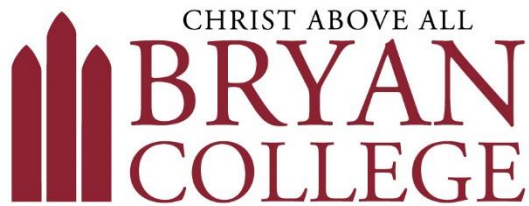


Student Outcomes Manual



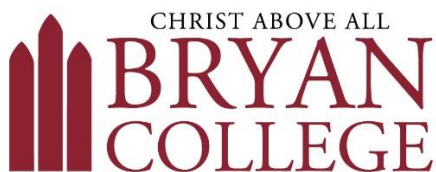
2019-2020

This document provides up-to-date assessment information to the stakeholders of Bryan College regarding the extent to which the college's educational goals and student learning outcomes have been met.

Office of Institutional Effectiveness

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Educational Goals
Student Learning Outcomes

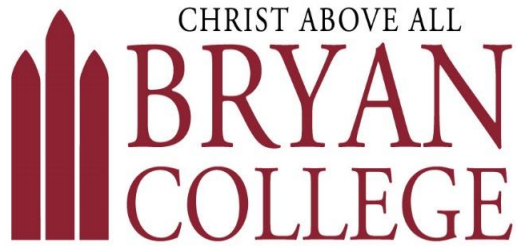
Academic Year: 2019-2020

College Mission:

The mission of Bryan College is to educate students to become servants of Christ to make a difference in today's world. The College seeks to assist in the personal growth and development of qualified students by providing an education based upon an integrated understanding of the Bible and the liberal arts.

Educational Goals	Assessment Procedures & Instruments
<p>1. Students will <i>develop a knowledge of the Bible and the liberal arts and an ability to harmonize that knowledge through an understanding of their relationships.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Student Satisfaction Inventory • ETS Proficiency Profile • Senior Oral Examinations, Presentations, and/or Recitals • Alumni Surveys <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Student/Peer Course Evaluations • General Education Learning Outcomes Survey • Student Satisfaction Survey • Major Surveys
<p>2. Students will <i>develop competency in one or more subjects as a foundation for graduate study or vocations related to the disciplines of Christian Studies, Humanities, Natural Science, and Social Science.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • ETS Proficiency Profile • Praxis II, ETS Major Field Tests, ACAT History Exam • Senior Oral Examinations & Performance Platforms • Field Experience & Internship Evaluations <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Student/Peer Course Evaluations • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory
<p>3. Students will <i>demonstrate academic excellence by thinking critically, working independently and cooperatively, communicating clearly, and expressing themselves creatively.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • ETS Proficiency Profile • Praxis II, ETS Major Field Tests, ACAT History Exam • Senior Oral Examinations & Performance Platforms • Field Experience & Internship Evaluations <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Student/Peer Course Evaluations • Student Surveys • Educational Goals Survey

Educational Goals	Assessment Procedures & Instruments
	<ul style="list-style-type: none"> • General Education Learning Outcomes Survey • Student Satisfaction Inventory
<p>4. Students will develop wholesome attitudes, healthful habits, responsible citizenship, constructive interests and skills, and the recognition that education is a continuing process.</p>	<p><u>Student Assessment Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • Student Satisfaction Inventory • ETS Proficiency Profile <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Spiritual Formation Survey • Educational Goals Survey • General Education Learning Outcomes Survey • Evaluations of Chapels • Conference Evaluations • Leadership Training Evaluations
<p>5. Students, faculty, and staff will serve the local community and the Bryan constituency with academic and creative experiences and consultative services in ways consistent with the educational philosophy, purpose, and resources of the College.</p>	<p><u>Student Assessment Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • Field Experience & Internship Evaluations <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory • PCI Evaluations • Spiritual Formation Survey
<p>6. Students will mature spiritually by engaging in opportunities for Christian leadership, ministry, service, worship, and discipleship.</p>	<p><u>Student Assessment Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • Student Satisfaction Inventory • Field Experience and Internship Evaluations <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • MLK Service Evaluations • Student Surveys • Educational Goals Survey • General Education Learning Outcomes Survey • Evaluations of Chapels • PCI Evaluations • CLF Evaluations • Spiritual Life Conference Evaluations
<p>7. Students will enhance their undergraduate and graduate education by participation in research projects and colloquia conducted by Bryan's faculty, academic departments, and affiliate and ancillary organizations.</p>	<p><u>Student Assessment Criteria</u></p> <ul style="list-style-type: none"> • Research Projects, Written/Oral Reports, Presentations, Recitals <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory



**GENERAL EDUCATION
LEARNING OUTCOMES**

Academic Year: 2019-2020

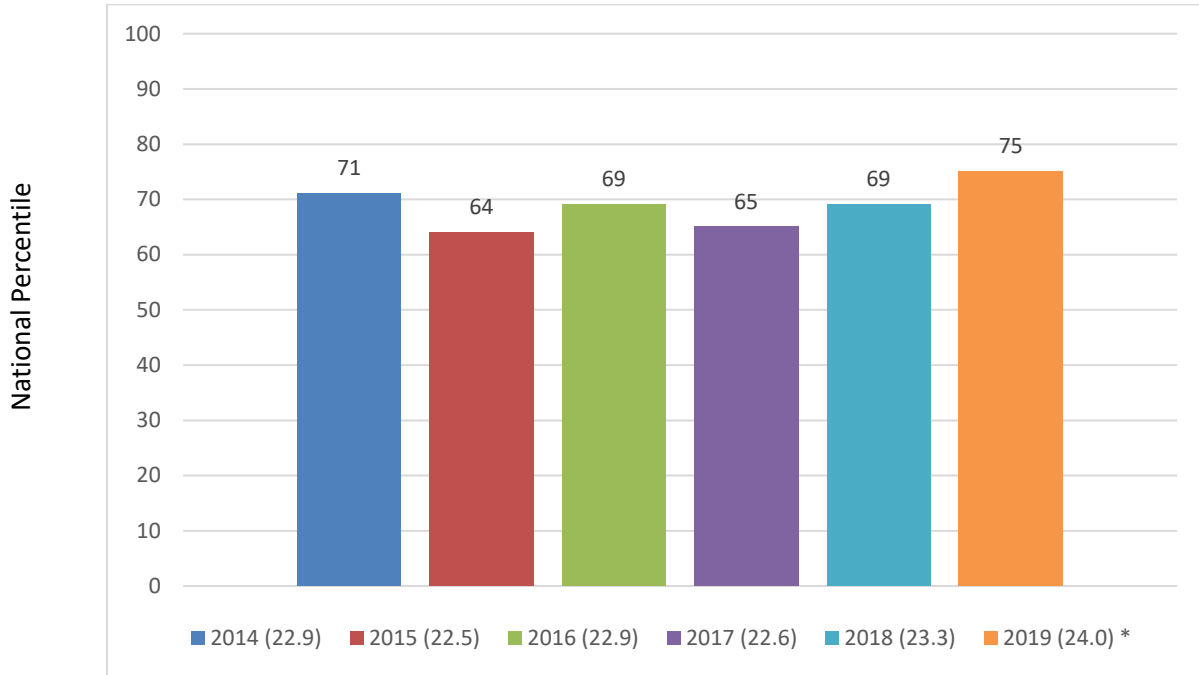
College Mission:

The mission of Bryan College is to educate students to become servants of Christ to make a difference in today's world. The College seeks to assist in the personal growth and development of qualified students by providing an education based upon an integrated understanding of the Bible and the liberal arts.

Learning Outcomes	Assessment Procedures & Instruments
<p>1. Students will make a difference in today's world by <i>strengthening their educational foundation.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • ETS Major Field Tests, ACAT History Exam • Alumni Surveys • ETS Proficiency Profile <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Developmental Coursework Evaluation • Freshman English Course Evaluation • General Education Math Course Evaluation • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory
<p>2. Students will make a difference in today's world by <i>developing a Christian Worldview.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • Spiritual Formation Survey <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Christian Worldview Course Evaluation • Biblical Foundations Course Evaluation • Pentateuch Course Evaluation • New Testament Literature Course Evaluation • Christian Life Formation Course Evaluation • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory • Curriculum Mapping • Practical Christian Involvement (PCI) Survey • PCI Evaluation

Learning Outcomes	Assessment Procedures & Instruments
<p>3. Students will make a difference in today's world by <i>engaging the culture.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • ETS Proficiency Profile <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • General Education Psychology Course Evaluation • Introduction to Communications Course Evaluation • Foreign Language Course Evaluation • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory
<p>4. Students will make a difference in today's world by <i>exploring the arts.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • ETS Proficiency Profile <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Introduction to Literature Course Evaluation • Introduction to Fine Arts Course Evaluation • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory
<p>5. Students will make a difference in today's world by <i>understanding the natural world.</i></p>	<p><u>Student Achievement Criteria</u></p> <ul style="list-style-type: none"> • Alumni Surveys • ETS Proficiency Profile Lab Sciences Course Evaluation <p><u>Other Assessments</u></p> <ul style="list-style-type: none"> • Non-lab Sciences Course Evaluation • Concepts of Physical Fitness Course Evaluation • Exercise and Health Activities Course Evaluation • Educational Goals Survey • General Education Learning Outcomes Survey • Student Satisfaction Inventory

BRYAN FRESHMAN MEAN ACT SCORES



- **2019 National Average:** **20.7 (58th percentile)**
- **2019 Tennessee Average:** **19.4 (46th percentile)**
- **Four-Year National Average:** **20.8**
- **Four-Year Bryan Average:** **23.2**
- **Six-Year Bryan Average:** **23.0**

* Averages include a limited number of students that did not take the ACT; CLT or SAT scores were converted to an ACT score for these students.

