

Florida SouthWestern State College
 Radiologic Technology Program
 Program Assessment Cycle: August 2023 to July 2024

Goal 1: Students will be able to perform as an entry-level radiographer.

Learning Outcome	Benchmark	Measurement Tool and Timeframe	Responsibility	Annual Results	Trends	Corrective Actions
1. Students will produce diagnostic quality images and perform radiographic procedures appropriately.	Students will pass all second-semester skills evals in RTE 1804 with a grade of 75% or higher.	Second semester skills evaluations – Annually, End of First Spring Semester	Clinical Coordinator and lab Clinical Associates	2023 - 92.3% of students passed their second-semester skill evals with a grade of 75% or greater	2023 - 92.3% (24 of 26), 2022 - 100% (14 of 14), 2021 - 100% (18 of 18) met the benchmark.	Provides a method of ensuring there isn't a shift that will eventually lead to missing current benchmark (e.g. serves as a predictive analytic).
	Three-year moving average of the percentage of students who passed with a grade of 75% or higher will be maintained above 85%	Second semester skills evaluations – Annually, End of First Spring Semester	Clinical Coordinator and lab Clinical Associates	2023 - 92.3% (24 of 26), 2022 - 100% (14 of 14), 2021 - 100% (18 of 18). Three-year average of 97.4% met the benchmark.	2021-2023 3 year moving average is declining but the benchmark is met at 97.4%. In 2023, 2 students did not receive a grade of 75% or higher. One student did not pass any of the program courses for that semester and subsequently reentered the program the following year. The second student was provided a review of the material, re-evaluated and passed the simulated lab examination. In the next semester, she passed her clinical competency on that exam.	2024- the addition of 3 positioning lab courses in the program were approved through the FSW Curriculum Committee for implementation beginning Fall 2024. This action is anticipated to provide students with additional lab practice opportunities and more uniformed lab experiences that will promote competency development earlier in the program.
	Students will successfully perform 31 required competencies with a grade of 85% or better by the end of the first summer semester.	Clinical Competency Evaluations – Annually, End of First Year Summer C	Clinical Coordinator and Clinical Preceptors	2023-100% of enrolled students passed all 31 required competencies by the end of the first summer semester.	Students obtaining a grade of 85% or higher: 2023 = 100%, (n = 26), 2022 = 100% (n = 13), 2021 = 91% (n = 20 of 22). While the benchmark was met, the 2021 data was skewed because of a delay in the curriculum sequence due to COVID. 2 students needed to delay competency completion until the following semester but were successful in achieving the benchmark at that time.	Return to the original course sequence and traditional clinical schedule and competency evaluation following COVID. Continue to work closely with clinical partners to advocate for the program and students in light of increasing competition in getting exams needed for competency development and evaluation over other competitor schools.
	Percentage of students completing required competencies with a 90% or higher will not decrease year-to-year.	Clinical Competency Evaluations – Annually, End of First Year Summer C	Clinical Coordinator and Clinical Preceptors	Number of students receiving a grade of 90% or higher: 2023 = 92.3% (n = 26), 2022 - 84.6% (n = 13), 2021: 80% (n = 20).	Percentage year over year is on the rise, particularly now that COVID is no longer impacting clinical experiences.	Return to the original course sequence and traditional clinical schedule and competency evaluation following COVID. Continue to work closely with clinical partners to advocate for the program and students in light of increasing competition in getting exams needed for competency development and evaluation over other competitor schools.
2. Students will apply age specific variations and competencies in using proper patient care skills and positioning techniques.	90% of second-year students will successfully perform a minimum of 3 radiographic competencies on actual geriatric patients by the end of the fall semester.	Clinical Competency Evaluations – Annually End of Fall semester	Clinical Coordinator and Clinical Preceptors	2023-100% of second-year students successfully performed 3 or more radiographic competencies on geriatric patients during fall semester.	Percent of students performing a minimum of 3 geriatric procedures: 2023: - 100% (n = 12), 2022 -100% (n = 19), 2021 - 100% (n = 22).	All students have historically completed a minimum of 3 geriatric procedures by the end of the second fall semester. The program is evaluating the value of using this benchmark. Need to track number of successful geriatric radiographic competencies per student by the end of the fall semester of the second year to ensure access to the number of exams needed to gain competency for the geriatric patient. New additional benchmark to be measured for 2024 and ongoing: 100% of fall semester year 2 students will have the ability to gain competency for at least 3 exams on the geriatric patient.
	90% of second-year students will successfully perform a chest competency on an actual pediatric patient by the end of the spring semester.	Competency Evaluations – End of Summer semester	Clinical Coordinator	100% of second-year students successfully performed a chest competency on an actual pediatric patient.	Percent of students performing a chest competency on an actual pediatric patient: 2023: - 100% (n = 12), 2022 - 100% (n = 19), 2021 95% (21 or 22).	In 2021, one student needed to complete this competency on a simulated patient due to inability to access a pediatric patient in clinical. In 2022, rotational assignments were altered so that all students would have a greater chance to show competency on an actual pediatric patient. The program needs to track number of successful pediatric radiographic competencies per student by the end of the spring semester of the second year.

