



PROVIDENCE

Program Evaluation Report Form for Master of Divinity [Fall 2022—Summer 2025]

The Master of Divinity is the normative degree prerequisite for ordained pastoral ministry in the church. It is also the degree that serves as a prerequisite for doctoral-level theological education. Additionally, students may find the degree effective training for a variety of para-church ministries and vocations outside the local church. The purpose of the Master of Divinity program at Providence is to provide students with a strong biblical-theological foundation, to foster a love for the Word of God, to foster a love for the church and a commitment to enhancing its well-being, to develop students' people-helping skills, to develop and sharpen the particular spiritual gifts of each student, and to provide a foundational grasp of all aspects of training necessary to pastoral ministry.

A. Program Evaluation Schedule

Collection		Completed				
July-August	<p>Direct artifacts will be collected and anonymized by Dept chair Indirect artifacts collected and results aggregated by the Admin assistant</p> <table border="1"> <thead> <tr> <th>Direct Artifacts</th> <th>Indirect Artifacts</th> </tr> </thead> <tbody> <tr> <td> <i>Personal Philosophy of Ministry and Pastoral Ministry Review from PS6101</i> <i>Integration Reflection Paper for IN5102 or IN5201</i> <i>Textbook Interactions from PS7114 or IS5106</i> <i>Major Integrative Essay from PS7101</i> <i>Congregational Care Project from PS7512</i> </td> <td> <i>Student Feedback Forms from PS7511, PS7512, PS7513, PS7514, IN5102, IN5201, PS5201, PS7101, and IS5106</i> <i>Integration Reflection and Student Feedback from IN5201 or IN5102</i> <i>Self-Evaluations and Mentor Evaluations from PS7511, PS7512, PS7513, PS7514</i> <i>Personal Reflection essays from PS7101</i> </td> </tr> </tbody> </table>	Direct Artifacts	Indirect Artifacts	<i>Personal Philosophy of Ministry and Pastoral Ministry Review from PS6101</i> <i>Integration Reflection Paper for IN5102 or IN5201</i> <i>Textbook Interactions from PS7114 or IS5106</i> <i>Major Integrative Essay from PS7101</i> <i>Congregational Care Project from PS7512</i>	<i>Student Feedback Forms from PS7511, PS7512, PS7513, PS7514, IN5102, IN5201, PS5201, PS7101, and IS5106</i> <i>Integration Reflection and Student Feedback from IN5201 or IN5102</i> <i>Self-Evaluations and Mentor Evaluations from PS7511, PS7512, PS7513, PS7514</i> <i>Personal Reflection essays from PS7101</i>	August 24, 2025
Direct Artifacts	Indirect Artifacts					
<i>Personal Philosophy of Ministry and Pastoral Ministry Review from PS6101</i> <i>Integration Reflection Paper for IN5102 or IN5201</i> <i>Textbook Interactions from PS7114 or IS5106</i> <i>Major Integrative Essay from PS7101</i> <i>Congregational Care Project from PS7512</i>	<i>Student Feedback Forms from PS7511, PS7512, PS7513, PS7514, IN5102, IN5201, PS5201, PS7101, and IS5106</i> <i>Integration Reflection and Student Feedback from IN5201 or IN5102</i> <i>Self-Evaluations and Mentor Evaluations from PS7511, PS7512, PS7513, PS7514</i> <i>Personal Reflection essays from PS7101</i>					

Review		
Sep 29 FC meeting	Groups of faculty review direct artifacts and submit reports to Academic Dean or Dept Chair Dean or Chair present reports along with data from indirect artifacts to faculty with proposed changes Faculty discuss proposed changes	Sep 29, 2025 Back to faculty Nov 12, 2025
Closing the Loop		
Oct-Nov	Course-level changes implemented by individual faculty for next September courses	
Dec-Jan	Program-level changes proposed and implemented through SPPC Committee Changes to evaluation plan itself implemented by Academic Dean	