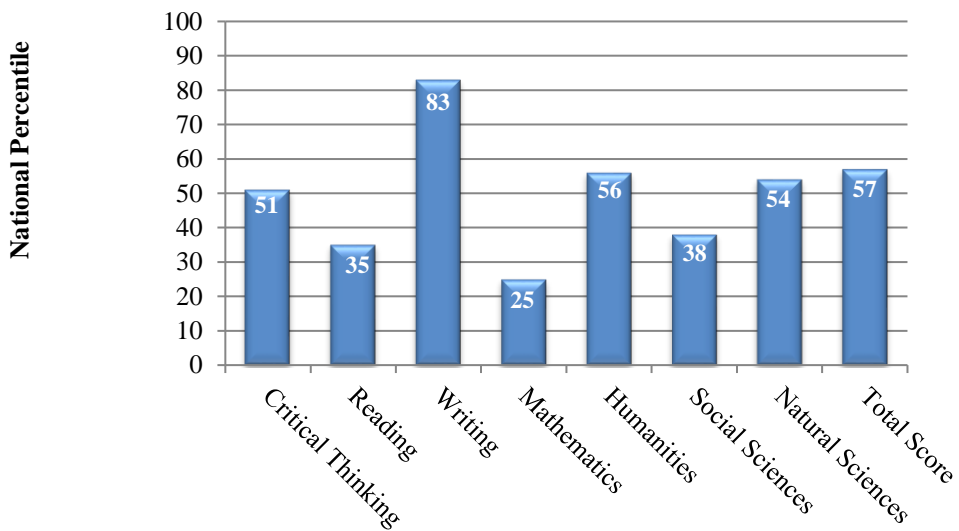
ETS Proficiency Profile

The charts below indicate how Bryan College students performed nationally on the *Proficiency Profile*. These percentiles represent the percentage of students in colleges/universities with a master's program that scored at or below the raw scores received by students at Bryan College.

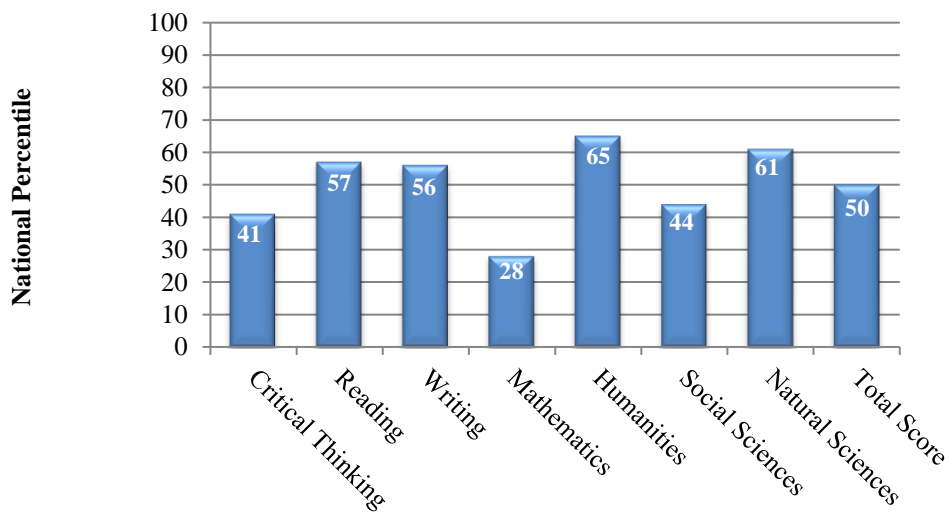
GENERAL EDUCATION LEARNING OUTCOMES

NATIONAL PERCENTILES (Senior & Freshman)

Senior (SP-20) Percentiles



Freshman (FA-19) Percentiles



ETS Proficiency Profile

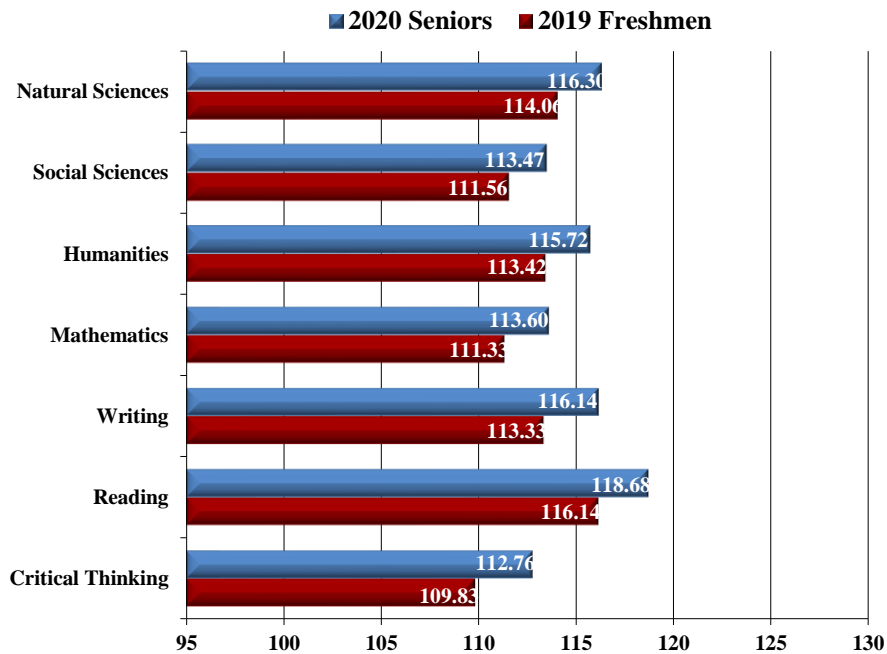
The charts below indicate how Bryan College students performed nationally on the *Proficiency Profile*. These scores represent the performance of Bryan freshmen and senior students in colleges/universities with a master's program: categories possible range from 100-130.

GENERAL EDUCATION LEARNING OUTCOMES

NATIONAL PERCENTILES (New Students & Seniors)

Mean score for Seniors = 448.64 (57%ile nationally)

Mean score for New Students = 437 (50%ile nationally)

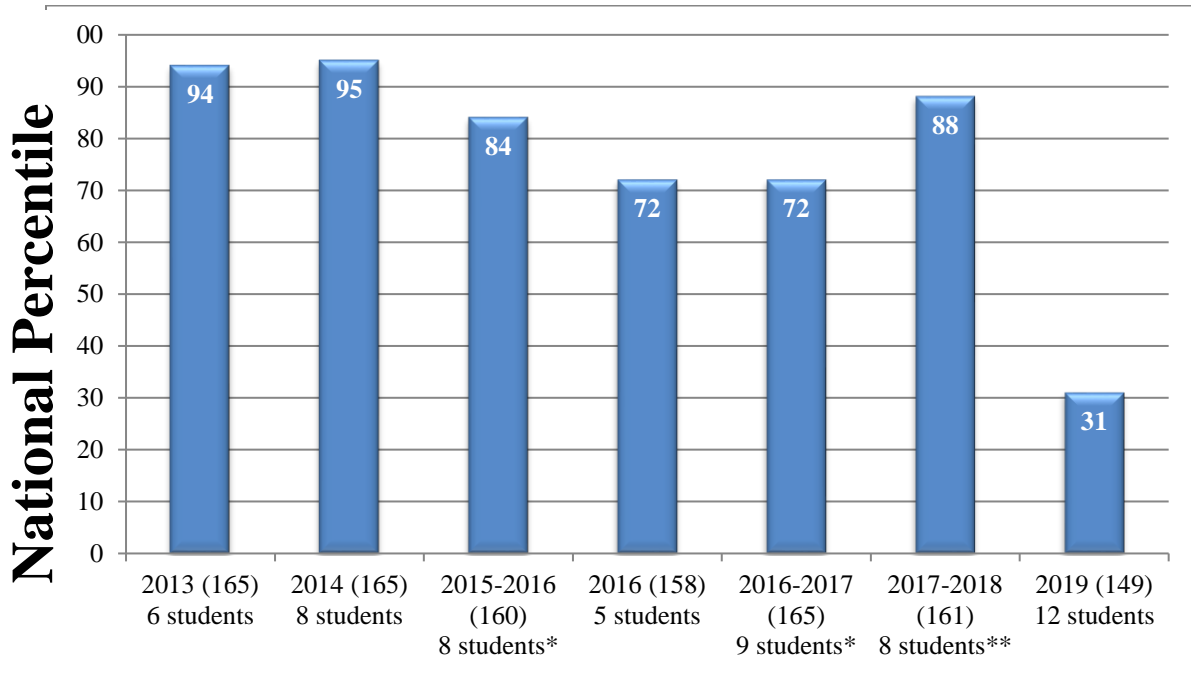


	Value Added to 2020 Seniors compared to Freshmen 2016 scores
Total Score	5.38
Critical Thinking	2.56
Reading	-0.15
Writing	1.45
Mathematics	1.49
Humanities	1.12
Social Sciences	0.94
Natural Sciences	1.44

