**FMCC Radiologic Technology Program Assessment Plan: Goals, Outcomes & Tools Effective Fall 2019 – Fall 2024**

**Goal 1: Develop clinical competency in the performance of basic radiologic procedures.**

**Outcome 1:** Students will apply proper positioning skills for various projections.

- Tool 1 (Formative) – Clinical Snapshot Evaluation, Patient Positioning section, average of every evaluation completed. Freshman Fall RAD 120 (Benchmark = Class Average above 80%). Senior Fall RAD 220 (Benchmark = Class Average above 85%).

- Tool 2 (Summative) – Critical Thinking Competency, “Demonstrates Effective Positioning Skills” section. Average of Midterm and Final Exam forms. Freshman Spring RAD 121 (Benchmark = Class Average above 75%). Senior Fall RAD 220 (Benchmark = Class Average above 80%).

**Outcome 2:** Students will utilize appropriate collimated field sizes for various projections.

- Tool 1 (Formative) – Clinical Snapshot Evaluation, Collimation section, average of every evaluation completed. Freshman Spring RAD 121 (Benchmark = Class Average above 80%). Senior Fall RAD 220 (Benchmark = Class Average above 85%).

- Tool 2 (Summative) – Critical Thinking Competency, “Demonstrates Knowledge of Human A. and P. as well as Pathology with Relation to Examination Being Performed.” Average of Midterm and Final Exam forms for Freshman, Midterm Critical Thinking score for Seniors. Freshman Spring RAD 121 (Benchmark = Class Average above 80%). Senior Spring RAD 221 (Benchmark = Class Average above 85%).

**Outcome 3:** Students will demonstrate appropriate Exposure Index awareness by adjusting technical factor selection.

- Tool 1 (Formative) – Clinical Snapshot Evaluation, Technical Factors section, average of every evaluation completed. Freshman Spring RAD 121 (Benchmark = Class Average above 80%). Senior Spring RAD 221 (Benchmark = Class Average above 85%).

- Tool 2 (Summative) – General Competency Evaluation, “Image Production – Exposure Index Number or S#” Freshman comp for date range = Hip Routine. Senior comp for date range = Trauma Lower Extremity. Freshman Spring RAD 121 (Benchmark = Class Average above 80%). Senior Fall RAD 220 (Benchmark = Class Average above 85%).
### Assessment Plan (Effective Fall 2019)

**Goal 1: Develop clinical competency in the performance of basic radiologic procedures.**

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<th>Outcome #1</th>
<th>Tools</th>
<th>Benchmark/Time Frame</th>
<th>Results</th>
<th>Analysis/Action Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will apply proper positioning skills for various projections.</td>
<td>T1: Clinical Snapshot Evaluation, Patient Positioning section.</td>
<td>Fall Freshman RAD 120 average every evaluation submitted for this section (Benchmark = Class Average above 80%). <strong>Senior Fall RAD 220</strong> (Benchmark = Class Average above 85%).</td>
<td><strong>Freshman</strong> 2019 – 81.9% 2020 – 81.9% 2021 – 2022 – 2023 – 2024 –</td>
<td>Fall 2019 – Benchmarks met, continue to monitor.</td>
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<td><strong>Senior</strong> 2019 – 90.6% 2020 – 90.8% 2021 – 2022 – 2023 –</td>
<td>Fall 2020 - Benchmarks met, continue to monitor.</td>
</tr>
<tr>
<td></td>
<td>T2: Critical Thinking Competency, “Demonstrates Effective Positioning Skills” section</td>
<td><strong>Freshman Spring RAD 121</strong> (Benchmark = Class Average above 75%). <strong>Senior Fall RAD 220</strong> (Benchmark = Class Average above 80%).</td>
<td><strong>Freshman</strong> 2019 – 91.3% 2020 – 83.9% 2021 – 87.1% 2022 – 2023 – 2024 –</td>
<td>2019 – Benchmarks met, continue to monitor.</td>
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<td></td>
<td><strong>Senior</strong> 2019 – 80.9% 2020 – 87.8% 2021 – 2022 – 2023 –</td>
<td>2020 – Benchmarks met, continue to monitor. We will re-evaluate the expected benchmark in the next cycle.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Outcome #2</th>
<th>Tools</th>
<th>Benchmark/Time Frame</th>
<th>Results</th>
<th>Analysis/Action Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will utilize appropriate collimated field sizes for various projections.</td>
<td>T1: Clinical Snapshot Evaluation, Collimation section.</td>
<td><strong>Freshman Spring RAD 121</strong> average every evaluation submitted for this section (Benchmark = Class Average above 80%). <strong>Senior Fall RAD 220</strong> last evaluation submitted (Benchmark = Class Average above 85%).</td>
<td><strong>Freshman</strong> 2019 – 92.9% 2020 – 90.6% 2021 – 92.2% 2022 – 2023 – 2024 –</td>
<td>2019 – Benchmarks met, continue to monitor.</td>
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<td></td>
<td>T2: Critical Thinking Competency, “Demonstrates Knowledge of Human A. and P.” section.</td>
<td>Average of Midterm and Final Exam forms for Freshman, Midterm Critical Thinking score for Seniors. <strong>Freshman Spring RAD 121</strong> (Benchmark = Class</td>
<td><strong>Freshman</strong> 2020 – 94.5% 2021 – 90.6% 2022 – 2023 –</td>
<td>Spring 2020 – Benchmarks met, continue to monitor.</td>
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| | | | **Senior** 2020 – 90% 2021 – 93.3% 2022 – 2023 – | Spring 2021 – Benchmarks met. These
Goal 1 Summary:

