*Program Learning Outcomes (PLOs) listed below chart

<i>Outcomes</i>	<i>Assessment</i>	<i>Date Administered</i>	<i>Criteria</i>	<i>Schedule for Review</i>
GOV 1				
GOV 2				
GOV 3	GOVT 370 writing assignment	Dec 8, 2018	final exam topical essays	Review 2019-2020 year data – June 2020
E3B (EU 20)	GOVT 170 writing assignment	Nov 1, 2018	Video essay response	Review 2019-2020 year data – June 2020

Government Program Learning Outcomes

Upon completion of the Government program, students will be able to:

1. **GOV1** - explain the structure, principles, and processes of the American federal government.
2. **GOV2** - demonstrate an understanding of the background, development, problems, and Constitutional aspects including church-state relations in the United States.
3. **GOV3** - demonstrate the ability to treat government as a discipline and a science utilizing research and writing methods utilized in government research and reports. Assignments cover public opinion, policy papers, political systems and analysis.
4. **E3B:** Identification of Approaches - Identifies ways others have addressed essential issues in human history. (EU 20)

Identification: Identify the manner in which the issue was addressed.

Historical response: the manner in which the issue was addressed at a given time and place



Assessment Plan

Program: Psychology
Academic Year 2019-2020

*Program Learning Outcomes (PLOs) listed below chart

Outcomes	Assessment	Date (s) Administered	Criteria	Schedule for Review
1. Students will have knowledge of the major theoretical approaches, subfields, and trends in psychology.	1a. ACAT (Area Concentration Achievement Test) for domains of Personality, Abnormal, Developmental, and Social Psychology	Fall	100% of students earn a score at 50%ile or above	May
	1b. Course Assignment: (PSYC 433) Personality Project	Fall	75% of students earn 80% or above	May
	1c. Course Exam: (PSYC 433) Cumulative Score of All Exams	Fall	75% of students earn 80% or above	May
2. Students will apply the scientific method and critical thinking in the study of human behavior and experiences.	2a. ACAT for domain of Experimental Psychology	Fall	100% of students earn a score at 50%ile or above	May
	2b. Course Assignment: (PSYC 345) Research Proposal	Fall	75% of students earn 80% or above	May
	2c. Course Assignment: (PSYC 223) Research Paper	Fall & Spring	75% of students earn 80% or above	May
3. Students will understand human behavior in light of culture, diversity, and human development.	3a. ACAT for domains of Abnormal, Development, and Social Psychology	Fall	100% of students earn a score at 50%ile or above	May
	3b. Course Assignment: (PSYC 237) Final Virtual Life Paper	Fall & Spring	75% of students earn 80% or above	May
	3c. Course Exam: (PSYC 223) Final Exam	Fall & Spring	75% of students earn 80% or above	May
	3d. Course Exam: (PSYC 371) Final Exam Case Study	Fall & Spring	75% of students earn 80% or above	May
4. Students will express themselves effectively in written and oral	4a. Course Assignment: (PSYC 433) Personality Project	Fall	75% of students earn 80% or above	May

communication for the discipline of psychology.	4b. Course Assignment: (PSYC 449) Research Paper	Spring	75% of students earn 80% or above	May
	4c. Course Assignment: (PSYC 380) Oral Presentation	Spring	75% of students earn 80% or above	May
5a. Students will gain self-awareness of their behavior, motives, values, and strengths.	5aa. Course Assignment: (PSYC 433) Personality Project	Fall	75% of students earn 80% or above	May
	5ab. Course Assignment: (PSYC 449) Autobiography (Spiritual)	Spring	75% of students earn 80% or above	May
	5ac. Course Assignment: (PSYC 223) Compassion Day Project	Fall & Spring	75% of students earn 80% or above	May
5b. Students will exhibit self-regulation and professionalism.	5ba. Course Assignment: (PSYC 380) Final Research Paper	Spring	75% of students earn 80% or above	May
	5bb. Course Assignment: (PSYC 380) Research Presentation	Spring	75% of students earn 80% or above	May
	5bc. Course Assignment: (PSYC 449) Autobiography (Psychological)	Spring	75% of students earn 80% or above	May
	5bd. Course Evaluation: (PSYC 497/498) Internship/Practicum Evaluation by Supervisor over Professionalism	Fall & Spring	75% of students earn 80% or above	May
6. Students will demonstrate the integration of their Christian faith with their knowledge of psychology.	6a. Course Assignment: (PSYC 449) Integration Paper	Spring	75% of students earn 80% or above	May
	6b. Course Assignment: (PSYC 449) Research Project	Spring	75% of students earn 80% or above	May
	6c. Course Exam: (PSYC 449) Final Exam	Spring	75% of students earn 80% or above	May
7. Students will prepare for vocational training or graduate work in such fields as counseling, school counseling, clinical psychology, social work, criminal justice, pastoral counseling, and marriage and family counseling.	7a. Course Assignment: (PSYC 433) Career Assignment	Fall	75% of students earn 80% or above	May
	7b. Course Assignment: (PSYC 380) Research Paper	Spring	75% of students earn 80% or above	May