ETS MAJOR FIELD TEST BIOLOGY

2013 – 2019 ~

TOTAL STUDENTS, 42 seniors



~ Due to COVID-19 testing did not occur in the spring of 2020

*2015 is combined with 2016: 3 students took the exam in 2015

**2017 is combined with 2016: 4 students took the exam in 2017

***2018 is combined with 2017: 4 students took the exam in 2018

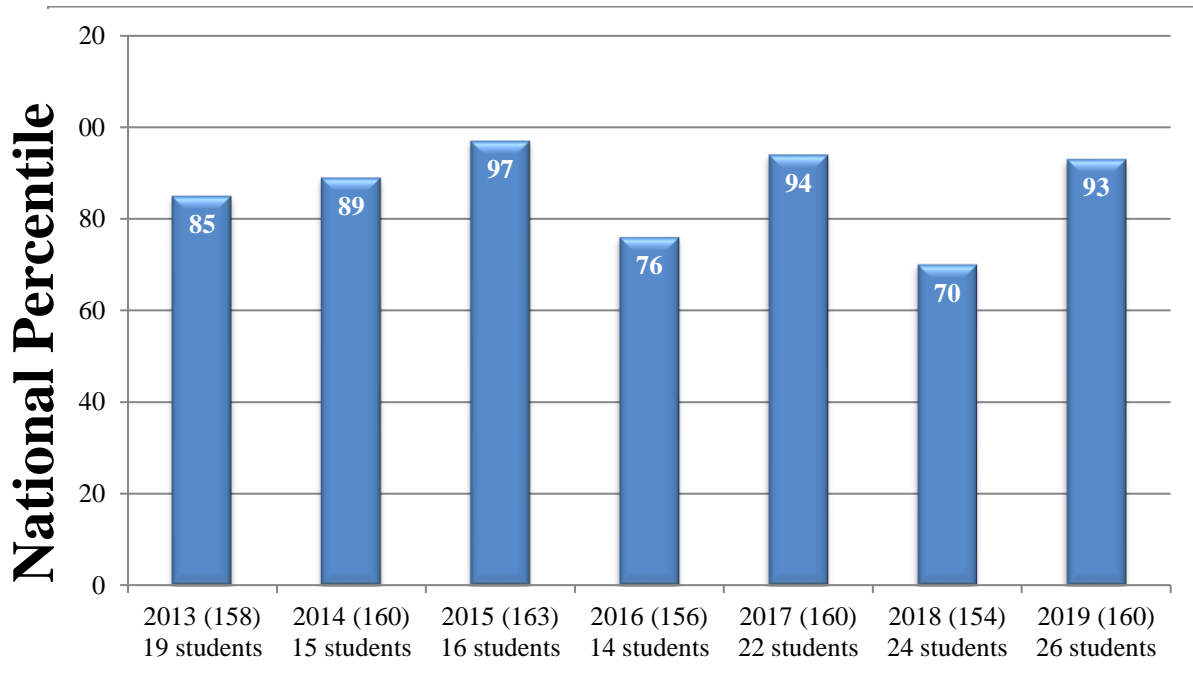
Mean scores are shown in parentheses; the range of scores is 120-200.

Seven-Year Bryan Average: 160.4

ETS MAJOR FIELD TEST BUSINESS

2013 – 2019 ~

TOTAL STUDENTS: 136 seniors



~ Due to COVID-19 testing did not occur in the spring of 2020

Mean scores are shown in parentheses; the possible range of scores is 120-200.

Seven-Year Bryan Average: 158.7

DISCIPLINE CONTENT ACAT EXAM HISTORY 2014 – 2020

TOTAL STUDENTS: 24 tested seniors

Year	Individual Test Scores	Average Scores	National Percentile
2014	*not available, 5 students*	568	75
2015	711	600	84
	664		
	574		
	548		
	504		
2016	654	572	76
	562		
	499		
2017	571	518	57
	536		
	497		
	469		
2018	502	449	25*
	394		
2019	604	547	65*
	490		
2020 **	607	575	77
	579		
	558		
	556		

*ACAT does not provide group scores for samples of fewer than 3 students.

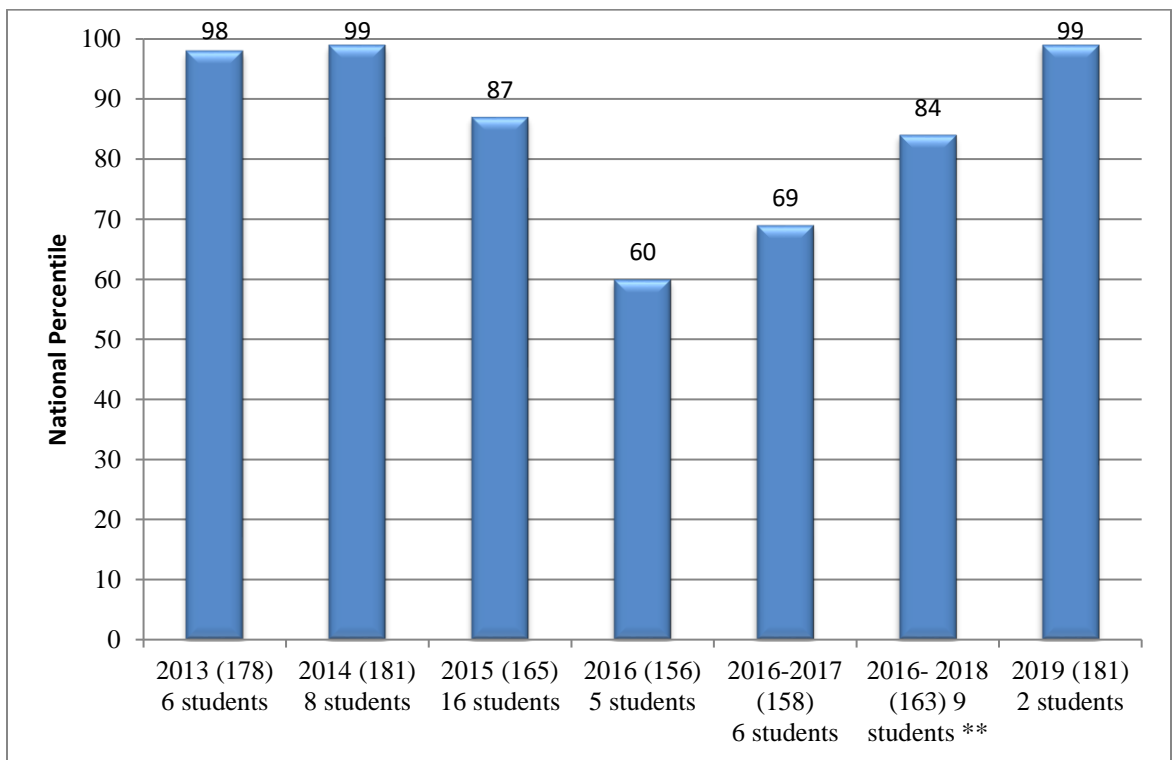
** Starting in 2020 Bryan College will not report Education majors in subject tests.

The range of scores is 200-800 for *ACAT* exams.

Seven-Year Bryan Average: 547

ETS MAJOR FIELD TEST LITERATURE IN ENGLISH 2013- 2019 ~

TOTAL STUDENTS: 41 seniors



~ Due to COVID-19 testing did not occur in the spring of 2020

*2018 (3 students) is combined with 2017 (1 student) and 2016 (5 students)

**2017 (1 student) is combined with 2016 (5 students)

Mean scores are shown in parentheses; the range of scores is 120-200.

