Program Outcome Results 2024-2025

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Plan Item was last modified on 1/15/26, 2:34 PM
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Template:

Outcome Results

Outcome Name:

Program Outcome Results 2024-2025

Start:

8/29/2024

End:

5/30/2025

Providing Department:

Institution

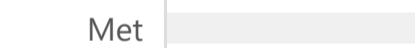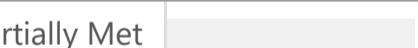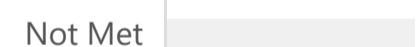**Responsible Users:**

Benchmark Met?:

Some

Outcomes:

ISLO 1

Communication

Students will effectively analyze and express information and ideas in a variety of appropriate means with clarity and coherence.

Academic Year 2024-2025: **Arts & Science**
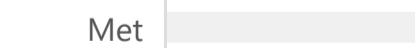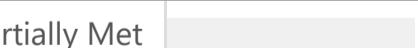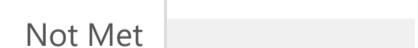
Term: **Overview**

Exceeded		**88.89%**	**8**
Met		**0%**	**0**
Partially Met		**0%**	**0**
Not Met		**0%**	**0**
Not Attempted		**11.11%**	**1**

ISLO 2

Information Literacy/Critical Thinking

Students will develop the knowledge and skills needed to locate and evaluate diverse forms of information and use the information to solve problems and answer questions.

Academic Year 2024-2025: **Arts & Science**

Term: **Overview**

Exceeded		**100%**	**3**
Met		**0%**	**0**
Partially Met		**0%**	**0**
Not Met		**0%**	**0**
Not Attempted		**0%**	**0**

ISLO 3

Interpersonal Skills

Students will demonstrate responsible personal behavior, cooperation, and leadership in group settings.

Academic Year 2024-2025: **Arts & Science**

Term: **Overview**

No Results

ISLO 4

Christian Worldview

Students will articulate and apply a Christian worldview from a Pentecostal perspective.

Academic Year 2024-2025: **Arts & Science**

Term: **Overview**
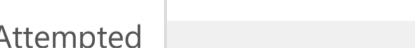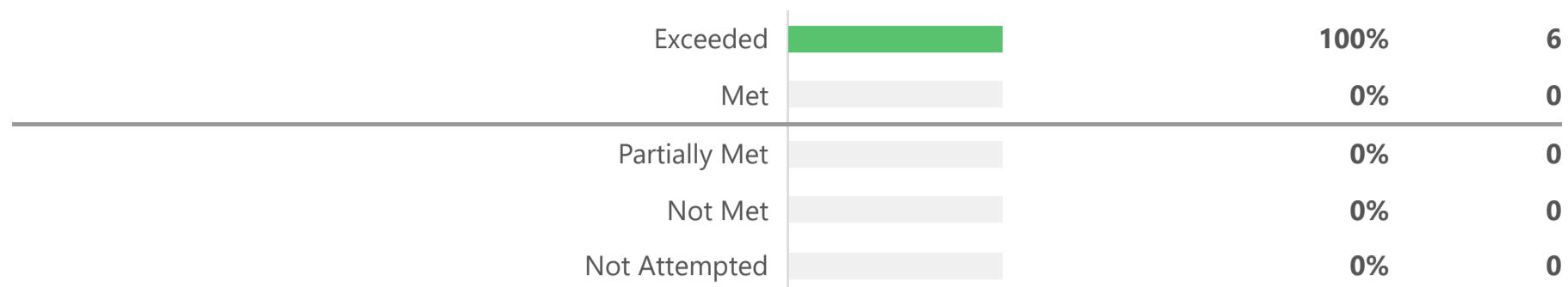
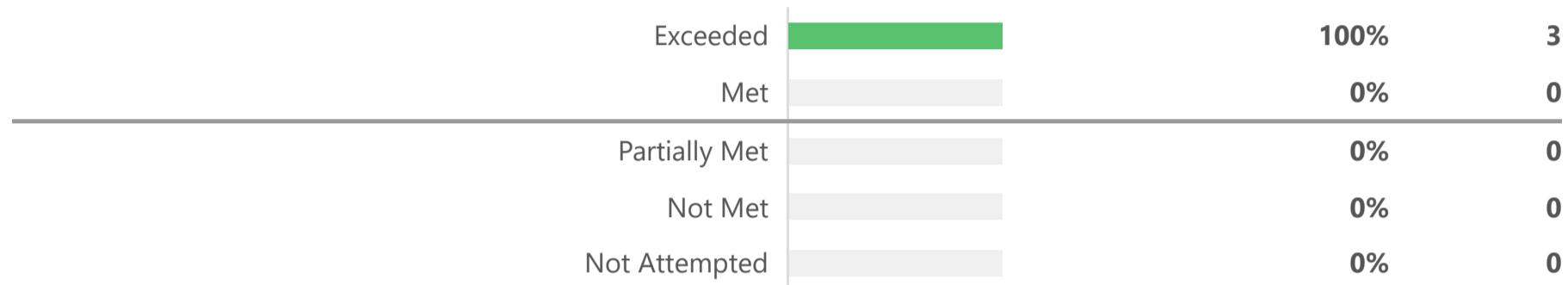|		
Exceeded	100%	6
Met	0%	0
Partially Met	0%	0
Not Met	0%	0
Not Attempted	0%	0

ISLO 6

Professional

Students will articulate the theoretical and practical dimensions of a vocation and demonstrate the essential knowledge and skills necessary to lead with excellence within that vocation.

Academic Year 2024-2025: **Arts & Science**

Term: **Overview**

Exceeded	100%	3
Met	0%	0
Partially Met	0%	0
Not Met	0%	0
Not Attempted	0%	0

ISLO 1

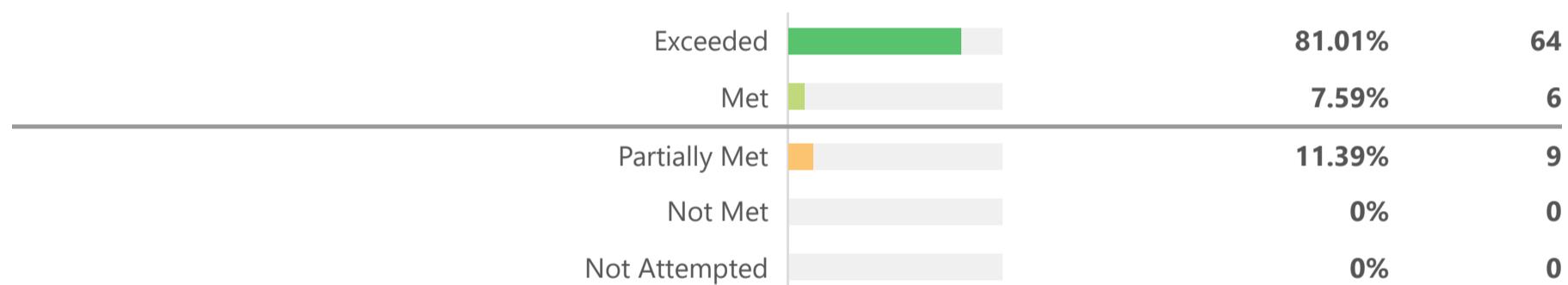### Communication

Students will effectively analyze and express information and ideas in a variety of appropriate means with clarity and coherence.

Academic Year 2024-2025: **Behavioral Sciences**

Term: **Overview**

Exceeded	81.01%	64
Met	7.59%	6
Partially Met	11.39%	9
Not Met	0%	0
Not Attempted	0%	0

ISLO 2

Information Literacy/Critical Thinking

Students will develop the knowledge and skills needed to locate and evaluate diverse forms of information and use the information to solve problems and answer questions.

Academic Year 2024-2025: **Behavioral Sciences**

Term: **Overview**

Exceeded	54.72%	58
Met	21.7%	23
Partially Met	16.98%	18
Not Met	5.66%	6
Not Attempted	0.94%	1

ISLO 3

Interpersonal Skills

Students will demonstrate responsible personal behavior, cooperation, and leadership in group settings.

Academic Year 2024-2025: **Behavioral Sciences**

Term: **Overview**

Exceeded	68.33%	41
Met	18.33%	11
Partially Met	10%	6
Not Met	1.67%	1
Not Attempted	1.67%	1

ISLO 4

Christian Worldview

Students will articulate and apply a Christian worldview from a Pentecostal perspective.

Academic Year 2024-2025: **Behavioral Sciences**

Term: **Overview**

Exceeded	**46.67%**	**42**
Met	**35.56%**	**32**
Partially Met	**4.44%**	**4**
Not Met	**5.56%**	**5**
Not Attempted	**7.78%**	**7**

ISLO 6

Professional

Students will articulate the theoretical and practical dimensions of a vocation and demonstrate the essential knowledge and skills necessary to lead with excellence within that vocation.

