



JUDAH
— BIBLE COLLEGE —

PROGRAM LEARNING OUTCOMES & ASSESSMENT PLAN

What Our Graduates Will Know, Be, and Do.

FROM THE EXECUTIVE DIRECTOR

What We Are Actually Building

We are not just enrolling students at Judah Bible College — we are forming **named outcomes** in named people, and we are willing to be evaluated by whether or not those outcomes show up.

In this document, you will find three layers of formation we are committed to producing in every single graduate:

- **Institutional Learning Outcomes (ILOs)** — the seven outcomes that mark every JBC graduate, regardless of program.
- **Program Learning Outcomes (PLOs)** — the specific outcomes that distinguish each of our three degrees.
- **Course-Level Outcomes** — the granular outcomes embedded in every individual course (found in each course syllabus).

Each outcome is mapped to specific courses where it is introduced, reinforced, and assessed.

Read this carefully. This is who we are committed to producing. By God's grace, we will.

Pastor Adam Aziz

Executive Director, Judah Bible College

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01 THE FOUNDATION: FROM MISSION TO OUTCOMES

Every learning outcome in this document flows from a clear chain of conviction. To understand the outcomes, you must first understand the chain.

THE CHAIN OF CONVICTION

It starts with our institutional mission: **Know the Word. Move with the Spirit. Walk in dominion.** That mission produces our institutional vision: *to raise up a generation of Spirit-filled, biblically grounded believers who will rise, mobilize, and take their rightful place in advancing the Kingdom of God.*

From the mission and vision flow our seven core values — the Word, the Spirit, Character, Authority, Leaders, the Church, and Multiplication. Each value is a deliberate commitment about what kind of formation we are responsible to produce.

From those values flow our **Institutional Learning Outcomes** — the seven outcomes that mark every JBC graduate. These are non-negotiable. Whether a student earns the Associate of Biblical Studies, the Bachelor of Biblical Studies, or the Bachelor of Ministry & Leadership, every JBC diploma represents these seven commitments.

From those institutional outcomes flow the **Program Learning Outcomes** — the specific outcomes for each of our three degree programs. The PLOs build on the ILOs, applying them with the depth and focus appropriate to each degree.

From the PLOs flow the **Course-Level Outcomes** — the specific learning objectives embedded in every individual course, listed in each course syllabus. Every course exists to develop one or more PLOs. No course is a filler. Every course earns its place by serving the mission.

THE THREE DOMAINS OF FORMATION

Every learning outcome at JBC falls into one or more of three domains of formation. These mirror the biblical shape of discipleship and the apostolic-prophetic priorities of our mission.

<p>KNOW COGNITIVE</p> <p><i>What graduates understand about Scripture, doctrine, and the Christian life.</i></p>	<p>BE AFFECTIVE</p> <p><i>Who graduates are becoming — their character, their dependence on the Spirit, their love.</i></p>	<p>DO BEHAVIORAL</p> <p><i>What graduates are equipped to do in ministry, leadership, and life.</i></p>
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A Bible college that produces only *Know* creates theologians without power. A school that produces only *Be* creates well-meaning believers without skill. A school that produces only *Do* creates skilled ministers without depth. JBC is committed to producing all three, in every graduate, in measurable ways.

02 INSTITUTIONAL LEARNING OUTCOMES (ILOS)

These seven outcomes mark every Judah Bible College graduate, regardless of which degree program they complete. They are the floor, not the ceiling. A student who completes JBC and does not demonstrate these outcomes has not been formed by JBC — regardless of their GPA.

The end of all formation is conformity to the image of Jesus. The seven ILOs below are simply specific facets of that one ultimate outcome.

I	<p>BIBLICAL FOUNDATION</p> <p>Demonstrate working knowledge of the Old and New Testaments and apply sound principles of biblical interpretation to study and teach Scripture faithfully.</p>
II	<p>THEOLOGICAL CONVICTION</p> <p>Articulate the core doctrines of historic, orthodox Christian faith with biblical clarity and personal conviction.</p>
III	<p>SPIRITUAL FORMATION</p> <p>Live a Christ-formed life marked by daily devotion, integrity, humility, and growth in Christlikeness.</p>
IV	<p>SPIRIT-EMPOWERED LIVING</p> <p>Walk in active dependence on the Holy Spirit, including the practice of His gifts, sensitivity to His voice, and hunger for His presence.</p>
V	<p>LOCAL CHURCH COMMITMENT</p> <p>Engage faithfully and consistently in committed local church membership, service, and submission to spiritual authority.</p>

VI

KINGDOM WITNESS

Communicate the gospel clearly, share faith with boldness, and minister in the power of the Spirit to bring people to Jesus.