Psychology Program Learning Outcomes

Upon completion of the Psychology Program, students will:

1. Have knowledge of the major theoretical approaches, subfields, and trends in psychology.
2. Apply the scientific method and critical thinking in the study of human behavior and experiences.
3. Understand human behavior in light of culture, diversity, and human development.
4. Express themselves effectively in written and oral communication for the discipline of psychology.
- 5a. Gain self-awareness of their behavior, motives, values, and strengths.
- 5b. Exhibit self-regulation and professionalism.
6. Demonstrate the integration of their Christian faith with their knowledge of psychology.
7. Prepare for vocational training or graduate work in such fields as counseling, school counseling, clinical psychology, social work, criminal justice, pastoral counseling, and marriage and family counseling.



Assessment Plan

Program: Social Science Education

Date: 8/15/2020

*Program Learning Outcomes (PLOs) listed below chart

<i>Outcomes</i>	<i>Assessment</i>	<i>Date Administered</i>	<i>Criteria</i>	<i>Schedule for Review</i>
GOV 1				
GOV 3	GOVT 370 writing assignment			Review 2019-2020 year data – June 2020
HIST 1	HIST 1 writing assignment	Mar 22, 2019	3-page research paper assessing FDR-era topics	Review 2019-2020 year data – June 2020
SSCI 1				
SSCI 2				
SSCI 3				
SSCI 4	SSCI 213 Exam 4		Exam topical essay question	Review 2019-2020 year data – June 2020
SSCI 5				

Social Science Education Program Learning Outcomes

Upon completion of the Government program, students will be able to:

- **GOV1** - Students will be able to explain the structure, principles, and processes of the American federal government.
- **GOV3** - Students will demonstrate the ability to treat government as a discipline and a science utilizing research and writing methods utilized in government research and reports. Assignments cover public opinion, policy papers, political systems and analysis.
- **HIST1** - define essential issues in human history, identify ways others have addressed those issues, and explore the applicability of those approaches to other intellectual, political, social, and spiritual contexts.
- **SSCI1** - Use the Social Sciences to explain a systematic and comprehensive study of human beings.

- **SSCI2** - Explain, with appreciation, the multicultural heritage of humanity, including the essential issues found throughout human history.
- **SSCI3** - Integrate the approaches and methodologies of social science within a Christian worldview.
- **SSCI4** - Demonstrate analytical reading skills and engage various primary and secondary source materials.
- **SSCI5** - Explain humanity's historic cultures, values, social relations, and political organizations.



Assessment Plan

Program: Social Science

Date: 8/15/2020

*Program Learning Outcomes (PLOs) listed below chart

<i>Outcomes</i>	<i>Assessment</i>	<i>Date Administered</i>	<i>Criteria</i>	<i>Schedule for Review</i>
GOVT 1				
HIST 1	HIST 112 writing assignment	Mar 22, 2019	3-page research paper assessing FDR-era topics	Review 2019-2020 year data – June 2020
SSCI 1				
SSCI 2				
SSCI 3				
SSCI 4	SSCI 213 Exam 4			Review 2019-2020 year data – June 2020
SSCI 5				

Social Science Program Learning Outcomes

Upon completion of the Government program, students will be able to:

- **GOV1** - Students will be able to explain the structure, principles, and processes of the American federal government.
- **HIST1** - define essential issues in human history, identify ways others have addressed those issues, and explore the applicability of those approaches to other intellectual, political, social, and spiritual contexts.
- **SSCI1** - Use the Social Sciences to explain a systematic and comprehensive study of human beings.
- **SSCI2** - Explain, with appreciation, the multicultural heritage of humanity, including the essential issues found throughout human history.
- **SSCI3** - Integrate the approaches and methodologies of social science within a Christian worldview.

- **SSCI4** - Demonstrate analytical reading skills and engage various primary and secondary source materials.
- **SSCI5** - Explain humanity's historic cultures, values, social relations, and political organizations.



