



MINISTRY PRACTICUM GRADING RUBRIC

PRA 301 Ministry Practicum I · PRA 401 Ministry Practicum II

FROM THE EXECUTIVE DIRECTOR

Practicum is formation, not performance.

Read this carefully before you grade a single student. Practicum is not a class. It is the moment when everything we have poured into you for four years gets pressed up against real people, real ministry, and real pressure. We are not measuring whether you preached a clean sermon, ran a smooth event, or filled out the hour log on time. We are measuring whether you are ready to be sent.

“Don’t let anyone think less of you because you are young. Be an example to all believers in what you say, in the way you live, in your love, your faith, and your purity.” — **1 Timothy 4:12**
(NLT)

Hear me on this. We have all watched gifted people fail not because they lacked talent, but because nobody slowed them down long enough to grade their character. Charisma fills a room. Character holds it. JBC will not credential a student who has not visibly demonstrated readiness for the field — and that means anointing without integrity is not a passing grade in this house. A C in practicum is the floor, not the goal. If a student’s scores fall below 73, they will be re-deployed for further formation before they walk a stage.

Supervisors and faculty: use this rubric honestly. Your kindness in over-grading today becomes somebody’s wound tomorrow. The Body of Christ deserves leaders who were told the truth.

Pastor Adam Aziz

Executive Director, Judah Bible College

01 PURPOSE OF THE PRACTICUM

The Ministry Practicum is the integrative capstone of the Bachelor of Ministry & Leadership program. It is where Word, Spirit, character, and skill are tested together inside a real ministry context. Students serve under a qualified supervisor in a local church or approved ministry, log a minimum of 120 verifiable hours per practicum (PRA 301 and PRA 401), and produce documented evidence of growth, fruit, and faithfulness.

The rubric in Section 3 evaluates six formation outcomes drawn directly from the JBC core values: the Word, the Spirit, character, authority, leaders, and the local church. Multiplication — our seventh core value — is measured implicitly across every category, because we believe a leader is only as ready as the people they are reproducing.

02 PRACTICUM IDENTIFICATION

Student Full Name _____

Student ID # _____

Term / Year _____

Practicum Course

PRA 301 Ministry Practicum I

PRA 401 Ministry Practicum II

Ministry Site / Local Church _____

Supervisor Name & Role _____

**Supervisor
Phone** _____

**Supervisor
Email** _____

Hours Logged _____

**Practicum Start
Date** _____

**Practicum End
Date** _____

**Date of
Evaluation** _____

03 EVALUATION CRITERIA

Each category is scored on a 1–4 scale. Circle one score per row. Brief evidence and observation notes are required for any score of 2 or below, and for any score of 4. Generic scores produce generic graduates.

4 — EXCELLENT <i>Demonstrated Mastery</i>	3 — PROFICIENT <i>Field-Ready</i>	2 — DEVELOPING <i>Growth Required</i>	1 — NOT YET <i>Not Field-Ready</i>
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A. SPIRITUAL FORMATION & CHRISTLIKE CHARACTER · Weight: 25%

Learning Outcomes Measured: Integrity, humility, repentance, fruit of the Spirit, devotional life, walk with God beyond ministry function.

Scripture: Galatians 5:22–23 (NLT)

4	EXCELLENT	Visibly Christlike under pressure. Owns failure quickly. Walks with God when no one is watching. Refuses platform without character.
3	PROFICIENT	Consistent character. Receives correction well. Devotional life is evident. Reputation in the church is honorable.
2	DEVELOPING	Mostly faithful but inconsistent under stress. Slow to repent or defensive when corrected. Devotional life uneven.
1	NOT YET	Pattern of pride, defensiveness, hidden sin, or relational fracture. Character does not match gift. Not field-ready.

CIRCLE SCORE: 1 2 3 4

Evidence & observation notes (required for scores of 1, 2, or 4):

B. THE WORD & SOUND DOCTRINE IN PRACTICE · Weight: 15%

Learning Outcomes Measured: Accurate handling of Scripture in teaching, counseling, and conversation; theological soundness; reliance on Word over opinion.

Scripture: 2 Timothy 2:15 (NLT)

4	EXCELLENT	Handles Scripture rightly in context. Teaches and counsels from the Word, not from culture. Defends doctrine with humility.
3	PROFICIENT	Doctrinally sound. Quotes and applies Scripture appropriately. Recognizes theological error when present.
2	DEVELOPING	Loves the Word but interprets loosely. Mixes opinion and Scripture. Needs ongoing theological discipling.
1	NOT YET	Mishandles Scripture. Spreads error or shallow doctrine. Does not yet possess a working biblical framework for ministry decisions.

CIRCLE SCORE: 1 2 3 4

Evidence & observation notes (required for scores of 1, 2, or 4):

C. SENSITIVITY TO & MOVEMENT WITH THE HOLY SPIRIT · Weight: 15%

Learning Outcomes Measured: Hearing the voice of God, ministering in the gifts, prayer life, dependence on the Spirit rather than personality or skill.

Scripture: Romans 8:14 (NLT)

4	EXCELLENT	Demonstrably led by the Spirit. Ministers in the gifts with biblical order. Discerns and moves with what God is doing in real time.
3	PROFICIENT	Recognizes the Spirit's leading. Prays before, during, and after ministry. Risks obedience when prompted.
2	DEVELOPING	Believes the right things about the Spirit but rarely steps out. Defaults to skill, plan, or personality.
1	NOT YET	Functionally cessationist in practice. Resistant to the Spirit's leading or untrained in moving with Him. Not field-ready in a Spirit-filled house.