Academic Year 2024-2025: **Behavioral Sciences**

Term: **Overview**

Exceeded	**84.09%**	**74**
Met	**5.68%**	**5**
Partially Met	**3.41%**	**3**
Not Met	**3.41%**	**3**
Not Attempted	**3.41%**	**3**

ISLO 1

Communication

Students will effectively analyze and express information and ideas in a variety of appropriate means with clarity and coherence.

Academic Year 2024-2025: **Business**

Term: **Overview**

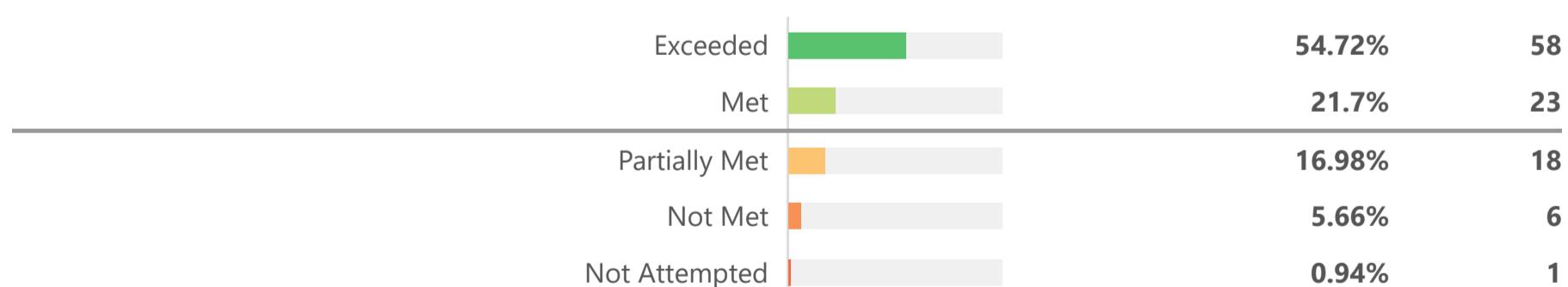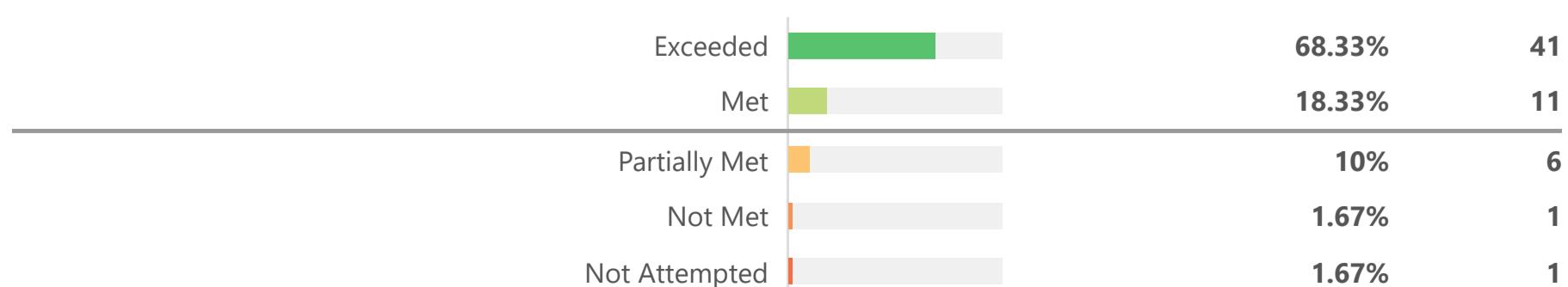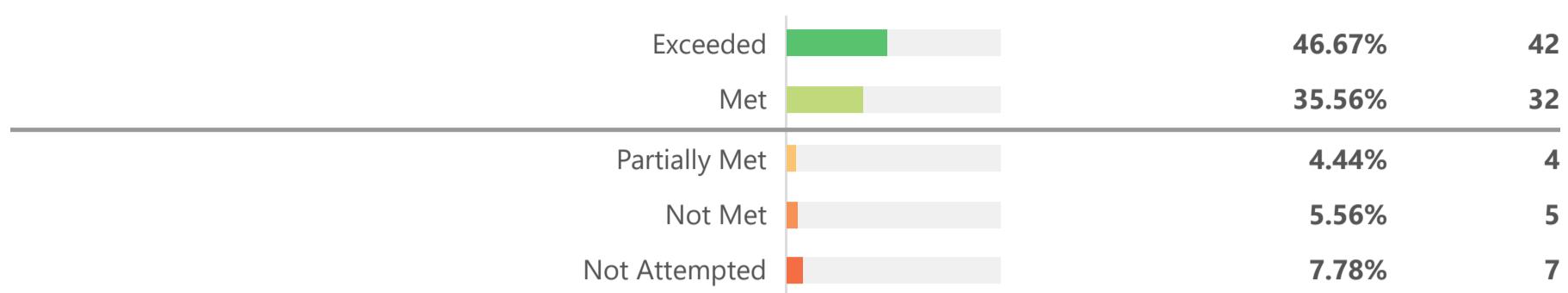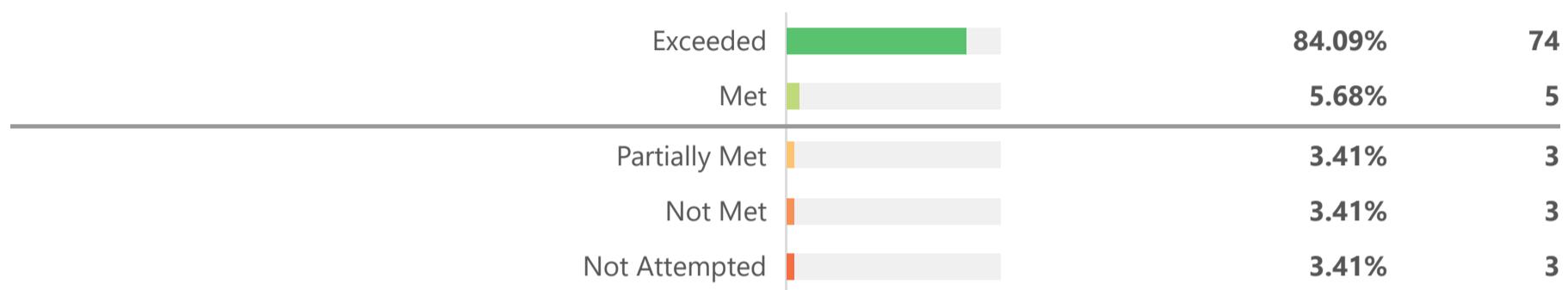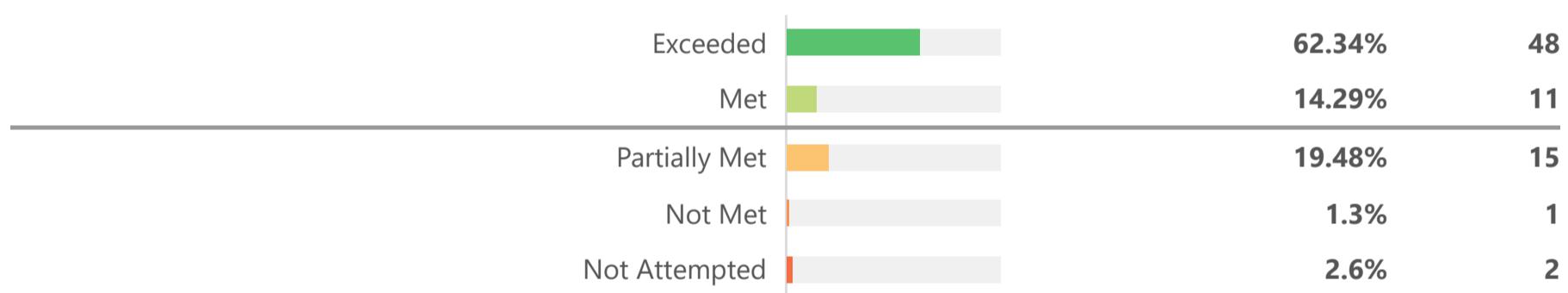|		
Exceeded	**62.34%**	**48**
Met	**14.29%**	**11**
Partially Met	**19.48%**	**15**
Not Met	**1.3%**	**1**
Not Attempted	**2.6%**	**2**

ISLO 2

Information Literacy/Critical Thinking

Students will develop the knowledge and skills needed to locate and evaluate diverse forms of information and use the information to solve problems and answer questions.

Academic Year 2024-2025: **Business**

Term: **Overview**

Exceeded	**57.14%**	**16**
Met	**10.71%**	**3**
Partially Met	**3.57%**	**1**
Not Met	**0%**	**0**
Not Attempted	**28.57%**	**8**

ISLO 3

Interpersonal Skills

Students will demonstrate responsible personal behavior, cooperation, and leadership in group settings.

Academic Year 2024-2025: **Business**

Term: **Overview**

Exceeded	**92.19%**	**59**
Met	**3.13%**	**2**
Partially Met	**1.56%**	**1**
Not Met	**3.13%**	**2**

Not Attempted		0%	0

ISLO 4

Christian Worldview

Students will articulate and apply a Christian worldview from a Pentecostal perspective.