Assessment Plan

Program: Social Work

Date: August 15, 2020 for AY 2020-2021

*Program Learning Outcomes (PLOs) listed below chart

<i>Learning Outcomes</i>	<i>Assessment Tools</i>	<i>Date Administered</i>	<i>Criteria</i>	<i>Schedule for Review</i>
1 Demonstrate Ethical & Professional Behavior	Tool 1 450-hour Practicum – Learning Contract	April 2021	Practicum Measure – 80% of students score 5 out of 7 points on Learning Contract r/t displaying 5 specific practice behaviors.	May 2021
	Tool 2 Course Assignment	Fall 2020	Course Assignment – SWK 480 Research NIH Ethical Research Certification assignment, 80% of students will score 24 out of 30 points.	May 2021
2 Engage diversity & difference in social work practice	Tool 1 450-hour Practicum – Learning Contract	April 2021	Practicum Measure – 80% of students score 5 out of 7 points on Learning Contract r/t 3 specific practice behaviors.	May 2021
	Tool 2 Course Assignment	Spring 2021	Course Assignment - Score 40 out of 50 on Reflection on Personal Bias assignment.	May 2021
3 Advance Human Relations, Social & Economic Justice	Tool 1 450-hour Practicum – Learning Contract	April 2021	Practicum Measure – 80% of students will score 5 out of 7 points on Learning Contract r/t 2 specific practice behaviors.	May 2021

	Tool 2 Course Assignment	Spring 2021	Course Assignment – SWK 355 Social Policy II 80% of students will score a minimum of 80 out of 100 pts on the Policy Brief assignment.	May 2021
4 Engage in Practice – Informed Research & Research Informed Practice	Tool 1 450-hour Practicum – Learning Contract	April 2021	Practicum Measure – 80% of students score 5 out of 7 points on contract r/t 3 specific practice behaviors.	May 2021
	Tool 2 Course Assignment	Spring 2021	Course Assignment – SWK 496 Guided Research, poster presentation. 80% of students will score a minimum of 40 out of 50 points.	May 2021
5 Engage in Policy Practice	Tool 1 450-hour Practicum – Learning Contract	April 2021	Practicum Measure – 80% of students score 5 out of 7 points on contract r/t 3 specific practice behaviors.	May 2021
	Tool 2 Course Assignment	Fall 2020	Course Assignment – SWK 499 Integrative Seminar, Policy Analysis presentation , 80% of students will score 40 out of 50 points.	May 2021
6 Engage with Individuals, families, groups, organizations, communities	Tool 1 450-hour Practicum – Learning Contract	April 2021	Practicum Measure – 80% of students score 5 out of 7 points on contract r/t 2 specific practice behaviors.	May 2021
	Tool 2 Course Assignment	Fall 2020	Course Assignment – SWK 471 Practice II, question 2 on family case study exam, 80% of students will score of minimum of 6 out of 7 points.	May 2021
7 Assess Individuals, families, groups, organizations, communities	Tool 1 450-hour Practicum – Learning Contract	April 2021	Practicum Measure – 80% of students score 5 out of 7 points on contract r/t 4 specific practice behaviors.	May 2021
	Tool 2 Course Assignment	Fall 2020	Course Assignment – SWK 471, Family case study exam questions 3, 4, 6, 7 - 80 % of students will score 104 out of 129.	May 2021

8 Intervene with Individuals, families, groups, organizations, communities	Tool 1 450-hour Practicum – Learning Contract	April 2021	Practicum Measure – 80% of students score 5 out of 7 points on contract r/t 3 specific practice behaviors.	May 2021
	Tool 2 Course Assignment	Fall 2020	Course Assignment – SWK 471, Family case study exam, questions 5, 8, 9, 11 - 80% of students will score 28 out of 36 points.	May 2021
9 Evaluate practice with Individuals, families, groups, organizations, communities	Tool 1 450-hour Practicum – Learning Contract	April 2021	Practicum Measure – 80% of students score 5 out of 7 points on contract r/t 4 specific practice behaviors.	May 2021
	Tool 2 Course Assignment	Fall 2020	Course Assignment – SWK 471, Family case study exam, questions 5, 8, 9, 11.	May 2021
10 Integrate a Judeo – Christian Perspective into Generalist SWK practice	Tool 1 450-hour Practicum – Learning Contract	April 2021	Practicum Measure – 80% of students score 5 out of 7 points on contract r/t 5 specific practice behaviors.	May 2021
	Tool 2 Course Assignment	Fall 2020	Course Assignment – SWK 499 Integrative Seminar, Personal Bias in swk practice, 80% of students will score minimum of 40/50.	May 2021

Social Work Program Learning Outcomes

Upon completion of the Social Work major, students will:

1. Demonstrate Ethical & Professional Behavior
2. Engage diversity & difference in social work practice
3. Advance Human Relations, Social & Economic Justice
4. Engage in Practice – Informed Research & Research Informed Practice
5. Engage in Policy Practice
6. Engage with individuals, families, groups, organizations, communities
7. Assess individuals, families, groups, organizations, communities
8. Intervene with individuals, families, groups, organizations, communities
9. Evaluate practice with individuals, families, groups, organizations, communities
10. Integrate a Judeo – Christian Perspective into Generalist SWK practice