CIRCLE SCORE: 1 2 3 4

Evidence & observation notes (required for scores of 1, 2, or 4):

D. MINISTRY SKILL, INITIATIVE & EXECUTION · Weight: 20%

Learning Outcomes Measured: Preparation, follow-through, communication, problem-solving, ownership of assignment, ability to deliver fruit, not just effort.

Scripture: 1 Corinthians 9:26 (NLT)

4	EXCELLENT	Owens the assignment from start to finish. Anticipates needs. Solves problems before being asked. Produces visible Kingdom fruit.
3	PROFICIENT	Executes assigned tasks with quality and consistency. Communicates well. Reliable under normal conditions.
2	DEVELOPING	Completes tasks but needs reminders. Quality is uneven. Struggles when plans change or pressure rises.
1	NOT YET	Misses deadlines. Drops assignments. Avoids ownership. Cannot yet be entrusted with significant responsibility.

CIRCLE SCORE: 1 2 3 4

Evidence & observation notes (required for scores of 1, 2, or 4):

E. LEADERSHIP, TEAMWORK & SUBMISSION TO AUTHORITY · Weight: 15%

Learning Outcomes Measured: Honor toward leaders, healthy teamwork, ability to lead others, posture under correction, response to authority structures.

Scripture: Hebrews 13:17 (NLT)

4	EXCELLENT	Honors leadership publicly and privately. Builds team. Receives correction as a gift. Leads others without dominating them.
3	PROFICIENT	Submits to authority. Works well on teams. Beginning to lead others with humility and clarity.
2	DEVELOPING	Generally compliant but occasionally critical of leadership. Struggles to lead peers without friction.
1	NOT YET	Pattern of independence, gossip, or resistance to authority. Difficult to team with. Not safe to deploy under leadership yet.

CIRCLE SCORE: 1 2 3 4

Evidence & observation notes (required for scores of 1, 2, or 4):

F. REFLECTION, TEACHABILITY & GROWTH TRAJECTORY · Weight: 10%

Learning Outcomes Measured: Self-awareness, journaling and reflection discipline, willingness to be evaluated, visible growth from beginning to end of practicum.

Scripture: Proverbs 9:9 (NLT)

4	EXCELLENT	Sharply self-aware. Asks for feedback. Visibly different in character or skill at the end than at the beginning.
3	PROFICIENT	Reflective. Receives feedback well. Demonstrable growth in at least one area over the practicum.
2	DEVELOPING	Limited self-awareness. Receives feedback passively. Growth is hard to identify.
1	NOT YET	Defensive when evaluated. No measurable growth observed. Not yet teachable enough for next-level deployment.

CIRCLE SCORE: 1 2 3 4

Evidence & observation notes (required for scores of 1, 2, or 4):

04 SCORE CALCULATION

Multiply each category score (1–4) by the assigned weight, then sum the totals. The maximum total is 400; divide the total by 4 to convert to a final percentage score. Convert the percentage to a letter grade using the JBC Grading Scale.

CATEGORY	SCORE (1–4)	× WEIGHT	= SUBTOTAL
A. Spiritual Formation & Christlike Character		× 25	
B. The Word & Sound Doctrine in Practice		× 15	
C. Sensitivity to & Movement with the Holy Spirit		× 15	
D. Ministry Skill, Initiative & Execution		× 20	
E. Leadership, Teamwork & Submission to Authority		× 15	
F. Reflection, Teachability & Growth Trajectory		× 10	
TOTAL (max 400)			
FINAL PERCENTAGE = Total ÷ 4			

A 93–100	B 83–86	C 73–76 (PASS)	FAIL BELOW 73
A– 90–92 B+ 87–89	B– 80–82 C+ 77–79	C– 70–72 (no credit toward degree)	Practicum must be retaken

05 REQUIRED DELIVERABLES

No final grade is posted until every deliverable has been received, reviewed, and signed off. Missing deliverables result in an Incomplete (I) until satisfied or the deadline is missed (after which the I converts to an F per the Grading Scale Policy).

✓	DELIVERABLE	DUE	SIGN-OFF / NOTES
	Hour log signed by supervisor (minimum 120 verifiable hours).		
	Supervisor evaluation form completed and signed.		
	Self-evaluation using this rubric (student's honest first pass).		
	Written ministry reflection (1,500–2,000 words).		
	Three documented ministry artifacts (e.g., sermon outline, lesson plan, counseling case summary, event debrief, leadership communication).		
	Final supervisor-faculty interview completed.		

06 PASS THRESHOLD & REMEDIATION

Minimum passing grade: A C (2.0 / 73%) or higher is required for the practicum to count toward graduation. A passing grade below C does not earn credit — see the Grading Scale & Academic Standing Policy.

Remediation pathways:

- A score of 1 in any single category triggers an automatic supervisor-faculty review, regardless of the overall percentage. A graduate cannot be released to the field with a category-1 deficiency in character, doctrine, or authority.
- A final score below 73% requires the practicum to be retaken in a subsequent term with a re-deployed assignment.
- A pattern of category-2 scores across multiple categories requires a written formation plan signed by the student, supervisor, and Executive Director before progression.

07 FINAL DETERMINATION & SIGNATURES

**Final Numeric
Score** _____

**Final Letter
Grade** _____

- Pass — student is field-ready for next-level deployment.**
- Conditional Pass — formation plan required (attach signed plan).**
- Fail — practicum must be retaken with re-deployed assignment.**

Reviewer notes & specific observations (required):

SUPERVISOR SIGNATURE

DATE

FACULTY / EXECUTIVE DIRECTOR SIGNATURE

DATE

STUDENT SIGNATURE (acknowledging review)

DATE