Seven-Year Bryan Average: 168.9

ETS MAJOR FIELD EXAM MATHEMATICS

2014 - 2020

TOTAL STUDENTS: 12

Year	Individual Test Scores	Average Scores	National Percentile
2014	154	159	66 th
	164		
2015	151	152.5	38 th
	154		
2016	*No students were tested.	*****	****
2017	142	142	6 th
2018	*No students were tested.	*****	****
2019	132	145	7 th
	138		
	138		
	171		
2020 **	162	166.5	88 th
	171		

2014-2020 Bryan Average: 152.91

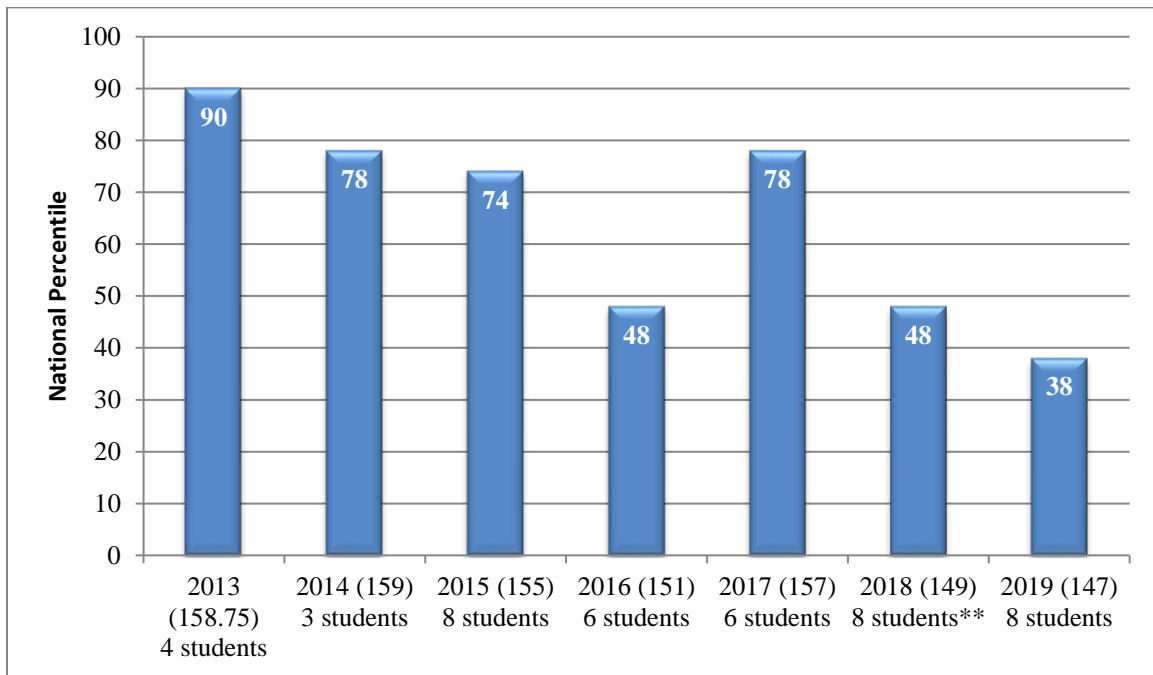
** Starting in 2020 Bryan College will not report Education majors in subject tests.

National percentiles calculated for years 2017-2019 based on Comparative Data provided by ETS.

ETS MAJOR FIELD EXAM MUSIC

2013 – 2019*

TOTAL STUDENTS: 37 students



* Starting in the fall of 2019 the music department transitioned from the ETS MFT to student portfolio evaluation, which is found in the next section.

**2018 (2 students) combined with 2017 (6 students)

Mean scores are shown in parentheses; the range of possible scores is 120-200.

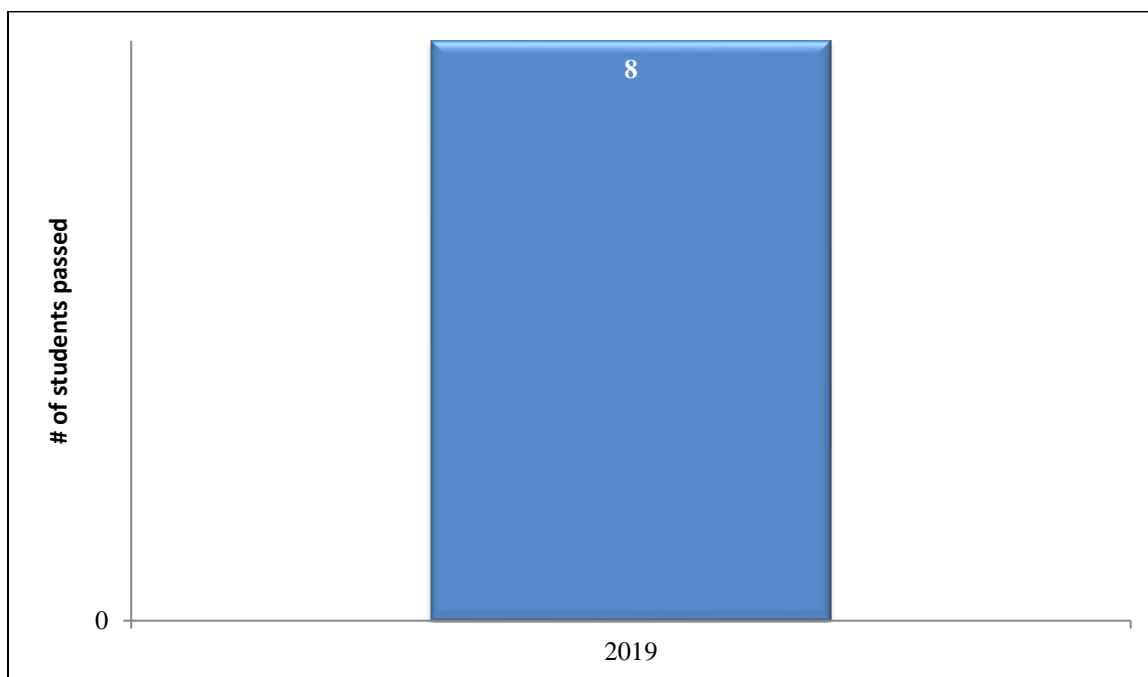
Seven-Year Bryan Average: 155

***Note: Scores included in this data represent students participating in the following music major options: Music Performance, Piano Pedagogy, Music Education, and Church Music/Music Ministry.**

PORTFOLIO EVALUATION MUSIC

2020*

TOTAL STUDENTS: 8 students



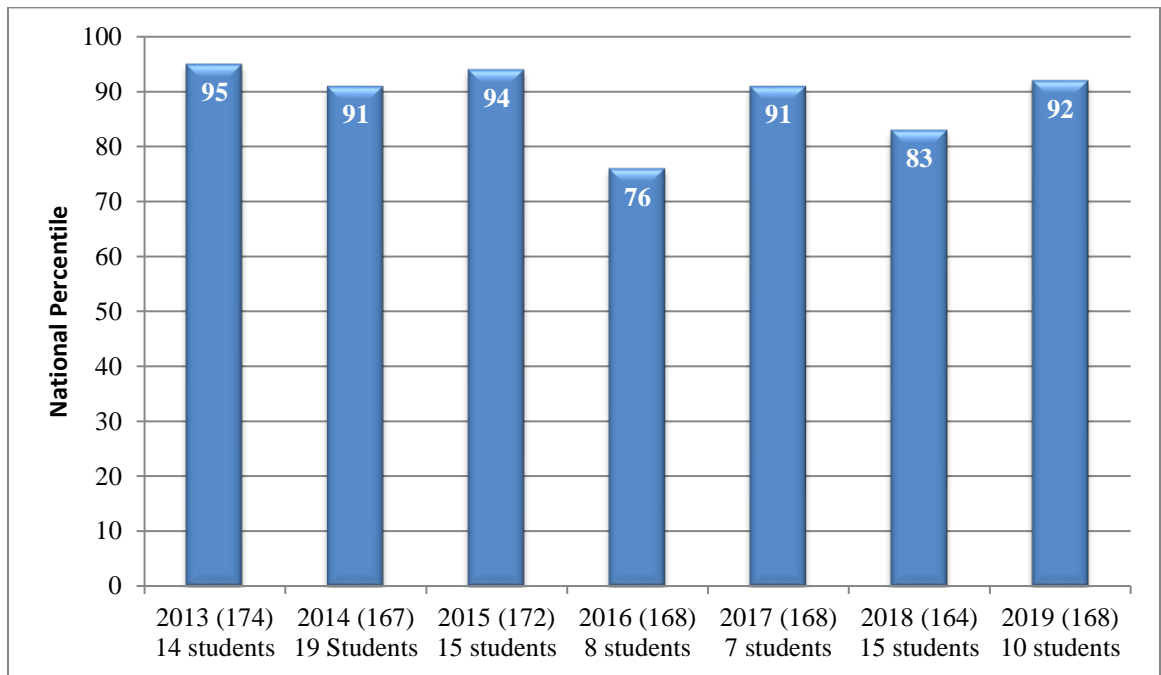
* Starting in the fall of 2019 the music department transitioned from the ETS MFT to student portfolio evaluation. The music department no longer requires the ETS MFT exam for the various majors connected to music because the results were skewed since only half of the degree programs require all the courses represented in ETS MFT. Bryan transitioned to a portfolio that students submit which includes check points that begin with their freshman year including these elements:

1. Letter of successful completion of the Freshman Advisory
2. Programs of all Repertoire performances (8 minimum required)
3. Programs of participations in all ensembles (16 minimum required)
4. Letter of successful completion of Sophomore Platform
5. Recital programs and program notes
6. Recital or Pedagogy paper of Applied area
7. Christian Worldview of the Arts/Pedagogy paper in Applied area