Academic Year 2024-2025: **Business**

Term: **Overview**

Exceeded		52.17%	24
Met		34.78%	16
Partially Met		4.35%	2
Not Met		6.52%	3
Not Attempted		2.17%	1

ISLO 6

Professional

Students will articulate the theoretical and practical dimensions of a vocation and demonstrate the essential knowledge and skills necessary to lead with excellence within that vocation.

Academic Year 2024-2025: **Business**

Term: **Overview**

Exceeded		81.82%	18
Met		18.18%	4
Partially Met		0%	0
Not Met		0%	0
Not Attempted		0%	0

ISLO 1

Communication

Students will effectively analyze and express information and ideas in a variety of appropriate means with clarity and coherence.
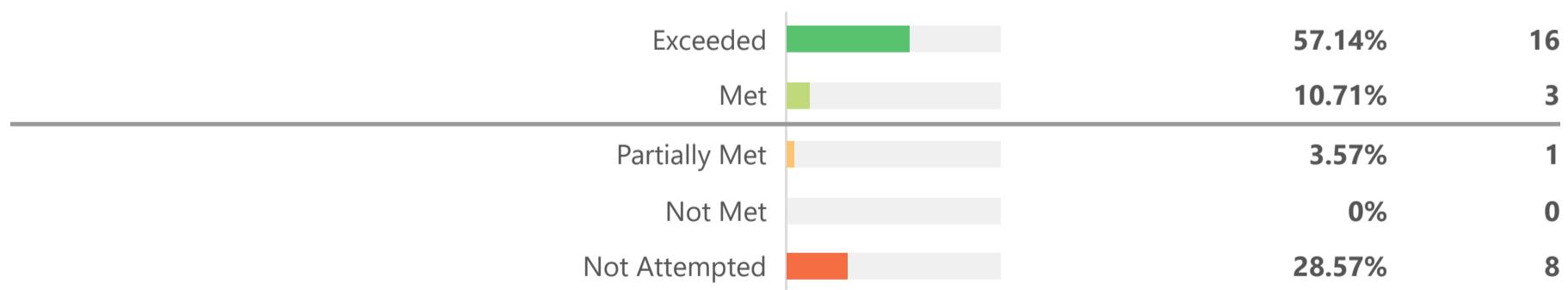
Academic Year 2024-2025: **Digital Media**

Term: **Overview**

Exceeded		51.52%	17
Met		33.33%	11
Partially Met		9.09%	3
Not Met		0%	0
Not Attempted		6.06%	2

ISLO 2

Information Literacy/Critical Thinking

Students will develop the knowledge and skills needed to locate and evaluate diverse forms of information and use the information to solve problems and answer questions.
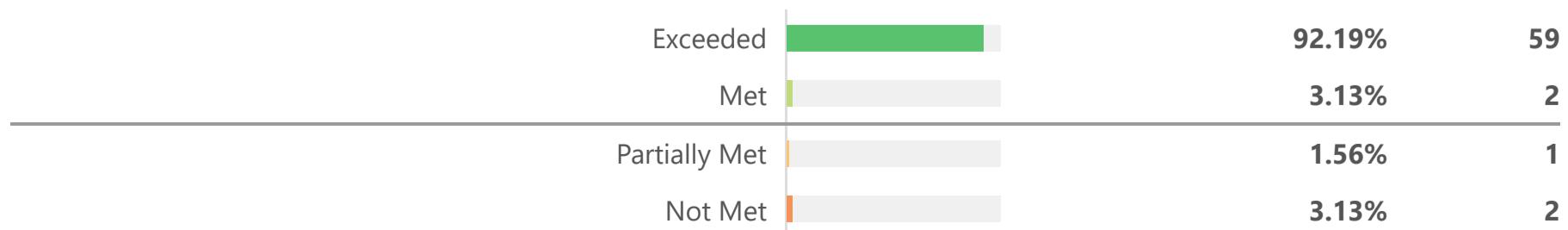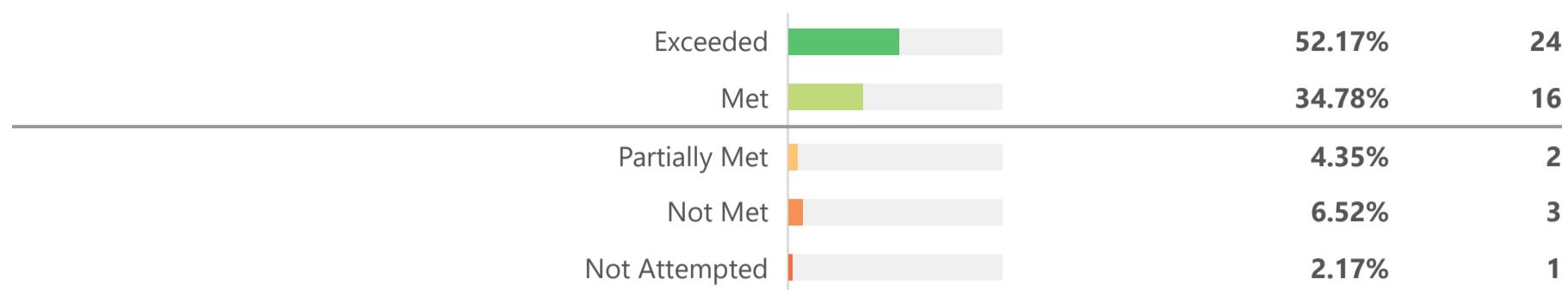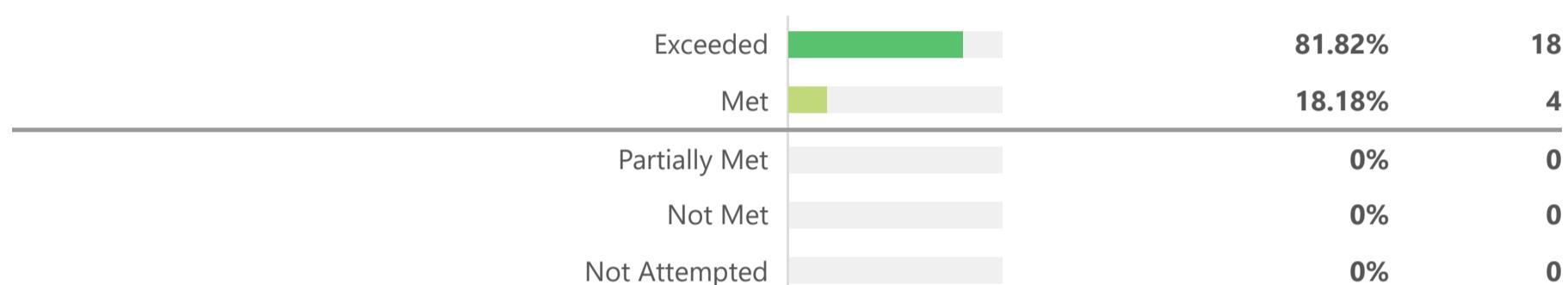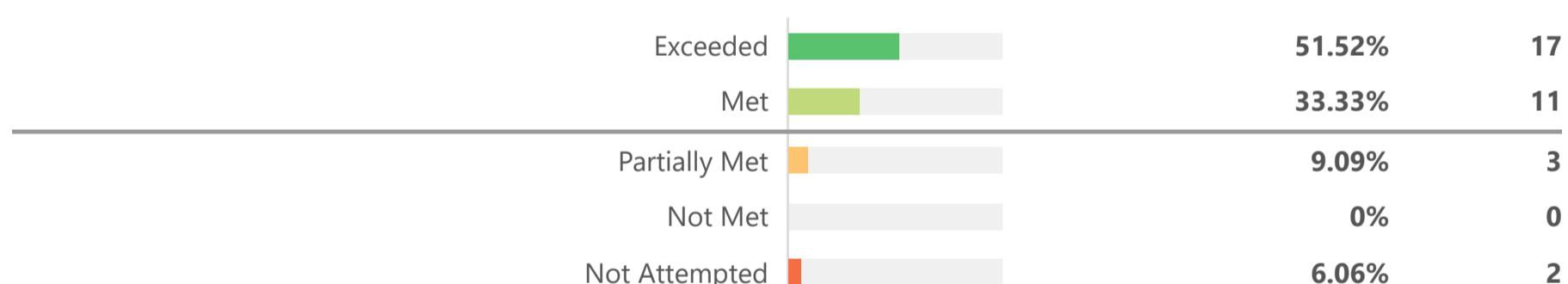
Academic Year 2024-2025: **Digital Media**

Term: **Overview**

Exceeded		40%	22
Met		34.55%	19
Partially Met		3.64%	2
Not Met		20%	11
Not Attempted		1.82%	1

ISLO 3

Interpersonal Skills

Students will demonstrate responsible personal behavior, cooperation, and leadership in group settings.