VII

CHRISTLIKE CHARACTER

Exhibit the integrity, humility, honor, faithfulness, and love that mark a Spirit-formed leader worthy of trust and influence.

03 ASSOCIATE OF BIBLICAL STUDIES

The Associate of Biblical Studies (ABS) is JBC’s foundational two-year, 60-credit-hour degree. It is designed to ground every student in the Scripture, the doctrines of the historic Christian faith, the basics of Spirit-empowered living, and the formation of Christlike character. Most JBC students will begin here. Some will stop here — and they will leave with a complete and substantive theological foundation. Others will continue into one of our two Bachelor’s programs.

PROGRAM MISSION

To form Spirit-filled believers with a foundational mastery of Scripture, a clear grasp of orthodox Christian doctrine, and the spiritual disciplines required for a lifetime of faithful Kingdom living.

PROGRAM LEARNING OUTCOMES

Graduates of the Associate of Biblical Studies will demonstrate the following six outcomes upon completion of the program. Each outcome is mapped to the JBC courses where it is introduced, reinforced, and formally assessed.

PLO ABS-1 — BIBLICAL KNOWLEDGE

By the time graduates complete this program, they will: Demonstrate working knowledge of the Old and New Testament canon, including the major narrative arc, themes, and theological message of each testament.

INTRODUCED IN: BIB 101 Old Testament Survey, BIB 102 New Testament Survey

REINFORCED IN: BIB 104 The Life & Teachings of Jesus, BIB 105 The Book of Acts & the Early Church, BIB 201 Biblical Theology, BIB 202 The Book of Romans, BIB 203 The Book of Ephesians

ASSESSED IN: Comprehensive exams

PLO ABS-2 — HERMENEUTICAL SKILL

By the time graduates complete this program, they will: Apply sound principles of biblical interpretation, including historical, grammatical, literary, and theological context, to the responsible study of Scripture.

INTRODUCED IN: BIB 103 Hermeneutics & Biblical Interpretation

REINFORCED IN: BIB 104 The Life & Teachings of Jesus, BIB 201 Biblical Theology, BIB 202 The Book of Romans, BIB 203 The Book of Ephesians

ASSESSED IN: Comprehensive exams

PLO ABS-3 — THEOLOGICAL FOUNDATION

By the time graduates complete this program, they will: Articulate the foundational doctrines of orthodox Christian faith, including the doctrines of Scripture, God, Christ, Salvation, the Holy Spirit, and the Church.

INTRODUCED IN: THE 101 Systematic Theology I, THE 103 Christian Worldview

REINFORCED IN: THE 102 Christian Apologetics, THE 201 Systematic Theology II

ASSESSED IN: Comprehensive exams

PLO ABS-4 — SPIRITUAL FORMATION & DISCIPLINES

By the time graduates complete this program, they will: Practice consistent personal spiritual disciplines (prayer, Bible study, worship, fasting, sabbath) and demonstrate measurable growth in Christlike character and ethical living.

INTRODUCED IN: SPF 101 Spiritual Formation

REINFORCED IN: SPF 201 Christian Ethics: Character & Holiness, all Dominion Weekends, ongoing local church involvement

ASSESSED IN: Comprehensive exams

PLO ABS-5 — SPIRIT-EMPOWERED LIVING

By the time graduates complete this program, they will: Demonstrate openness to and active reliance on the Holy Spirit, including baptism in the Spirit, use of spiritual gifts, sensitivity to His voice, and pursuit of His presence.

INTRODUCED IN: SPF 102 The Holy Spirit & Spirit-Empowered Living

REINFORCED IN: BIB 105 The Book of Acts & the Early Church, MIN 201 Evangelism & Discipleship, all Dominion Weekends

ASSESSED IN: Comprehensive exams

PLO ABS-6 — GOSPEL WITNESS & LOCAL CHURCH ENGAGEMENT

By the time graduates complete this program, they will: Communicate the gospel clearly to others, engage faithfully in committed local church membership and service, and demonstrate the readiness to disciple at least one other person to follow Christ.

