

The College for Officer Training has developed and approved **Institution-Set Standards (ISS)** for satisfactory student achievement appropriate to the fulfillment of its mission in the areas of course success, two-year retention, degree completion, Bible and Doctrine test success, transfer to 4-year college or university, and job placement. These standards provide a framework for monitoring student achievement and institutional effectiveness.

Course Success

The successful course completion rate is calculated as the number of student completions with a grade of C (2.0/4.0) or better divided by the total number of courses taken each year. The table below details the course success rates for the previous five academic years (defined as the percentage of cadets enrolled in a course who received a grade of Pass, A, B, or C).

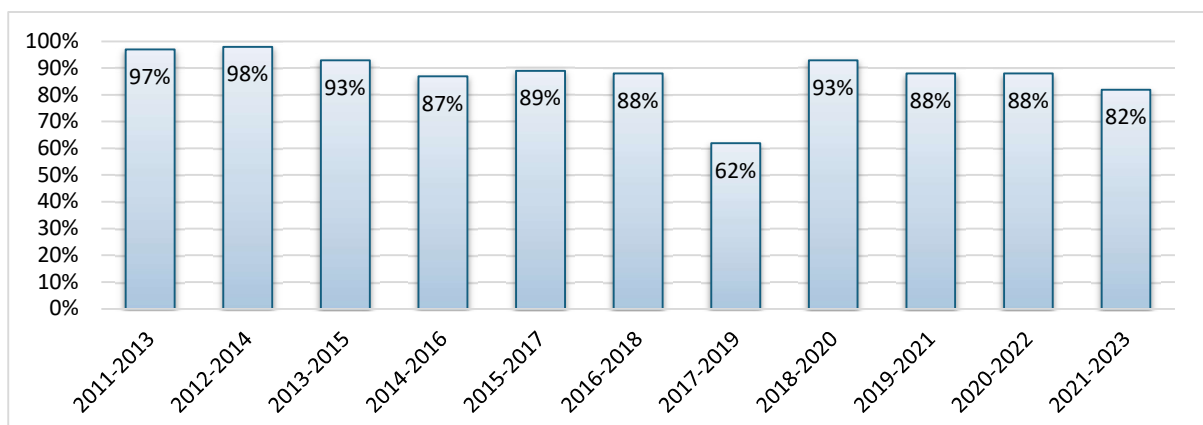
The CFOT's Institution-Set Standard (floor) for course success is **85%** for overall course success rates. The stretch (aspirational) goal for this ISS is **100%**.

Academic Year	All	Grades Awarded				Success
		P	A	B	C	
2017-2018	1517	5	1033	419	46	99.0
2018-2019	1257	22	928	273	33	99.9
2019-2020	1445	44	986	360	53	99.8
2020-2021	1005	37	644	264	54	99.4
2021-2022	850	8	617	194	24	99.1
2022-2023	509	21	380	73	24	97.8
Overall	6583	137	4588	1583	234	99.4

Two-Year Retention

Though every effort is made to avoid it, a small number of cadets leave the CFOT each year for various reasons. Should a consistent pattern of cadet resignations occur, the College investigates the issue and responds accordingly based on the principal perceived cause(s).

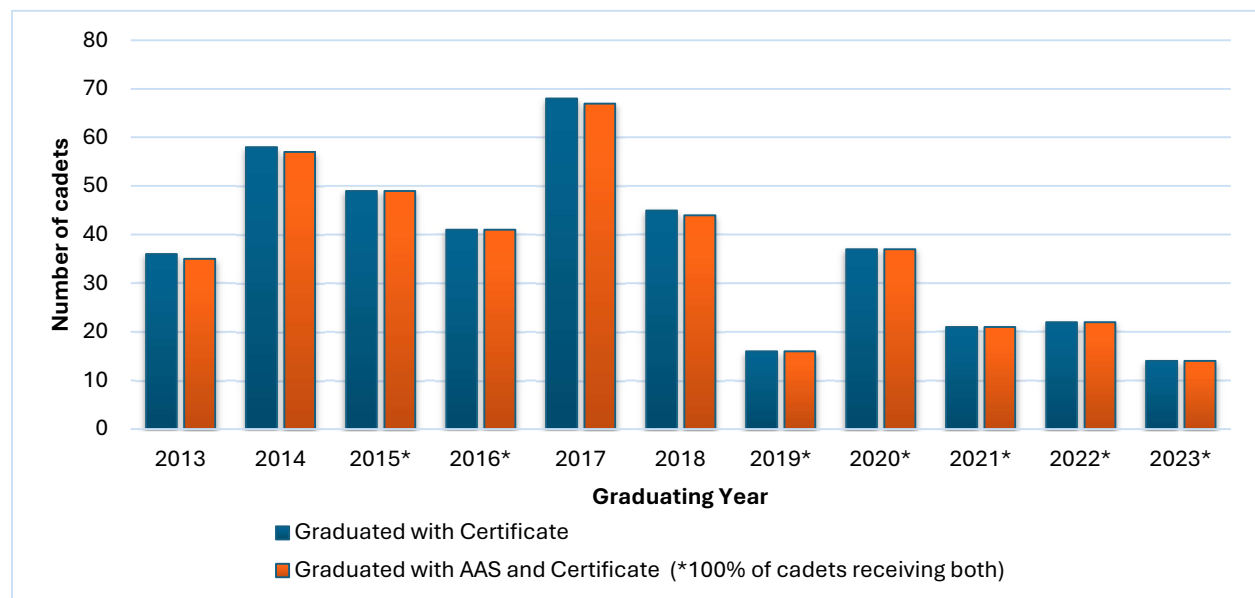
The graph below shows, for each graduating year, the retention rate for cadets completing the program with the AAS degree. This graph provides data on achieving the CFOT's Institution-Set Standard (floor) of **80%** for two-year retention (the retention rate for cadets completing the two years of training). The stretch (aspirational) goal for this ISS is **100%**.