B. Program Evaluation

Program Outcomes	Artifacts	Benchmarks	RESULTS
<p><i>The student will integrate a biblically based theology with a philosophy of pastoral ministry</i></p> <p>Supporting Academic Goals: 1 + 5</p>	<p>DIRECT: <i>Personal Philosophy of Ministry from PS6101 Pastoral Theology</i></p> <p>INDIRECT <i>Self-Evaluations, Mentor Evaluations, and Student Feedback Forms from PS7511, PS7512, PS7513, and PS7514¹</i></p>	<p>DIRECT <i>66% of students will score 2-3 on the rubric</i></p> <p>INDIRECT <i>Average rating of 4 out of 5 for feedback forms.</i></p>	<p>3 papers</p> <p>Aggregated results taken from all students in CM courses, not just MDiv</p>
<p><i>The student will formulate a rule of life for personal and ministerial wholeness</i></p> <p>Supporting Academic Goals: 1</p>	<p>DIRECT: <i>Integration Reflection Paper for IN5102 or IN5201²</i></p> <p>INDIRECT <i>Self-Evaluations and Mentor Evaluations from PS7511, PS7512, PS7513, and PS7514, plus Student Feedback Forms from IN5102 and IN5201</i></p>	<p>66% of students will score 2-3 on the rubric</p> <p>INDIRECT <i>Average rating of 4 out of 5 for feedback forms.</i></p>	<p>6 papers</p> <p>Aggregated results taken from all students in CM courses, not just MDiv</p>

<p><i>The student will exegete the world around them in order to work in a diversity of church models and contexts</i></p> <p>Supporting Academic Goals: 2 + 3</p>	<p>DIRECT: <i>Textbook Interactions from PS7514 or IS5106 Critique of Secular Culture</i></p> <p>INDIRECT <i>Self-Evaluations, Mentor Evaluations, and Student Feedback Forms from PS7511, PS7512, PS7513, PS7514, and IS5106 Personal Reflection essay from PS7101</i></p>	<p><i>66% of students will score 2-3 on the rubric</i></p> <p>INDIRECT <i>Average rating of 4 out of 5 for feedback forms.</i></p>	<p>6 papers</p> <p>Aggregated results taken from all students in CM courses, not just MDiv</p>
<p><i>The student will articulate Christian truth through exegetically and theologically grounded preaching, teaching, and other methods appropriate to the context of the their ministry or vocation</i></p> <p>Supporting Academic Goals: 1 + 4</p>	<p>DIRECT: <i>Major Integrative Essay from PS7101 Integrative Seminar</i></p> <p><i>Alternate: Preaching assignment in PS5102 Homiletics</i></p> <p>INDIRECT <i>Self-Evaluations, Mentor Evaluations, and Student Feedback Forms from PS7511, PS7512, PS7513, PS7514, PS7101, and PS5102</i></p>	<p><i>75% of students will score 3-4 on the rubric</i></p> <p><i>75% of students will score 2-3 on the rubric</i></p> <p>INDIRECT <i>Average rating of 4 out of 5 for feedback forms.</i></p>	<p>6 papers</p> <p>Aggregated results taken from all students in CM courses, not just MDiv</p>
<p><i>The student will formulate methods of catechesis, discipling, or formation appropriate to their ministry context</i></p> <p>Supporting Academic Goals: 1</p>	<p>DIRECT: <i>Pastoral Ministry Review from PS6101 Pastoral Theology</i></p> <p><i>Alternate: Case Studies from PS7511, PS7512, PS713, and PS7514</i></p> <p>INDIRECT <i>Self-Evaluations, Mentor Evaluations, and Student Feedback Forms from PS7511, PS7512, PS7513, PS7514, PS7101, and PS5102</i></p>	<p><i>66% of students will score 2-3 on the rubric</i></p> <p><i>75% of students will score 2-3 on the rubric</i></p> <p>INDIRECT <i>Average rating of 4 out of 5 for feedback forms.</i></p>	<p>3 papers</p> <p>Aggregated results taken from all students in CM courses, not just MDiv</p>

