

**ThedaCare  
School of Radiologic Technology  
Assessment Outcomes**

**Goal: 1/** Students will prove clinical competence needed to function as an entry-level radiographer

<b>Student learning Outcomes:</b>	<b>Evaluation Method</b>	<b>Benchmark/Time Frame</b>	<b>Actual Outcome</b>	<b>Responsible Group</b>
<b>1.1 Students will demonstrate competency in <i>routine</i> procedures</b>	Competency average on <i>routine</i> exams	>80% Summer 1 Spring 2	Summer 1= 99.4% Spring 2= 98.2%	Coordinator
	Employee 6 mo employer surveys question #2 <i>Do you think the graduate was adequately prepared to perform routine examinations?</i>	>80% score “average” or higher rating.	100% stated grads were adequately prepared	Director
<b>1.2 Students will apply proper radiation protection</b>	Competency question “Did student apply proper shielding to self and others?”	>85% Summer1 Spring 2 Summer 2	Summer 1-95.2% Spring 2-98.2% Summer 2-98%	Coordinator
	6-month employer surveys question #3 <i>How would you rate your employee in regards to radiation protection to self and others?</i>	100% to answer yes. 6 mo post-graduation	100% rated yes	Director

Class of 2021 Assessment Plan for ThedaCare School of Radiologic Technology

**Goal: 2) Provide students with opportunities to promote effective critical thinking and problem solving skills.**

<b>Outcomes:</b>	<b>Evaluation Method</b>	<b>Benchmark/Time Frame</b>	<b>Actual Outcome</b>	<b>Responsible Group</b>
<b>2.1 Students are able to apply trauma special adaptations</b>	Special adaptation comps	>80% Spring 2,	Spring 2-98.9%	Coordinator
	Trauma test out 5 positions, < than 10 min with no critical mistakes	>80 average% Fall 2,	Fall 2-100% average successful	Director/Trauma Professor
<b>2.2 Students are able to adapt technical factors according to patients body habitus</b>	Competency eval- category "Proper exposure technique"	>80% acceptable technical factors for body habitus Spring 1/2	Spring 1-100% Spring 2-100%	Positioning Professor
	Lab test out question#6. Set appropriate kVp before positioning? #7. Set appropriate mAs before positioning?	>80% Spring 1/2	Spring 1-90% Spring 2-98%	Positioning Professor
<b>2.3 Students are able to respond to emergent situations</b>	Sem 4 Patient code simulation -Locate all supplies <4 min	>80% average Summer 1	87% successful	Faculty
	Assess blood pressure, pulse, respirations and temperature	Fall 1 100% completion	Fall 1-100% complete	Any faculty member

Class of 2021 Assessment Plan for ThedaCare School of Radiologic Technology

**Goal: 3/** To promote development of professional attitudes, behaviors, ethics and growth.

<b>Outcomes:</b>	<b>Evaluation Method</b>	<b>Benchmark/Time Frame</b>	<b>Actual Outcome</b>	<b>Responsible Group</b>
<b>3.1 Students will demonstrate consistent ethical behaviors</b>	Semester clinical eval rubric obj 7 which rates ethical behaviors	>85% Answer yes to professional and ethical question Spring 1/2	Spring 1=100 % Yes Spring 2=100% yes	Coordinator/ CI
	Journal entries rubric which rates professionalism and ethics	100% completed >80% Spring 1/2	Spring 1=86% Spring 2= 97%	Coordinator/ CI
<b>3.2 Students to understand the importance of professional growth</b>	TIP TV assignment	>80% Summer 1 Spring 2	Summer 1=100% comp Spring 2=100% comp	Coordinator
	Attendance of WAERT meetings	100% attendance Spring 2	Spring 2=100% attended virtually due to pandemic	Director- Virtual due to covid
<b>3.3 Students will employ proper punctuality.</b>	Class roster.	95% <3 late occurrences/semester Fall 1, summer 1, spring 2	Fall 1=100% Met benchmark Summer 1=1 Spring 2= 100% Met benchmark	School Faculty

**Goal: 4) Graduate clinically competent entry-level radiographers**

<b>Outcomes:</b>	<b>Evaluation Method</b>	<b>Benchmark/Time Frame</b>	<b>Actual Outcome</b>	<b>Responsible Group</b>
<b>4.1 Graduates will successfully pass the ARRT board exam on first attempt.</b>	Credentialing Exam Pass Rate	>90% pass per year on 1 <sup>st</sup> attempt	100% 9 of 9 passed first attempt	Director
<b>4.2 Employers will seek our graduates</b>	Employment Statistics surveys	Five-year average job placement rate of not < 75% within 12 months of graduation for those actively seeking employment.	100% placed w/I 1-year time frame	Director
	Program completion data	Percent of students who completed the program within stated program length benchmark of <90%	2021—9 of 9 completed program within time allotted.	Program director
<b>4.3 Graduates mean score will meet or exceed ARRT national average.</b>	ARRT credentialing exam	Mean score of credentialing exam will be consistent with or above the national average each year of the exam	Program ave=92.6 National ave=83.2	Director

**Goal: 5/ Students and graduates will demonstrate effective communication skills.**

<b>Outcomes:</b>	<b>Evaluation Method</b>	<b>Benchmark/Time Frame</b>	<b>Actual Outcome</b>	<b>Responsible Group</b>
<b>5.1 Students will be able to utilize effective oral communication in the clinical setting</b>	5.1A. Comp performance eval #4/6 which rates oral communication	>90% Fall 1 and Summer 2	Fall 1-93.9% Summer 2-97.4%	Coordinator
	5.1B 6-month employer survey #5 “Do you feel your employee has proper communication skills in the clinical setting?”	>80% to answer “Good or Excellent”	100% rated excellent	Director
<b>5.3 Students will demonstrate effective written communication skills.</b>	Journal entries (APA format) rubric	>80% Fall1/2	Fall 1-91.2% Fall 2-94.8%	Faculty
	Pathology papers rubric	>80% Spring 2	Spring 2-95%	Pathology Professor

**Class of 2021  
Assessment and analyzing of data**

Goal 1 Assessment of proving clinical competence which is needed to function as an entry level radiographer has been reviewed using our assessment tools.

