

# ASSESSMENT PLAN

## Master of Science in Education Master of Science in Educational Administration Master of Arts in Theological Studies

**FOCUSED MISSION STATEMENT:** The **Master of Science in Education Program** contributes to the professional growth of teachers and encourages them to be reflective, competent, and dedicated educators.

**Division/  
Department:**

**Graduate Studies**

**Academic Year:**

**2025-26**

### Graduate Program Goals

GOALS	ARTIFACT	CRITERIA FOR SUCCESS	CURRENT LEVEL	TIMELINE	FEEDBACK	ACTIONS
1. To instill an advanced and contemporary body of knowledge in a specialized area.	Comprehensive Exam	90% of student comprehensive exams will meet or exceed the criteria for program goal 1 as measured by the graduate faculty prepared program assessment rubric for comprehensive exams.	100%	Spring 2024		Over the 2024-25 academic year, the graduate faculty reviewed the comprehensive exam. On April 30, 2025, they adopted a revised exam. Prior: 5-question, 5 hours, closed book New: 3-question, 10-week, open book written with oral defense.
	Graduate Survey	90% of program graduates will self-report achieving program goal 1 in a survey of all graduates.	99% (2019) 96.6% (2022) 100% (2026)	Spring 2022  Spring 2026		None
	Capstone Project	90% of student capstone projects will meet or exceed the criteria for program goal 1 as measured by the graduate faculty prepared program assessment rubric for capstone projects.	1.1 = 94% 1.2 = 100% 1.3 = 100%	Spring 2020		Goal met. No action taken.

2. To develop highly-qualified servant leaders.	Comprehensive Exam	90% of student comprehensive exams will meet or exceed the criteria for program goal 2 as measured by the graduate faculty prepared program assessment rubric for comprehensive exams.		Spring 2024	Not Assessed	
	Graduate Survey	90% of program graduates will self-report achieving program goal 2 in a survey of all graduates.	99% (2019) 96.6% (2022) 100% (2026)	Spring 2019 Spring 2022 Spring 2026	Though fully met, only 21% report making teachers' conference presentations.	2019 - Improve avenues for master's program graduates to present at conferences. a. Analyze speaker's bureau effect. b. Discover what conference leaders want. c. Report to GFC 2022 = None 2026 - <b>Increase percentage of Master's graduates who present their work at conferences.</b> The graduate studies and IT Services directors will work with the Library and Speakers' Bureau personnel to create a user-friendly searchable list of graduate student capstone projects and promote the tool among WELS teachers' conference program committees
	Capstone Project	90% of student capstone projects will meet or exceed the criteria for program goal 2 as measured by the graduate faculty prepared program assessment rubric for capstone projects.	2.1 = 94% 2.2 = 82%	Spring 2020	Some project applications do not apply to ministry settings.	Specific advisor guidance about increasing application was added to the Graduate Faculty Handbook and shared in an Advisor training.
3. To promote research- and theory-informed practice in education.	Comprehensive Exam	90% of student comprehensive exams will meet or exceed the criteria for program goal 3 as measured by the graduate faculty prepared program assessment rubric for comprehensive exams.	100%	Spring 2024		None

