

April 2016 D Group Leaders will be assessed on the following questions:

1. Describe, outline, or list the important components of serving as an **Alpha or D group leader**, including the planning and leading of the weekly **small** group meeting.
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.

In spring of 2015, D group leaders participated in program assessment based on 3 questions. Question #1 was worded slightly differently because many of the responses in 2014 emphasized leaders living directly with those they would be leading in a d group (writing on bathroom mirrors in dorm, etc.). We moved to a more open format allowing leaders to live anywhere they wanted and form groups based on interest and affinity rather than strictly on living area. Question #2 was changed following the evaluation of 2014 program assessment which showed that the question was measuring knowledge of a leadership skill but not necessarily measuring personal growth and development as a leader in Discipleship Ministries.

Based on internal program evaluation in 2013 and 2014, and in a collaborative effort with Student Development and Residential Life, a new small group experience was developed to more specifically and appropriately meet the needs of first year residential students for the 2015-16 school year. With the addition of **Alpha Group** leaders, the #1 question for 2016 was slightly altered to allow both D Group and Alpha Group leaders to respond. For the 2016 assessment, the #1 question from 2013 and 2014 will be used again with a slight change in wording.

Each leader is interviewed at the beginning and mid-way point in their leadership experience. Questions pertaining to program goals, effectiveness, and leader satisfaction are asked in an informal interview style. Alongside of this evaluation, a leader survey is given between mid-way and the end of the leadership experience to assess program goals, effectiveness, and leader satisfaction. Student leaders also make recommendations for change and improvement.

December 2015-January 2016 a new component of assessment and evaluation was added to assess the program participant experience for the new first year student small group experience. Program goals, effectiveness and group member satisfaction were measured and evaluated.

2015-2016 Results:

Questions for 2015-16 Leaders:

In Discipleship Ministries, the common student leadership questions were asked in the following ways:

1. As you prepared to start and lead a small group this year, what practical steps did you take to begin your group?
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.

Students assessed their ability to lead a small group meeting and the impact that leadership position had on their personal and spiritual growth. The students were asked these questions on a written self-assessment and their answers were compiled and assessed.

Of the 107 responses to the 3 questions, we found the following:

- 42/107 - 39% of leaders were advanced
- 43/107 - 40% of leaders were proficient
- 17/107 - 16% of leaders were basic
- 5/107 - 5% of leaders were below basic

We had a total of 36 responses out of 40 possible participants (90% response rate). The questions were asked on a self assessment survey. The assessment of the answers was done by the Discipleship Ministries Director and Program Assistant.

Criteria Used for Assessment

Question 1: We were looking for the ability to identify important aspects of a successful group meeting. For example, for them to give multiple steps/ aspects of preparing. We counted the steps or aspects they came up with for the first question (*As you prepared to start and lead a small group this year, what practical steps did you take to begin your group?*) and categorized from there. Most students could name 3-4 steps/aspects (read a passage, write lesson, pray, plan an aspect of fellowship, prepare for discussion, journal, discuss with others, etc.) For 4 or more components, we coded them *advanced*. For 3-4: *Proficient*, for 2-3: *basic* and for 1-2: *below basic*.

Question 2: For the next question (*Through your experience in Discipleship Ministries, what have you learned about yourself and about using your gifts to lead your peers?*) we looked for an ability to articulate a specific experience that connected to an area of personal growth. Responses that identified an experience and then tied that experience

to an impactful internal change or realization with details were coded as *advanced*, those who could identify both with little or minor detail were coded as *proficient*, those who could identify the experience OR the learning were coded as *basic*, narratives without any explanation as to the significance or answers that simply listed broad ideas were coded as *below basic*.

Question 3: For the last question (*Please choose one spiritual discipline we have looked at this year and explain its relevance and what it offers the spiritual life*) we looked for the ability to name a specific spiritual discipline and the ability to give a description of either the practice as an idea or in terms of personal impact.