- Goal one met all benchmarks with no concerns. Program as tracked this data 3 cohorts and will look to new goals for the new cohort. Employer surveys will still be tracked due to the importance of this data. Class of 2021 demonstrated excellent preparedness when we surveyed employers of our graduates.
- Radiation protection to self and patients was assessed during competency evaluations as well as with employer surveys, both of which showed the students progressed nicely through the program and mastered it at employer surveys.

Goal 2 evaluates critical thinking and problem solving skills which is essential in our field.

- 2.1 Assessed student comps that needed adaptation in spring 2. These comps included thinking outside of box where students had to adapt to patients condition. Scores were respectable at 98.9. We worked hard to raise this comp utilizing a summer review course of adaptive positioning. 2.1 trauma test outs were exceptional this year. Summer practice seemed to help segway into the trauma practicum.
- 2.2 No concerns for spring one and two regarding setting proper techniques when comping. Progress has been made and we are ready for new assessment next cohort.
- 2.3 code assessment scored 87% success which does meet benchmark but I do want to push for better. Will look at adding skills assessment during summer to review supplies. Part of struggle for students is that supplies are kept in different spots at various clinical locations so I am working with leadership to address that. Would like to continue to monitor this due to importance.

Goal 3 looks to evaluate professional attitudes, behaviors, ethics and growth.

- Goals 3.1-3.3 all met benchmarks. We have had great success with professionalism, behaviors and growth for 3-year trend so will look to change tools next cohort.

Goal 4 demonstrates clinical competence at graduation.

- 4.1 benchmark met with 9 of 9 passing registry on first attempt
- 4.2 Employers had great things to say and all were hired either before graduation or within a few weeks. 9 of 9 all completed the program within the stated program benchmark as well.
- 4.3 Program still continues to exceed the national average. Program scored 89 while national average was at 83.3. Great work all!

## Class of 2021 Assessment Plan for ThedaCare School of Radiologic Technology

Goal 5 assesses effective communication skills.

- 5.1 and 5.3 benchmarks were met and have been exceeding benchmark for past 3 years. Program will look to use different tools to evaluate communication skills for next cohort.

### **2021 Program Improvements**

- Added Primary Care Associates as a clinical site in the Fall of 2021 for our senior students. This will allow students more clinic experience to help align with all of our goals.
- Added ThedaCare Orthopedics Plus Appleton as a new clinical site in the Fall of 2021 for our junior students. Our community has numerous ortho offices in Fox Valley so experience will help meeting our mission to provide care for our community.
- Moved our school into the Neenah hospital with the start of the program in Fall 2021.
- With the addition of the new school space, we were able to add a separate room to be utilized as a student resource room
- Adding the resource room has allowed for a second space for students to be able to spread out and take quizzes with less distraction.
- Purchased a 70" flat screen TV to replace an old projector to view lecture materials in the classroom
- Created orientation power points that are shared with students prior to starting at a clinical site.
- In order to split students up more in clinical, we started to split some of the clinical sites to have an a.m. student and a p.m. student. This allowed us to spread the students out more to provide a more valuable clinical experience
- We added an overnight clinical experience at each the TCA and TCN campuses to provide exposure to trauma imaging and early morning ICU/NICU portable exams. This will help diversify skills in goal 2.
- We modified fall 2 semester into a block schedule in order to bring in QA class earlier in the program which allowed more physics type topics to be discussed each semester. Looking to increase registry scores in this area.
- We created a modality exploration self-assessment to help meet our assessment data but also allow the student to reflect on professional skills and traits.
- Informed Stacey (imaging scheduler) of all our clinical sites so if a tech calls in sick and the clinic goes dark, school faculty will now be notified so we can re-route the clinical student assigned to that area
- Changed order in which we teach exams since we have two ortho clinic rotations that we utilize for our new junior students



## Class of 2021 Assessment Plan for ThedaCare School of Radiologic Technology

- Added value to orientation week by providing more hands-on
  - Patient transfers; Room mechanics; Control panels
- First two weeks of clinical were spent on more orientation to clinical before students started a true clinical schedule.
- Purchased new software to help with ARRT scores which demonstrated to be effective as seen in our outcomes.
- Summer in-person review days helped to improve our adaptive positioning practicums as well as trauma practicum.
- Exposed students to leadership earlier so leadership was able to provide their expectations upon hiring. This helped prepare students for understanding the importance of professional development. Journal entries, clinical evals as well as 6-month employer surveys demonstrated exceptional professional attitudes and ethics which we are very proud of.
- Student in class review of code expectations have led to students proactively being prepared for emergent situations. I have had 3 episodes with this cohort that demonstrated how prepared the students were with a code situation. Students played an instrumental role in helping with patient which was amazing. Hard work paid off and super proud.
- Working with Trajestics software to help with faculty paperwork burden. New software will hopefully allow us to assess easier to provide more feedback to students.
- Troy working with HR and leadership to provide high school boot camps where we demonstrate what radiography is all about and how to enter into this profession. Shadows at 4 rural hospitals were given to over 40 different students.