INTRODUCED IN: MIN 201 Evangelism & Discipleship

REINFORCED IN: BIB 105 The Book of Acts & the Early Church, ongoing local church involvement, Dominion Weekend ministry application

ASSESSED IN: Comprehensive exams

04 BACHELOR OF BIBLICAL STUDIES

The Bachelor of Biblical Studies (BBS) is JBC's four-year, 120-credit-hour degree designed for students who want to develop deep, rigorous mastery of Scripture and theology. It builds on the Associate program with advanced biblical studies, theological depth, research-level competency, and the capacity to teach and equip others. Graduates are prepared to serve as Bible teachers, theological educators, ministry leaders, writers, missionaries, and scholars who can stand under the weight of difficult questions and faithful exposition.

PROGRAM MISSION

To form Spirit-filled biblical scholars who can study, teach, defend, and apply the Scriptures with depth, precision, and apostolic-prophetic relevance to the Church and the world.

PROGRAM LEARNING OUTCOMES

Graduates of the Bachelor of Biblical Studies will demonstrate the following seven outcomes, in addition to having achieved all six Associate-level outcomes upon completion of the foundation phase.

PLO BBS-1 — EXEGETICAL MASTERY

By the time graduates complete this program, they will: Conduct rigorous exegetical study of biblical texts using sound hermeneutical methods, including original language tools, historical-cultural context, and theological synthesis.

INTRODUCED IN: BIB 301 Biblical Covenants and the Story of Redemption

REINFORCED IN: BIB 302 Genesis, BIB 303 Old Testament Kings, BIB 308 The Gospel of John, BIB 309 The War Within (Galatians), BIB 310 Hebrews, BIB 311 The Book of Revelation

ASSESSED IN: Comprehensive exams

PLOBBS-2 — THEOLOGICAL ARTICULATION & DEFENSE

By the time graduates complete this program, they will: Articulate and defend the major doctrines of historic Christian faith with theological precision, including engagement with major historic and contemporary alternatives.

INTRODUCED IN: All Associate-level theology coursework

REINFORCED IN: BIB 301 Biblical Covenants and the Story of Redemption, MIN 303 The Practical Use of Spiritual Gifts in the Church

ASSESSED IN: Comprehensive exams

PLOBBS-3 — BIBLICAL SYNTHESIS ACROSS THE CANON

By the time graduates complete this program, they will: Synthesize biblical, theological, and historical material across the canon, demonstrating how individual texts fit within the redemptive story of Scripture as a whole.

INTRODUCED IN: BIB 301 Biblical Covenants and the Story of Redemption

REINFORCED IN: BIB 302 Genesis, BIB 304 Psalms, BIB 305 Proverbs, BIB 306 Isaiah, BIB 307 Daniel, BIB 310 Hebrews, BIB 311 The Book of Revelation

ASSESSED IN: Comprehensive exams

PLOBBS-4 — CULTURAL & APOLOGETIC ENGAGEMENT

By the time graduates complete this program, they will: Identify, evaluate, and respond to contemporary cultural, theological, and worldview challenges with biblical clarity, intellectual rigor, and pastoral wisdom.

INTRODUCED IN: THE 102 Christian Apologetics, THE 103 Christian Worldview (Associate level)

REINFORCED IN: BIB 309 The War Within (Galatians), BIB 311 The Book of Revelation, MIN 302 The Mission of the Church

ASSESSED IN: Comprehensive exams

PLOBBS-5 — BIBLE TEACHING CAPACITY

By the time graduates complete this program, they will: Lead Bible study, teaching, and discipleship contexts with depth, accuracy, and excellence, demonstrating the ability to make Scripture come alive for diverse audiences.

INTRODUCED IN: MIN 301 Building and Leading Effective Bible Studies

REINFORCED IN: SPF 301 Discipleship and Spiritual Formation, MIN 302 The Mission of the Church

ASSESSED IN: Comprehensive exams

PLOBBS-6 — EQUIPPING MULTIPLICATION

By the time graduates complete this program, they will: Equip others to study and apply Scripture for themselves, demonstrating the capacity to reproduce biblical and spiritual depth in those they disciple.

INTRODUCED IN: SPF 301 Discipleship and Spiritual Formation

REINFORCED IN: MIN 301 Building and Leading Effective Bible Studies, MIN 303 The Practical Use of Spiritual Gifts in the Church

ASSESSED IN: Comprehensive exams

PLOBBS-7 — SPIRIT-FILLED SCHOLARSHIP

By the time graduates complete this program, they will: Integrate scholarship with Spirit-empowered living, demonstrating that biblical depth and devotional dependence on the Holy Spirit are not in conflict but in concert.

