

2023 Assessment of Student Learning Annual Report

Pueblo Community College

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2023 Annual Improvement Plan – Assessment of Student Learning

Agricultural Production

1. What Did You Do?

A. Assessment Activities

During 2023 each instructor selected a rubric from the general list. They worked alright but moving forward, working with Liz there will be course rubrics designed specifically for each subject to better reflect the learning outcomes.

B. Participation

Instructor	Status	SP23		SU23		FA23		CY23	
		Planned	Completed	Planned	Completed	Planned	Completed	Planned	Completed
Bird, Caitlin	PT	-	-	-	-	3	2	3	2
Brown, Evert	PT	1	1	-	-	1	1	2	2
Dalley, Joshua	CE	-	-	-	-	0	0	0	0
Fall, Cynthia	CE	0	0	-	-	-	-	0	0
Klingler, Mariah	PT	-	-	-	-	1	1	1	1

2. What Did You Learn?

I suspect the low percentage stats listed below are related to the rubric selected for the assessments. Neither of the selected rubrics truly captured what was taught. The low scores are not represented in the final grades earned in the courses.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Agricultural Production		
ISLO	58.70%	Overall rubric did not account for coursework done by students.
ISLO1: Critical Thinking & Problem Solving	-	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	-	-
1b: Explore implications, inferences, assumptions, and alternate solutions	-	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	-	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	-	-
ISLO2: Effective Communication	-	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	-	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	-	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	58.70%	Assessment rubric was not reflective of the work done by the students and did not meet the need of the instructor.
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	64.29%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	64.29%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	64.29%	-
ISLO6: Social Consciousness	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Agricultural Production	-	-
Agriculture Business	-	-
No PSLOs for this program	-	-
Agriculture Production	-	-
No PSLOs for this program	-	-
Unmanned Aircraft Systems	-	-
No PSLOs for this program	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
AGB1002 - Foundations of Agri-Business	Many 100% results - please review/comment	Small class size made it very easy for instructor to work with each student 1:1
01. Explain agriculture's role in the economy and the importance of agribusiness. (Active from Spring 2022)	100.00%	-
02. Explain the basic concepts of economics and agricultural economics. (Active from Spring 2022)	100.00%	-
03. Identify the purpose of a business plan and its components. (Active from Spring 2022)	100.00%	-
04. Describe agriculture business including an overview and resources available. (Active from Spring 2022)	100.00%	-
05. Examine various legal business structures within agriculture. (Active from Spring 2022)	75.00%	-
06. Explain the importance of agricultural sales to the economy. (Active from Spring 2022)	75.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
07. Identify products and/or services and their features, advantages, and benefits. (Active from Spring 2022)	100.00%	-
08. Explain how consumers purchase products, why they purchase products, and how they determine value. (Active from Spring 2022)	100.00%	-
09. Explain the agricultural marketing system and methods of marketing crops and livestock. (Active from Spring 2022)	75.00%	-
10. Research and analyze target markets, target customers, and market potential. (Active from Spring 2022)	100.00%	-
11. Explain how consumers and producers make decisions based on concepts of supply, demand, and equilibrium. (Active from Spring 2022)	100.00%	-
12. Identify the financial components needed for a business plan. (Active from Spring 2022)	100.00%	-
13. Explain and analyze balance sheets, income statements, cash flows, partial budgets, and enterprise budgets. (Active from Spring 2022)	100.00%	-
14. Identify the impacts of international trade and ag policy on the agriculture economy. (Active from Spring 2022)	100.00%	-
15. Analyze the methods of managing risk and uncertainty in agriculture. (Active from Spring 2022)	100.00%	-
16. Apply agribusiness foundations to relevant current events, trends, and issues occurring in agriculture. (Active from Spring 2022)	100.00%	-
UAS1040 - Unmanned Sys Flight & Cntrl	-	This is a very visual/hands on class and each student was able to demonstrate mastery by the end of the course.
01. Describe and apply principles of safety policies and practices along with related U.S. Federal Aviation regulations to the planning and operation of various UAV/UAS. (Active from Fall 2022)	100.00%	-
02. Demonstrate proficiency with the procedures required by a pilot in command, a flight assistant, and a visual observer for a typical UAV/UAS flight crew. (Active from Fall 2022)	100.00%	-
03. Identify, develop, and apply aspects of Crew Resource Management (CRM) as related to UAV/UAS operations. (Active from Fall 2022)	100.00%	-
04. Identify and apply elements of appropriate risk management for various UAV/UAS operations and settings including a Safety Management System (SMS) site inspection. (Active from Fall 2022)	100.00%	-
05. Describe flight principles and basic aerodynamics as applied to operating various UAV/UAS. (Active from Fall 2022)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
06. Develop and implement various mission flight plans. (Active from Fall 2022)	100.00%	-
07. Evaluate various elements of human factors and UAV/UAS usability as applied to mission planning and implementation. (Active from Fall 2022)	100.00%	-
08. Command, control, and communicate within various UAV/UAS mission settings. (Active from Fall 2022)	100.00%	-
UAS1050 - UAS Foundations	-	-
01. Identify important UAS technologies, platforms, and systems. (Active from Fall 2022)	-	-
02. Explain the origins and development of unmanned aviation. (Active from Fall 2022)	-	-
03. Compare commercial and governmental application of small UAS technology. (Active from Fall 2022)	-	-
04. Apply the concepts associated with Remote Sensing. (Active from Fall 2022)	-	-
05. Categorize UAS control stations and the method of UAS control. (Active from Fall 2022)	-	-
06. Identify and distinguish characteristics between datalink configurations. (Active from Fall 2022)	-	-

3. What Will You Do Next?

Heather met with each instructor after assessments had been completed in Spring and Fall 2023. Each instructor shared that the questions were not tailored to the work done by the students. After those meetings, it was determined that creating rubrics that addressed each course could provide data, necessary to accurately assess the effectiveness, scope, and sequence of the course materials.

Action Plan

Action	Goal	Timeline	Participants
Further develop program level outcomes	Create course specific rubrics for each course.	Spring 24	Heather Houk, Liz Medendorp

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Automotive Technology

1. What Did You Do?

A. Assessment Activities

We focused on hands on pass/fail lab objectives to ensure mastery of the hands-on content. The percentile we have chosen is 70-80 percent in all areas of ASE training A1-8.

We will continue to focus on the hands-on equipment training and hands on portion in our courses. We will also continue to modify how and what we are requiring in the lab due to technology changes and vehicle manufacture specifications.