<p><i>The student will demonstrate the skills required of a pastor or other ministry professional, such as administration, counselling and spiritual care, and liturgical functions</i></p> <p>Supporting Academic Goals: 2 + 5</p>	<p>DIRECT: <i>Congregational Care Project from PS7512</i></p> <p><i>Alternate: Ministry Narratives from PS7511, PS7512, PS7513, and PS7514</i></p> <p>INDIRECT <i>Self-Evaluations, Mentor Evaluations, and Student Feedback Forms from PS7511, PS7512, PS7513, PS7514, and PS7101</i></p>	<p><i>66% of students will score 2-3 on the rubric</i></p> <p><i>75% of students will score 2-3 on the rubric</i></p> <p>INDIRECT <i>Average rating of 4 out of 5 for feedback forms.</i></p>	<p>3 papers</p> <p>Aggregated results taken from all students in CM courses, not just MDiv</p>
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¹PS7511 Applied Focus: Personal Ministry Formation, PS7512 Applied Focus: Stewardship of Congregational Life, PS7513 Applied Focus: Communication for Impact and Interaction, and PS7514 Applied Focus: Leadership for the Church in a Changing Environment.

²IN5102 Theology and Practice of Christian Spirituality and Formation, and IN5201 The Art of Spiritual Direction: Theory and Practice.

Interpretation

The low number of MDiv students raises the question of whether there are adequate artifacts to make a good evaluation. More artifacts collected at the end of the program would be helpful. The Self and Mentor Evaluation forms need some way to measure change; the present forms are only qualitative, not quantitative. The assignment for Outcome #6 was unclear and confusing, and did not produce good work from the students. This outcome needs a sharper assignment that better matches the outcome and is more clearly designed. Several of these courses just had a major overhaul (PS6101 and IS5106) so there were few assignments to draw upon.

Possible Program Changes

In the posted Seminary Program Objectives, for the MDiv program change ‘disciplining’ to ‘discipling’ on point #5. There are currently 6 program objectives, which should be tightened up to 3-4.

There are currently 7 tracks for the MDiv program: Biblical Languages, Chaplaincy/Spiritual Care, Honours, Pastoral Counselling, Pentecostal Studies, Anabaptist Studies, and Youth Ministry Studies. These offerings need to be reviewed and updated. Which ones can we confidently offer? Are there new ones that should replace outdated versions?

Suggested Changes to Assessment Process

In the past couple of years, the MDiv capstone course PS7101 Integrative Seminar also became a required course for the MA—Christian Studies program. In order for this to happen, there was a consultation process which involved a syllabus review, feedback between the department chairs, and further revision until a mutually satisfactory course was designed and approved. This was a fruitful process, so I wonder if further courses could be cross-listed between departments, leading to more cross-fertilization between departments beyond official program reviews?

As PTS is thinking through the implementation of in-person courses and an increased emphases on robust module weeks, I wonder if we need a more nuanced Student Feedback Form that can measure relative student satisfaction on a variety of metrics specifically targeted to in-person, online, and hybrid courses? This is the one student response form that we can be assured of receiving a high return rate, so perhaps we can utilize it more rigorously.

Also the rubric should be reviewed for higher standards—too easy to achieve standard?

