

**Radiation Therapy Program
Outcomes Assessment Plan 2015-2016**

Mission: to provide academic, clinical and professional education of exceptional value to students, and to graduate radiation therapy students with required and desirable, entry-level employment skills

Goal 1: Clinical Competence	Student Learning Outcome (3)	Benchmark/Result	Measurement Tool(s)	Frequency/responsible group	Action Plan
<ul style="list-style-type: none"> • Technical skills • Cognition • Theory application 	1. Students will demonstrate technical knowledge and skill commiserate with level of education such as: timely completion of procedures, record keeping, verification of parameters before procedures, manipulation of devices and aids	3.0/4.0 <i>Sem. I II III IV</i>	Clinical performance evaluations; Psychomotor domain section questions #2, 4, 7, 8	Clinical staff of affiliated sites score students each semester. Clinical coordinator tracks and records average scores for the cohort	
	2. Students will demonstrate cognitive abilities in the clinical setting, appropriate to level of education such as: application of theory to clinical activities, verbal expression of thought processes when making decisions, appropriate use and operation of equipment	3.0/4.0 <i>Sem. I II III IV</i>	Clinical performance evaluations; Cognitive domain section, questions #1,4,6	Clinical staff of affiliated sites score students each semester. Clinical coordinator tracks and records average scores for the cohort	
	3. Students will integrate and apply theories and principles to “Phase IV” Physics Rotation clinical assignments that require comparison and contrast of treatment plans for specific anatomic areas.	3.0/4.0	Phase IV Physics Rotation clinical objectives	Radiation oncology physicists verifies completion of all assigned treatment plans during the 4 th Semester. Program director scores the level of theory application using a 4 point scale.	

Goal 2: Critical Thinking	Student Learning Outcome (2)	Benchmark/Result	Measurement Tool(s)	Frequency/responsible group	Action Plan
<ul style="list-style-type: none"> Foster and develop critical, analytical and problem solving skills 	1. Students will show progressive, relative proficiency in describing the rationale for therapy planning during simulation procedure journaling	2.5/4.0 1 st year 3.0/4.0 2 nd year	Simulation journal entries	Clinical coordinator uses 4 point scoring rubric to score the rationale section of simulation journals each semester. Program director documents scores in the cohort's critical thinking grid	
	2. Students will show progressive, relative proficiency in describing rationale for treatment delivery strategies during written case study assignments	2.5/4.0 1 st year 3.0/4.0 2 nd year	Case studies	Clinical coordinator uses 4 point scoring rubric to score the rationale section of case studies each semester. Program director documents scores in the cohort's critical thinking grid	

Goal 3: Communication Skills	Student Learning Outcome (4)	Benchmark/ Result	Measurement Tool(s)	Frequency/responsible group	Action Plan
<ul style="list-style-type: none"> Foster and develop oral and written communication skills 	1. Students will orally present with progressive, relative proficiency in content, organization and delivery	2.5/4.0 1 st year 3.5/4.0 2 nd year	Student oral presentation scoring rubric; oral presentation section-Principle and Practices I (year 1), Health Services II (year 2)	Course instructors use the oral presentation 4 point scoring rubric and document on grade sheets.	
	2. Students will successfully conduct written research on topics related to radiation therapy with appropriate content, organization, and use of reference materials	3.0/4.0	Student written presentation scoring rubric; Senior seminar course	Final semester/course instructor	
	3. Students will demonstrate effective communication skills with patients, peers and patient care team in clinical settings	3.0/4.0 <i>Sem. I II III IV</i>	Clinical performance evaluation; affective domain	Clinical staff at affiliated sites score each student, each semester. Clinical coordinator tracks and records scores	
	4. Graduates will demonstrate effective communication skills with patients, peers and patient care team	3.0/4.0	Employer survey; question #12	Employers are surveyed at a minimum six months after graduation. Results are compiled and documented in a summary report.	
Goal 4: Professionalism	Student Learning Outcome	Benchmark/ Result	Measurement Tool(s)	Frequency/responsible group	Action Plan