The rubrics we will be adding will reflect the section of courses we are teaching and is relevant to our industry partners training that will be available at that time.

We are adding additional curriculum to support the move to electric vehicles.

B. Participation

We have had a 100 percent participation. The faculty have been very supportive on date reporting and participation. We will continue to work as a departmental team when entering data to ensure assessment reporting is being completed.

2. What Did You Learn?

We have learned we need to enhance to physical hands-on training in the lab for all student to reflect mastery of the content. We will be focusing more on assessing actual jobs that are performed in all classes. The students struggle in the lab with certain hands-on expectations, equipment usage and some need additional time and repetition. The only outside factor that impacts student learning is their attendance is what is the factor that reduces the overall scores. We have added additional hands on clinical days and tasks related to course content that they will see in industry. This was implemented in the academic year 2023-2024.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Automotive Technology	-	-
ISLO	71.77%	-
ISLO1: Critical Thinking & Problem Solving	75.19%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	76.39%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	68.97%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	70.57%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	90.20%	-
ISLO2: Effective Communication	65.97%	-
2a: Organize and express ideas clearly in both written and oral communication	65.97%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	65.97%	-

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ISLO	Target Achievement Rate	Comments/Clarifications
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	-	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	64.41%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	64.41%	-
ISLO5: Professionalism	-	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	-	-
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	71.77%	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Auto Collision Technology	-	-
Automotive Technology	-	-
PSLO	-	-
PSLO #9: Identify key shop safety procedures, tool identification and usage, repair manual information, shop equipment. ASE 102 (Active from Spring 2017)	92.86%	-
PSLO #1: Identify, diagnose, disassemble, rebuild and repair automotive engines. ASE 130,161, 162 and 260 (Active from Spring 2017)	-	-
PSLO #2: Identify, locate, test, diagnose, and properly repair electrical and electronic circuits in today's automobiles. ASE 120,123,132, (Active from Spring 2017)	99.44%	-
PSLO #3: Properly identify, test, diagnose, and repair brake and ABS systems. ASE 110,111 AND 210 (Active from Spring 2017)	-	-
PSLO #4: Identify, remove and replace, diagnose, repair and align vehicle steering suspension systems. ASE 140,141 AND 240 (Active from Spring 2017)	-	-
PSLO #5: Identify refrigerant, leak test, diagnose and repair and proper equipment operation to service Cooling and HVAC systems in today's vehicles. ASE 264, 265 (Active from Spring 2017)	-	-
PSLO #6: Identify, test, remove and replace, disassemble and rebuild Automatic and Manual transmissions and transfer cases in passenger cars and trucks. ASE MANUAL TRANS 151,152,253 AUTOMATIC TRANS 250,251 AND 252 (Active from Spring 2017)	-	-
PSLO #7: Identify, diagnose, and utilize scan tools and 5 gas analyzers, with repairing vehicle drivability concerns. ASE 221,236,134,233 (Active from Spring 2017)	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
PSLO #8: Employ critical thinking skills in a hands-on lab to troubleshoot problematic vehicles after setting up a diagnostic tree. ALL ASE COURSES (Active from Spring 2017)	-	-
PSLO 01: Collect preliminary information on presenting problem from customer. (Active from Spring 2017)	92.86%	-
PSLO 02: Examine selected vehicle area to verify the problem. (Active from Spring 2017)	92.86%	-
PSLO 03: Troubleshoot vehicle systems related to problem areas as appropriate for symptoms that present. (Active from Spring 2017)	63.54%	-
PSLO 04: Interpret vehicle information to determine a diagnosis and repairs needed to correct the problem. (Active from Spring 2017)	64.58%	-
PSLO 05: Clearly communicate findings (diagnosis of problem and recommended repairs) to customer in repair order. (Active from Spring 2017)	65.97%	-
PSLO 06: Perform necessary vehicle repairs to correct diagnosed problem. (Active from Spring 2017)	64.41%	-
PSLO 07: Manage time effectively while conducting repairs. (Active from Spring 2017)	-	-
PSLO 08: Demonstrate commitment to professional development in the automotive industry. (Active from Spring 2017)	-	-
PSLO 09: Document compliance with industry practices for automotive repair. (Active from Spring 2017)	-	-
PSLO 10: Adhere to industry expectations for dress code and professional interactions with coworkers and customers. (Active from Spring 2017)	-	-
PSLO 11: Express respect and appreciation for coworkers and customers in a diverse automotive industry. (Active from Spring 2017)	-	-
PSLO# 10: Identify shop practices in industry and work place skills, soft skills, critical thinking, trouble shooting skills and professionalism in an Internship. ASE 281, 282 (Active from Spring 2017)	-	-
Diesel Power Mechanics	-	-
No PSLOs for this program	-	-
Driving	-	-
No PSLOs for this program	-	-
Heavy Equipment Management	-	-
No PSLOs for this program	-	-
Sport Vehicle Technology	-	-
No PSLOs for this program	-	-

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2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
ASE1020 - Basic Auto Electricity	Many 100% results - please review/comment	-
01. Research applicable vehicle and service information including vehicle service history, service precautions and technical service bulletins. (Active from Summer 2016)	100.00%	-
02. Demonstrate knowledge of electrical/electronic series, parallel and series-parallel circuits using principles of electricity; Ohms Law. (Active from Spring 2022)	100.00%	-
03. Demonstrate proper use of a digital multimeter (DMM) when measuring source voltage, voltage-drop, including grounds, current flow and resistance. (Active from Summer 2016)	100.00%	-
04. Demonstrate knowledge of the causes and effects from shorts, grounds, opens, and resistance problems in electrical/electronic circuits. (Active from Spring 2022)	100.00%	-
05. Identify electrical/electronic system components and configuration. (Active from Spring 2022)	100.00%	-
06. Demonstrate proper use of a test light on an electrical circuit. (Active from Spring 2022)	100.00%	-
07. Use fused jumper wires to check operation of electrical circuits. (Active from Spring 2022)	100.00%	-
08. Use wiring diagrams to trace electrical/electronic circuits. (Active from Spring 2022)	100.00%	-
09. Measure key-off battery drain including parasitic draw. (Active from Spring 2022)	93.33%	-
10. Inspect and test fusible links, circuit breakers, and fuses; determine needed action. (Active from Spring 2022)	100.00%	-
11. Inspect, test, repair, and/or replace components, connectors, terminals, harnesses, and wiring in electrical/electronic systems including solder repairs; determine needed action. (Active from Spring 2022)	100.00%	-
12. Perform battery state-of-charge test; determine needed action. (Active from Spring 2022)	100.00%	-
13. Confirm proper battery capacity for vehicle application; perform battery capacity	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
and load test; determine needed action. (Active from Spring 2022)		
14. Maintain or restore electronic memory functions. (Active from Spring 2022)	100.00%	-
15. Inspect and clean battery; fill battery cells; check battery cables, connectors, clamps, and hold-downs. (Active from Spring 2022)	100.00%	-
16. Perform slow/fast battery charge according to manufacturer's recommendations. (Active from Spring 2022)	100.00%	-
17. Jump-start vehicle using jumper cables and a booster battery or an auxiliary power supply. (Active from Spring 2022)	100.00%	-
18. Identify safety precautions for high voltage systems on electric, hybrid, hybrid-electric, and diesel vehicles. (Active from Spring 2022)	100.00%	-
19. Identify electrical/electronic modules, security systems, radios, and other accessories that require re-initialization or code entry after reconnecting vehicle battery. (Active from Spring 2022)	100.00%	-
20. Identify hybrid vehicle auxiliary 12volt battery service, repair, and test procedures. (Active from Spring 2022)	100.00%	-