- G1,O1,T1: Senior students scored significantly higher in applying proper positioning skills. This is an expected progression.
- G1, O2, T2: Program faculty suggesting adding a bullet on this form in this category below “Department protocol knowledge” to state, “Student selects the proper collimated field size and field orientation for the projections performed.”
- G2, O3, T2: Program faculty suggesting removing the “randomly selected exam” to Hip Routine for Freshman students and Trauma Lower for Senior students for more accurate data measurement.

During Assessment meeting on 1/6/2021:

- Part of assessment discussion suggested for G1 O1 T2 to adjust the Freshman benchmark from 75% to 80% for next year.
- Another suggestion: After 3 cycles, for tool benchmarks that are exceeding the benchmarks, it would be a good idea to increase benchmark expectations. For example, Freshman from 80% to 85% and Seniors 85% to 90%.
- Discussed discovering more ways to aggregate data. For example, comparing PowerCampus vs Blackboard capabilities.
Goal 2: Demonstrate problem solving and critical thinking skills.

Outcome 1: Students will be able to modify radiographic procedures to accommodate patient condition.

- Tool 1 – RAD 210 Trauma Reflective Response Question (Benchmark = Class Average will score above 80%).

- Tool 2 (Summative) – Critical Thinking Competency, “Demonstrates Critical Thinking in Regards to Patient’s Condition when Positioning for Examinations.” Freshman Summer RAD 122 Summer Clinical Experience, Average of section scores (Benchmark = Class Average above 80%).

- Tool 3 (Summative) – Assessment of Professional Growth form Situational Assessment/Critical Thinking section. Average of Midterm and Final Exam forms for Freshman, Midterm Assessment of Professional Growth form score for Seniors. Freshman Spring RAD 121 (Benchmark = Class Average above 80%). Senior Spring RAD 221 (Benchmark = Class Average above 85%).

Outcome 2: Students will critique images for diagnostic quality.

- Tool 1 – RAD 202 Image Critique Presentations (Benchmark = Class Average above 85%).

- Tool 2 (Summative) – Lab Final Simulation, “Image Critiques” section. Freshman Fall RAD 120 (Benchmark = Class Average above 80%). Freshman Spring RAD 121 (Benchmark = Class Average above 85%).