Academic Year 2024-2025: **Digital Media**

Term: **Overview**

Exceeded		88.64%	39
Met		9.09%	4
Partially Met		2.27%	1

Not Met		0%	0
Not Attempted		0%	0

Christian Worldview

Students will articulate and apply a Christian worldview from a Pentecostal perspective.

Academic Year 2024-2025: **Digital Media**

Term: **Overview**

Exceeded		75.61%	31
Met		9.76%	4
Partially Met		4.88%	2
Not Met		2.44%	1
Not Attempted		7.32%	3

Professional

Students will articulate the theoretical and practical dimensions of a vocation and demonstrate the essential knowledge and skills necessary to lead with excellence within that vocation.

Academic Year 2024-2025: **Digital Media**

Term: **Overview**

Exceeded		68.75%	44
Met		17.19%	11
Partially Met		3.13%	2
Not Met		6.25%	4
Not Attempted		4.69%	3

Communication

Students will effectively analyze and express information and ideas in a variety of appropriate means with clarity and coherence.

Academic Year 2024-2025: **Education**

Term: **Overview**

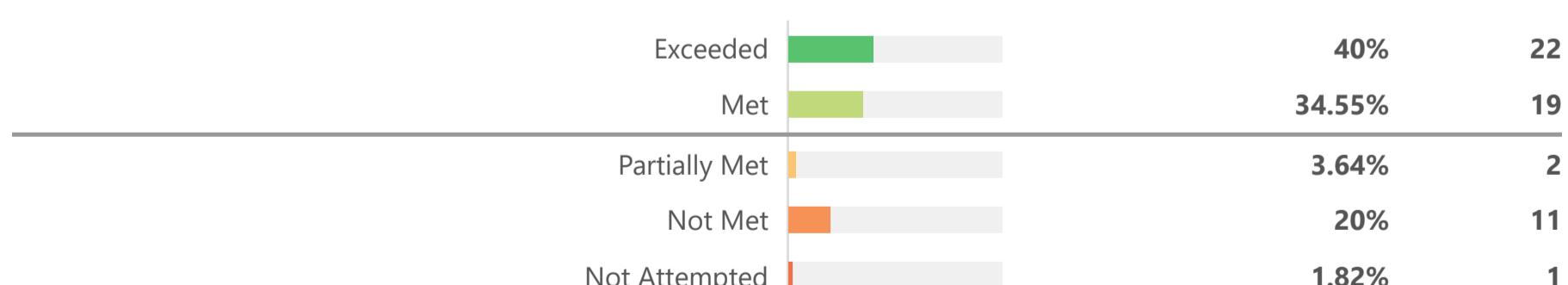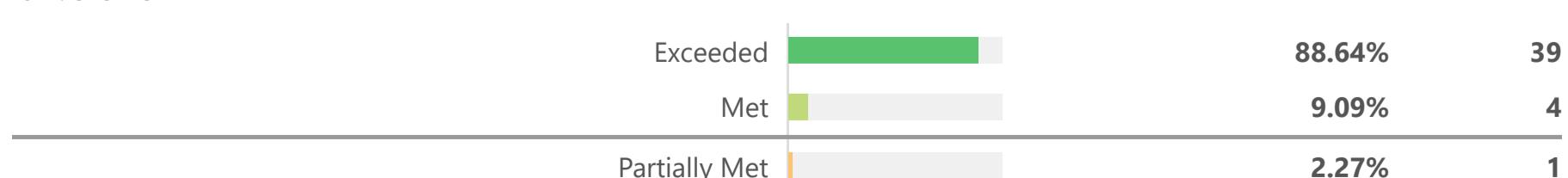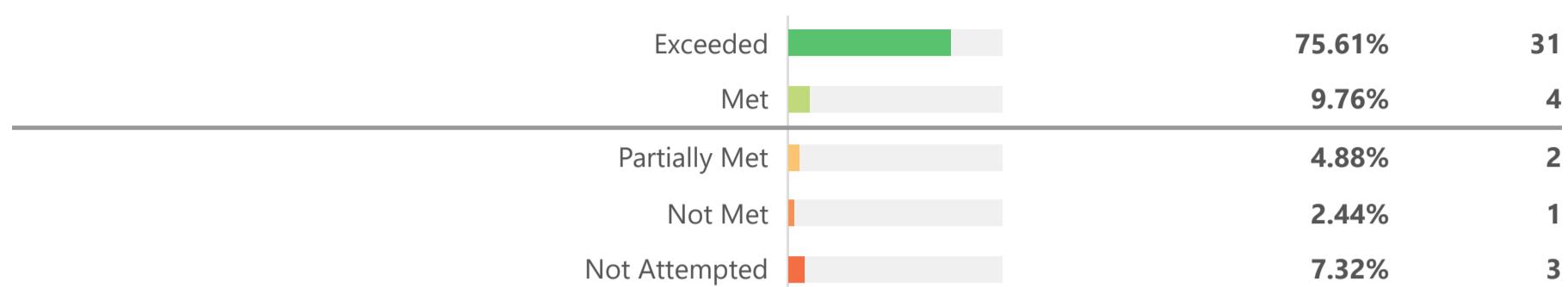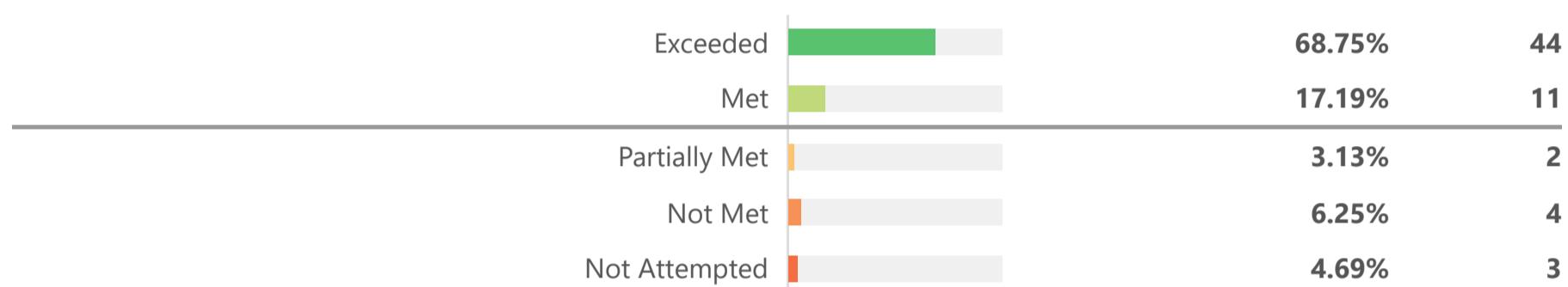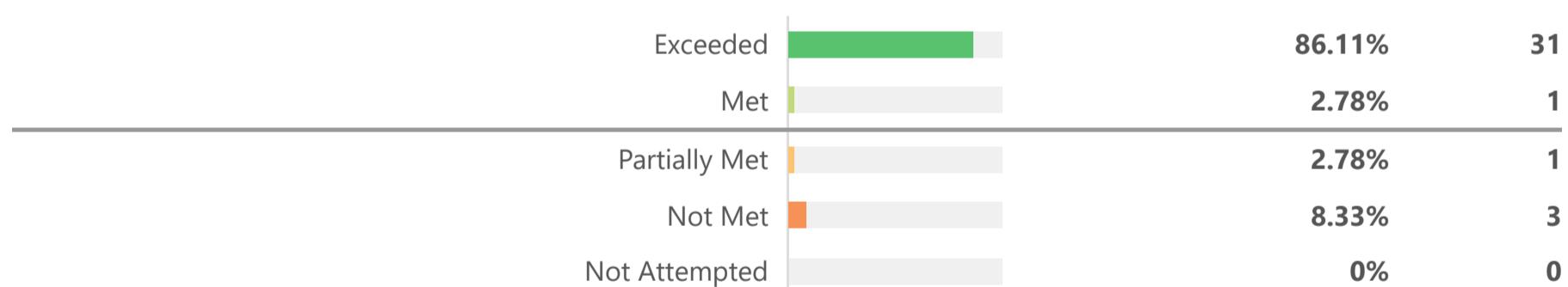|			
Exceeded		86.11%	31
Met		2.78%	1
Partially Met		2.78%	1
Not Met		8.33%	3
Not Attempted		0%	0

Information Literacy/Critical Thinking

Students will develop the knowledge and skills needed to locate and evaluate diverse forms of information and use the information to solve problems and answer questions.

Academic Year 2024-2025: **Education**

Term: **Overview**

Exceeded		84.21%	48
Met		8.77%	5
Partially Met		3.51%	2
Not Met		0%	0
Not Attempted		3.51%	2

Interpersonal Skills

Students will demonstrate responsible personal behavior, cooperation, and leadership in group settings.

Academic Year 2024-2025: **Education**

Term: **Overview**

Exceeded		94.44%	34
Met		5.56%	2

Partially Met		0%	0
Not Met		0%	0
Not Attempted		0%	0

ISLO 4

Christian Worldview

Students will articulate and apply a Christian worldview from a Pentecostal perspective.