3. What Will You Do Next?

Action: Identify a worksheet that will assist them with procedures, diagrams and time frames for the repair. Utilize trainers and supplemental equipment to assist students in the classroom and lab.

Goal: The goal here is 100% of all ASE students to follow the action plan. To have 100 percent Faculty participation.

Timeframe: We can start this new process at the start of Fall 2023.and Spring 2024

Participants: We hope for at least 80% participation of ASE students, branch campus programs in Automotive courses.

Action Plan

Action	Goal	Timeline	Participants
Hands on PASS/FAIL	80 percent in content mastery	F23 and SP24	All 3 branch campus Automotive programs.

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Behavioral Health

1. What Did You Do?

A. Assessment Activities

[blank]

B. Participation

[blank]

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Behavioral Health		
ISLO	53.10%	-
ISLO1: Critical Thinking & Problem Solving	75.00%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	44.44%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	77.78%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	88.89%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	88.89%	-
ISLO2: Effective Communication	-	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	-	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	-	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	69.23%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	38.46%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	76.92%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	84.62%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	76.92%	-
ISLO6: Social Consciousness	41.30%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	48.57%	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Counseling	-	-
No PSLOs for this program	-	-
Psychiatric Technician	-	-
No PSLOs for this program	-	-

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2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
PTE1010 - Int Behav Health Care and Well	Many 100% results - please review/comment	-
04. Discuss the essential components of clinical documentation of client behaviors and assessment findings in the behavioral health settings. (Active from Fall 2019)	100.00%	-
05. Define common behavioral and mental health disorders and spectra. (Active from Fall 2019)	100.00%	-
06. Explore educational and professional behavioral health career pathways. (Active from Fall 2019)	100.00%	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
[blank]	[blank]	[blank]	[blank]

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Biological & Physical Sciences

1. What Did You Do?

A. Assessment Activities

ISLO1: Critical Thinking & Problem Solving

- We have used this assessment for various courses in the past
- We typically use this for Bio 2116/Pathophysiology
 - Students are assigned a research project on a disease and they must provide the following:
 - Support and defend relevant evidence
 - Interpret and analyze information

PSLO: Describe fundamental concepts of biology

- We use this assessment for the Bio 1111 courses
 - we have students complete and end of year quiz which covers main concepts we covered throughout the entire semester, similar to a cumulative quiz.
 - We assess them based on their percentage earned

CSLO2: Analyze how health deviations alter normal physiology.

- We use this to analyze the Final Exam in Bio 2116

CSLO3: Explain the principle of homeostasis and the use of feedback loops to control physiological systems in the human body

- We use this for Bio 2101
 - Students are assigned an endocrine disorder project and are assessed as follows
- We also use this for Bio 2102
 - Students are assigned a formal lab write up with real data from a urinalysis

CSLO4: Use anatomical knowledge to describe physiological consequences, and knowledge of function to describe the features of anatomical structures.

- This assessment is used for Bio 2101 to analyze how well students can identify and name bones from Practicum I

CSLO5: Employ scientific methodologies to develop predictions, interpret experimental data, and form conclusions.

- This assessment is used in Bio 1111 to analyze the scores from the average of two practicums
- This is also used for Bio 2102 to analyze the scores from the circulatory exam

CHE 1009:

- Assessment Biochemical Functional Groups
In the Fall, a brand-new assessment was given in CHE 1009. The assessment was to look at student recognition of functional groups.

CHE 1011

- Activities to Continue: Would you like to continue assessing the same classes, rubrics, and learning outcomes? Which ones, and why?
Students were assessed on CSLO 4 for their understanding of chemical nomenclature during the spring and fall of 2023. Students were provided with problems in class after the initial introduction to the unit and were scored based on how many they got right. This was a mixture of ionic, molecular, and acidic compounds in which students were provided the chemical formula then asked to provide the name. They were scored on an all or nothing understanding with no partial point awarded. This did not factor into their grade and counted as a low risk assessment. Students were then provided homework problems, a matching game for review and then the unit 2 exam. The students were assessed based on the same types of problems from the pre assessment.

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- Activities to Modify: Would you like to make adjustments to the classes, rubrics, and learning outcomes you assessed last year? What would those changes look like, and why?
There are no modifications to be made as this time for the delivery of the materials in the course, however the rubrics need to be further analyzed. There should be a pre and post rubric loaded for comparison in eLumen.
- Activities to Add: Are there other classes, rubrics, or learning outcomes you'd like to focus on this time around? Which ones, and why?
No, not until the chemical nomenclature cslo is at a comparable rate to the old dimensional analysis assessment and at or above a 70% post achievement rate.

B. Participation

All faculty are assessing at least one of their courses each semester. However, a few did not place their results into e-Lumen and I am discussing this discrepancy with them. The majority of full-time faculty completed more than the required assessments. Unfortunately, adjunct participation was disappointing. Moving forward this will be a priority of mine to ensure at least 1 assessment is being completed per part-time instructor.

2. What Did You Learn?

All results are located in eLumen. However, below are a few highlights.

BIO 2101

Exemplary: Sp23 22% the goal was 60%, Accomplished Sp23 32% the goal was 60%, Developing Sp23 34% the goal was 60%.

