



## Summary of Educational Effectiveness

Baptist Seminary of Kentucky's purpose is to prepare men and women sensing God's leadership for life and ministry in faithful witness to Jesus Christ in the church and the world.

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### Educational Objectives

Baptist Seminary of Kentucky offers the Master of Divinity degree program and has structured this degree as a "basic program oriented toward ministerial leadership" (ES 1.2). The mission statement clearly describes the purpose of the M.Div. degree program, "to prepare men and women sensing God's leadership for life and ministry in faithful witness to Jesus Christ in the church and the world." Out of the purpose statement, BSK has adopted four over-arching program goals to reinforce the program's intention to form and equip students to be qualified ministerial leaders.

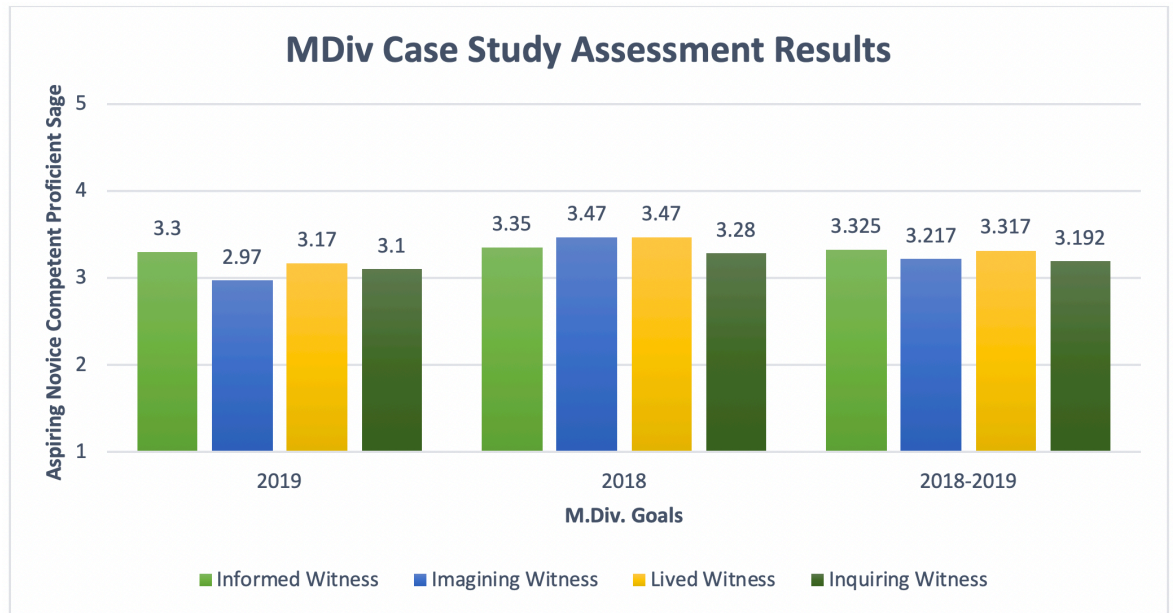
Informed Witness	Imagining Witness	Lived Witness	Inquiring Witness
Contextual and experiential knowledge of Christian scripture, history, theology, and practice relevant to ministerial vocations.	Theologically reflective ministerial identity, discernment, and vision.	Cultivation and embodiment of habits, practices, and competencies for leading and directing persons in faithful Christian living.	Development of reflective, self-aware critique of ministry understanding and practice, and habits of disciplined research supporting growth.

The BSK faculty developed three goals to measure the effectiveness of the theological curriculum:

- a reception of informed witness through gaining a knowledge and understanding of Christian scripture, history, theology, and practice that is substantial and relevant to ministerial vocations.
- a cultivation of imagined witness through evidence of sustained theological reflection on ministerial identity and vocation given the variety of cultural realities and contextual issues bearing upon ministerial practice.
- an embodiment of lived witness through the cultivation of habits, practices, and competencies for leading and directing persons in faithful Christian living.

		Aspiring	Novice	Competent	Proficient	Sage
Increasing Complexity, Holism ↓	<b>Informed Witness:</b> Contextual and experiential knowledge of Christian scripture, history, theology, and practice relevant to ministerial vocations.	received knowledge; grounded in basic, common, popular knowledge	emerging understanding of terminology, concepts, principles, issues in their contexts	developing discernment of most important, relevant information for a situation; making connections across concepts	internalization of knowledge, appropriate critical analysis, and extensive experience	mastery and production of knowledge
	<b>Imagining Witness:</b> Theologically reflective ministerial identity, discernment, and vision.	reliance on convention; difficulty interpreting events	developing personal authority; trying on theories, methods, role of minister	deepening awareness of God's presence and work in multi-dimensional ministry contexts	creative and self-aware ability to engage God's presence and work across cultural realities; confidence in ministerial identity	integration of complex layers of knowing; abiding perception of situations as spaces of God's presence and work
	<b>Lived Witness:</b> Cultivation and embodiment of habits, practices, and competencies for leading and directing persons in faithful Christian living.	lack of comfortable, efficient routines; rigid reliance on basic rules and external authority for practices	developing skill and efficiency in some areas of practice; observing and mimicking good practice; questioning conventional practice	conscious, deliberate planning; minimal need for supervision; developing sense of timing; sense of importance of community	acting out of familiarity and experience; adapting routines for natural, easy flow to communal practices; evaluating self and authorities	appropriate actions, timing, and manner with little deliberation; culturally aware and sensitive manner; critical dialogue with authorities
	<b>Inquiring Witness:</b> Development of reflective, self-aware critique of ministry understanding and practice, and habits of disciplined research supporting growth.	realization of need to know more and keep learning; misapplication of learning	identification of strengths and limits of knowledge, understanding, and practice; learning from experience and some other sources	critical appreciation of one's own performance; intentional engagement in professional development, research	increasing ability for disciplined, reflective research and its application to one's own practice of ministry	advanced ability for independent research informing and informed by ministry practice and theological reflection

(adopted February 2018)



Student responses to questions 17 and 18 of the BSK (ATS) Graduating Student Questionnaire from 2015-2018 demonstrate considerable student satisfaction with the effectiveness of seminary education in the development of skill areas and in personal growth.