- Tool 3 (Summative) – Critical Thinking Competency, “Image Critiques” section. Freshman Fall RAD 120 section score (Benchmark = Class Average above 80%). Senior Fall RAD 220 Average of section scores (Benchmark = Class Average above 85%).
### Assessment Plan (Effective Fall 2019)

**Goal 2: Demonstrate problem solving and critical thinking skills.**

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<tr>
<td>Students will be able to modify radiographic procedures to accommodate patient condition.</td>
<td>T1: RAD 210 Trauma Reflective Response Question: “Please rate on a scale of 1-10 how much you felt you learned during the process of imaging trauma projections.”</td>
<td>Seniors RAD 210 (Benchmark = Class Average will score above 80%). Indication 80% of students will rate their learning as an “8” or higher.</td>
<td>2019 – 92.7% 2020 – 80% 2021 – 2022 – 2023 –</td>
<td>2019 – Benchmark met, continue to monitor. 2020 – Benchmark not met. See Rationale in Summary section. Discussed changing the benchmark wording to state the class average will score “at or above 80%.”</td>
</tr>
<tr>
<td>T2: Critical Thinking Competency, “Demonstrates Critical Thinking in Regards to Patient’s Condition when Positioning for Examinations.”</td>
<td>Freshman Summer RAD 122 Summer Clinical Experience, Average of section scores (Benchmark = Class Average above 80%).</td>
<td>2019 – 86.5% 2020 – 91.3% 2021 – 2022 – 2023 – 2024 –</td>
<td>2019 – Benchmark met, continue to monitor. 2020 – Benchmark met, continue to monitor.</td>
<td></td>
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<tr>
<td>T3: Assessment of Professional Growth form Situational Assessment/Critical Thinking section</td>
<td>Average of Midterm and Final Exam forms for Freshman, Midterm Assessment of Professional Growth form score for Seniors. Freshman Spring RAD 121 (Benchmark = Class Average above 80%). Senior Spring RAD 221 (Benchmark = Class Average above 85%).</td>
<td>Freshman 2020 – 86.8% 2021 – 85.4% 2022 – 2023 – 2024 – 2020 – 90.6% 2021 – 90.3% 2022 – 2023 – 2024 –</td>
<td>2020 – Benchmark met, continue to monitor. 2021 – Benchmark met, continue to monitor. Consider raising benchmarks by 5% for each class.</td>
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<tr>
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</table>
| Students will critique images for diagnostic quality. | T1: RAD 202 Image Critique Presentations                              | Seniors RAD 202 (Benchmark = Class Average above 85%). | 2019 – 95.9%  
2020 – 85.8%  
2021 –  
2022 –  
2023 – | 2019 – Benchmark met, continue to monitor.                             |
|                                    | T2: Lab Final Simulation, “Image Critiques” section.                    | Freshman Fall RAD 120 (Benchmark = Class Average above 80%).  
Freshman Spring RAD 121 (Benchmark = Class Average above 85%). | Fall Fresh  
2019 – 90.5%  
2020 – 90.1%  
2021 –  
2022 –  
2023 –  
SPR Fresh  
2020 – N/A  
2021 – 94.1%  
2022 –  
2023 –  
2024 – | 2019 – Benchmark met, continue to monitor.  
2020 – Benchmark met, continue to monitor.  
*See rationale below. |
|                                    | T3: Critical Thinking Competency, “Image Critiques” section.            | Freshman Fall RAD 120 average of section scores (Benchmark = Class Average above 80%).  
Senior Fall RAD 220 Average of section scores (Benchmark = Class Average above 85%). | Freshman  
2019 – 88%  
2020 – 81.4%  
2021 –  
2022 –  
2023 –  
Senior  
2019 – 88.8%  
2020 – 87.8%  
2021 –  
2022 –  
2023 – | 2019 – Benchmarks met, continue to monitor.  
2020 – Benchmarks met, continue to monitor. |

Goal 2 Summary: (Fall 2019)
G2,O2,T3- Seniors only scored .4% higher on image critique then freshmen students. The potential reasons discussed for this were the variation in evaluators. Freshmen students were only evaluated in this area by Mr. Bailey. Senior students were evaluated by multiple faculty at various clinical sites. Also senior students are being asked about 52 various exams and included anatomy. Freshmen are being asked about the 15 radiographic exams they have learned at this time in the fall. We will continue to monitor this particular section.