ETS MAJOR FIELD EXAM PSYCHOLOGY

2013 – 2019* ~

TOTAL STUDENTS: 90 seniors



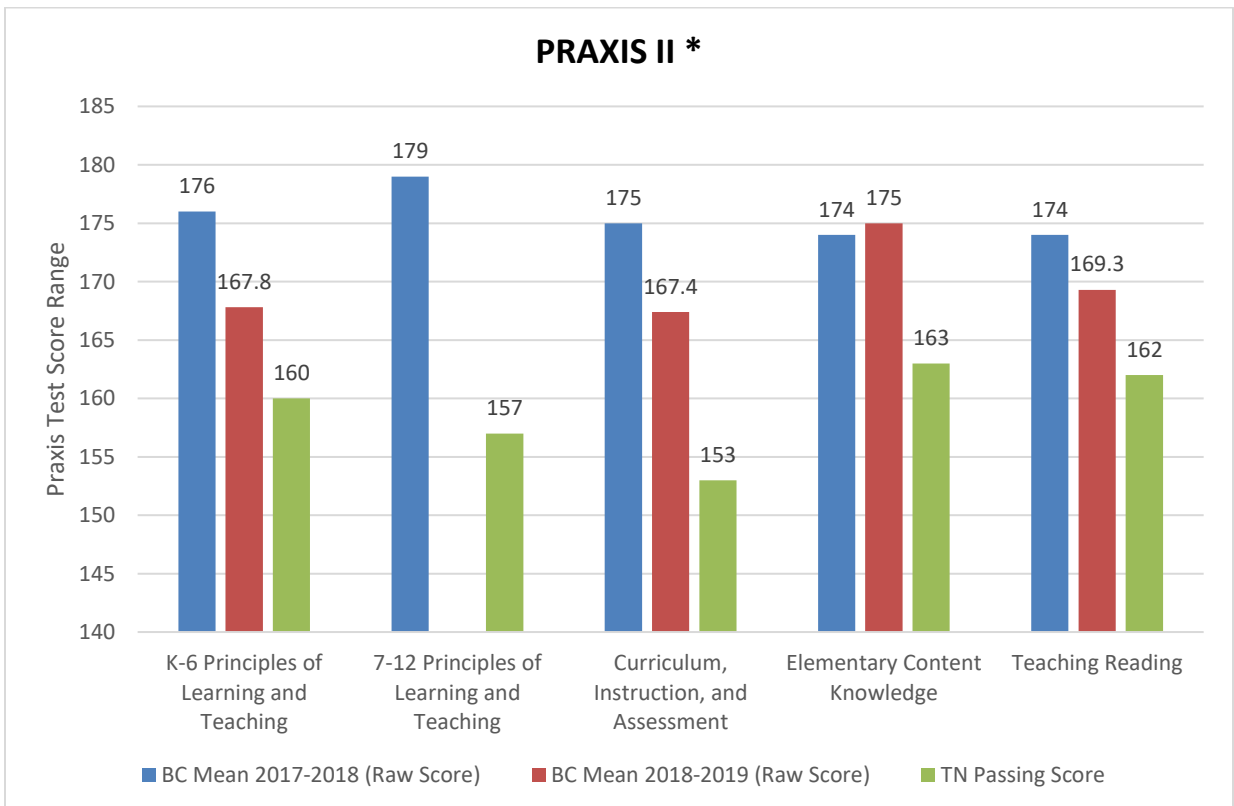
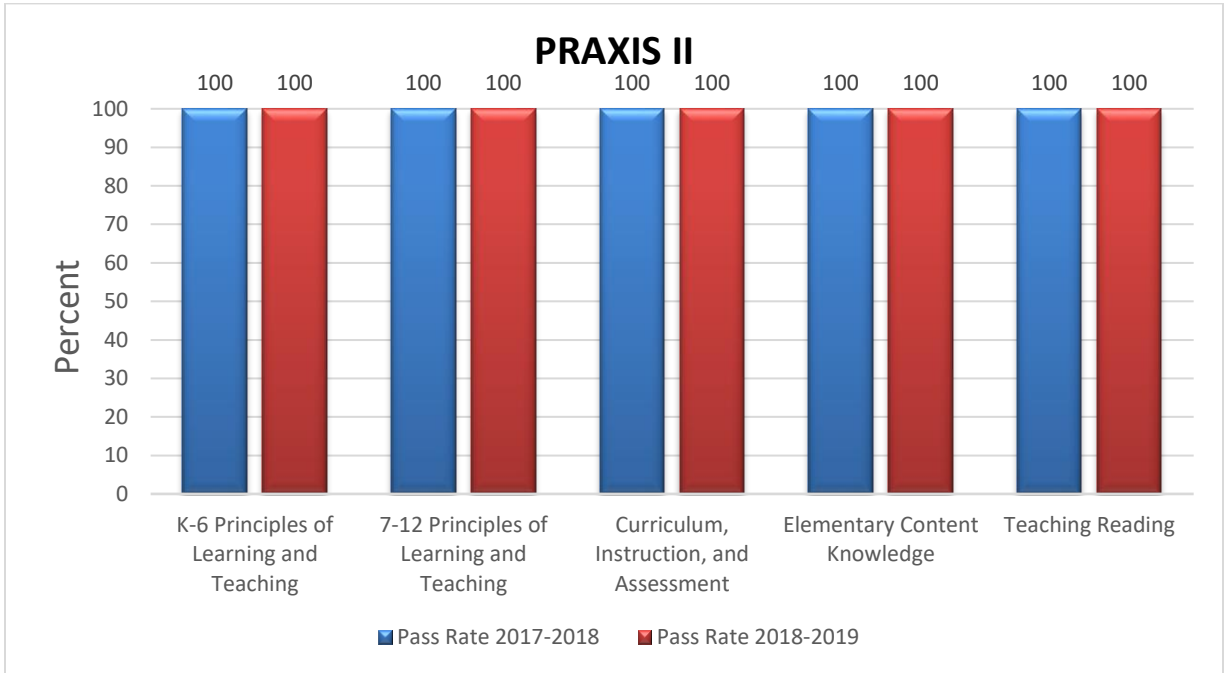
Mean scores are shown in parentheses; the range of possible scores is 120-200.

*Note: In the 2014 version, dates were updated to reflect the academic year during which the test was administered.

~ Due to COVID-19 testing did not occur in the spring of 2020

Seven-Year Bryan Average: 168.4

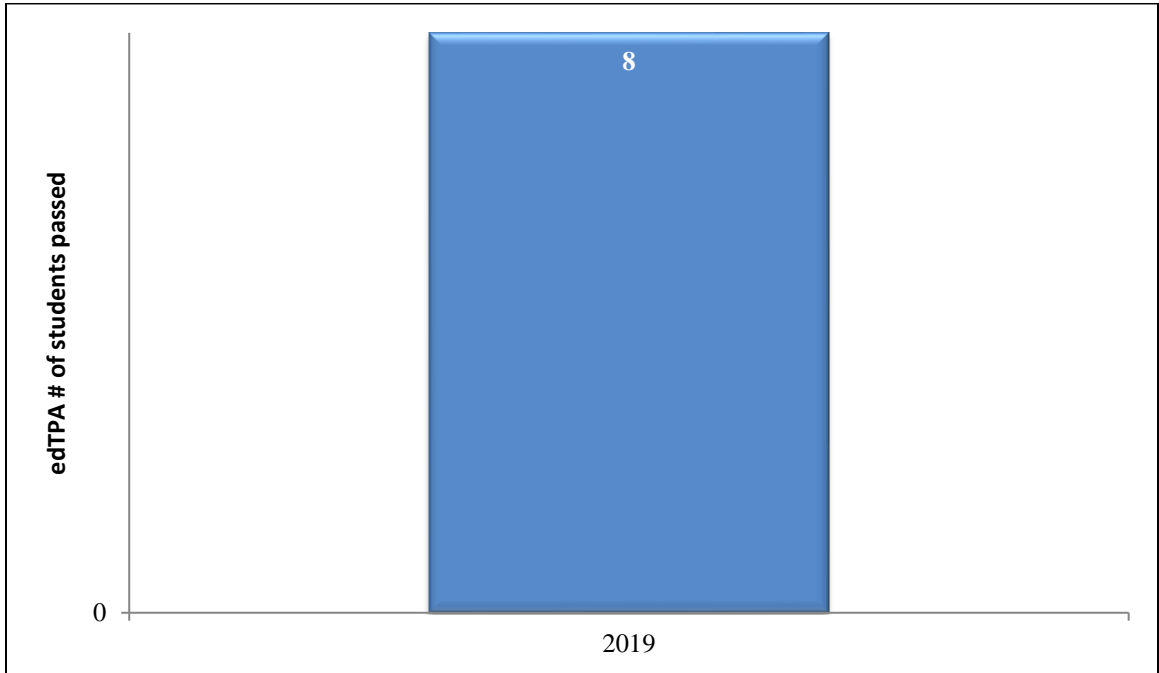
PRAXIS II / edTPA* SCORES EDUCATION LICENSURE MAJORS



* Starting in 2019 the education department began transition from the PRAXIS II exam to edTPA