Academic Year 2024-2025: **Education**

Term: **Overview**

Exceeded		**89.47%**	**34**
Met		**7.89%**	**3**
Partially Met		**0%**	**0**
Not Met		**2.63%**	**1**
Not Attempted		**0%**	**0**

ISLO 6

Professional

Students will articulate the theoretical and practical dimensions of a vocation and demonstrate the essential knowledge and skills necessary to lead with excellence within that vocation.

Academic Year 2024-2025: **Education**

Term: **Overview**

Exceeded		**55.56%**	**20**
Met		**22.22%**	**8**
Partially Met		**2.78%**	**1**
Not Met		**19.44%**	**7**
Not Attempted		**0%**	**0**

ISLO 1

Communication

Students will effectively analyze and express information and ideas in a variety of appropriate means with clarity and coherence.

Academic Year 2024-2025: **Intercultural Studies**

Term: **Overview**

Exceeded		**100%**	**6**
Met		**0%**	**0**
Partially Met		**0%**	**0**
Not Met		**0%**	**0**
Not Attempted		**0%**	**0**

ISLO 2

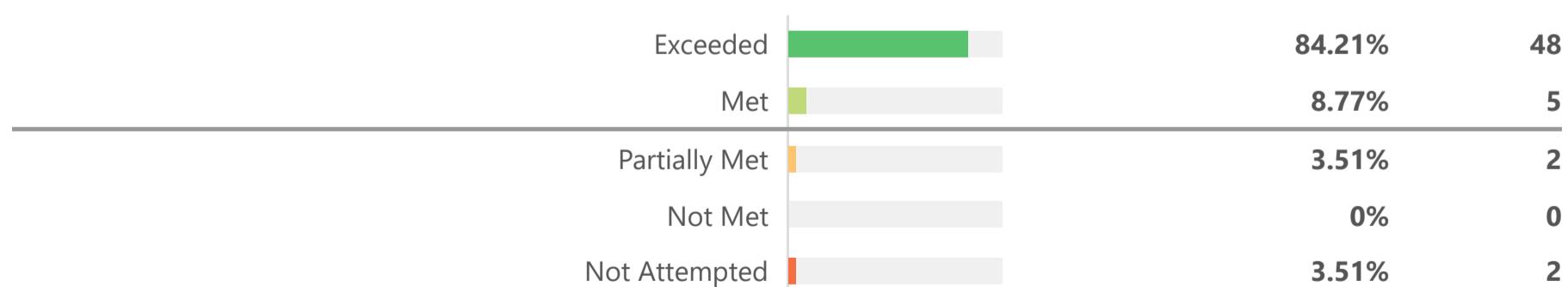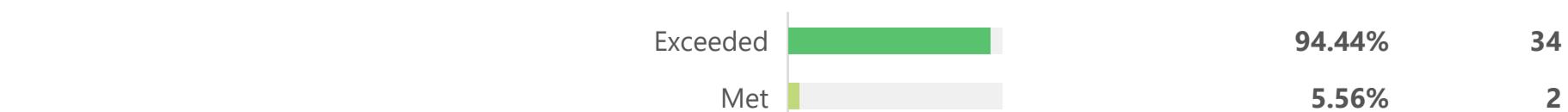## Information Literacy/Critical Thinking

Students will develop the knowledge and skills needed to locate and evaluate diverse forms of information and use the information to solve problems and answer questions.

Academic Year 2024-2025: **Intercultural Studies**

Term: **Overview**

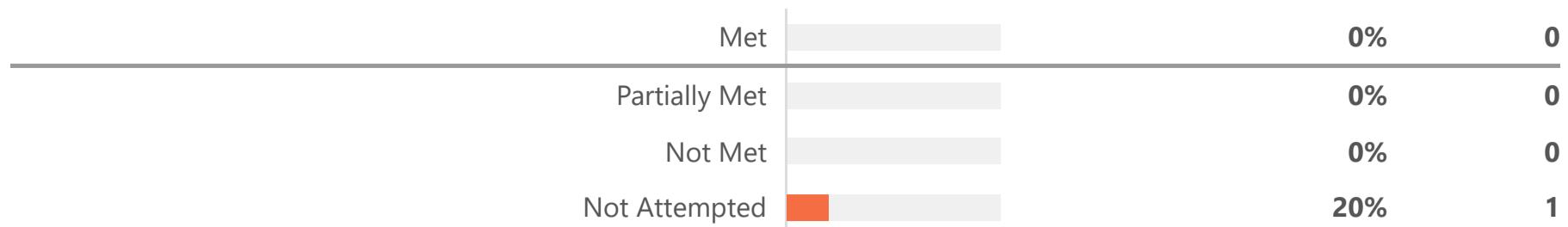|			
Exceeded		**80%**	**20**
Met		**8%**	**2**
Partially Met		**4%**	**1**
Not Met		**0%**	**0**
Not Attempted		**8%**	**2**

ISLO 3

Interpersonal Skills

Students will demonstrate responsible personal behavior, cooperation, and leadership in group settings.

Academic Year 2024-2025: **Intercultural Studies**

Term: **Overview**

Exceeded		**80%**	**4**

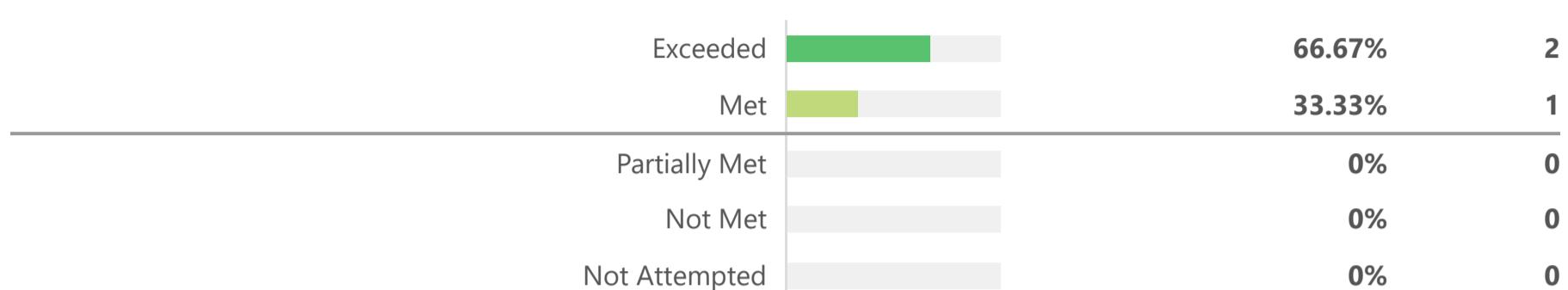|			
Met		0%	0
Partially Met		0%	0
Not Met		0%	0
Not Attempted		20%	1

ISLO 4

Christian Worldview

Students will articulate and apply a Christian worldview from a Pentecostal perspective.

Academic Year 2024-2025: **Intercultural Studies**

Term: **Overview**

Exceeded		66.67%	2
Met		33.33%	1
Partially Met		0%	0
Not Met		0%	0
Not Attempted		0%	0

ISLO 6

Professional

Students will articulate the theoretical and practical dimensions of a vocation and demonstrate the essential knowledge and skills necessary to lead with excellence within that vocation.

Academic Year 2024-2025: **Intercultural Studies**
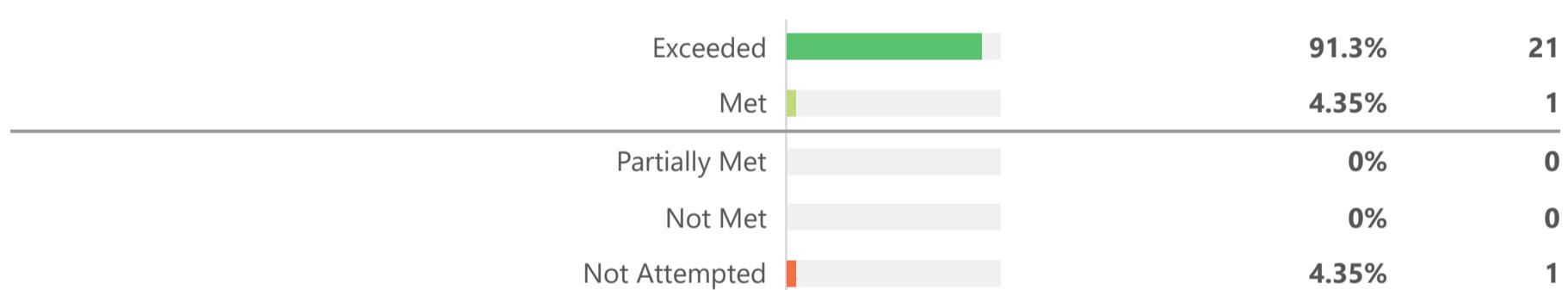
Term: **Overview**

No Results

ISLO 1

Communication

Students will effectively analyze and express information and ideas in a variety of appropriate means with clarity and coherence.