	(3)				
<ul style="list-style-type: none"> • Instill ideals supportive of professional growth and development 	1. Students will accurately describe the roles of professional organizations, certification, licensure and accreditation agencies	85%/100	Final examination; Principles and Practices I course	Annual, 2 nd semester/course instructor	
	2. Students will successfully prepare and display campaign for career promotion and patient advocacy.	3.5/4.0	National Radiologic Technologist Week promotion and patient advocacy assignment; Senior seminar course career promotion assignment evaluation rubric	Clinical staff, clinical coordinator and program director evaluate student performance on campaign. Evaluation rubric used measures accuracy of content, level of comprehension, visual display and appearance, creativity and relevance to the theme.	
	3. Graduates will demonstrate professional characteristics in the workplace including professionalism and adherence to the profession's ethical code	3.0/4.0	Employer surveys; question #8,11	Employers are surveyed at minimum six months after graduation. Results are compiled and documented in a summary report prepared by the department or college administrative assistant.	
Goal 5: Maintain an Optimal Teaching and Learning Environment	Program effectiveness Outcome (4)	Benchmark/Result	Measurement Tool(s)	Frequency/responsible group	Action Plan
<ul style="list-style-type: none"> • Excellent teaching • Effective advising, counseling and mentoring • Appropriate 	1. Students will assess and show satisfaction with the overall quality of instruction in online and traditional delivery formats	3.0/5.0	Course evaluation forms	Students complete course evaluations at the end of each semester. Results are compiled and forwarded to course instructors. Each instructor reports results to the program	

delivery methods				director and scores are averaged	
	2. Students will evaluate and show satisfaction with the overall quality of clinical education	2.5/4.0	Clinical rotation evaluation forms	Following each rotation, students are asked to complete clinical site evaluations. Results are compiled by the clinical coordinator	
	3. Students will assess received advice, mentoring and counseling provided by clinical supervisors	3.0/4.0	Clinical rotation evaluation forms; clinical supervisor section	Following each rotation, clinical coordinator collects clinical site evaluations from students and reports ratings in the 'clinical supervisors' section.	
	4. Graduates will communicate satisfaction with the quality of education by being willing to recommend program to others	90%	Exit interview; question related	Program director distributes written exit surveys to graduates. Department or college administrative assistant collects surveys, compiles data and submits report to program director	
Goal 6: Program Completion and Retention	Program effectiveness Outcome (2)	Benchmark/Result	Measurement Tool(s)	Frequency/responsible group	Action Plan
<ul style="list-style-type: none"> Employ admissions processes with the 	1. Students will successfully complete all program requirements within 3 months of the expected graduation	80%	Cohort report cards	Program director will track number of students beginning in cohort against number of	

greatest potential for academic success and program completion	date			graduates, yearly	
	2. Students will successfully complete all didactic courses above minimum admissions academic standard	85%	Cohort report cards	Course instructors submit student final percentage scores. All scores are entered into the cohort report card; excel program averages scores for each student and entire cohort	

Goal 7: Professional Practice Preparedness	Program effectiveness Outcome (4)	Benchmark/Result	Measurement Tool(s)	Frequency/responsible group	Action Plan
Facilitate professional Practice Preparedness as perceived by graduates and employers <ul style="list-style-type: none"> a. clinical skill b. ethical practices c. continued development d. adaptability 	1. Students will demonstrate technical and clinical skills required with minimal supervision in the final semester in the areas of equipment operations, simulation and delivery procedures, and patient care	3.0/4.0	Phase IV Clinical objectives	Clinical staff will score students using the Phase IV Clinical objectives. Coordinator collects and calculates scores for each student and averages for the cohort.	
	2. Graduates will express overall satisfaction with the program	4.0/5.0	Graduate survey	Program director mails graduate surveys to graduates at a minimum 6 months after graduation date. Data is collected and compiled by the department of college administrative assistant and reported	
	3. Senior students will accurately describe the benefits of professional organization membership, licensure, certification and scholarly activity	90/100%	Senior seminar quiz	Course instructor submits grades on senior seminar quiz; scores are averaged for the cohort	
	4. Employers will express overall satisfaction with graduates	3.0/4.0	Employer survey	Annual/program director	
Goal 8: Certification and Employment	Program effectiveness Outcome (4)	Benchmark/Result	Measurement Tool(s)	Frequency/responsible group	Action Plan
<ul style="list-style-type: none"> • Demonstrate acceptable performance on registry practice 	1. Students will adequately apply all radiation therapy principles for successful performance on comprehensive examinations	68/100% unannounced exams	Registry review course grade book	Course instructor documents percentage scores per examination and averages scores for the cohort. Post-exam scores are used by the	

examinations <ul style="list-style-type: none"> • Show favorable job placement • Demonstrate acceptable national registry examination pass rates 		75/100% announced		course instructor to guide content review	
	2. Graduates will successfully pass the ARRT examination on the first attempt within six months of graduation	80%	ARRT report	Program director gleans examination results from the American Registry	
	3. Graduates will perform above the national and state means on the ARRT examination	2% above mean <i>USF avg.</i> State mean Nat'l mean	ARRT report	Annual/program director	
	4. Graduates will obtain employment within six months of graduation	75%	Exit survey and Graduate survey	Program director administers written surveys to graduates and mails graduate surveys at a minimum 6 months following graduation that include question related to employment	

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¹ Results are for data collected during matriculation of the 2015 graduating class