Goal 2: Students will demonstrate critical thinking through problem solving skills.

Learning Outcome	Benchmark	Measurement Tool and Timeframe	Responsibility	Annual Results	Trends	Corrective Actions
1. Students will decide on the proper corrective actions to create quality images while meeting the individual needs of the patient.	Students will attain a minimum of 60% on the Image Evaluation section (satisfactory for 3 of 5 criterion in this area) of the clinical competency evaluation for all competencies in the spring semester of the second year.	Clinical Competency Evaluations – Annually, End of Spring Semester	Clinical Coordinator and Clinical Preceptors	2023-100% of students attained a minimum of 60% on the image evaluation section of the clinical competency evaluation for all competencies in the spring of the second year.	Percent of students achieving a minimum of 60% on Image Evaluation: 2023 - 100% (n = 12), 2022 - 100% (n = 19), 2021 100% (n = 22).	Benchmark was met each year; however, a new benchmark below was added for deeper analysis of the evaluation data.
	Minimum 80% scores for Image Evaluation (satisfactory for 4 of 5 criterion in this area) of the students will be maintained above 80% each year.	Clinical Competency Evaluations – Annually, End of Spring Semester	Clinical Coordinator and Clinical Preceptors	Percentage of students achieving a minimum of 80% for the image evaluation section: 2023 - 83% (10 of 12), 2022 - 84% (17 of 19), 2021 - 95% (21 of 22).	Benchmark for year over year comparisons was met ; however the percentages are noted to be declining.	Beginning in 2023, following data analysis, a greater emphasis was placed on radiographic anatomy and image analysis in the Positioning lab. The results from this change will be addressed in 2024.
	During trauma competencies in the spring semester of the second year, 90% of students will be rated as successful on Properly Evaluates Patient Condition and Alters Patient Position Appropriately (item 8) on the clinical competency evaluation.	Clinical Competency Evaluation Form – Annually, end of spring semester	Clinical Coordinator and Clinical Preceptors	2023- 83% of students (n=12) were able to properly identify necessary position alterations and recommend appropriate actions.	2023= 83% (n=12), 2022= 84% (n=19), 2021= 95% (n=22). A noticeable decline year over year is noted.	Review of the trends reveals the need beginning in 2024 to enhance laboratory experiences focused on trauma considerations. The addition of 3 positioning lab courses will provide an avenue for this curricular enhancement to occur.
2. Students will demonstrate appropriate judgment in the clinical setting.	Students will average a 3.0 (on a 4.0 scale) on item 9 (Judgment) on the weekly clinical performance evaluation during the Spring Semester of the second year.	Weekly Student Performance Evaluation – Annually, end of Spring Semester	Clinical Coordinator and Clinical Preceptors and Clinical Staff.	2023-Second year students(n=12) averages 3.52 on item 9 of their weekly performance evaluations in the spring semester.	Average rating on judgement (item 9) on weekly performance evaluations: 2023: 3.30 (n=12), 2022: 3.37 (n=19), 2021: 3.08 (n=22). Average rating year over year has increased or remained consistently above the benchmark.	Additional application experiences in the lab setting beginning in 2024 are anticipated to provide students with increased opportunities to demonstrate appropriate clinical judgement.
	Employer respondents will Agree or Strongly Agree to the statement "Exercises independent judgement and discretion in the technical performance of medical imaging procedures" (question 8) on the Employer survey at least 90% of the time.	Employer Survey – every other year 6 months following graduation.	Program Director	In 2023, 100% of employer respondents (n=4) indicated that they agreed or strongly agreed that program graduates they employ exercise independent judgement and discretion in performing medical imaging.	Percent of employer respondents that "strongly agree" with question 8: 2023 - 100% (n=4), 2021 - 100% (n=4), 2019: 100% (n=2).	In the last three survey cycles, the percent of employers that strongly agree with question 8 has consistently increased. However, the low response rate is noted and is an opportunity for action. Employers will be asked to provide survey responses during annual advisory board meetings or provided the survey in the clinical setting if possible beginning in 2024 and ongoing.