INTRODUCED IN: All BBS coursework

REINFORCED IN: MIN 303 The Practical Use of Spiritual Gifts in the Church, all Dominion Weekends

ASSESSED IN: Comprehensive exams

05 BACHELOR OF MINISTRY & LEADERSHIP

The Bachelor of Ministry & Leadership (BML) is JBC's four-year, 120-credit-hour formation degree designed for students preparing for ministry leadership. It builds on the foundational Associate-level coursework with intensive ministry training, leadership development, hands-on practicum experiences, and explicit formation in apostolic-prophetic ministry. Graduates are prepared to serve as pastors, ministry directors, worship leaders, missionaries, church planters, and apostolic-prophetic leaders carrying the burden of the local church and the lost.

PROGRAM MISSION

To form Spirit-filled, apostolic-prophetic ministry leaders who can shepherd souls, build healthy ministries, mobilize teams, demonstrate the Kingdom in power, and carry the roar of the Lion of Judah into every assignment the Lord gives them.

PROGRAM LEARNING OUTCOMES

Graduates of the Bachelor of Ministry & Leadership will demonstrate the following eight outcomes, in addition to having achieved all six Associate-level outcomes upon completion of the foundation phase.

PLO BML-1 — MINISTERIAL READINESS

By the time graduates complete this program, they will: Demonstrate practical readiness for vocational ministry through completed practicum experiences, supervised ministry assignments, and verified competency in real ministry contexts.

INTRODUCED IN: PRA 401 Ministry Practicum I

REINFORCED IN: PRA 402 Ministry Practicum II, ongoing service in a local church

ASSESSED IN: Comprehensive exams

PLOBML-2 — APOSTOLIC-PROPHETIC VISION

By the time graduates complete this program, they will: Lead with apostolic-prophetic vision — calling out gifts in others, mobilizing the body of Christ, and casting clear vision for Kingdom advancement.

INTRODUCED IN: MIN 319 The Apostolic & Prophetic Foundation of the Church

REINFORCED IN: LDR 301 Foundations of Ministry Leadership, LDR 303 Leadership Development and Mentoring, all Dominion Weekends

ASSESSED IN: Comprehensive exams

PLOBML-3 — SPIRIT-EMPOWERED MINISTRY & AUTHORITY

By the time graduates complete this program, they will: Exercise spiritual authority appropriately in ministry contexts, including praying for the sick, ministering deliverance, and operating in the gifts of the Spirit to bring people to wholeness.

INTRODUCED IN: MIN 311 Healing Ministry, MIN 312 Deliverance Ministry

REINFORCED IN: MIN 315 Intercessory Prayer and the Ministry of Prayer, MIN 319 The Apostolic & Prophetic Foundation of the Church, all Dominion Weekends

ASSESSED IN: Comprehensive exams

PLOBML-4 — SPIRIT DISCERNMENT & DECISION-MAKING

By the time graduates complete this program, they will: Discern and respond to the voice of the Holy Spirit in personal, pastoral, and organizational decision-making, demonstrating maturity in walking by the Spirit.

INTRODUCED IN: MIN 315 Intercessory Prayer and the Ministry of Prayer

REINFORCED IN: MIN 319 The Apostolic & Prophetic Foundation of the Church, LDR 303 Leadership Development and Mentoring

ASSESSED IN: Comprehensive exams

PLOBML-5 — STRATEGIC & ORGANIZATIONAL LEADERSHIP

By the time graduates complete this program, they will: Develop and execute strategy for ministry initiatives, programs, services, and (when called) church planting, demonstrating organizational competency joined to spiritual conviction.

INTRODUCED IN: LDR 301 Foundations of Ministry Leadership

REINFORCED IN: LDR 302 Building Healthy Ministry Teams, MIN 313 Pastoral Care and Shepherding

ASSESSED IN: Comprehensive exams

PLOBML-6 — TEAM BUILDING & LEADER DEVELOPMENT

By the time graduates complete this program, they will: Build, lead, and develop teams of volunteers and emerging leaders, demonstrating the capacity to multiply leadership rather than centralize it.