BIO 2102

Exemplary: F23 0% The goal was 60%, Accomplished F23 45.45% the goal was 60%, Developing F23 50% the goal was 60%.

CHE 1009

My baseline is the 66% of the students were accomplished or better at recognizing functional groups. Clearly, there is room for improvement! We as a department will be determining how best to assess our new CURE's model and active learning approaches aimed at student mastery of content.

CHE1011

- Overall, how well are students learning and mastering the skills assessed over the last calendar year?
While there has been a steady increase in understanding of chemical nomenclature since the fall of 2022, the data currently shows a 44.74% overall understanding of the concept. However, this appears to have only the pre assessment rubric loaded.
- What learning outcomes have your students struggled with the most?
Student in general still struggle with chemical nomenclature across the board. They struggle the most with ionic compounds and acidic compounds.
- In what areas did your students excel?
Students tend to excel in molecular compounds
- Were there any outside factors affecting student performance on any of the learning outcomes assessed over the last calendar year?
Students still struggle with life factors outside of class that are beyond the instructors control which impede upon their learning through not attending class. During the fall semester and even the current spring 2024 semester, students missing main lectures due to illness, injury, personal issues, hinder their learning process.

2023 Annual Improvement Plan – Assessment of Student Learning

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Biological & Physical Sciences	-	-
ISLO	60.87%	-
ISLO1: Critical Thinking & Problem Solving	60.86%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	61.46%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	60.78%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	58.62%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	56.00%	-
ISLO2: Effective Communication	57.14%	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	57.14%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	64.15%	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	68.42%	-
3b: Represent information as numerical data, functions, and formulae	58.33%	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	65.08%	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	58.33%	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	-	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-

2023 Annual Improvement Plan – Assessment of Student Learning

ISLO	Target Achievement Rate	Comments/Clarifications
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	-	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	-	-
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Biological & Physical Sciences	-	-
Agriculture Crops & Soils	-	-
No PSLOs for this program	-	-
Animal Science	-	-
No PSLOs for this program	-	-
Astronomy	-	-
PSLO	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
Describe the fundamental concepts of the Laws of Motion. (Active from Spring 2017)	66.67%	-
Biology	-	-
PSLO	-	-
Describe fundamental concepts of biology. (Active from Spring 2017)	61.60%	-
Chemistry	-	-
PSLO	-	-
01. Apply dimensional analysis to problem solving. (Active from Spring 2017)	85.71%	-
02. Employ conventions of chemical nomenclature. (Active from Spring 2020)	57.14%	-
Environmental Science	-	-
No PSLOs for this program	-	-
Geology	-	-
PSLO	-	-
Describe the fundamental concepts of geology. (Active from Spring 2017)	85.71%	-
Health & Wellness	-	-
PSLO	-	-
1. Describe fundamental concepts of nutrition. (Active from Spring 2018)	-	-
2. Evaluate nutritional information for accuracy from trusted sources. (Active from Spring 2018)	-	-
3. Present nutritional information knowledgeably and professionally. (Active from Spring 2018)	-	-
Physics	-	-
PSLO	-	-
Apply dimensional analysis to problem solve. (Active from Spring 2017)	-	-
Science	-	-
PSLO	-	-
Describe the fundamental concepts of science. (Active from Spring 2017)	-	-