PRAXIS II / edTPA* SCORES EDUCATION LICENSURE MAJORS

edTPA TOTAL STUDENTS: 9 students *



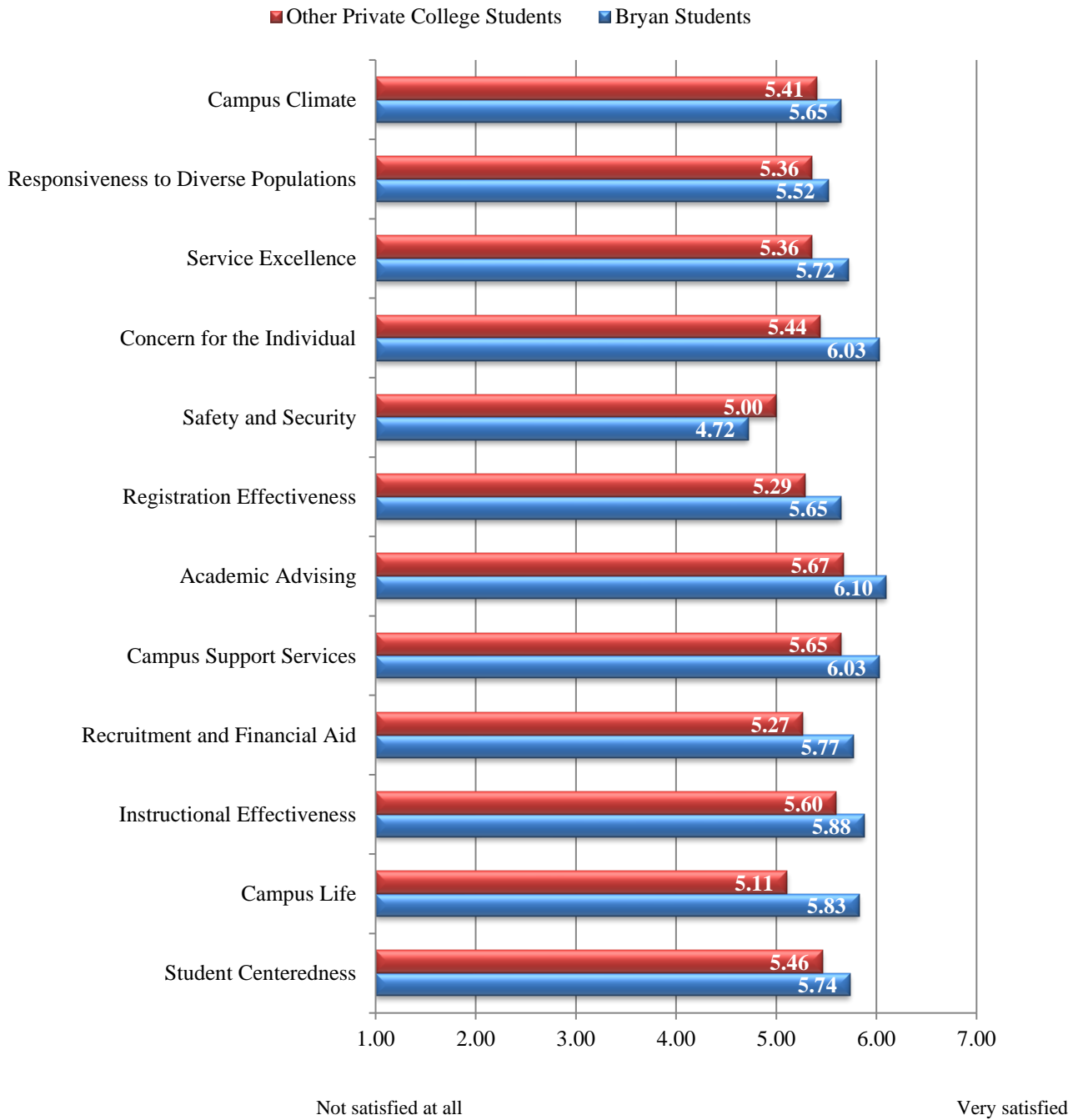
* Starting in 2019 the education department began transition from the PRAXIS II exam to edTPA. Due to the transition there is insufficient data in subject areas/grade levels to break out additional areas.

STUDENT SATISFACTION SURVEY (SSI)

How Satisfied Are Bryan Students Compared to
Students in Private Colleges

December 2019

(123 of 325 Students Surveyed – 37.8% of Sample Group)

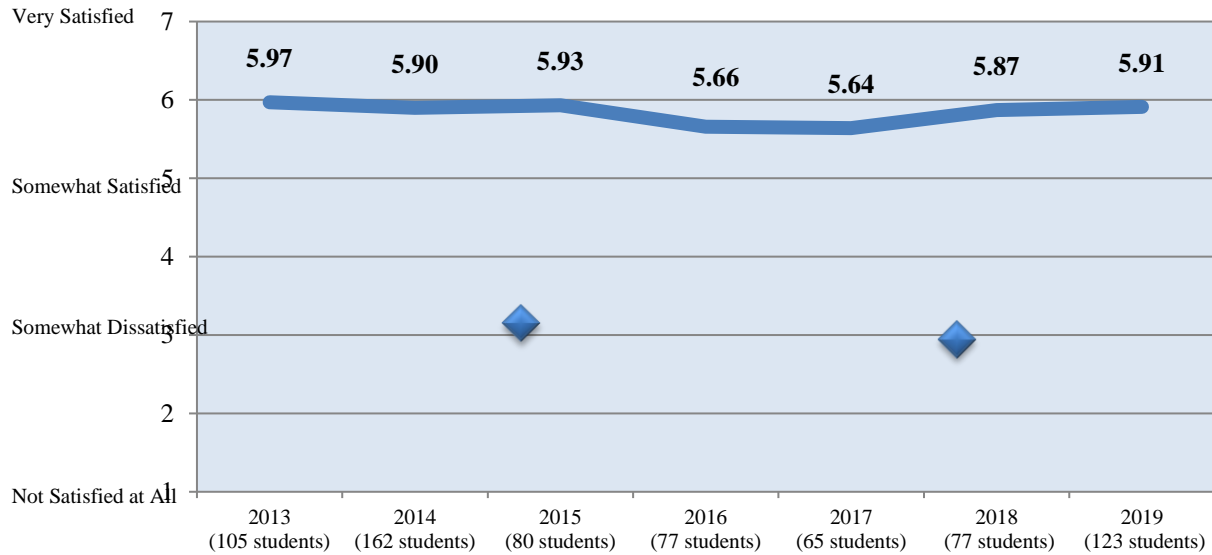


STUDENT EVALUATIONS OF MAJORS AND ADVISORS, 2013-2019

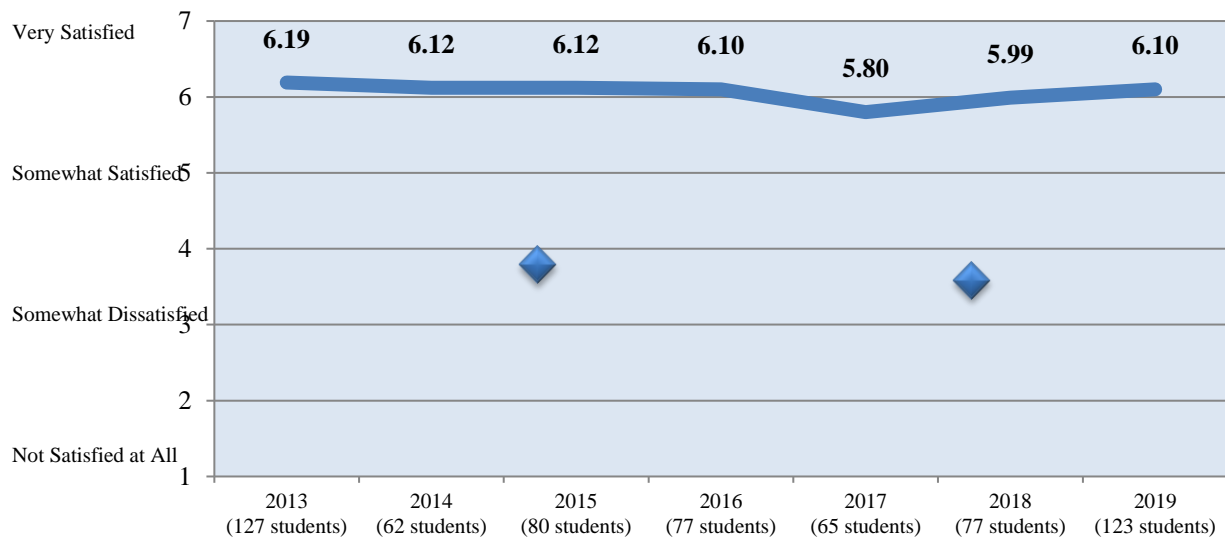
(from Student Satisfaction Inventory)