(Fall 2020)
G2, O2, T2 – Due to the COVID-19 pandemic, Freshman students for Spring 2020 did not have a Lab Final Simulation. SIMTICS, a virtual radiologic technology simulation software, was utilized to replace an in-person lab environment. A lab final score was calculated by averaging the sum of the Spinal Column and Bony Thorax Lab Simulation grades obtained. These scores were all very high due to students being able to have multiple attempts and having the highest scored attempts being used for the grade. This makes this data skewed.
2020 G2, O1, T1: The Class Average did not score above an 80% - the Benchmark was not met. Student satisfaction with the trauma lab activities for this year were impacted by the COVID-19 pandemic. Potential factors influencing this score include:

- Initial demonstration was not performed in the lab with the x-ray equipment to adhere to the appropriate social distancing guidelines. A modified demonstration was provided by the Professor with Barbie dolls to simulate the appearance of the projections. This left students apprehensive and confused when it came time for them to produce the projections on larger mannequins with the actual x-ray equipment. Further student suggestions include providing additional projections for more practice, and an increase in lab time to produce more images. Again, due to the COVID-19 pandemic, time restrictions and the need for some scheduled lab times to be cancelled due to student illness inevitably tampered this activities experience for this year. This will be monitored and reviewed next year.

G2, O2, T1 – Program Faculty discussed the need to select a section on the Image Critique Rubric instead of calculating averages of total presentation scores for more accurate assessment for 2021. 2019 and 2020 scores reflect total averages of the image critique presentations.

*Critical Thinking Forms: 1/6/2021 – discussed doing a norming session on a Critical Thinking form. Present a video to the next Clinical Preceptor meeting and have technologists fill out the evaluation together to identify separate evaluator thought processes.
Goal 3: Cultivate and promote good communication skills with patients, staff and others.

Outcome 1: Students will communicate effectively with patients.

- Tool 1 (Formative) – Clinical Snapshot Evaluation AFFECTIVE SKILLS: Communication: Gives directions/obtains relevant medical history, average of every evaluation completed. Freshman Spring RAD 121 (Benchmark = Class Average above 80%). Senior Spring RAD 221 (Benchmark = Class Average above 85%).

- Tool 2 (Summative) – Critical Thinking Competency, “Demonstrates Proper Patient Communication by Obtaining Full History” section. Average of Midterm and Final Exam forms. Freshman Fall RAD 120 (Benchmark = Class Average above 80%). Senior Fall RAD 220 (Benchmark = Class Average above 85%).

Outcome 2: Students will communicate effectively with other members of the health care team.

- Tool 1 (Formative) – Clinical Snapshot AFFECTIVE SKILLS: Interpretation section, average of every evaluation completed. Freshman Fall RAD 120 Benchmark = Class Average above 80%). Senior Fall RAD 220 (Benchmark = Class Average above 85%).

- Tool 2 – OR Competency Evaluation. Average of Yes/No Section on both (2) OR Competency forms stating, “Maintains a good rapport and effective communication with OR staff and surgeon throughout the procedure.” Senior Spring RAD 221 (Benchmark = Class Average above 85%).

- Tool 3 – Clinical Snapshot AFFECTIVE SKILLS: Teamwork & Collaboration section, average of every evaluation completed. Freshman Spring RAD 121 Benchmark = Class Average above 80%). Senior Spring RAD 221 (Benchmark = Class Average above 85%).
### Assessment Plan (Effective Fall 2019)