2023 Annual Improvement Plan – Assessment of Student Learning

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
BIO2101 - Human Anatomy&Phys I w/Lab:SC1	-	-
03. Explain the principle of homeostasis and the use of feedback loops to control physiological systems in the human body. (Active from Summer 2019)	78.57%	-
04. Use anatomical knowledge to describe physiological consequences, and use knowledge of function to describe the features of anatomical structures. (Active from Summer 2019)	42.86%	-
BIO2102 - Human Anatomy&Phys IIw/Lab:SC1	-	-
03. Explain the principle of homeostasis and the use of feedback loops to control physiological systems in the human body. (Active from Summer 2019)	60.00%	-
05. Explain the interrelationships within and between anatomical and physiological systems of the human body. (Active from Summer 2019)	23.81%	-
BIO2116 - Pathophysiology	-	-
01. Explain the etiology of disease states and imbalances. (Active from Summer 2016)	69.23%	-
02. Analyze how health deviations alter normal physiology. (Active from Summer 2016)	69.57%	-
03. Describe the alterations in cells, tissues, and organs that occur with disease and the effects they have on total body function. (Active from Summer 2016)	74.36%	-
04. Relate the manifestations of diseases to their underlying cellular mechanisms. (Active from Summer 2016)	64.10%	-
06. Recognize terminology, specific facts, and type of compound according to functional groups. (Active from Summer 2016)	68.29%	-
CHE1011 - Intro to Chemistry I/Lab: SC1	-	-
04. Write and/or give orally the corresponding formula and name of a compound when given only the formula or name. (Active from Fall 2019)	44.74%	-
CHE1112 - Gen College Chem II/Lab: SC1	-	-
09. Develop the methodology or theoretical framework to solve a variety of chemistry problems. (Active from Fall 2019)	85.71%	-
ENV1111 - Environmental Sci w/Lab: SC1	-	-
01. Define environment, environmental science, and ecology. (Active from Fall 2019)	90.91%	-
02. Discuss the stages of conservation, preservation, and environmental activism. (Active from Fall 2019)	90.91%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
03. Describe the scientific method of inquiry. (Active from Fall 2019)	90.91%	-
04. Define and explain how the laws of thermodynamics regulate ecosystems. (Active from Fall 2019)	90.91%	-
05. Summarize the ecological significance of trophic levels, succession and biomes. (Active from Fall 2019)	90.91%	-
06. Summarize the principles of toxicology and risk assessment. (Active from Fall 2019)	90.91%	-
07. Analyze how soil characteristics influence soil erosion and degradation. (Active from Fall 2019)	90.91%	-
08. Explain the water cycle and its relationship to freshwater resources. (Active from Fall 2019)	90.91%	-
09. Describe the geologic rock cycle and geological hazards. (Active from Fall 2019)	90.91%	-
10. Evaluate the causes and effects of climate change. (Active from Spring 2022)	90.91%	-
11. Describe the types and effects of water, air, and soil pollution and how their quality affects biodiversity. (Active from Fall 2019)	90.91%	-
12. Compare and contrast conventional and sustainable energy sources. (Active from Fall 2019)	72.73%	-
13. Discuss environmental laws, ethics, and policies. (Active from Fall 2019)	72.73%	-
14. Relate environmental issues to population and economic growth. (Active from Fall 2019)	90.91%	-
15. Relate natural hazards and waste management to appropriate land use. (Active from Fall 2019)	90.91%	-
16. Demonstrate the ability to collect and analyze field data. (Active from Fall 2019)	72.73%	-
GEY1111 - Physical Geology w/Lab: SC1	Many 100% results - please review/comment	-
01. Explain how geologists use the scientific method. (Active from Fall 2019)	100.00%	-
02. Recognize the vastness of geologic time and apply the techniques of relative and absolute dating. (Active from Fall 2019)	100.00%	-
03. Identify common minerals and rocks based on their observable characteristics. (Active from Fall 2019)	100.00%	-
04. Describe the characteristics of minerals and their basic chemistry. (Active from Fall 2019)	80.00%	-
05. Explain the origin of intrusive and extrusive igneous rocks and recognize features associated with each. (Active from Fall 2019)	100.00%	-
06. Demonstrate an understanding of the weathering processes involved in the transition from bedrock to sediment and soil. (Active from Fall 2019)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
07. Discuss the processes involved in the formation of sedimentary rocks and relate them to modern and ancient depositional environments. (Active from Fall 2019)	100.00%	-
08. Demonstrate an understanding of the agents and processes of metamorphism and relate these to the main types of metamorphic rocks. (Active from Fall 2019)	100.00%	-
09. Analyze the causes and effects of earthquakes and relate seismology to the structure of the earth. (Active from Fall 2019)	100.00%	-
10. Classify folds and faults, and discuss their origin. (Active from Fall 2019)	80.00%	-
11. Describe the hydrologic cycle and relate this concept to both surface and subsurface waters. (Active from Fall 2019)	100.00%	-
12. Discuss the mechanisms by which mass wasting, streams, ground water, glaciers, wind, and waves contribute to landscape evolution, and relate these mechanisms and agents to the origin of landforms. (Active from Fall 2019)	100.00%	-
13. Describe the geologic characteristics of deserts and coasts. (Active from Fall 2019)	100.00%	-
14. Locate and identify geologic features using topographic and/or geologic maps. (Active from Fall 2019)	100.00%	-
15. Discuss the basic lines of evidence for Plate Tectonics. (Active from Fall 2019)	100.00%	-
16. Identify the characteristics of plate boundaries and mantle plumes and their relationship to earthquakes, volcanoes, and mountain building. (Active from Fall 2019)	85.71%	-
17. Describe the geologic processes responsible for the formation of fossil fuel and ore mineral resources. (RECOMMENDED) (Active from Summer 2023)	100.00%	-
18. Explain basic planetary geology and how Earth relates to other features in space. (RECOMMENDED) (Active from Summer 2023)	100.00%	-
19. Demonstrate an understanding of the evidence for climate change and how climate has changed throughout Earth's history. (RECOMMENDED) (Active from Summer 2023)	100.00%	-
PHY2111 - Physics Calc-Based I/Lab: SC1	-	-
01. Produce both numerical and symbolic solutions to problems using the techniques of calculus and the concepts of classical physics. (Active from Fall 2019)	80.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
02. Apply physics concepts and equations to real-world problems and design challenges. (Active from Fall 2019)	80.00%	-
03. Design scientific experiments, collect and analyze data, and draw conclusions. (Active from Fall 2019)	80.00%	-
04. Communicate the ideas of classical physics both in everyday language and in the language of mathematics. (Active from Fall 2019)	80.00%	-
05. Apply scalar and vector concepts to a variety of real-world problems. (Active from Fall 2019)	80.00%	-
06. Interpret and use the kinematic variables of displacement, velocity, and acceleration. (Active from Fall 2019)	80.00%	-
07. Analyze and calculate, under equilibrium and non-equilibrium conditions, results using Newton's Laws. (Active from Fall 2019)	80.00%	-
08. Analyze free-body diagrams. (Active from Fall 2019)	80.00%	-
09. Discuss Newton's Law of Gravity and its effect on masses. (Active from Fall 2019)	80.00%	-
10. Apply uniform circular motion concepts in calculating centripetal acceleration, velocity, and forces on an object in uniform circular motion. (Active from Fall 2019)	80.00%	-
11. Describe the relationship between impulse and momentum. (Active from Fall 2019)	80.00%	-
12. Analyze and calculate, in one and two dimensions, results based on the conservation of linear momentum. (Active from Fall 2019)	80.00%	-
13. Calculate the work done on a system and its relationship to the system's kinetic energy. (Active from Fall 2019)	80.00%	-
14. Analyze and calculate results based on the conservation or transfer of total mechanical energy for problems involving conservative forces. (Active from Fall 2019)	80.00%	-
15. Interpret the rotational kinematic variables of angular displacement, angular velocity, and angular acceleration. (Active from Fall 2019)	80.00%	-
16. Analyze and calculate results using the rotational kinematics equations derived from constant angular acceleration. (Active from Fall 2019)	80.00%	-
17. Analyze and calculate, under equilibrium and non-equilibrium conditions, results in a rotational dynamics context. (Active from Fall 2019)	80.00%	-
18. Compare and contrast rotational work and energy to linear work and energy, and the conservation of linear momentum to conservation of angular momentum. (Active from Fall 2019)	80.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
19. Explain, conceptually and mathematically, the relationship between a simple mass-spring system or pendulum and the position, velocity, and acceleration of the mass at any given time. (Active from Fall 2019)	80.00%	-
20. Relate the position and velocity of the mass in a mass-spring system to the energy in the system. (Active from Fall 2019)	100.00%	-

3. What Will You Do Next?

We are going to continue to use the current assessments for the PSLO and CSLOs. However, we would like to develop a new assessment for the active learning activities introduced, which would fall under the ISLO category.

Below are some specific examples:

BIO 2101

Make chapter assignments focusing on synovial joints. Hopefully this will help students develop a better understanding of synovial joints.

BIO 2102

Homeostasis is an integral part of body functions and will be assessed again. More focus in my Chapter Assignments on defining and use of homeostasis.

CHE 1009

A more careful approach and more practice with functional group identification will be given to see if the outcomes improve in following semesters.

Action Plan

Action	Goal	Timeline	Participants
CHE 1011: I will ensure that the pre and post rubrics are loaded into eLumen as upon further review it appears only the pre assessment data was entered.	NA	CHE 1011: Upon proper review and entry of data from the spring 2024 semester, a new action plan can be created if need be pending results.	All CHE 1011 sections

2023 Annual Improvement Plan – Assessment of Student Learning

Business & Accounting

1. What Did You Do?

A. Assessment Activities

Kristi has now been in the Department Chair position and on the assessment committee for over a year. She has also accepted the assessment lead position and building her knowledge of the key concepts. Over the past year, Kristi has been able to become more familiar with the courses and the required SLOs for the courses.