689 Students Responding Over 7 Years

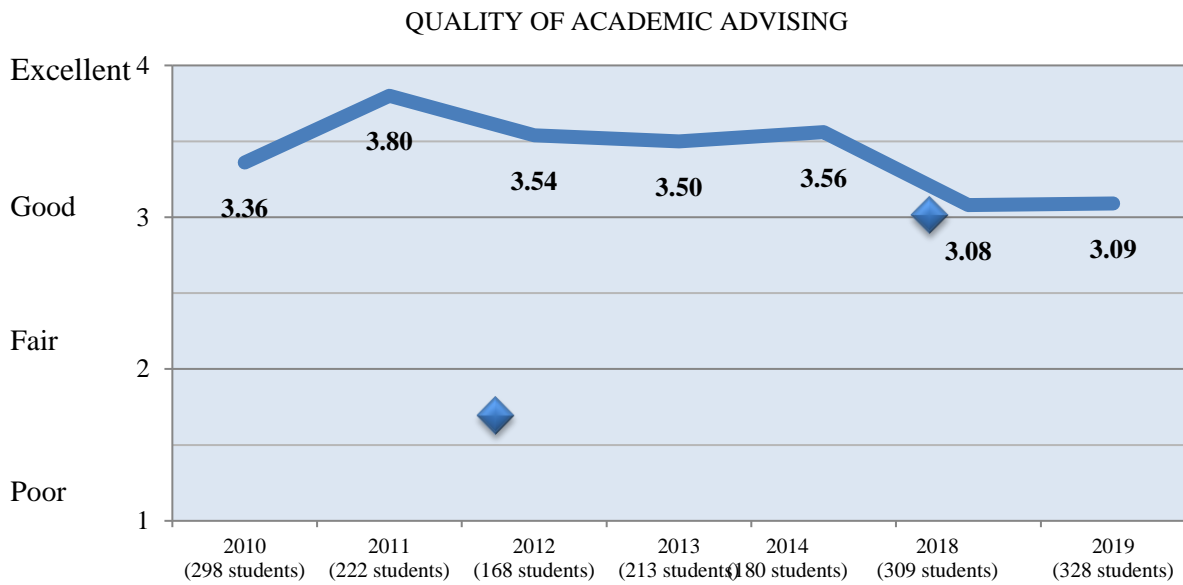
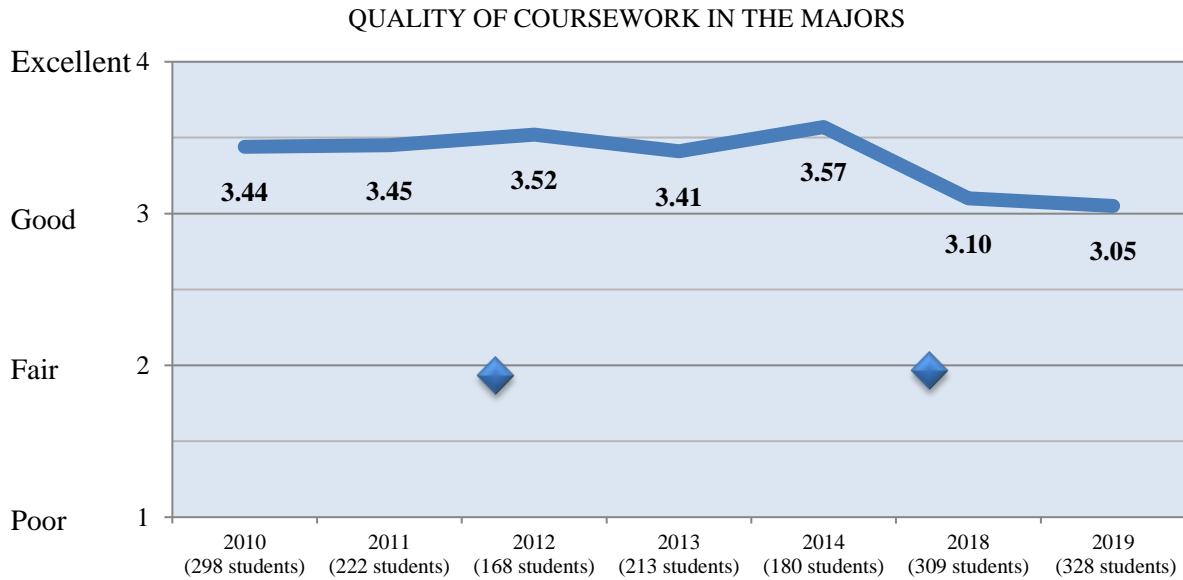
CONTENT OF COURSES WITHIN THE MAJORS



ACADEMIC ADVISING



STUDENT EVALUATIONS OF MAJORS AND ADVISORS, 7 reporting years (from in-house surveys *) ~



*The gap in data reflects a period in which the SSI Item #8 was considered adequate for an assessment of Academic Advising. More recent institutional reflection has recognized the usefulness of an additional internal measure on this item, starting in 2018.

~ Due to COVID-19 testing did not occur in the spring of 2020

INSTITUTIONAL MISSION EXPRESSED AS EDUCATIONAL GOALS:

CLASS OF 2019 AS NEW STUDENTS AND SENIORS ~

- New Students, August, 2015 (39 students out of 234 possible –17%)
 - Seniors, April, 2019 (74 seniors out of 192 possible – 39%)

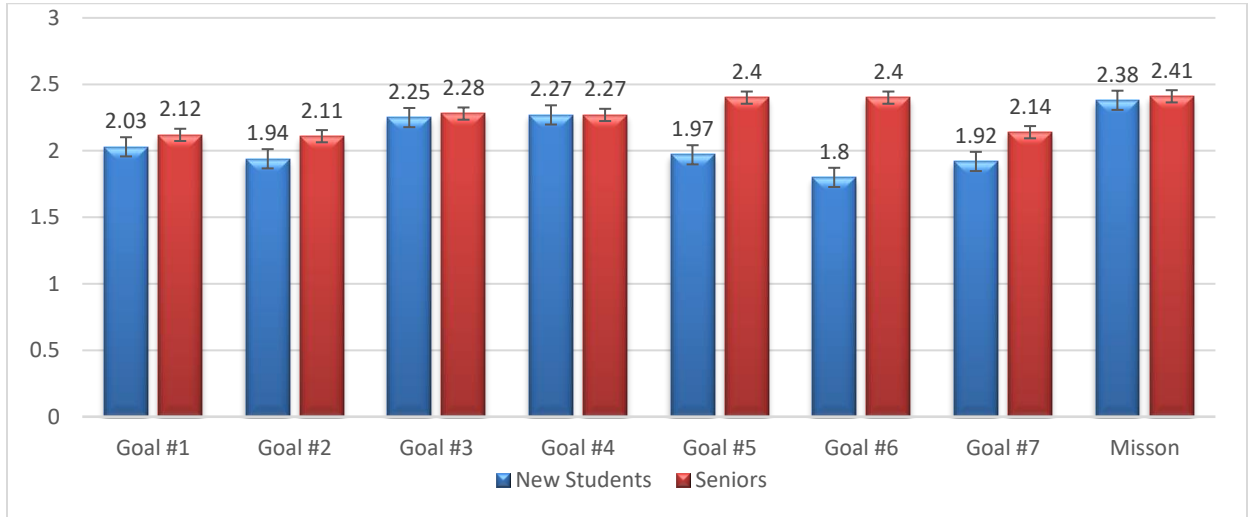
Degree to Which the Class of 2019 Stated They Achieved Bryan’s Mission and Educational Goals, as Both New Students and Seniors

Extensively

Moderately

Minimally

Not at all



Educational Goal #1 (Value Added: +0.09) - “Students will develop a knowledge of the Bible and the liberal arts and an ability to harmonize that knowledge through an understanding of their relationships”

Educational Goal #2 (Value Added: +0.17) - “Students will develop competency in one or more subjects as a foundation for graduate study or vocations related to the disciplines of Christian Studies, Humanities, Natural Science, and Social Science”

Educational Goal #3 (Value Added: +0.03) - “Students will demonstrate academic excellence by thinking critically, working independently and cooperatively, communicating clearly, and expressing themselves creatively”

Educational Goal #4 (Value Added: 0) - “Students will develop wholesome attitudes, healthful habits, responsible citizenship, constructive interests and skills, and the recognition that education is a continuing process”

Educational Goal #5 (Value Added: +0.43) - “Students, faculty, and staff will serve the local community and the Bryan constituency with academic and creative experiences and consultative services in ways consistent with the educational philosophy, purposes, and resources of the College”

Educational Goal #6 (Value Added: +0.60) - “Students will mature spiritually by engaging in opportunities for Christian leadership, ministry, service, worship, and discipleship”

Educational Goal #7 (Value Added: +0.22) - “Students will enhance their undergraduate and graduate education by participation in research projects and colloquia conducted by Bryan’s faculty, academic departments, and affiliate and ancillary organizations”