Degree Completion

The primary purpose of the CFOT is to prepare men and women for full-time ministry as Salvation Army officers. As such, each cadet who successfully completes the officer training program receives an International Certificate of Salvation Army Officer Training and is commissioned and ordained as a Salvation Army officer. In addition, cadets also receive the Associate in Applied Science degree.

The CFOT and the Strategic Oversight Council (SOC) have advanced an Institutional-Set Standard (floor) of **90%** for all cadets entering the CFOT to leave commissioned as officers with the AAS degree. The stretch (aspirational) goal for this ISS is **100%**.



Transfer to 4-year College/University

Upon satisfactory completion of all curriculum and graduation from the CFOT, all cadets are expected to continue their education at an accredited university/college (including seminary), transferring into a bachelor's, master's, or certificate program. As such, the CFOT's transfer rate to a 4-year College/University is **100%**.

Job Placement

Upon satisfactory completion of all curriculum and graduation from the College, all cadets are awarded the rank of Lieutenant and fully employed by The Salvation Army at sites throughout the northeastern United States and Puerto Rico. As such, the CFOT's job placement rate for each graduating cohort is **100%**.

Bible and Doctrine Test Success

The CFOT offers two sets of courses that use program-wide examinations with direct assessment of prior learning and post-coursework improvement; these courses are in Biblical

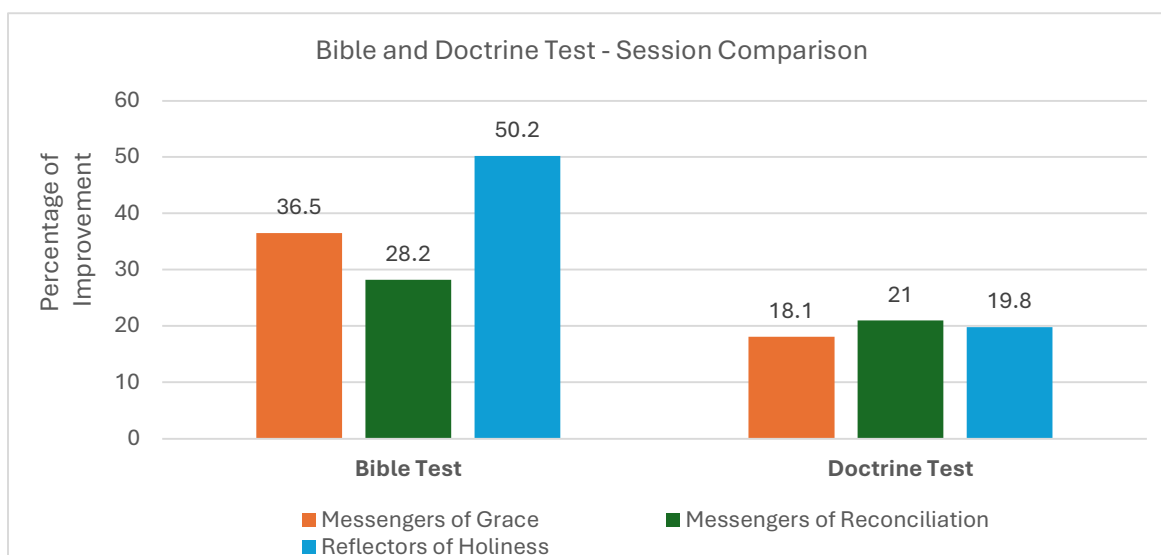
knowledge and Salvation Army Doctrine. Within the first week of entering the College, cadets are assessed for their knowledge of the Bible and Salvation Army doctrine.

In the area of Bible academic growth, six courses for 18 units of academic credit occur over the next 22 months. Then, cadets are assessed again for increases or losses in this domain of study. In the area of Salvation Army Doctrine, four courses for eight units of academic credit follow their initial assessment of knowledge in this domain. The test for Bible knowledge was developed by the Association for Biblical Higher Education, while the examination used in Army Doctrine was developed by the instructors teaching those courses.

The CFOT aims to see improvement in both the Bible and Doctrine Test scores. While these improvement scores may appear to some to be modest, all entering cadets must have been members of The Salvation Army for over a year and have had considerable education in these two areas of study already.

The CFOT's Institution-Set Standard (floor) for the percentage of improvement in student scores for the **Bible Test** is **20%**. The stretch (aspirational) goal for this ISS is **30%**.

The CFOT's Institution-Set Standard (floor) for the percentage of improvement in student scores for the **Doctrine Test** is **10%**. The stretch (aspirational) goal for this ISS is **18%**.



As seen above, the College assesses the Standards of Student Achievement in several learning outcome measures, its overall instructional performance, and the current level of meeting these ISSs, as specified by ACCJC. As seen in the data and charts provided, the CFOT meets its current base and aspirational goals in virtually every Set Standard. The Accreditation Team gathers and assesses these data during the summer of each year, and the results are shared with the Faculty. The Standards are reviewed and discussed, and any potential changes are planned yearly in a meeting of the Curriculum Council.