Academic Year 2024-2025: **Ministry, Leadership and Theology**

Term: **Overview**

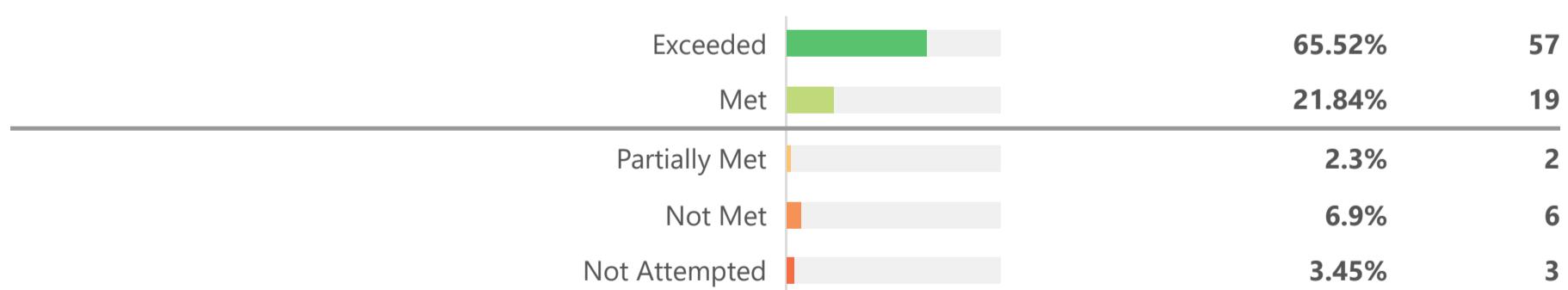|			
Exceeded		91.3%	21
Met		4.35%	1
Partially Met		0%	0
Not Met		0%	0
Not Attempted		4.35%	1

ISLO 2

Information Literacy/Critical Thinking

Students will develop the knowledge and skills needed to locate and evaluate diverse forms of information and use the information to solve problems and answer questions.

Academic Year 2024-2025: **Ministry, Leadership and Theology**

Term: **Overview**

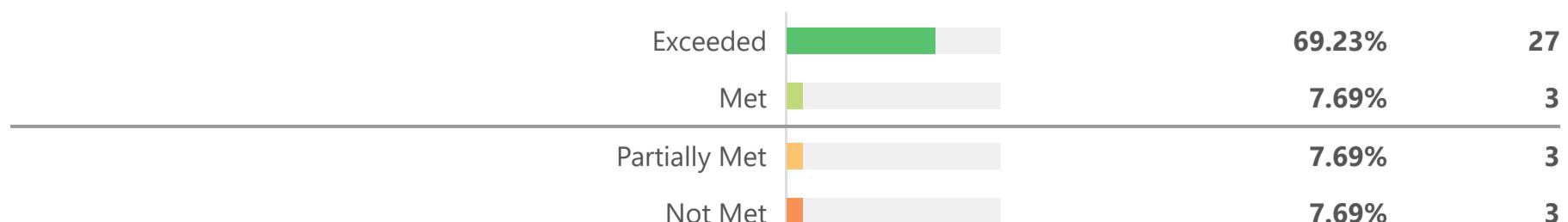|			
Exceeded		65.52%	57
Met		21.84%	19
Partially Met		2.3%	2
Not Met		6.9%	6
Not Attempted		3.45%	3

ISLO 3

Interpersonal Skills

Students will demonstrate responsible personal behavior, cooperation, and leadership in group settings.

Academic Year 2024-2025: **Ministry, Leadership and Theology**

Term: **Overview**

Exceeded		69.23%	27
Met		7.69%	3
Partially Met		7.69%	3
Not Met		7.69%	3

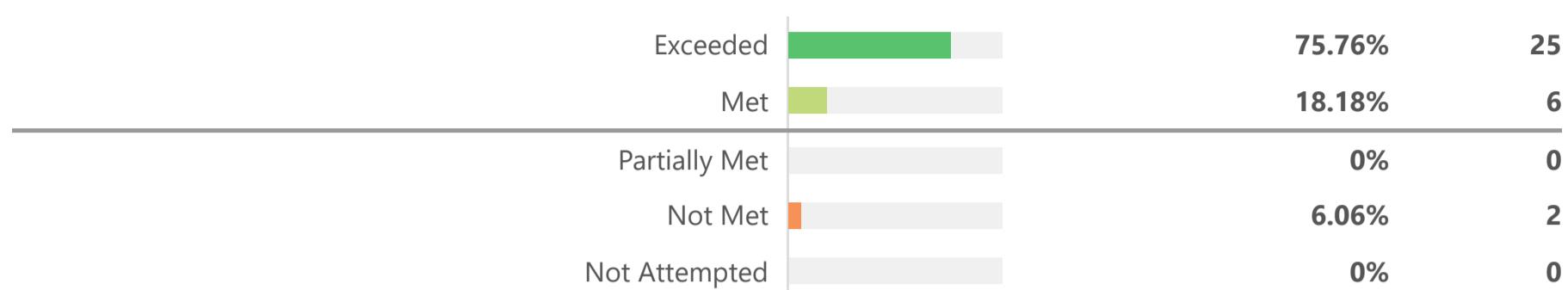| Not Attempted		7.69%	3

ISLO 4

Christian Worldview

Students will articulate and apply a Christian worldview from a Pentecostal perspective.

Academic Year 2024-2025: **Ministry, Leadership and Theology**

Term: **Overview**

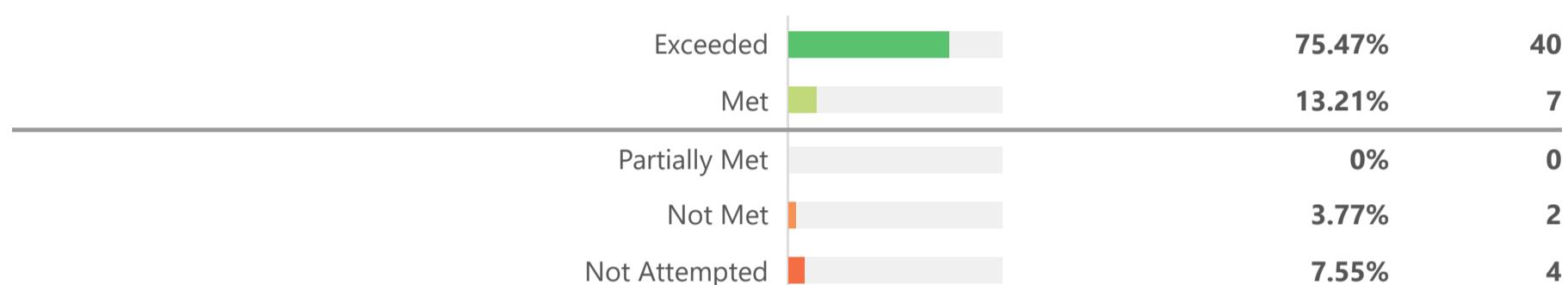| Exceeded		75.76%	25
Met		18.18%	6
Partially Met		0%	0
Not Met		6.06%	2
Not Attempted		0%	0

ISLO 6

Professional

Students will articulate the theoretical and practical dimensions of a vocation and demonstrate the essential knowledge and skills necessary to lead with excellence within that vocation.

Academic Year 2024-2025: **Ministry, Leadership and Theology**

Term: **Overview**

Exceeded		75.47%	40
Met		13.21%	7
Partially Met		0%	0
Not Met		3.77%	2
Not Attempted		7.55%	4

ISLO 1

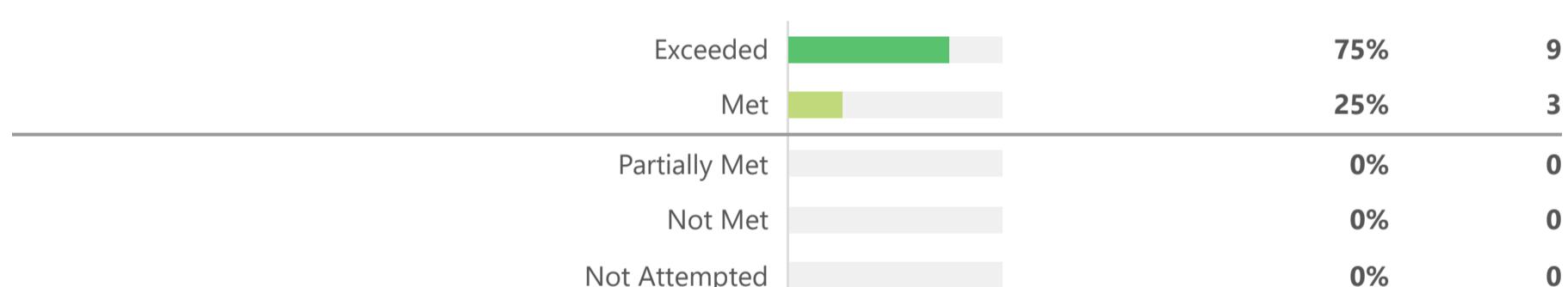## Communication

Students will effectively analyze and express information and ideas in a variety of appropriate means with clarity and coherence.