INTRODUCED IN: LDR 302 Building Healthy Ministry Teams

REINFORCED IN: LDR 303 Leadership Development and Mentoring, MIN 313 Pastoral Care and Shepherding

ASSESSED IN: Comprehensive exams

PLOBML-7 — PASTORAL CARE & SHEPHERDING

By the time graduates complete this program, they will: Provide biblically grounded pastoral care to individuals, marriages, and families, demonstrating compassion joined to truth and the wisdom of the Spirit.

INTRODUCED IN: MIN 313 Pastoral Care and Shepherding

REINFORCED IN: MIN 316 Counseling Basics for Ministry Leaders, MIN 314 Evangelism and Reaching the Lost

ASSESSED IN: Comprehensive exams

PLO BML-8 — SUSTAINED MINISTRY HEALTH & ETHICS

By the time graduates complete this program, they will: Demonstrate the emotional, relational, spiritual, and ethical health required for sustained, fruitful ministry over decades — marked by integrity, accountability, and resilience.

INTRODUCED IN: LDR 401 Ministry Ethics and Accountability

REINFORCED IN: All BML coursework, all Dominion Weekends, ongoing local church involvement

ASSESSED IN: Comprehensive exams

06 HOW WE MEASURE: THE ASSESSMENT PLAN

Outcomes that are not measured are not real. Saying we are committed to producing a certain kind of graduate is one thing; demonstrating that we actually produce that graduate is another. JBC commits to a transparent, multi-source assessment plan that allows us — and our accreditors, our students, our local churches, and the Lord we ultimately serve — to evaluate whether the outcomes in this document are actually being achieved.

“Examine yourselves to see if your faith is genuine. Test yourselves...” — 2

Corinthians 13:5 (NLT)

DIRECT ASSESSMENT METHODS

Direct assessment measures the student’s actual performance against the outcome. JBC employs the following direct assessment instruments:

- **Course-level assessments** — every JBC course includes assignments, examinations, papers, projects, and demonstrations that directly measure progress against specific PLOs. Each course syllabus identifies which PLOs that course assesses.
- **Practicum evaluations** — for the Bachelor of Ministry & Leadership, supervised practicum experiences (PRA 401 and PRA 402) include direct evaluation by both a JBC faculty member and an external ministry supervisor.

INDIRECT ASSESSMENT METHODS

Indirect assessment measures perceptions of learning and outcome achievement. JBC employs **Course evaluations** — students evaluate every course at the end of each term, including the perceived effectiveness of the course in developing the PLOs it was designed to address.

ASSESSMENT CYCLE

Each ILO and PLO is formally assessed on a **rolling annual cycle**. Assessment data is gathered each term, reviewed by the Executive Director annually, and identifies outcomes where students are exceeding, meeting, or falling short of expectations and recommends specific changes to courses, programs, or institutional practices for the following academic year.

07 CONTINUOUS IMPROVEMENT: CLOSING THE LOOP

Assessment without action is just paperwork. JBC commits to a documented process for translating assessment data into actual changes — to courses, to syllabi, to programs, to faculty development, and to the outcomes themselves — so that the school we are five years from now is demonstrably better than the school we are today.

THE ANNUAL IMPROVEMENT CYCLE

Each academic year, JBC follows a four-stage continuous improvement cycle. This cycle ensures that the data we collect actually shapes the school we become.

<p>01</p> <p>MEASURE</p> <p><i>Gather assessment data each term across all outcomes.</i></p>	<p>02</p> <p>ANALYZE</p> <p><i>Review the data with faculty in an annual assessment meeting.</i></p>	<p>03</p> <p>ADJUST</p> <p><i>Implement changes to courses, programs, or outcomes for the next year.</i></p>	<p>04</p> <p>RE - MEASURE</p> <p><i>Verify that the changes produced the intended improvement.</i></p>
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OUTCOME REVISION

The outcomes themselves are not sacred — only the mission is. As the Lord refines our understanding of what He is calling JBC to produce, the outcomes may be revised. Substantive changes to ILOs or PLOs require faculty review, Executive Director approval, and — where applicable — notification to our accrediting body. Outcomes are reviewed in full every **five years**, with smaller annual refinements as needed.

THE FINAL ASSESSMENT

There is one assessment we will face that no accreditor will administer. When the Lord returns, He will not ask us how many students we enrolled, how many credits we issued, how nicely our buildings were appointed, or how many social media followers we accumulated. He will ask us ***what kind of leaders we sent into His harvest***. The outcomes in this document are how we keep that day in front of us. May we be found faithful.