

In December 2018 **Alpha Group Leaders** were assessed on the following questions:

1. Describe, outline, or list the important components of serving as an Alpha group leader, including participation in Monday night leader meetings, planning and leading of the weekly Alpha group, and your personal spiritual walk.
2. Through your experience in Discipleship Ministries, what have you learned about yourself and about using your gifts to lead your peers?
3. Reflecting on your experience as a co-leader and member of a family group, what have you learned about being an effective team member?
4. **Describe an experience from your time in Discipleship Ministries (leader meetings, family groups, leading a group, etc) that has broadened your understanding of and commitment to diversity.**

Assessment Process: Overall participation was significantly decreased this year for both Alpha and D Groups assessment as we tried to employ an electronic format for assessment rather than a handwritten one that required transcription. This new process did significantly streamline the result collection/ rubric scoring accuracy by eliminating transcription but we experienced lower overall participation rates.

We also moved the assessment process to the end of Fall semester rather than at the end of Spring semester in an effort to get more participation from leaders (especially within D Groups) who would be discontinuing due to study abroad programs, class conflicts, and job/ internships. While this was employed to increase participation, the combination of the altered timeline and the new electronic format did not yield the expected or desired results. Student leaders were told about the assessment process and received a link to the assessment survey that they were asked to complete on their own time. Even after multiple verbal reminders and 3 follow-up emailed requests, 35% of Alpha Group leaders and 46% of D Group leaders failed to complete the assessment survey.

DisMin program director will alter this format for 2019-20 by still utilizing electronic format but have students complete assessment information during a regularly scheduled meeting time rather than requesting they do it on their own. Director will consult with supervising Vice President and assessment office to discuss the benefits and limitations of retrieving assessment data at the end of fall semester rather than at the end of spring semester.

Results: 65% of Alpha Group Leaders completed this assessment. For question #1, 0% of leaders assessed scored Below Basic, 23% scored Basic, 27% scored Proficient, and 40% scored Advanced. For question #2, 0% scored Below Basic, 23% scored Basic, 47% scored Proficient, and 30% scored Advanced. For question #3, 3% scored Below Basic, 10% scored Basic, 57% scored Proficient, and 30% scored Advanced. For questions #4, 7% scored Below Basic, 30% scored Basic, 20% scored Proficient, and 40% scored Advanced.

Question #	Below Basic	Basic	Proficient	Advanced
1	0%	23%	37%	40%
2	0%	23%	47%	30%
3	3%	10%	57%	30%
*4	7%	30%	20%	40%

*Question #4 was new in 2017-18 and has a new rubric for 2018-19.

In December 2018 **D Group Leaders** were assessed on the following questions:

1. Describe, outline, or list the important components of serving as a D group leader, including participation in Monday night leader meetings, planning and leading of the weekly small group meeting, and your personal spiritual walk.
2. Through your experience in Discipleship Ministries, what have you learned about yourself and about using your gifts to lead your peers?
3. Please choose one spiritual discipline we have looked at this year and explain its relevance and what it offers the spiritual life.
4. **Describe an experience from your time in Discipleship Ministries (leader meetings, family groups, leading a group, etc) that has broadened your understanding of and commitment to diversity.**

Results: 54% of D Group leaders completed the assessment survey. For question #1, 7% of leaders assessed scored Below Basic, 21% scored Basic, 29% scored Proficient, and 43% scored Advanced. For question #2, 7% scored Below Basic, 21% scored Basic, 29% scored Proficient, and 43% scored Advanced. For question #3, 7% scored Below Basic, 7% scored Basic, 21% scored Proficient, and 64% scored Advanced. For questions #4, 0% scored Below Basic, 21% scored Basic, 21% scored Proficient, and 43% scored Advanced.

Question #	Below Basic	Basic	Proficient	Advanced
1	7%	21%	29%	43%
2	7%	21%	29%	43%
3	7%	7%	21%	64%
*4	0%	21%	21%	43%

*Question #4 was new in 2017-18 and has a new rubric for 2018-19.

Results Narrative:

The addition of Question #4 yielded helpful information as it seems that DisMin student leaders were overall able to describe an experience that broadened their understanding of and commitment to diversity. Many of them cited specific diversity training that was given at the beginning of their leadership experience and many gave detailed accounts of experiences with interacting with and learning from students in the groups they were leading.