**Goal 3:** Cultivate and promote good communication skills with patients, staff and others.

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<tr>
<td>Students will communicate effectively with patients.</td>
<td>T1: Clinical Snapshot Evaluation</td>
<td>Freshman Spring RAD 121 (Benchmark = Class Average above 80%). Senior Spring RAD 221 (Benchmark = Class Average above 85%).</td>
<td>Freshman 2020 – 92.5% 2021 – 91.7% 2022 – 2023 – 2024 –</td>
<td>Spring 2020 – Benchmarks met. Spring 2021 – Benchmark met, continue to monitor. Consider raising benchmarks by 5% for each class.</td>
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<td>Senior 2020 – 96.4% 2021 – 97.6% 2022 – 2023 – 2024 –</td>
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<tr>
<td></td>
<td>T2: Critical Thinking Competency, “Demonstrates Proper Patient Communication by Obtaining Full History” section.</td>
<td>Average of Midterm and Final Exam forms. Freshman Fall RAD 120 (Benchmark = Class Average above 80%). Senior Fall RAD 220 (Benchmark = Class Average above 85%).</td>
<td>Freshman 2019 – 97% 2020 – 93.6% 2021 – 2022 – 2023 –</td>
<td>Fall 2019 – Benchmarks met, continue to monitor.</td>
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<td>Senior 2019 – 93.3% 2020 – 92.3% 2021 – 2022 – 2023 –</td>
<td>Fall 2020 – Benchmarks met, continue to monitor.</td>
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<tr>
<td>Outcome #2</td>
<td>Tools</td>
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<tr>
<td>Students will communicate effectively with other members of the health care team.</td>
<td>T1: Clinical Snapshot Evaluation</td>
<td>Freshman Fall RAD 120 Benchmark = Class Average above 80%). Senior Fall RAD 220 (Benchmark = Class Average above 85%).</td>
<td>Freshman 2019 – 88.1% 2020 – 86% 2021 – 2022 – 2023 –</td>
<td>Fall 2019 – Benchmarks met, continue to monitor.</td>
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<td>Senior 2019 – 95.6% 2020 – 93.7% 2021 – 2022 – 2023 –</td>
<td>Fall 2020 – Benchmarks met, continue to monitor.</td>
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<td></td>
<td>T2: OR Competency Evaluation. Average of Yes/No Section on both (2) OR Competency forms stating,</td>
<td>Senior Spring RAD 221 (Benchmark = Class Average above 85%).</td>
<td>2020 – 100% 2021 – 100% 2022 – 2023 – 2024 –</td>
<td>Spring 2020 – Data obtained with scores from 11 competency evaluations. Benchmark met, continue to monitor.</td>
</tr>
</tbody>
</table>
“Maintains a good rapport and effective communication with OR staff and surgeon throughout the procedure.”

T3: Clinical Snapshot

**AFFECTIVE SKILLS:** Teamwork & Collaboration section, average of every evaluation completed.

<table>
<thead>
<tr>
<th>Freshman Spring RAD 121</th>
<th>Freshman</th>
<th>Senior</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benchmark = Class Average above 80%</td>
<td>2020 – 93.3%</td>
<td>2020 – 97.1%</td>
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<tr>
<td>2021 – 94.4%</td>
<td>2021 – 97.7%</td>
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<td>2022 –</td>
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Spring 2021 – Data obtained with scores from 17 comp evals. Benchmark met. With 2 years of 100% results, it may be a good idea to consider substituting this tool out with another tool. Follow up after aggregating data from 2022.

**Goal 3 Summary:**

G3, O1, T2- Senior students’ class average was 91.6% while freshmen students scored 97% on the “demonstrates proper patient communication by obtaining a full history” section of their critical thinking competency. Potential reasons for this digression discussed were consistency of evaluator. Mr. Bailey does all the freshmen critical thinking assessments, senior students are evaluated by various faculty. Freshmen students in the fall are using scripted words for the few radiographic exams they have learned. Senior students have moved to their new site in the fall and may be a little reserved in the fall semester. We will continue to monitor this tool closely.

G3, O2, T1- Senior students demonstrated a solid progression from the freshmen in interpreting scripts, requisitions, and medical terminology in relation to radiographic examinations. This is an expected outcome.

**2020 Faculty Discussion:** December discussion: Program Faculty discussed that much of the Assessment plan for Goal 3 is tailored to formative assessment. It was discussed to obtain additional summative assessment tools that students could be evaluated on their communication skills in a mock interview at the end of the program. *Update 1/6/2021: Discussed that this mock interview activity (tool) may not directly analyze this goal properly. Discussed having a role play or mock meeting with a healthcare professional to assess this goal better.*
Goal 4: Graduate students from a learning environment that encourages high ethical standards and professional development.

Outcome 1: Students will become providers of culturally competent care.

- Tool 1 Freshman RAD 101 Intro Exam. Two Questions on age-specific competency (1 Pediatric, 1 Geriatric). (Benchmark = Class Average above 80% correct for each question).

