

Curricular-Level Assessment Rubric for All Doctor of Ministry Level Course Artifacts (Congregational Development)

Course Title: _____ Course #: _____

Instructor(s): _____ Semester/Term: _____

Student Name: _____

Artifact Type: _____ Artifact Grade: _____ Course Grade: _____

Artifact Assignment: (please describe what you asked the student to do; attach a separate sheet if necessary)

How To Use This Rubric

The purpose of this "experimental" rubric is to enable us to assess student achievement of curricular-level learning outcomes within each of our courses. The primary piece of evidence of this achievement is the designated assessment artifact that you identified in your syllabus, as required by the syllabus template. This new rubric gathers quantitative evidence based on your measure of the level of proficiency that students have demonstrated *in the assessment artifact*.

Not every course targets every learning outcome, and not every artifact assignment in your course will capture proficiencies on all of the curricular learning outcomes that your course is expected to produce. However, the artifact assignments should have been designed at the outset to capture, at the least, evidence of the degree to which students have achieved proficiency on the *primary* curricular outcomes that are identified for your course on our curricular map (attached).

This rubric is not intended to be used for grading purposes. The data collected here will be aggregated for purposes of assessing (a) the accuracy of our curricular map, (b) the sufficiency of evidence we are collecting from your chosen artifact; and (c) the degree to which we are achieving desired goals and learning outcomes with our current curriculum.

Please use this rubric to score each student's artifact against the outcomes listed, *based solely on the evidence you find in the artifact* and not on the student's performance on other assignments or in the course overall. **You *must* score the primary and secondary outcomes to which your course applies, according to the curricular map. If you believe that achievement of additional outcomes are applicable to your course, please score those too. Scores on outcomes that are not applicable to your course can be left blank. Simply score the outcomes that are pertinent.**

There is some subjectivity built into this method of assessment. Please be guided by the following to help us achieve some degree of consistency.

Outstanding/High proficiency = the artifact demonstrates "mastery;" more than adequate proficiency that is at a level expected for a successful graduate of the program.
Satisfactory/Adequate proficiency = the artifact demonstrates "basic" knowledge, understanding, or skills; an acceptable level of proficiency for a graduate of the program.
Unsatisfactory/ Inadequate proficiency = the artifact demonstrates less than "basic" knowledge, understanding, or skills; less than acceptable proficiency for a graduate.
Insufficient Evidence = you are not able to assess the desired outcome/proficiency based on the evidence provided by the student in this artifact.

Please deposit your course artifacts with scored rubrics in your assessment folder (!Your Name) on the Academic Server. If you do not have access to the server, please email them to our assessment coordinator, Susan Brookhart. susanbrookhart@bresnan.net.

Advanced understanding of the nature and purposes of ministry

Goal 1. To develop a theologically informed, contextually grounded, and integrated understanding of the nature, purposes, theories, and practices of ministry in the specialized area of Congregational Leadership and Development.

Learning Outcomes <i>The student demonstrates...</i>	Insufficient Evidence	Assessment Score		
		3 Outstanding <small>High proficiency</small>	2 Satisfactory <small>Adequate proficiency</small>	1 Unsatisfactory <small>Inadequate proficiency</small>
1.1 knowledge and understanding of the dynamics, contexts, and organizational structures of a religious congregation in relation to the diverse communities they represent, and in which they are embedded.				
1.2. knowledge and understanding of contemporary perspectives in ecclesiology, missiology, and the meaning of missional leadership and ministry in context.				

Competencies in pastoral analysis and ministerial skills as reflective practitioners and leaders

Goal 2. To develop sociocultural, analytical, diagnostic, and entrepreneurial competencies and organizational leadership skills within congregational contexts.

Learning Outcomes <i>The student demonstrates...</i>	Insufficient Evidence	Assessment Score		
		3 Outstanding <small>(High proficiency)</small>	2 Satisfactory <small>(Adequate proficiency)</small>	1 Unsatisfactory <small>(Inadequate proficiency)</small>
2.1. the ability to facilitate discernment of congregational identity, to define and implement missional goals, and to respond creatively to missional opportunities within and beyond the church by employing methods of organizational, social, cultural, and contextual analysis				
2.2. skill in conducting ethnographic study, systems analysis, and community organizing and development.				
2.3 skill in leading congregations through times of challenge and change.				

Growth in spiritual maturity and ethical professional standards

Goal 3. To develop and appropriate a personal and professional ethic in keeping with sound organizational principles, high ethical standards, and mature conduct in the leadership and development of vital and healthy congregations and communities.

Learning Outcomes <i>The student demonstrates...</i>	Insufficient Evidence	Assessment Score		
		3 Outstanding <small>(High proficiency)</small>	2 Satisfactory <small>(Adequate proficiency)</small>	1 Unsatisfactory <small>(Inadequate proficiency)</small>
3.1. the ability to subject leadership theories and congregational leadership practices to theological and ethical reflection and critique.				
3.2. a critical awareness of one's own social location, culture, preconceptions, and biases and a sense of self that is informed by one's own cultural narrative.				