Academic Year 2024-2025: **Music**

Term: **Overview**

Exceeded		75%	9
Met		25%	3
Partially Met		0%	0
Not Met		0%	0
Not Attempted		0%	0

ISLO 2

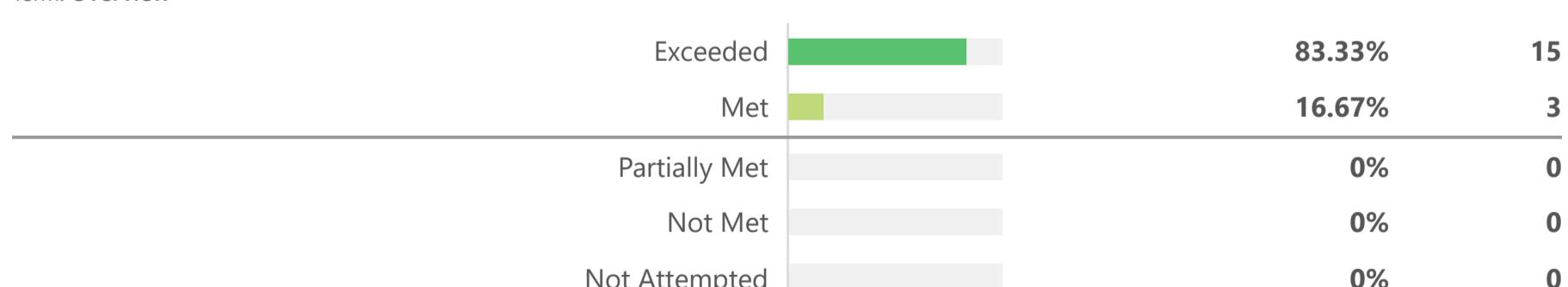## Information Literacy/Critical Thinking

Students will develop the knowledge and skills needed to locate and evaluate diverse forms of information and use the information to solve problems and answer questions.

Academic Year 2024-2025: **Music**

Term: **Overview**

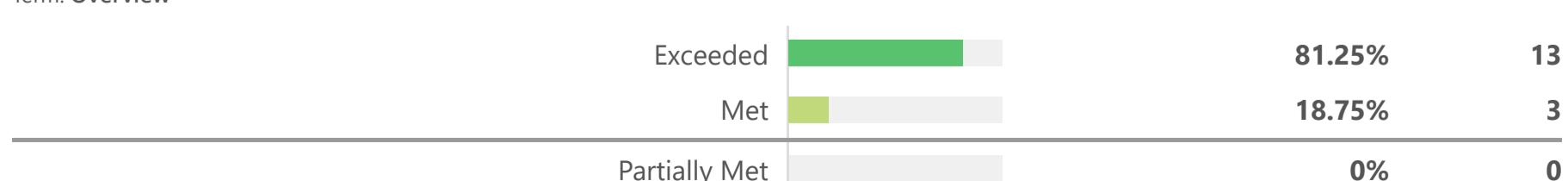| Exceeded		83.33%	15
Met		16.67%	3
Partially Met		0%	0
Not Met		0%	0
Not Attempted		0%	0

ISLO 3

Interpersonal Skills

Students will demonstrate responsible personal behavior, cooperation, and leadership in group settings.

Academic Year 2024-2025: **Music**

Term: **Overview**

Exceeded		81.25%	13
Met		18.75%	3
Partially Met		0%	0

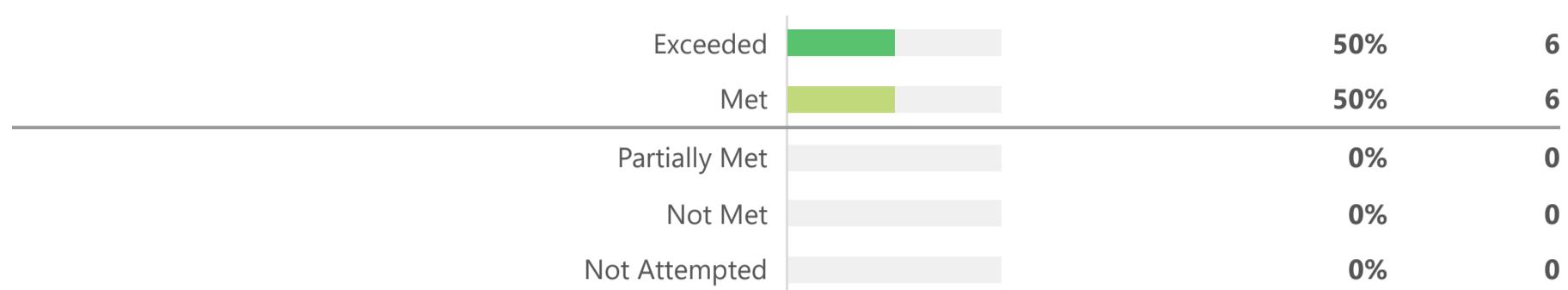|			
Not Met		0%	0
Not Attempted		0%	0

ISLO 4

Christian Worldview

Students will articulate and apply a Christian worldview from a Pentecostal perspective.

Academic Year 2024-2025: **Music**

Term: **Overview**

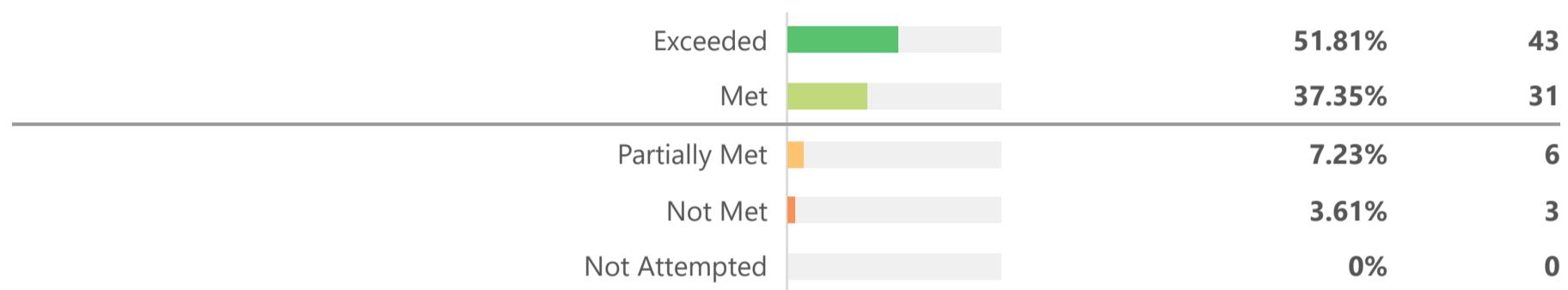|			
Exceeded		50%	6
Met		50%	6
Partially Met		0%	0
Not Met		0%	0
Not Attempted		0%	0

ISLO 6

Professional

Students will articulate the theoretical and practical dimensions of a vocation and demonstrate the essential knowledge and skills necessary to lead with excellence within that vocation.

Academic Year 2024-2025: **Music**

Term: **Overview**

Exceeded		51.81%	43
Met		37.35%	31
Partially Met		7.23%	6
Not Met		3.61%	3
Not Attempted		0%	0

Analysis/Interpretation (Consideration):

Behavioral Sciences

Dr. Falk highlighted that student performance improved when assignments were scaffolded and presented with greater clarity. The department intends to continue "chunking" assignments to support student comprehension and success. Additionally, allowing students to select their own topics was shown to increase engagement and performance.

However, challenges remain. Dr. Falk noted that many students struggled with proper APA citation, often blending citation styles inconsistently. Online students faced difficulties related to limited contact compared to their on-campus peers. Furthermore, a significant number of students did not utilize academic support services available through the University of Valley Forge.

Following the 2023 reset of the Communication, Methods, and Measurement (CMM) framework, Dr. Falk indicated that only minor adjustments to assignment titles were necessary. No formal proposals were submitted to the PSLO Committee at this time.

Business

Dr. Gearhart identified several recurring challenges, including difficulties in assessment reporting, the need for improved training for adjunct faculty on assessment procedures, and a lack of clarity surrounding expectations in MOL 690, particularly regarding thesis completion. Additionally, students in the Sport Management program demonstrated a need for further development in verbal communication and PowerPoint presentation skills.

To address these concerns, Dr. Gearhart proposed the following actions:

1. Provide additional assessment training for adjunct faculty.

2. Add defined cut scores to the department's assessment matrices.

3. Issue timely reminders to faculty at the start of each semester regarding the use of embedded assessments, to ensure the correct tools are implemented and results are accurately recorded.

4. These measures aim to strengthen assessment practices and support student achievement. No formal proposals were submitted to the PSLO Committee at this time.