	Graduate Survey	90% of program graduates will self-report achieving program goal 3 in a survey of all graduates.	100% (2019) 100% (2022) 98% (2026)	Spring 2019 Spring 2022 Spring 2026	Fully Met. No recommendation at this time.	None
	Capstone Project	90% of student capstone projects will meet or exceed the criteria for program goal 3 as measured by the graduate faculty prepared program assessment rubric for capstone projects.	3.1 = 82% 3.2 = 71% 3.3 = 76%	Spring 2020	Some literature reviews were weak, especially in areas of using theory and building a conceptual framework.	EDU5005 Foundations of Ed Research will be revised to place more focus on the literature review and will be required earlier (between 15 and 24 credits) in the program. EDU5001 will adjust its major paper to a literature review format.
4. To develop critical thinkers and problem-solvers.	Comprehensive Exam	90% of student comprehensive exams will meet or exceed the criteria for program goal 4 as measured by the graduate faculty prepared program assessment rubric for comprehensive exams.	100%	Spring 2024		Over the 2024-25 academic year, the graduate faculty reviewed the comprehensive exam. On April 30, 2025, they adopted a revised exam. Prior: 5-question, 5 hours, closed book New: 3-question, 10-week, open book written with oral defense.
	Graduate Survey	90% of program graduates will self-report achieving program goal 4 in a survey of all graduates.	98% (2019) 100% (2022) 98% (2026)	Spring 2019 Spring 2022 Spring 2026	Fully met, but only 30% report using peer-reviewed journals.	2019 - Make sure all graduate courses require students to identify, read, and synthesize peer-reviewed literature. a. Review and improve level of use in existing courses. b. Make sure graduates maintain access to MLC library. c. Create conditions to foster more capstone projects than comprehensive examinations  2022 – None  2026 - <b>Evaluate the possibility of improving research journal quality and access for Master’s degree alumni.</b> The graduate studies director will appoint a committee of interested

						and qualified graduate faculty to (a) identify preferred journals, and (b) work with the librarian to negotiate journal access.
	Capstone Project	90% of student capstone projects will meet or exceed the criteria for program goal 4 as measured by the graduate faculty prepared program assessment rubric for capstone projects.	94%	Spring 2020		Fully met. No action taken.
5. To create reflective professionals who use assessment to inform and improve their practice	Comprehensive Exam	90% of student comprehensive exams will meet or exceed the criteria for program goal 5 as measured by the graduate faculty prepared program assessment rubric for comprehensive exams.	95%	Spring 2024		Over the 2024-25 academic year, the graduate faculty reviewed the comprehensive exam. On April 30, 2025, they adopted a revised exam. Prior: 5-question, 5 hours, closed book New: 3-question, 10-week, open book written with oral defense.
	Graduate Survey	90% of program graduates will self-report achieving program goal 5 in a survey of all graduates.	94% (2019) 96% (2022) 82% (2026)	Spring 2019 Spring 2022 Spring 2026		2019 – None  2022 – None  2026 – It was noted that all MATS and one Principal emphasis graduate marked this item as “not applicable,” resulting in the less than 90% goal. The faculty discussed the need to revise the survey to reflect new programs. An overall revamping of the survey was approved as follows:  <b>Revise future master’s graduate surveys to improve the quality and types of responses.</b> The director of graduate studies will appoint a survey committee to study and recommend future surveys to (a) increase differentiated responses, (b) provide feedback on graduate degree learning

						outcomes, and (c) gather data regarding student Return on Investment (ROI).
	Capstone Project	90% of student capstone projects will meet or exceed the criteria for program goal 5 as measured by the graduate faculty prepared program assessment rubric for capstone projects.	88%	Spring 2020	Assessments are not always included as part of the projects.	Advisors will receive greater guidance in the Graduate Faculty Handbook and an inservice prior to the 2021-22 academic year.

## Learner Outcomes

### Master of Science in Education

OUTCOMES	ARTIFACT	CRITERIA FOR SUCCESS	CURRENT LEVEL	TIMELINE	FEEDBACK	ACTIONS
1. Implement formative and summative assessments for improved teaching and learning.	EDU5106	90% of students will demonstrate mastery of formative and summative assessment use for measuring learning outcomes, planning remediation, and providing feedback.		Spring 2025		
	SPE5202 Diagnosis & Assessment Project	90% of students will demonstrate mastery of formative and summative assessment use for measuring learning outcomes,		Spring 2021	Not assessed because the selected artifact did not apply.	