- Tool 2 Freshman RAD 101 Documentary Journal Reflection Paper on movies. (Benchmark = Class Average above 80%).

Outcome 2: Students will demonstrate knowledge on best practices and advanced imaging modalities.

- Tool 1: Modality Essay Assignment with Rubric Summer Clinical RAD 121. (Benchmark = Class Average above 80%).

- Tool 2: Best Practices White Paper assignment RAD 231 (Benchmark = Class Average above 80%).
Assessment Plan (Effective Fall 2019)

**Goal 4:** Graduate students from a learning environment that encourages high ethical standards and professional development.

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<tr>
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<tbody>
<tr>
<td>Students will become providers of culturally competent care.</td>
<td>T1: Freshman RAD 101 Intro Exam. Two Questions on age-specific competency (1 Pediatric, 1 Geriatric).</td>
<td><strong>Freshman RAD 101</strong> (Benchmark = Class Average above 80% correct for each question). Peds Question: Neonates are patients in this age range?</td>
<td><strong>Peds Q(left)</strong></td>
<td>2019 – 58.8% 2020 – 89.5% 2021 – 2022 – 2023 –</td>
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<td></td>
<td><strong>Geri Q #83</strong></td>
<td>2019 – 100% 2020 – <strong>79%</strong> 2021 – 2022 – 2023 –</td>
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<tr>
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<td>T2: Freshman RAD 101 Documentary Journal Reflection Paper – “Beyond Belief” reflection paper.</td>
<td><strong>Freshman RAD 101</strong> (Benchmark = Class Average above 80%).</td>
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<tr>
<td><strong>Outcome #2</strong></td>
<td><strong>Tools</strong></td>
<td><strong>Benchmark/Time Frame</strong></td>
<td><strong>Results</strong></td>
<td><strong>Analysis/Action Plan</strong></td>
</tr>
<tr>
<td>Students will demonstrate knowledge on best practices and advanced imaging modalities.</td>
<td>T1: Modality Essay Assignment with Rubric</td>
<td><strong>Summer Clinical RAD 121</strong> (Benchmark = Class Average above 80% score on paper).</td>
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| T2: Best Practices White Paper assignment | Seniors RAD 231 (Benchmark = Class Average above 80%). | 2019 – 89.3%  
2020 – N/A  
Completed Spring 2021 – 86.9%  
Fall 2021 – 2022 – 2023 – | Fall 2019 – Benchmark met, continue to monitor. |

Goal 4 Summary/ Action Plans:

For Goal 4, Outcome 1, Tool 1, only 76.2% of freshmen students were able to correctly identify the age range for neonatal patients. Potential reasons for this is not having completely covered topics in their radiographic procedures course at this time. In the class RAD 101, where this was measured they have one lecture on various patient populations relating to age. The action plan will be to include a chart defining age ranges in RAD 101 and re-assessing the tool next fall.

For Goal 4, Outcome 1, Tool 2, only 71.3% of students scored above an 80% on their reflective paper after watching documentary. One student scored a grade of zero and another student received a score of 28%. Potential reasons for this, a grading rubric was not handed out before paper was assigned. I do not think expectations for assignment were clear to all students. Action plan is to hand out grading rubric and specific questions before assigning paper and re-assess tool next fall.

2020:
Both Outcome #2 Tools (Modality Essay Assignment and Best Practices White Paper Assignment) will be administered in the Spring 2021 semester in the RAD 211 Advanced Radiographic Procedures II course. The Modality assignment was not administered due to the COVID-19 pandemic. All students were not allowed to rotate through various imaging modalities which did not give students the ability to pick their favorite modality and write about the modality. For the Best Practices White Paper, students were adjusting to learning in the virtual environment. It was decided by program faculty for this assignment to be pushed to the Spring 2021 semester for when students are better prepared to handle an assignment of such rigor and involvement after being better experienced in the virtual/remote learning experiences.
1/6/2021: Discussed exploring other tools to better assess this goal in regards to cultural competency. A suggestion includes 10-minutes snips of videos from Grey’s Anatomy regarding cultural competency interactions. Assessment tool could be administering a survey to assess level of understanding of the conversations that occur in the video snips.