How effective was your education in facilitating the following skill areas? (Graduating Student Questionnaire 2016-2019)

	Not at all effective	Not very effective	Somewhat effective	Effective	Very effective
Ability to use and interpret scripture	0	0	0	2	18
Knowledge of church doctrine and history	0	0	0	6	14
Knowledge of Christian philosophy and ethics	0	0	1	3	16
Ability to think theologically	0	0	0	3	17

How effective was your education in facilitating the following skill areas? (Graduating Student Questionnaire 2016-2019)

	Not at all effective	Not very effective	Somewhat effective	Effective	Very effective
Ability to interact effectively with those of other religious traditions than my own	0	0	1	5	14
Ability to work effectively within my own tradition	0	0	1	5	14
Ability to interact effectively with those from cultural and racial/ethnic contexts other than my own	0	0	3	4	13
Awareness and appreciation of the globalized context in which ministry is practiced	0	0	0	4	16
Ability to work effectively with both women and men	0	0	0	4	16

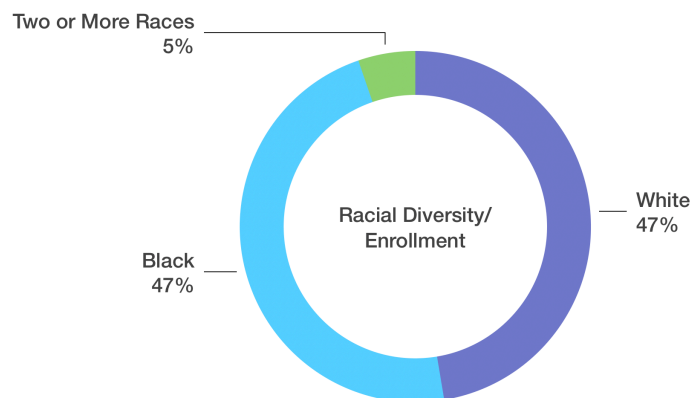
In the core curriculum, there are seven courses dedicated to “the Witness of Ministry.” These include preaching, worship, mission, pastoral care, church leadership, and church administration. As a response to student and alumni surveys, BSK added a church administration course in 2013. In recent graduate surveys, the students reported satisfaction with the level of instruction given in these areas:

How effective was your education in facilitating the following skill areas? (Graduating Student Questionnaire 2016-2019)

	Not at all effective	Not very effective	Somewhat effective	Effective	Very effective
Ability to preach well	1	0	1	7	10
Knowledge of church polity/canon law	0	0	3	7	9
Ability to give spiritual direction	0	0	1	7	12
Ability to teach well	0	0	2	5	13
Ability to lead others	0	0	1	5	14
Ability to conduct worship/liturgy	0	0	2	2	14
Ability in pastoral counseling	0	0	1	5	14
Ability to administer a parish	0	0	3	6	11

## Diversity

Figure 1: Enrollment Diversity



A marker of effectiveness is growth in diversity. As of the fall 2019 semester, roughly 50% of the student body was female, and 50% African American. This is up from the 4% African American portion of enrollment

from 2016. This trend continues to accelerate, with the 65% of the entering class for Fall 2019 being African American.

In 2018 BSK established the Kevin and Barnetta Cosby Seminary Scholarship for American Descendants of Slavery (ADOS) in 2019, providing full scholarship for up to 10 students per year. This is an act of reparations by the Seminary as BSK participates in repair for the legacy of slavery and racial oppression that has benefited institutions of theological education.

Related to BSK's presence at Simmons College of Kentucky, a relationship with the National Baptist Convention of America, Inc. (NBCA) has been formed, with BSK to be named the official seminary of the NBCA in 2020. Part of the relationship will be the inclusion of at least two persons from the NBCA on the BSK Board of Trustees.



The faculty approved a “Statement on Diversity” in September 2014 to be used as a guide for establishing the broader program of assessment of diversity. This statement defines in theological terms exactly what the diversity is that we value and why it is important.

*We commit ourselves without end to attend to and embrace the wondrous diversity of God’s creation in faithful witness to Jesus Christ. We believe that the Triune God creates people in the image of God and calls all people good. Through the manifold presence and work of the Spirit, people are created with different bodies and abilities, fill lands and communities around the world, and carry various traditions and stories as they live with one another. Failure to recognize the dignity and worth of diversity among persons and people groups is a sin that distorts self-understanding and limits our regard for the goodwill of all humanity and for the communion of the whole body of Christ, God’s church. Confessing our formation and current propensity to such sin, we at BSK acknowledge that as we seek to embody God’s truth, the understandings we gain from our own bodies, abilities, traditions, and stories need to be tested and supplemented by the understandings gained by others.*

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## Affordability

Through a combination of reasonable tuition costs, strong scholarship resources and work-friendly block scheduling, the majority of BSK students graduate with little to no additional student debt.

**80%** Graduate with no additional educational debt

Graduate with less than \$10,000 in additional debt **20%**