The summary provided reflects that the program has 65 courses, although these are course that Pueblo Community College (PCC) has approved curriculum to teach but does not always offer and are not part of the student's degree path. The actual classes that are in the degree requirements are approximately one third of the program approved courses. Over the past year the business department has had an increase in adjunct instructors due to the increase in CoOnline courses and the Rural College consortium. With that being said, over the next year the department will see an increase in the assessed courses due to the increase in instruction of classes that will fall into the two thirds that we do not instruct on a normal basis. PCC business department has accepted instruction on business courses that do not fall into our normal degree path but have accepted to instruct these courses to be a part of the system consortium to provide support throughout this transition from CCCS to CoOnline.

Moving forward into 2024, the department goal would be to implement a standardize evaluation in a group of courses that are offered on a regular basis with the same instructor and rubric. The department is working towards having the same instructor instruct the same class in their area of expertise. With this assessment consistency, the department will be able to evaluate the same assessment and utilize the same rubric. This will ensure the same data is being evaluate for consistency with each course and semesters.

B. Participation

Reviewing the gathered information the department did have a decrease in participation for some instructors. I feel that the Elumen dashboard changes and the unforeseen issues with the loading of the rosters did play a factor in the instructors assuming that they did not have a course to evaluate. The department in the past has had a good participation results. With the increase of instructors for 2024, it will be apparent that the department chair / assessment lead will need to be diligent with reminders and training sessions to ensure that the assessments are being completed and accurate.

Overall, the department continues to maintain an average participation rate from instructors. Where the department does have a challenge with is the participation in the high school settings and the department chair did notice with new instructors. This would indicate that the importance, awareness, and training might be a factor that will need to be addressed in 2024.

The department does not see any outside factors that would cause this change in assessment participation other than new instructors and the need for additional training and awareness of the assessment and evaluation expectations for each assignment.

2. What Did You Learn?

Evaluating the data from 2022 and 2023, the department team was surprised with the drastic drop in a few areas for example textile literacy, effective communication, and social consciousness. Communication has been on the radar for some time, although it seemed to slip even further in the assessment outcomes. This will be an area that will need to be looked into regarding the assignment that was being assessed and the instructor's expectations.

The team was pleasantly surprised with the slight increase in the skill category of quantitative reasoning moving in a positive direction from 2022.

The department does not see any outside factors that would cause this change in assessment outcomes other than new instructors and the need for additional training and awareness of the assessment and evaluation expectations for each assignment.

2023 Annual Improvement Plan – Assessment of Student Learning

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Business & Accounting	-	-
ISLO	76.35%	-
ISLO1: Critical Thinking & Problem Solving	87.22%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	89.26%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	84.56%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	87.06%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	87.92%	-
ISLO2: Effective Communication	47.03%	-
2a: Organize and express ideas clearly in both written and oral communication	47.46%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	49.15%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	44.07%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	47.46%	-
ISLO3: Quantitative Reasoning	84.46%	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	86.30%	-
3b: Represent information as numerical data, functions, and formulae	82.50%	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	850.00%	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	82.50%	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	84.38%	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	46.67%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	53.33%	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	40.00%	-

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ISLO	Target Achievement Rate	Comments/Clarifications
4c: Evaluate the validity and reliability of information and its appropriateness for the context	53.33%	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	40.00%	-
ISLO5: Professionalism	83.33%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	81.82%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	81.82%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	85.19%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	81.82%	-
ISLO6: Social Consciousness	84.38%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	84.38%	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	76.35%	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Business & Accounting	-	-
Accounting	-	-
PSLO	-	-
PSLO 1: Describe fundamental concepts of accounting. (Active from Spring 2017)	-	-
PSLO 3: Effectively communicate in a business environment through accurate preparation of journal entries and financial statements. (Active from Spring 2017)	-	-

2023 Annual Improvement Plan – Assessment of Student Learning

PSLO	Target Achievement Rate	Comments/Clarifications
PSLO 4: Utilize various technology functions to accomplish accounting tasks. (Active from Spring 2017)	-	-
PSLO 5a: Interpret cost- volume- profit analysis. (Active from Spring 2017)	-	-
PSLO 5b: Apply cost- volume- profit analysis. (Active from Spring 2017)	-	-
PSLO 6: Demonstrate use of budget planning and control. (Active from Spring 2017)	-	-
PSLO2: Prepare and analyze financial statements. (Active from Spring 2017)	-	-
Business	-	-
PSLO	-	-
Articulate and understand both sides of controversial issues. (Active from Fall 2017)	-	-
PSLO1: Describe fundamental business concepts terminology, and theories. (Active from Fall 2017)	-	-
PSLO2: Create accurate and effective presentations. (Active from Fall 2017)	-	-
PSLO3: Use mathematical skills to solve economic or business problems. (Active from Fall 2017)	-	-
PSLO4: Think creatively and solve problems, as they relate to common business practices. (Active from Fall 2017)	-	-
PSLO5: Communicate effectively orally and in writing. (Active from Fall 2017)	-	-
PSLO6: Demonstrate an understanding of professional ethical principles and work ethically in pursuit of accuracy and transparency. (Active from Fall 2017)	-	-
Economics	-	-
PSLO	-	-
PSLO1: Describe fundamental business concepts terminology, and theories. (Active from Spring 2017)	90.63%	-
PSLO 7: Articulate and understand both sides of controversial issues. (Active from Spring 2017)	-	-
PSLO5: Communicate effectively orally and in writing. (Active from Spring 2017)	-	-
PSLO2: Create accurate and effective presentations. (Active from Spring 2017)	-	-
PSLO4: Think creatively and solve problems, as they relate to common business practices. (Active from Spring 2017)	87.50%	-
PSLO3: Use mathematical skills to solve economic or business problems. (Active from Spring 2017)	84.38%	-
PSLO6: Demonstrate an understanding of professional ethical principles and work ethically in pursuit of accuracy and transparency. (Active from Spring 2017)	84.38%	-