		planning remediation, and providing feedback.				
2. Evaluate and synthesize high-quality research to solve educational issues.	EDU5005 Capstone Proposal	90% of students demonstrate mastery in evaluating and synthesizing high quality research.	75% & 83%	Spring 2025	Some literature reviews did not include literature from each proposed aspect of study research.	<ul style="list-style-type: none"> <li>Course Instructors will implement a revised assignment instruction for summer 2025.</li> <li>Course instructors will report results of revised process to Graduate faculty in September 2025.</li> </ul>
	SPE5202 Diagnosis & Assessment Project	90% of students demonstrate mastery in evaluating and synthesizing high quality research.		Spring 2021	Not met. 64.6% of the criteria for the student artifacts from the last two course offerings were met on the specially developed assessment day rubric.	<ul style="list-style-type: none"> <li>Consider moving EDU5005 even earlier in the program to help students become stronger at reading and synthesizing literature.</li> <li>Adjust the assessment rubric.</li> <li>Continued support of an APA writing course.</li> </ul>
3. Integrate theory into practice to become an effective educator.	EDU5005 Capstone Proposal	90% of students demonstrate mastery of theory into practice integration.	58%	Spring 2025	Some literature reviews did not include literature from each proposed aspect of study research.	<ul style="list-style-type: none"> <li>Course Instructors will implement a revised assignment instruction for summer 2025.</li> <li>Course instructors will report results of revised process to Graduate faculty in September 2025.</li> </ul>
	SPE5202 Diagnosis & Assessment Project	90% of students demonstrate mastery of theory into practice integration.		Spring 2021		<ul style="list-style-type: none"> <li>Consider moving EDU5005 even earlier in the program to help students become stronger at reading and synthesizing literature.</li> <li>Adjust the assessment rubric.</li> <li>Continued support of an APA writing course.</li> </ul>

4. Apply a specialized body of knowledge in an area of emphasis	EDT5001	90% of students demonstrate mastery of a body of knowledge in educational technology.	100%	Spring 2018 Spring 2025	None	None
	SPE5202 Diagnosis & Assessment Project	90% of students demonstrate mastery of a body of knowledge in special education.		Spring 2021		<ul style="list-style-type: none"> <li>Consider moving EDU5005 even earlier in the program to help students become stronger at reading and synthesizing literature.</li> <li>Adjust the assessment rubric.</li> <li>Continued support of an APA writing course.</li> </ul>

## Master of Science in Educational Administration

OUTCOMES	ARTIFACT	CRITERIA FOR SUCCESS	CURRENT LEVEL	TIMELINE	FEEDBACK	ACTIONS
1. Cultivate a shared mission, vision, and core-values that promote an inclusive, caring, and supportive school community for spiritual and academic success.	EDU5302 Supervision Plan	90% of students will demonstrate mastery of cultivating a shared mission, vision, and core values.	100%	Spring 2018 Spring 2025	None	None
	EDU5309	90% of students will demonstrate mastery of cultivating a shared mission, vision, and core values.		Spring 2025		

2. Manage school operations and resources to fulfill and advance the school's mission and ensure teacher and student success	EDU5310 Marketing & Enrollment Plan	90% of students will demonstrate mastery of managing school operations and resources to advance the school's mission.		Spring 2021	Not met. 83% of the criteria were met in the 8 of 28 randomly reviewed student artifacts from the last two course offerings.	<ul style="list-style-type: none"> <li>Consult with course instructor about the role school mission plays in driving conversations and assignments.</li> <li>Consider adding an artifact from EDU5311, addition to the one from EDU5310, when outcome 2 is assessed again in Spring 2025.</li> </ul>
	EDU5310	90% of students will demonstrate mastery of managing school operations and resources to advance the school's mission.		Spring 2025		
3. Foster and support rigorous and coherent systems of curriculum, instruction, and assessment that ensure student and teacher growth	EDU5302 Supervision Plan	90% of students will demonstrate mastery of fostering and supporting rigorous and coherent systems of curriculum, instruction, and assessment.	100%	Spring 2018 Spring 2025	None	None
	EDU5003	90% of students will demonstrate mastery of fostering and supporting rigorous and coherent systems of curriculum, instruction, and assessment.		Spring 2025		
4. Apply educational research and tested practice to solve practical educational problems and issues	EDU5005 Capstone Proposal	90% of students will demonstrate mastery of applying educational research and tested practice to solve educational problems.	50%	Spring 2025	Some literature reviews did not include literature from each proposed aspect of study research.	<ul style="list-style-type: none"> <li>Course Instructors will implement a revised assignment instruction for summer 2025.</li> <li>Course instructors will report results of revised process to Graduate faculty in September 2025.</li> </ul>
	EDU5005	90% of students will demonstrate mastery of applying educational research and tested practice to solve educational problems.		Spring 2028		