Goal 3: Students will effectively communicate with patients and staff.

Learning Outcome	Benchmark	Measurement Tool and Timeframe	Responsibility	Results	Trends	Corrective Actions
1. Students will communicate both orally and in writing in a professional manner.	90% of students will attain an 90% or higher on an oral presentation conducted in the classroom setting during spring semester of second year, RTE 2782.	Oral presentation in RTE 2782 – annually Spring Semester, second year.	RTE 2782 instructor.	2023- 100% (n=12) earned 90% or higher on the oral presentation.	Percent of students receiving a grade of 90% or higher on the oral presentation: 2023 = 100% (n=12), 2022 = 94.7% (n=19), 2021 = 100% (n=22). Over the past 3 years, the students have consistently attained a grade of 90% or higher.	Annual review of the associated assignment rubric criterion scores specific to communication only beginning in 2024 will occur to determine if at least 90% of students are achieving a criterion score of 90% or higher.
	90% of students will attain an 85% or higher on a written research assignment conducted in the classroom setting during spring semester of first year, RTE 1613	Written research assignment in RTE 1613 – annually spring semester, first year.	RTE 1613 instructor.	2023- 96.1% of students (n=25 of 26) passed the written assignment in RTE 1613.	Percent of students receiving a grade of 85% or higher: 2023 = 96.1% (n=26), 2022 = 100% (n=14), 2021 = 100% (n=18), 2020 = 96% (n=27), 2019 = 81.3 (n=16)%. With the exception of 2019, the students have consistently demonstrated a high skill level in written communication evidenced by assignment scores greater than 85%.	Individual scores for each criterion area will be examined closely beginning in 2024 to determine if any particular criterion areas have average student scores below 85%. Subsequent corrective action will be determined accordingly.
2. Students will effectively communicate with patients and staff in the clinical setting.	Students in the first spring semester will average a rating of 3 (out of 4) or higher on question #1 focused on patient communication on on 2 different Weekly Clinical Performance Evaluation and midpoint and end of clinical course.	Weekly Student Performance Evaluation – Annually, end of first Spring Semester	Clinical Coordinator and Clinical Preceptors and Clinical Staff.	2023: 100% of students averaged a rating of 3 or higher for question #1 (average rating of 3.58) (n=26)	Percentage of students who averaged a rating of 3 or higher for question #1: 2023 - 100% (average rating: 3.58) (n=26), 2022 - 100% (average rating: 3.50) (n=14), 2021 - 100% (average rating: 3.44) (n=18). The percentage of students achieving a rating of 3 or higher has consistently been maintained at 100%. The average ratings for question #1 has increased each of the past three years.	The students' ability to communicate with the patient has consistently been strong as indicated by their meeting of the benchmark. The average rating has increased (from 3.44 to 3.58) over the past three years and with review and analysis of this data, the program feels that it has met this outcome. It was also noted through analysis of the data, that over the three-year period, the average rating for question #1 increased from midpoint (average rating = 3.38 to final (average = 3.63). This reflects an increase in the students' communication skills over the semester.
	Students in the second spring semester will average a rating of 2 (out of 3) or higher on question #2 focused on communication with clinical staff on 2 different Weekly Clinical Performance Evaluation and midpoint and end of clinical course.	Weekly Student Performance Evaluation – Annually, end of second spring Semester	Clinical Coordinator and Clinical Preceptors and Clinical Staff.	2023: 100% of students averaged a rating of 2 or higher for question #2 (average rating of 2.95) (n= 13).	Percentage of students who averaged a rating of 3 or higher for question #2: 2023 - 100% (average rating: 2.95) (n=13), 2022 - 100% (average rating: 3.0) (n=19), 2021 - 100% (n=23).	The student's have been consistently demonstrated excellent communication skills with the clinical staff. In 2023, one student rated a 2 out of three on question 2 of the Weekly Evaluation. The Clinical Preceptor has worked with this student to more effectively communicate with the clinical staff. Subsequently, there has been a marked improvement in the student's communication skills with the clinical staff.