2023 Annual Improvement Plan – Assessment of Student Learning

PSLO	Target Achievement Rate	Comments/Clarifications
Entrepreneurship	-	-
PSLO	-	-
01. Control Mechanics: Organize and express ideas clearly in both written and oral communication (Active from Spring 2023)	60.00%	-
02. Develop Content: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus (Active from Spring 2023)	60.00%	-
03. Apply Disciplinary Conventions: Employ conventions of communication in accordance with disciplinary and/or professional expectations (Active from Spring 2023)	40.00%	-
04. Employ Rhetorical Knowledge: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience (Active from Spring 2023)	40.00%	-
05. Identify & Explain Issues in Context: Interpret, analyze, and assess available evidence, information, and ideas (Active from Spring 2023)	60.00%	-
06. Consider Alternate Perspectives/Solutions: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, opposition (Active from Spring 2023)	60.00%	-
07. Professional Behavior: Exhibit proper conduct according to discipline-specific and professional expectations (Active from Spring 2023)	60.00%	-
Management	-	-
PSLO	-	-
PSLO1: Describe fundamental business concepts terminology, and theories. (Active from Fall 2017)	-	-
PSLO2: Create accurate and effective presentations. (Active from Fall 2017)	-	-
PSLO3: Use mathematical skills to solve economic or business problems. (Active from Fall 2017)	-	-
PSLO4: Think creatively and solve problems, as they relate to common business practices. (Active from Fall 2017)	-	-
PSLO5: Communicate effectively orally and in writing. (Active from Fall 2017)	-	-
PSLO6: Demonstrate an understanding of professional ethical principles and work ethically in pursuit of accuracy and transparency. (Active from Fall 2017)	-	-
Marketing	-	-
PSLO	-	-
PSLO1: Describe fundamental business concepts terminology, and theories. (Active from Fall 2017)	-	-

2023 Annual Improvement Plan – Assessment of Student Learning

PSLO	Target Achievement Rate	Comments/Clarifications
PSLO2: Create accurate and effective presentations. (Active from Fall 2017)	-	-
PSLO3: Use mathematical skills to solve economic or business problems. (Active from Fall 2017)	-	-
PSLO4: Think creatively and solve problems, as they relate to common business practices. (Active from Fall 2017)	-	-
PSLO5: Communicate effectively orally and in writing. (Active from Fall 2017)	-	-
PSLO6: Demonstrate an understanding of professional ethical principles and work ethically in pursuit of accuracy and transparency. (Active from Fall 2017)	-	-
Occupational Safety Technician	-	-
No PSLOs for this program	-	-
Public Service	-	-
PSLO	-	-
PSLO 1: Discuss leadership principles and public service. (Active from Spring 2017)	-	-
PSLO 2: Apply principles of leadership in public service. (Active from Spring 2017)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
BUS1016 - Personal Finance	Many 100% results - please review/comment	-
01. Construct a workable plan using goal setting and budgeting. (Active from Fall 2019)	100.00%	Small class size with students who have already take and passed accounting course work
02. Identify the activities of a smart shopper, and avoid frauds and scams. (Active from Fall 2019)	100.00%	Small class size of shopper savvy students
03. Demonstrate a basic knowledge of the banking and savings tools offered by financial institutions. (Active from Fall 2019)	83.33%	-
04. Explain the wise and unwise uses of credit and borrowing. (Active from Fall 2019)	83.33%	-
05. Interpret your own credit report and credit score, and the impacts on your financial life. (Active from Fall 2019)	83.33%	-
06. Evaluate career choices and activities as they relate to financial benefit. (Active from Fall 2019)	100.00%	Small class size enabled us to focus on careers and financial benefit

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CSLO	Target Achievement Rate	Comments/Clarifications
07. Evaluate the costs of transportation options such as buying vs. leasing. (Active from Fall 2019)	100.00%	Small class size of the students who recognize the need for transportation and how to research the options
08. Demonstrate a basic knowledge of buying, financing, renting or selling a home. (Active from Fall 2019)	100.00%	Small class size of students who have rented or purchased a house/ apartment
09. Demonstrate an understanding of the basics of estate planning. (Active from Fall 2019)	83.33%	-
10. Explain how insurance protects against risk, including home, auto, health, and life insurance. (Active from Fall 2019)	83.33%	-
11. Demonstrate a basic knowledge of investing. (Active from Fall 2019)	83.33%	-
12. Compare the various methods of retirement planning and calculate the savings necessary for retirement. (Active from Fall 2019)	83.33%	-
13. Identify the importance aspects related to income tax and tax preparation and filing. (Active from Fall 2019)	83.33%	-
ECO2001 - Prin of Macroeconomics: SS1	-	-
01. Explain specialization patterns (Active from Spring 2022)	93.55%	-
02. Predict market outcomes using the supply and demand model (Active from Spring 2022)	96.77%	-
05. Evaluate indicators of economic performance (Active from Spring 2022)	80.65%	-
07. Compare fiscal and monetary policies (Active from Spring 2022)	90.32%	-
ECO2002 - Prin of Microeconomics: SS1	-	-
01. Predict market outcomes using the supply and demand model (Active from Fall 2019)	84.38%	-
02. Explain specialization patterns (Active from Fall 2019)	87.50%	-
03. Analyze elasticity concepts (Active from Fall 2019)	90.63%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
04. Formulate choices using marginal reasoning (Active from Fall 2018)	84.38%	-
06. Compare implicit and explicit production costs (Active from Fall 2018)	93.75%	-
07. Contrast different market structures (Active from Fall 2018)	87.50%	-
08. Evaluate microeconomic public policy issues (Active from Fall 2018)	84.38%	-

3. What Will You Do Next?

Moving forward in 2024, the business team will be more involved with current instructional team to develop consistency in the assignments that are being evaluated. This will ensure that the data we are reporting is in line with the assessment rubrics for each class for each semester throughout the year.

The department team will provide additional support in the areas of assessment and review the SLOs to ensure the students are completing the course with the skills that are needed to be successful in their chosen careers.