# Master of Arts in Theological Studies

OUTCOMES	ARTIFACTS	CRITERIA FOR SUCCESS	CURRENT LEVEL	TIMELINE	FEEDBACK	ACTIONS
1. Utilize appropriate tools for theological study.	THE5005	90% of students will demonstrate mastery of utilizing appropriate tools for theological study.		Spring 2025		
2. Articulate the major themes of the Old and New Testament	THE5001	90% of students will demonstrate mastery of articulating the major themes of the Old and New Testament.		Spring 2025		
3. Interpret the biblical text from a Christocentric perspective	THE5005	90% of students will demonstrate mastery of interpreting the biblical text from a Christocentric perspective.		Spring 2025		
4. Apply biblical doctrine to specific situations in life and ministry	THE5006/ EDU5006 Foundations Paper	90% of students will demonstrate mastery of applying biblical doctrine to specific situations in life and ministry.		Spring 2021		<ul style="list-style-type: none"> <li>Foster a heightened awareness of the connections between the content of individual courses and its applicability to current cultural contexts.</li> </ul>
5. Describe the key individuals, events, and ideas represented in the history of Christianity	THE5004	90% of students will demonstrate mastery of describing the key individuals, events, and ideas represented in the history of Christianity.		Spring 2025		

6. Evaluate and respond to changes in culture and society that affect the Church	THE5006/ EDU5006 Foundations Paper	90% of students will demonstrate mastery of evaluating and responding to changes in culture and society that affect the Church.		Spring 2021		<ul style="list-style-type: none"> <li>Foster a heightened awareness of the connections between the content of individual courses and its applicability to current cultural contexts.</li> </ul>
7. Construct a personal philosophy of ministry	THE5006/ EDU5006 Foundations Paper	90% of students will demonstrate mastery of constructing a personal philosophy of ministry.		Spring 2021		<ul style="list-style-type: none"> <li>Require an abstract in the final project for THE5006 Foundations of Ministry that provides a concise synthesis of a person's individual philosophy of ministry.</li> </ul>

## Master of Science in Special Education

OUTCOMES	ARTIFACTS	CRITERIA FOR SUCCESS	CURRENT LEVEL	TIMELINE	FEEDBACK	ACTIONS
1. Effectively collaborate with a wide range of professionals, families, and caregivers to design and implement educational programs that meet the needs of each student	SPE5203 Case Study	90% of students will demonstrate master of effective collaboration with professionals, families, and caregivers to design and implement educational programs that meet the needs of each student.		Spring 2028		
2. Demonstrate the skills needed to utilize formal and informal assessments to evaluate students'	SPE5202 Field Assessment Project	90% of students will demonstrate the skills needed to utilize formal and informal assessments to evaluate students' academic, behavioral, and functional strengths and needs.		Spring 2026		

academic, behavioral, and functional strengths and needs						
<b>3.</b> Apply a specialized body of knowledge to implement well-designed and research-based interventions and instruction with fidelity	SPE5205 Reflective Journal Project	90% of students will apply a specialized body of knowledge to implement well-designed and research-based interventions and instruction with fidelity.		Spring 2025		
<b>4.</b> Employ practices that promote student social and emotional well-being	SPE5209 Behavioral Research Paper	90% of students will employ practices that promote student social and emotional well-being.		Spring 2028		