C. Rubrics

1. Rubric for Personal Philosophy for Ministry Paper for PS6101 Pastoral Theology

Outcomes	Superior (3)	Proficient (2)	Unsatisfactory (1)	AVG. RESULTS
<i>The student will integrate a biblically based theology with a philosophy of pastoral ministry</i>	Demonstrates insightful awareness and skillful evaluation of the pastoral role, leading to a fulsome integration with their own ministry context	Demonstrates some awareness and fairly skillful evaluation of the pastoral role, leading to some integration with their own ministry context	Demonstrates little to no awareness and evaluation of the pastoral role, leading to meagre integration with their own ministry context	2.5

2. Rubric for IN5102 Theology and Practise of Christian Spirituality and Formation Integration and Reflection Paper

Outcomes	Superior (3)	Proficient (2)	Unsatisfactory (1)	AVG. RESULTS
<i>The student will formulate a rule of life for personal and ministerial wholeness</i>	Articulates a mature spiritual reflection and 'Rule of Life,' including the required components (spirituality definition, a metaphor or image that resonates, specific engagement with spiritual practises, specific engagement with course texts, future direction, and Rule of Life chart), demonstrating significant evidence of personal engagement and prayerful reflection.	Demonstrates some personal integration, including some of the required syllabus components, expressed with some personal engagement and prayerful reflection	Demonstrates little to no personal integration, includes little to none of the required syllabus components, expressed with poor personal engagement and prayerful reflection	2.6

3. Rubric for IS5106 Critique of Secular Culture and PS7514 Applied Focus Textbook Interactions

Outcomes	Superior (3)	Proficient (2)	Unsatisfactory (1)	AVG. RESULTS
<i>The student will exegete the world around them in order to work in a diversity of church models and contexts</i>	Demonstrates insightful awareness and skillful evaluation of major themes in the text, and makes clear connections to their own ministry context	Demonstrates some awareness and fairly skillful evaluation of major themes in the text, and makes some connections to their own ministry context	Demonstrates little to no awareness and evaluation of major themes in the text, and makes few connections to their own ministry context	2.25

4. Rubric for Major Integrative Essay from PS7101 Integrative Seminar

Outcomes	Superior (4)	Proficient (3)	Satisfactory (2)	Unsatisfactory (1)	AVG. RESULTS
<i>The student will articulate Christian truth through exegetically and theologically grounded preaching, teaching, and other methods appropriate to the context of their ministry or vocation</i>	Excellent ability to identify, summarize, and apply major themes in a concise, well-written response that displays a robust knowledge of subject matter and connections to their ministry context	A good ability to identify, summarize, and apply major themes in a well-written response that displays some knowledge of subject matter and connections to their ministry context	A basic ability to identify, summarize, and apply major themes in a mediocre response that displays a little knowledge of subject matter and connections to their ministry context	Limited ability to identify, summarize, and apply major themes of the subject matter, and no demonstration of connections to ministry context	2.2

5. Rubric for PS6101 Pastoral Theology Pastoral Ministry Review

Outcomes	Superior (3)	Proficient (2)	Unsatisfactory (1)	AVG. RESULTS
<i>The student will formulate methods of catechesis, discipling, or formation appropriate to their ministry context</i>	Demonstrates insightful awareness and skillful evaluation of major themes and biblical models of pastoral ministry, expressed with strong writing	Demonstrates some awareness and fairly skillful evaluation of major themes and biblical models of pastoral ministry, expressed with fairly clear writing	Demonstrates little to no awareness and evaluation of major themes and biblical models of pastoral ministry, expressed with poor writing	2.5

6. Rubric for PS7512 Applied Focus: Stewardship of Congregational Life Congregational Care Project

Outcomes	Superior (3)	Proficient (2)	Unsatisfactory (1)	AVG. RESULTS
<i>The student will demonstrate the skills required of a pastor or other ministry professional, such as administration, counselling and spiritual care, and liturgical functions</i>	Demonstrates insightful awareness and skillful evaluation of a recovery ministry and the assigned text, leading to a fulsome integration with their own ministry context	Demonstrates some awareness and fairly skillful evaluation of a recovery ministry and the assigned text, leading to some integration with their own ministry context	Demonstrates little to no awareness and evaluation of a recovery ministry and the assigned text, leading to meagre integration with their own ministry context	1.75