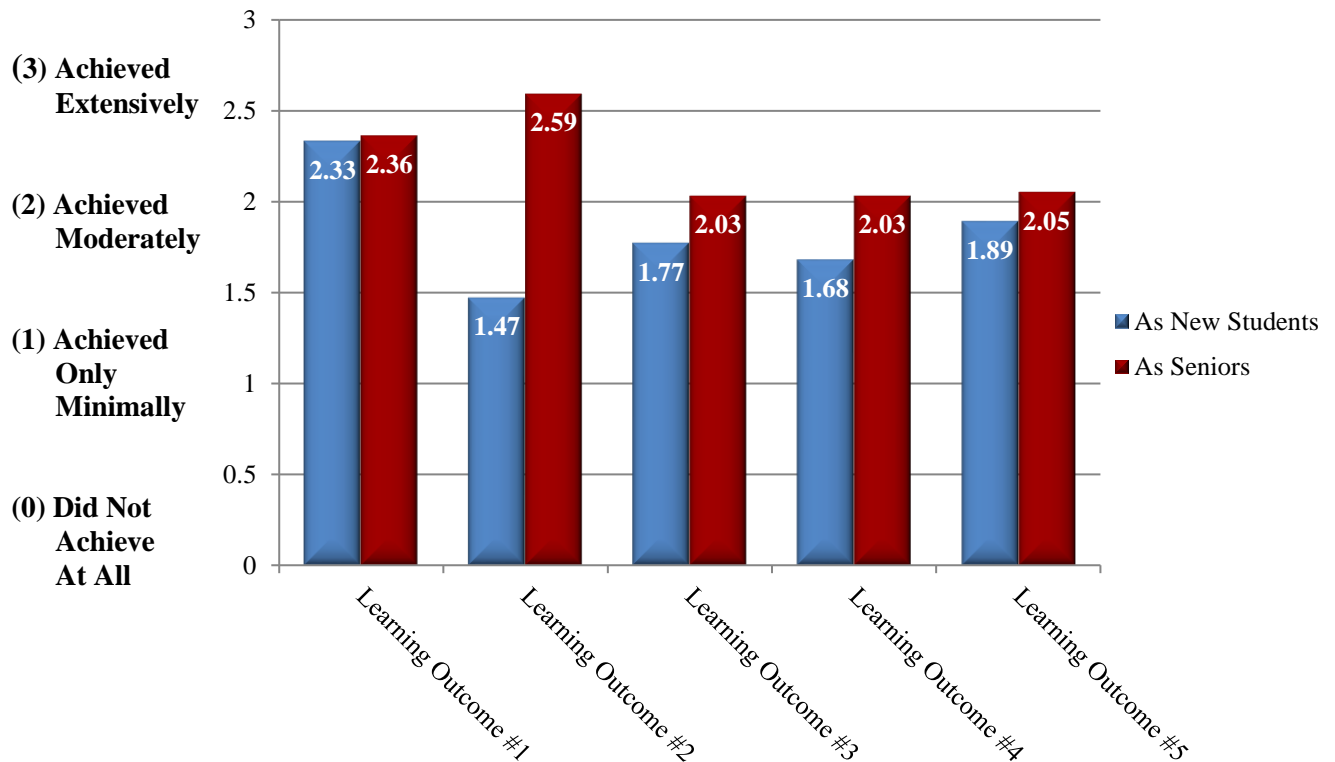
Mission Statement (Value Added: +0.03) - “Educating students to become servants of Christ to make a difference in today’s world”

~ Due to COVID-19 testing did not occur in the spring of 2020

GENERAL EDUCATION GOALS: NEW STUDENTS (2015) AND SENIORS (2019) ~

- New Students, August, 2014 (123 students out of 193 possible – 64%)
 - Seniors, April, 2019 (39 seniors out of 100 possible – 39%)

**Degree to Which Class of 2019 Stated They Achieved
Bryan’s General Education Learning Outcomes**



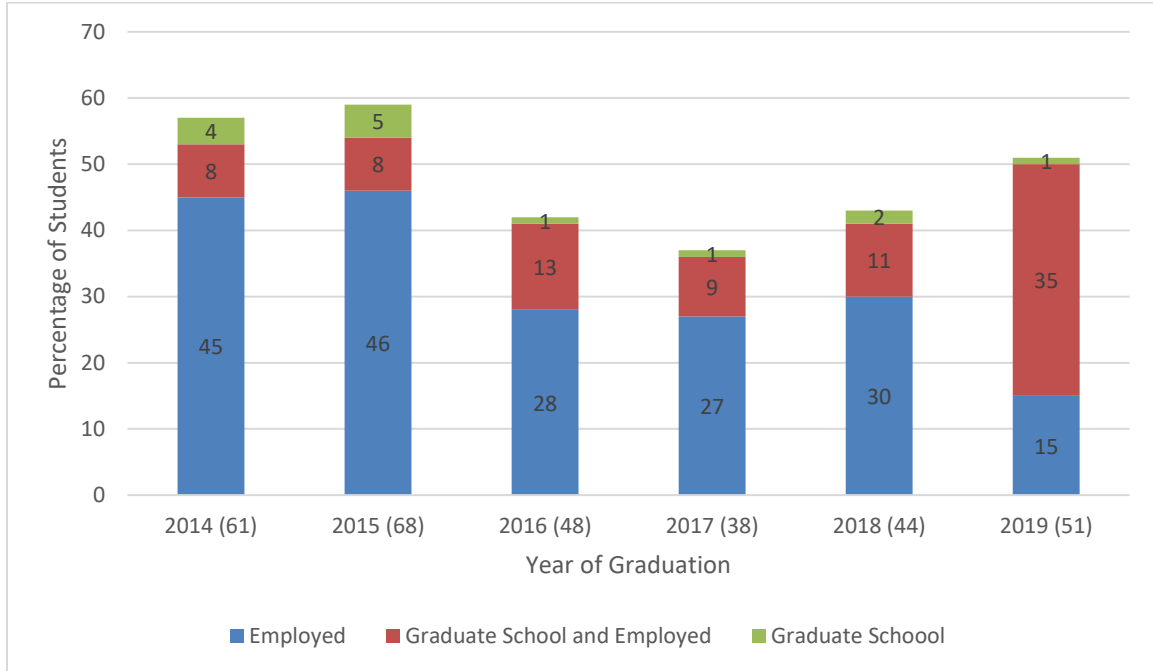
“Students will make a difference in today’s world by...”

- Learning Outcome #1: **“...strengthening their foundation”** (Value Added: +0.03)
(reading, writing, mathematics)
- Learning Outcome #2: **“...developing a Christian worldview”** (Value Added: +1.12)
(biblical studies)
- Learning Outcome #3: **“...engaging the culture”** (Value Added: +0.26)
(social sciences, communications, languages)
- Learning Outcome #4: **“...exploring the arts”** (Value Added: +0.35)
(literary, visual, performing arts)
- Learning Outcome #5: **“...understanding the natural world”** (Value Added: +0.16)
(natural sciences)

~ Due to COVID-19 testing did not occur in the spring of 2020

CAREER & GRADUATE SCHOOL ALUMNI SURVEY 2014-2019

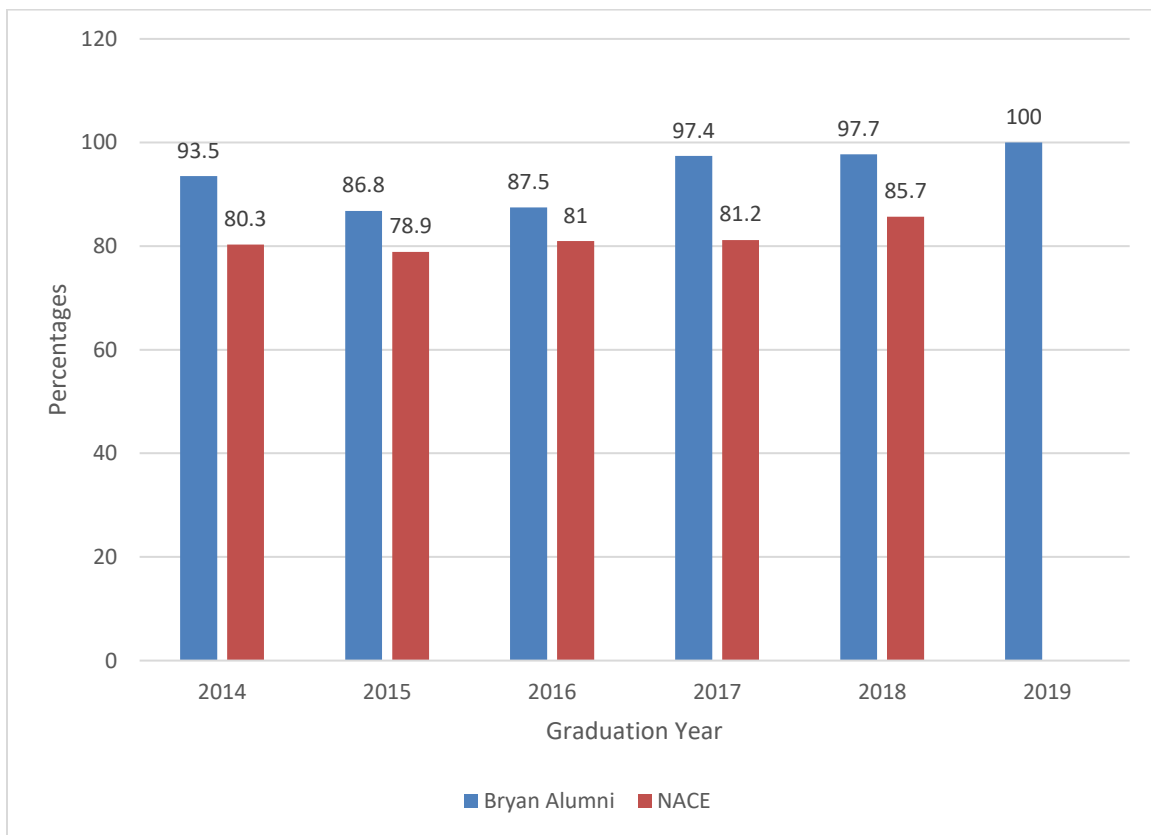
Number of Alumni Employed, both Employed and in Graduate School, or Attending Graduate School



ALUMNI STATISTICS

Percentage of Bryan Alumni employed or pursuing additional education within six months of graduation compared to National Association of Colleges and Employers

2014-2019



***NACE 2019 data will be available until Fall 2020.**