Goal 4: Students will understand the value of professional development and life-long learning.

Learning Outcome	Benchmark	Measurement Tool and Timeframe	Responsibility	Results	Trends	Corrective Actions
1. Students will understand the value of professional development and life-long learning.	Students will receive a satisfactory "pass" grade on a career plan created in their final semester in RTE 2061 that includes plans for further professional development.	Career Plan in RTE 2061 -- summer, second year.	RTE 2061 instructor	2023: 100% of students (n= 12) earned a "pass" grade for the career plan assignment.	Percentage of students who earned a "pass" grade for the career plan assignment: 2023: 100% (n=12). 2022: 100% (n=19), 2021: 100% (n=22).	Ongoing as needed. Beginning in summer 2024, career plans will be reviewed and proposed professional pathways will be categorized to determine the student areas of interest.
	Students will attain a grade of 80% or higher on a written assignment in RTE 2473 on the value of life-long learning.	Written assignment in RTE 2473 -- spring semester, second year.	RTE 2473 instructor.	2023: 100% of students (n= 12) earned an 80% or higher grade for the written assignment focused on the value of life-long learning.	Percentage of students who earned an 80% or higher grade for the written assignment focused on the value of life-long learning. 2023: 100% (n=12). 2022: 100% (n=19), 2021: 95.6% (n=23). One student in 2021 did not complete the assignment and subsequently failed all program courses.	Individual scores for each criterion area will be examined closely beginning in 2024 to determine if any particular criterion areas have average student scores below 80%. Subsequent corrective action will be determined accordingly.
2. Students will understand the value of continued professional development and further education following program completion (i.e. further imaging certification or cross-training).	Over the past 5 years, graduates will maintain continuing education requirements from the ARRT.	ARRT Registry Actions - Annually in September	Program Director	All students that graduated within the last 5 years have maintained their ARRT CE requirements.	The percentage of graduates that have maintained their continuing education requirement has consistently remained at 100%.	The program, with input from faculty and administration, has concluded that this benchmark does not appropriately measure the intended outcome. It has been decided to remove this benchmark and replace it with data that will be provided by questions on the Program Evaluation given during the last semester.
	80% of students in their final semester will indicate a desire to continue professional development and/or further their education following program completion.	Program Evaluation, annually in final summer semester.	Program Director	New measure added in 2024.	New measure added in 2024.	Ongoing as needed
	75% of graduates within 6 months of program completion will indicate, on the Graduate Survey, that they are interested in pursuing additional ARRT certifications or continuing their education.	Graduate Survey -- 6 months following graduation, annually in February.	Program Director	In 2023, 67% of graduate respondents (n=3) indicated that they are interested in pursuing additional ARRT certification or continuing their education.	Percent of graduate respondents indicating the desire to further their education: 2023 = 67% (n = 3), 2022 = 88% (n = 8), 2021 = 100% (n = 2). Noticable decline in 2023 is skewed due to the low survey response rate. 2 of 3 respondents indicated a desire to pursue additional certifications or continued education.	Continue efforts to secure additional survey responses of graduates across spring and early summer 2024 semesters. When the remainder of the surveys are returned, the program will analyze the downward trend from 2021 to 2023. Areas of interest for certification or continued education will be compiled and associated areas within the curriculum will be enhanced if needed to align with graduate preference areas that align with industry workforce needs.