Assessment Plan

Program: Counseling

(SC – School; CMHC – Clinical Mental Health Counseling)

Date: Academic Year 2020-2021

*Program Learning Outcomes (PLOs) listed below chart

Outcomes	Assessment	Date Administered	Criteria	Schedule for Review
Christian Integration	Summative Apology Paper	May 2021 July 2021	80% of students will earn 80% score or higher	August 2021
Professional Identity and Ethics	CPCE – National Standardized Exam	March 2021	≥ .5 standard deviation of national exit exam mean	August 2021
Counseling Theory	Theories Summative Exam Score: Theory Application Presentation:	December 2020	80% of students will earn 80% score or higher	August 2021
Helping Relationships	CPCE- National Standardized Exam	March 2021	≥ .5 standard deviation of national exit exam mean	August 2021
Social and Cultural Diversity	CPCE- National Standardized Exam	March 2021	≥ .5 standard deviation of national exit exam mean	August 2021
Human Growth and Development	CPCE- National Standardized Exam	March 2021	≥ .5 standard deviation of national exit exam mean	August 2021
Career Counseling	CPCE- National Standardized Exam	March 2021	≥ .5 standard deviation of national exit exam mean	August 2021
Group Counseling	CPCE- National Standardized Exam	March 2021	≥ .5 standard deviation of national exit exam mean	August 2021
Assessment	CPCE- National Standardized Exam	March 2021	≥ .5 standard deviation of national exit exam mean	August 2021
Research and Program Evaluation	CPCE- National Standardized Exam	March 2021	≥ .5 standard deviation of national exit exam mean	August 2021

Psychodiagnostics	Summative Exam Scores and Applied Cases	May 2021	80% of students will earn 80% score or higher	August 2021
Evidenced Based Treatment (CMHC)	Summative Case Study	May 2021	80% of students will earn 80% score or higher	August 2021
Crisis Intervention (CMHC)	Aggregate Course Exam	Summer 2021	80% of students will earn 80% score or higher	August 2021
Comprehensive Developmental School Counseling (SC)	Internal Improvement Review (IIR) Assignment	May 2021	80% of students will earn 80% score or higher	August 2021
Evidence Based School Counseling (SC)	Action Research Project	December 2020	80% of students will earn 80% score or higher	August 2021

Master of Science in Counseling Program Learning Outcomes

Upon completion of the (Name of Program), students will be able to:

1. *Christian Integration:* Demonstrate the knowledge and skills necessary to integrate Christian principles as the foundation for reflective, caring, and ethical counseling practice.
2. *Professional Identity and Ethics:* Demonstrate an understanding of professional counseling through knowledge and practice of ethical, legal, and responsible counseling services.
3. *Counseling Theory:* Demonstrate knowledge and application of major counseling theories and to individual and group counseling services.
4. *Helping Relationships:* Demonstrate knowledge and application of effective counseling techniques in order to assist individuals and groups achieve treatment goals.
5. *Social and Cultural Diversity:* Demonstrate an awareness of social and cultural influences on the human experience and the skills needed for culturally sensitive interventions and policies.
6. *Human Growth and Development:* Demonstrate knowledge of basic human development and its impact on the human experience and counseling process.
7. *Career Counseling:* Demonstrate knowledge of career development theories and career assessment skills for the purpose of counseling individuals and groups.
8. *Group Counseling:* Demonstrate knowledge of group theory and process through didactic and experiential learning as well as the application of group counseling skills.
9. *Assessment:* Demonstrate knowledge and skills of basic assessment techniques for individuals and group appraisal.
10. *Research and Program Evaluation:* Demonstrate the ability to read, critique, and evaluate professional research to inform appropriate counseling practice.

11. *Psychodiagnostics*: Demonstrate a working knowledge of psychopathology and the skills required to ethically formulate a psychodiagnosis and appropriate counseling interventions.

Clinical Mental Health Counseling Specialty Track Objectives

1. *Evidence Based Interventions and Treatment Planning*: Gain knowledge in evidence based clinical interventions and skills to formulate and apply treatment plans.
2. *Crisis Intervention*: Gain working knowledge of how crisis and trauma impacts mental health functioning and skills needed to provide ethical trauma informed care.

School Counseling Specialty Track Objectives

1. *Comprehensive Developmental School Counseling Program*: Develop sufficient knowledge and skills associated with working in professional school counseling (K-12) settings and demonstrate practical knowledge in the areas of curriculum, individual planning, responsive services (i.e. crisis intervention), and systems support.
2. *Evidence Based School Counseling Services*: Gain significant knowledge in directing school counseling services to close gaps in achievement, opportunity, and aspiration so all students meet school success.