Measurement and Evaluation at WHMI
A Brief Summary – August 2025

Background

In 2017, World Hope Ministries International received a generous grant from the Dovetail Foundation (formerly the David Weekley Family Foundation) to update its software and make tracking of performance data possible. Since the installation of new software systems, WHMI has significantly expanded its capacity to measure various aspects of our effectiveness. This summary highlights the ways in which WHMI is currently measuring its effectiveness in the field, how that information is being used to improve, and a brief description of future goals.

Current Measurements

A wide variety of data is currently being collected and used to improve processes. This includes but is not limited to the following:

- **Effectiveness of Course Content**

  Each time a course is taught, an evaluation is sent to the local Council that manages the location and to the instructor who taught the material. A series of questions are posed about the material, including its comprehensibility, the likelihood that it will be applied in the cultural context, and its overall effectiveness at communicating the core theological truth. Additionally, we ask both instructors and Councils to suggest improvements to the curriculum.

  How this data is used:

  The data is tabulated, and each report is reviewed by the Director for Curriculum and the Director for the appropriate region. Comparisons between the instructor's answers and the Council's answers are viewed for anomalies (e.g., instances in which an instructor may be confident that the material was effective when those within the cultural context may not have the same view). Each comment or suggestion to improve course content is collected and reviewed. A determination is made whether the suggestion warrants changes to the curriculum or not. Issues requiring edits in the material are addressed by the Director of Curriculum, who may assign editing and updating to others who serve on the Curriculum Editorial Board.

- **Effectiveness of the Instructor**
  All WHMI Bible Institute instructors are self-evaluated and evaluated by the local Council. The information gathered during that evaluation includes whether the instructor believes he effectively communicated the material and whether the Council considered the instructor effective in communicating the material.
  How this data is used:
  Because this evaluation is undertaken for both U.S.-based and national instructors, we are able to monitor how replication is affecting the quality of instruction (positively or negatively). Additionally, we are able to address deficiencies with instructors, discussing with them ways to improve. In rare instances, this data has been used to show the need to remove instructors from the teaching rotation.

- **Number of Students, Locations, Countries**
  WHMI tracks the number of students that attend each course. These numbers are verified by asking both the instructor and the Council to provide a student count. This helps ensure accuracy, keeping student counts from becoming overestimated. We are also able to monitor attrition (both natural anticipated changes and those that may be anomalous). Additionally, we monitor the number of locations (as well as countries) where instruction is occurring.
  How this data is used:
  Monitoring the student count allows us to identify whether a location is remaining generally healthy or not. While attrition is anticipated, abnormal attrition rates help us to collaborate with the local Council to diagnose and deal with problems. In rare cases, this data can be used to close locations, if the local leaders no longer work in concert with one another or with WHMI to provide theological training. The location/country data allows us to work with nationals to establish strategies for making theological education accessible to a maximum amount of people within a region.

- **Number of U.S.-based Instructors Compared to Nationals**
  The ratio of U.S.-based instructors to nationals whom we have equipped/vetted is closely monitored. Between 2011 and 2018, the ratio of U.S.-based instructors to nationals was about 2:1. In 2019, and after 9 years of focusing on equipping nationals to teach, that number finally changed. In 2019, the number of nationals teaching reached over 65% when compared to the number of U.S.-based instructors teaching. The number of nationals teaching has continued to rise. By the end of Q4 2024, nationals delivered over 87% of courses globally.
  How this data is used:
  In order to sustain replication and for the movement to be locally led, a super majority of teaching must be done by nationals. As of Q2, 2025, that number was over 90%. Thus, monitoring this as a key indicator of health and sustainability is crucial to our work. Healthy replication is a key feature of our ministry strategy. Without developing a growing number of nationals to teach within their context, WHMI cannot achieve its goal of global access by building increased capacity. The number of courses taught by nationals could conceivably become too high. This could mean that WHMI is not adequately focused on opening new streams of training in locations where there are not already qualified instructors.

Note:
> All the above data can be sorted in granular detail to answer questions on the effectiveness of a specific instructor, a specific course, and how effective the material is in one location, village, region, country, language, when compared to another. Additionally, all students are tested on material from every course. For students to graduate, they must meet minimums on their exams. This is another measurement used for quality control.

New Measurement Tools and Initiatives to Enhance and Maintain Quality

In 2024, WHMI implemented two new measurement tools, the Intake and Exit Evaluation Survey and the Missions and Evangelism Practicum Report. The Intake and Exit Evaluation Survey poses a series of basic theological questions for new students, most on subjects where there is common theological error. Upon completion of the program (2-3 years later), students are asked the same questions. Comparing the results helps measure the effects of our training on our students. Until we have sufficient surveys conducted on one student group entering and graduating, we are using proxy data for comparison. For instance, we can survey incoming students and survey near-culture students that are graduating.

The Missions and Evangelism Practicum Report gathers data on the results of sharing the gospel as part of course work in Missions and Evangelism. Each pastor or ministry leader that is a Bible Institute student must complete a practicum, sharing the gospel with at least one person. We are now measuring the direct impact our students are having in their churches and communities as they complete this assignment.

With the rapid growth of national instructors, we are adding teacher training and on-going coaching for national instructors. This new initiative started in East Africa and Francophone West Africa this year. Also, after several years of work, we are preparing to roll out multiple improvements to our curriculum (the impetus for this coming from the field reports discussed earlier). To enhance the quality of replication, our new curriculum design provides the same course notes to both the instructor and the students. This has been a mammoth project and the largest step forward in quality of instruction in over a decade. This also requires the translation of the new curriculum into our current 21 operational languages. Once complete, we will work to translate an additional 12-15 languages required for future expansion. (Funds are currently being raised for this translation work outside the WHMI budget.)