Program Effectiveness Goals

Program Outcome	Benchmark	Measurement Tool and Timeframe	Responsibility	Results	Trends	Corrective Actions
1. Graduates will pass the ARRT national certifying examination.	Each year, at least 90% of program graduates will pass the ARRT certifying exam on the first attempt.	ARRT results for graduate cohort— annually in September.	Program Director	2023- 92% of graduates (n=12)passed the ARRT Certification Exam on the first attempt. 2022- 100% of graduates (n=19)passed the ARRT Certification Exam on the first attempt. 2021- 95% of graduates (n=22)passed the ARRT Certification Exam on the first attempt. 2020- 100% of graduates (n=13)passed the ARRT Certification Exam on the first attempt. 2019- 100% of graduates (n=23)passed the ARRT Certification Exam on the first attempt.	Trending of pass rates over 5 years reveal a range of 92-100% but are consistently greater than the established benchmark.	None needed at this time. Annual assessment of pass rates will continue and necessity of action determined accordingly based upon established benchmark.
	An average of 90% of graduates will pass the ARRT certifying examination on the first attempt over a five-year period.	ARRT results for graduate cohort— annually in September.	Program Director	The average graduate pass rate over 5 years (2019-2023) was 97.8%.	COVID-19 pandemic occurred 2020-2021and resulted in attrition for the 2020 graduates; however, the pass rate for those who completed the program was 100%. 2023- only one graduate failed the exam resulting in 92% overall pass rate.	None needed at this time. Trending of pass rates over 5 year period will continue and necessity of action determined accordingly based upon established benchmark.
	The scaled score for any section of the Registry will meet or exceed the nation section average each year.	ARRT results for graduate cohort— annually in September.	Program Director	See FSW ARRT Exam Results documents for 2019-2023.	Exam results from 2019 to 2023 were reviewed by section and compared to the national average year over year. All sections across each exam for this review period met or exceeded the national average. National data for the ARRT for 2023 is not yet available.	None needed at this time. Review of scaled scores for each section of the registry will be reviewed annually with comparison to prior year and overall analysis of trends over 5 year period will continue and necessity of action determined accordingly based upon established benchmark.
2. Graduates will find employment in the field.	90% of those graduates seeking employment will find jobs within one year of graduation.	Employer Inquiry and graduate response annually in October.	Program Director	100% of the 2023 graduates seeking employment in the field found a job within one year.	Employment rates: 2023 - 100%, 2022 - 100%, 2021 - 100%, 2020 - 100%, 2019 - 94%	This goal has been met.
	Annual employment rates will not decrease more than 10% year-over-year.	Employer Inquiry and graduate response annually in October.	Program Director	Employment rates: 2023 - 100%, 2022 - 100%, 2021 - 100%, 2020 - 100%, 2019 - 94%	Employment rates for review period 2019-2023 ranged from 94-100% as reported by current employers of program graduates and/or the graduate themselves.	This goal has been met. For the past five years, the employment rate has not dropped more than 6% year-over-year.

Program Effectiveness Goals (continued)