Digital Media Communications

Faculty discussion highlighted a recurring issue across multiple courses and focus areas: students consistently struggled with planning and adapting their plans for semester-long project assignments. Additional discussion addressed the effectiveness of group project work in meeting interpersonal skills outcomes, with specific attention given to how these are assessed. The department also raised broader curricular questions for

both the PSLO and General Education Student Learning Outcomes (GESLO) Committees regarding the adequacy of technology-focused coursework in preparing students for evolving workplace demands.

Further conversation examined when assignment scaffolding ("chunking") ceases to be beneficial—particularly the distinction between its value in introductory versus capstone courses.

The following changes were submitted to the PSLO Committee and were approved:

1. PSLO Assessment Cycle: A proposed shift to assess PSLOs 1, 3, and 5 in odd years and PSLOs 2, 4, and 6 in even years was reconsidered after review of the department's Curriculum Matrix. The department will continue to collect and analyze data for PSLOs 1 through 6 each academic year.

2. PSLO 2 Update: COM 373 (Design and Visual Language) has been removed from the curriculum and will be replaced by CMS 107 (Fundamentals of AI and Machine Learning) as the course aligned to PSLO 2.

3. PSLO 5 Update – Course Addition: CMS 408 (AI Capstone) will be added as a direct assessment measure for students in the new Digital Media – Applied AI major.

4. PSLO 5 Description Revision: The revised PSLO 5 description reads:"Students will develop and produce digital media products integrating information through writing, audio, design, photography, video, AI tools, and web design using a variety of modern technologies."

5. PSLO 6 Update – Direct Measure Addition: CMS 408 (AI Capstone) will also be added as a direct measure for PSLO 6.

Education

 Graduate students were frequently reported to feel disconnected from their professors, and many demonstrated limited responsiveness to feedback provided on assignments. Among undergraduate students, there was a consistent pattern of students feeling overwhelmed as the semester progressed, particularly toward the end of the term.

The following recommendations were submitted to the PSLO Committee and were accepted:

1. PSLO 2 – Evidence Classification: The Pennsylvania Department of Education's PDE 430 evaluation form, previously classified as indirect evidence, will now serve as direct evidence of student learning.

2. PSLO 3 – Assessment Adjustment: The assessment used to measure PSLO 3 in EDU 503 (Curriculum Theory and Design) was revised. The new measure is Assignment-Level Assessment (ALA) 2 from Week 2 of the course.

3. PSLO 5 – Instrument Update: The self-evaluation form used by student teachers was revised to improve clarity and alignment with PSLO 5.

Intercultural Studies

Dr. Totire noted that recent meetings with Academic Affairs were instrumental in providing the guidance needed to update the department's Curriculum and Assessment Matrix from the previous year. Several recurring themes emerged from the assessment data. These included a need to revise rubrics used for evaluating student performance, a tendency among students to delay meeting with faculty until late in the semester, and ongoing issues with late assignment submissions.

Aside from the updates to the assignment rubrics, no additional changes to the department's Communication, Methods, and Measurement (CMM) framework were proposed at this time.

Ministry Leadership and Theology

Several key themes emerged from the assessment process. These included the need to notify faculty earlier regarding assessment responsibilities, a discussion about whether to revise the benchmark score for the Assemblies of God Credentialing Exam, and concerns about students' preparedness for graduate-level academic work. Additionally, the department identified a recurring issue regarding students' uncertainty about how to contact the university librarian, Melanie Oestreich.

In response to this concern, Melanie Oestreich—supported by Kristianna Nye, Instructional Designer and Faculty Support—recommended including librarian contact information in course syllabi. This proposal was received positively and will undergo further review for implementation.

Music

Benchmarks for PSLOs 1 through 4, as well as PSLO 6, have remained consistent over time. However, variability was observed in results for PSLOs 5 and 6 in different contexts. Several trends emerged from the assessment data, including a lack of foundational music notation reading skills among incoming freshmen, difficulties with planning assignments in advance, and a tendency for music majors to change majors after initial academic setbacks.

Additional areas of concern included struggles with MLA in-text citation formatting, insufficient practice hours on secondary instruments, and delays in submitting thesis drafts.

The following PSLO-related course description revisions were submitted and approved by the PSLO Committee:

1. PSLO 3 – Modification of course wording for MED 466 (Student Teaching)

2. PSLO 4 – Modification of course wording for MED 433

3. PSLO 4 – Additional update for MED 466 (Student Teaching)

4. PSLO 5 – Revisions to CHM/MED courses aligned with this outcome

5. PSLO 6 – Wording update for MED 466 (Student Teaching)

Arts & Sciences

Several recurring themes were observed across assessments. Students commonly demonstrated low confidence and self-esteem during presentations, and there were persistent issues with formality in writing, including grammar, diction, and MLA formatting. Despite these challenges, notable positive trends emerged. Artificial Intelligence tools were found to be effective in encouraging creative thinking among students, and prior learning was successfully incorporated into literary analysis assignments. However, concerns remain regarding the articulation of a Christian Worldview, with noted disconnects between faculty expectations and student responses.

Professor Weaver presented the following adjustment with approval from the PSLO Committee:

Changing the wording to the PSLO percentage for the Capstone.

Common Themes

Throughout the meeting, several common themes emerged across academic departments:

1. The need for additional assessment training for adjunct faculty.

2. Online course syllabi should replace outdated WRITE Solution references with current MS Teams meeting links or guidelines.

3. Concerns were raised about the process of updating Curriculum and Assessment Matrices (CMMs), how to appropriately group assessments that span summer courses, and the need for rubric revisions.

4. All faculty teaching the same course sections should use the same rubric for assessing direct measures to maintain consistency.

5. Students often demonstrate weak project planning, execution, and time management skills.

6. There is an ongoing need to review and apply best practices for group work to improve outcomes and assess interpersonal skills.

7. While breaking larger assignments into smaller "chunked" components helps early-level students succeed, questions remain about whether this approach may hinder independence in upper-level or capstone courses.

8. Questions were raised about whether current PSLO and General Education Student Learning Outcome (GESLO) technology training adequately prepares students for real-world workforce demands.

9. Oral communication remains an area of concern, with students showing a lack of confidence and structure in verbal presentations.

10. Distance learners often fail to respond to faculty feedback—possibly due to issues with receiving or noticing Canvas notifications.

Action Plan (Use):

BEHAVIORAL SCIENCES
Action Plan
- Continue implementing scaffolded assignment structures
- Address APA citation issues through targeted instruction
- Develop strategies to increase online student engagement and support service utilization

BUSINESS
Action Plan
- Provide additional assessment training for adjunct faculty
- Add defined cut scores to department assessment matrices
- Issue timely semester-start reminders regarding embedded assessments
- Implement targeted interventions for Sport Management students' communication skills

DIGITAL MEDIA COMMUNICATIONS

Action Plan (Approved Changes)

- **PSLO Assessment Cycle**: Continue collecting data for PSLOs 1-6 annually (reconsidered alternating year approach)
- **PSLO 2**: Replace COM 373 with CMS 107 (Fundamentals of AI and Machine Learning)
- **PSLO 5 - Course Addition**: Add CMS 408 (AI Capstone) as direct assessment for Digital Media – Applied AI major
- **PSLO 5 - Description Revision**: Updated to include "AI tools" in digital media product development
- **PSLO 6**: Add CMS 408 (AI Capstone) as direct measure

EDUCATION

Action Plan (Approved Recommendations)

- **PSLO 2**: Reclassify PDE 430 evaluation form from indirect to direct evidence
- **PSLO 3**: Implement revised assessment (ALA 2 from Week 2) in EDU 503
- **PSLO 5**: Use revised self-evaluation form with improved clarity and alignment

INTERCULTURAL STUDIES

Action Plan

- Revise assignment rubrics for improved evaluation accuracy
- Encourage earlier student-faculty engagement through proactive outreach
- Address late submission patterns through policy review or intervention strategies

MINISTRY LEADERSHIP AND THEOLOGY

Action Plan

- Implement earlier faculty assessment notifications
- Include librarian contact information in course syllabi (recommendation by M. Oestreich and K. Nye)
- Review and potentially revise AG Credentialing Exam benchmark
- Develop interventions to improve graduate-level academic preparedness

MUSIC

Action Plan (Approved PSLO Revisions)

- **PSLO 3**: Modified course wording for MED 466 (Student Teaching)
- **PSLO 4**: Modified course wording for MED 433 and additional update for MED 466
- **PSLO 5**: Revised CHM/MED course alignments
- **PSLO 6**: Updated wording for MED 466 (Student Teaching)
- Consider foundational skills assessment/remediation for incoming students
- Develop early intervention strategies for struggling music majors

ARTS & SCIENCES

Action Plan

- Continue exploring AI tools for creative thinking development
- Develop targeted interventions for presentation confidence building
- Address writing formality through structured support
- Clarify Christian Worldview expectations and assessment criteria
- Investigate root causes of worldview articulation disconnect

Progress:

Completed

Related Items

No connections made