3. Graduates will indicate overall satisfaction with the program.	90% of graduates will rate the overall satisfaction with the program as good or excellent on the program graduate survey completed 6 months after graduation.	Question 14 on the 6-month Graduate Survey -- annually in February	Program Director	100% of 2023 responding graduates rated the overall effectiveness of the program as good or excellent. (n=3)	2023 - Excellent = 67%, Good = 33% (n = 3), 2022 - Excellent = 75%, Good = 25% (n = 8), 2021 - Excellent = 100% (n = 2), 2020 - Excellent = 67%, Good = 33% (n = 3), 2019 - Excellent = 100%, Good = 33% (n = 6)	Benchmark met, however, rewording of the measure of satisfaction Question #14 for clarity is an area of opportunity for improvement identified through this review. This question will be modified for further assessments.
	The number of graduates rating the program's overall satisfaction as excellent will not decrease more than 25% year-over-year.	Question 14 on the 6-month Graduate Survey -- annually in February	Program Director	2023 - Excellent = 67%, Good = 33% (n = 3), 2022 - Excellent = 75%, Good = 25% (n = 8), 2021 - Excellent = 100% (n = 2), 2020 - Excellent = 67%, Good = 33% (n = 3), 2019 - Excellent = 100%, Good = 33% (n = 6)	In 2020 and 2023, there were only three responses to the survey, therefore the percent of good ratings only represents one student and is not statistically significant.	Benchmark met for survey respondents; however, the low survey response rate has been identified as an area to improve. In the future, graduates accessible to clinical coordinator in local clinical facilities will be reminded of the importance of survey completion and phone calls to program graduates will be made as an additional effort to gain graduate feedback.
4. Students starting the program will complete the program.	The program completion rate will be 70% or greater averaged over a five-year period	Program statistics -- annually in October	Program Director and Clinical Coordinator	In 2023, 92% of students completed the program. The five-year average completion rate is 87.6%.	Completion rates: 2023 - 92%, 2022 - 86.4%, 2021, 96.5%, 2020 - 73.1%, 2019 - 90%	The program meets its goal with a 87.6% completion rate average for five years.
	Completion rates will not decrease more than 10% in two consecutive years within the 5-year cycle.	Program statistics -- annually in October	Program Director and Clinical Coordinator	Completion rates: 2023 - 92%, 2022 - 86.4%, 2021 - 96.5%, 2020 - 73.1%, 2019 - 90%	In 2020, the completion rate dropped 16.9% and the results were analyzed. Three of the seven non-completers failed RTE 1503 in their first semester.	Beginning in 2021, the program delayed the start of clinical internship one week to focus on skills development in the classroom. This appeared to be successful as the completion rate increased to 96.5% in the next year.
5. Employers will indicate satisfaction with graduates.	80% of responding employers will indicate that graduates are competent and perform as expected. (Agree or strongly agree with question 14 on the Employer Survey)	Employer Survey -- Question #14 every other year in spring semester.	Program Director	In 2023, 100% of employers rated graduates as "Well Prepared" as an entry-level technologist. (n = 4)	Percent of employers that indicated that they strongly agree with question 14 by year are as follows: 2023 - 100% (n = 4), 2021 - 100% (n=4), 2019 - 100% (n=2).	The program meets this goal. Along with verbal information gathered at the Advisory Committee meeting, data indicated that employers are satisfied with the how well the graduates are prepared as an entry-level technologist. However, employer survey response rate was reviewed and the number of graduates currently employed by each employer was compared and it was identified that multiple graduates have historically been employed by the same employers in our region. Thus a low response rate for this particular survey does reflect data for multiple graduates.
6. Graduates will consider themselves clinically competent.	90% of graduates will report 6 months after program completion that they felt the program prepared them clinically for a job as an entry level radiographer. (Measured as a 4 or higher on question 12 on the 6-month Graduate Survey)	Graduate Survey Question #12 -- annually in February	Program Director	In 2023, 100% of graduates rated their clinical competence as well or adequately prepared (average = 4.67 out of 5).	Average ratings for question 12: 2023- 4.67, 2022 - 4.86, 2021 - 4.00, 2020 - 4.33, 2019 = 4.83.	The reduction in the rate from 2019 to 2020 was analyzed. Even though we met the benchmark, the decrease can be attributed to a low number of returned surveys (n = 3). In the future, graduates accessible to clinical coordinator in local clinical facilities will be reminded of the importance of survey completion and phone calls to program graduates will be made as an additional effort to gain graduate feedback. In addition, discussion around the value of measuring graduate and employer perception of achievement of each program goal. Questions for each of these goals will be added to the 6-month graduate and employer surveys beginning in 2024-25. The effectiveness plan will be update to reflect these new measures and data will subsequently be analyzed for meaningfulness.