Action Plan

Action	Goal	Timeline	Participants
Evaluate the SLOs	increase learning outcomes	within the current year / ongoing	Business & Accounting Department
Provide instructor support and training	Increase knowledge of process and expectations	withing the current year / ongoing	Business & Accounting Department

2023 Annual Improvement Plan – Assessment of Student Learning

Computer Information Systems

1. What Did You Do?

A. Assessment Activities

[blank]

B. Participation

[blank]

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Computer Information Systems	Many 100%	Please review
ISLO	78.63%	-
ISLO1: Critical Thinking & Problem Solving	94.59%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	95.24%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	94.12%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	94.12%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	94.74%	-
ISLO2: Effective Communication	100.00%	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	100.00%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-

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ISLO	Target Achievement Rate	Comments/ Clarifications
ISLO4: Textual Literacy	74.69%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	86.46%	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	72.31%	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	71.43%	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	71.43%	-
ISLO5: Professionalism	100.00%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	100.00%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	100.00%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	-	-
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-
PCC Flex Self-Assessment	-	-
Flex 1. Content Mastery (1a)	100.00%	-
Flex 2. Problem Solving (1d)	100.00%	-
Flex 3. Effective Communication (2c)	100.00%	-
Flex 4. Finding Resources (4b)	100.00%	-
Flex 5. Time Management (5a)	-	-
Flex 6. Participation (6a)	100.00%	-
Flex 7. Integrity of Work (5c)	100.00%	-

2B. Program-Level (PSLO) Performance

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PSLO	Target Achievement Rate	Comments/Clarifications
Computer Information Systems	-	-
Business Technologies	-	-
PSLO	-	-
1. Coordinate, organize, and manage office projects effectively. (Active from Spring 2017)	-	-
2a. Work independently. (Active from Spring 2017)	-	-
2b. Work as part of a team. (Active from Spring 2017)	-	-
3. Explain the major functions of business in a democracy including economics, finance, human resources, management, and marketing. (Active from Spring 2017)	-	-
4. Provide excellent customer service to both internal and external customers of their organizations. (Active from Spring 2017)	-	-
5. Recognize how both legal and ethical decision making will impact business. (Active from Spring 2017)	-	-
6. Demonstrate the written and verbal skills that contribute to success in an office environment. (Active from Spring 2017)	-	-
7. Perform job readiness skills to be successful in a job search. (Active from Spring 2017)	-	-
Computer & Networking Technology	-	-
PSLO	-	-
01. Open Source Intelligence (Active from Spring 2023)	-	-
02. Cryptography (Active from Spring 2023)	-	-
03. Password Cracking (Active from Spring 2023)	-	-
04. Log Analysis (Active from Spring 2023)	-	-
05. Network Traffic Analysis (Active from Spring 2023)	-	-
06. Identify and use most major operating systems. (Active from Spring 2018)	-	Date: 12/28/2023 Assessment Faculty: Tim Gama Program Level Outcome: Identify and use most major Operating systems. Courses Assessed: CNG2012 Configuring Windows Server, CIS2020 Fundamentals of Unix Number of students Assessed: 15 in CNG2012, 20 in CIS2020 Fall 2023 numbers: 74% in each class made the outcome goal

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PSLO	Target Achievement Rate	Comments/Clarifications
		Reason for numbers: Looking at the data, More students on Campus has helped the uptick in percentage.
07. Configure a functional network. (Active from Spring 2018)	-	Date: 12/28/2023 Assessment Faculty: Tim Gama Program Level Outcome: Configure a Functional Network. Courses Assessed: CNG2012 Configuring Windows Server, CNG1024 Networking+ Number of students Assessed: 15 in CNG2012, 20 in CNG1024 Fall 2023 numbers: 80% of class made the outcome goal in CNG2012, 70% of class made the outcome goal in CNG1024 Reason for numbers: Looking at the data, This is also an uptick from last year. In person learners has made a difference.
08. Understand both legal and ethical considerations as they apply to network operations and administration. (Active from Spring 2018)	-	Date: 02/28/2023 Assessment Faculty: Tim Gama Program Level Outcome: Understand both legal and ethical considerations as they apply to network operations and administration. Courses Assessed: CNG2056 Vulnerability Assessment I Number of students Assessed: 9 in CNG2056 Spring 2023 numbers: 90% of the class made the outcome goal. Reason for numbers: Having students in the class and not all remote Has made a difference in the assessment Numbers.
09. Use binary and hexadecimal number systems. (Active from Spring 2018)	-	Date: 05/28/2023 Assessment Faculty: Veronica Gallegos Program Level Outcome: Use binary and hexadecimal number systems. Courses Assessed: CNG1032 Networking Security, Fundamentals, CNG1024 Networking+ Number of students Assessed: 15 in CNG1032, 20 in CNG1024 Fall 2023 numbers: 86% of class made the outcome goal in CNG1032, 40% of class made the outcome goal in CNG1024 Reason for numbers: Reinforcing the use of binary and hex numbers in other classes has worked. CNG1024 is in Intro Course and several assignments are not enough to reinforce number systems concepts.
1. Properly divide a block of network addresses into functional sub-networks. (Active from Spring 2017)	-	-
10. Troubleshoot, repair and evaluate all major hardware components. (Active from Spring 2018)	-	-
11. Identify the 7 layers of the OSI model. (Active from Spring 2018)	-	Date: 05/15/2023 Assessment Faculty: Veronica Gallegos Program Level Outcome: Identify the seven layers of the OSI Model Courses Assessed: CNG1024 Networking+ Number of students Assessed: 20 in CNG1024 Spring 2023 numbers: 90% of class made the outcome goal in CNG1024 Reason for numbers: Reinforcing the use of the OSI model in class has worked. CNG1024 is an Intro

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PSLO	Target Achievement Rate	Comments/Clarifications
		Course and several assignments reinforce ISO model concepts.
2. Identify the 7 layers of the OSI model (Active from Spring 2017)	-	-
Computer Information Systems	-	-
PSLO	Many 100% results - please review/comment	-
01. Critically analyze (Active from Spring 2019)	-	-
02. Participate as a member of a learning community (Active from Spring 2019)	-	-
03. Communicate effectively, following professional etiquette (Active from Spring 2019)	-	-
04. Employ proper spelling and mechanics (Active from Spring 2019)	-	-
05. Define the topic by identifying the subject, its aspects, and its scope (what is included and what is not). (Active from Spring 2023)	100.00%	-
06. Explore the complete scope of the topic, gathering enough information to cover all included aspects to the desired depth. (Active from Spring 2023)	100.00%	-
07. Validate the relevance, credibility, accuracy, and reasonableness of the collected information. (Active from Spring 2023)	100.00%	-
08. Demonstrate an understanding to the desired depth of all aspects in the scope of the topic. (Active from Spring 2023)	100.00%	-
Computer Science	-	-
No PSLOs for this program	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
CIS1018 - Intro PC Applications	-	-
01. Discuss basic hardware and software concepts associated with personal computers (Active from Fall 2019)	84.21%	-
02. Utilize terminology related to networking and the Internet (Active from Fall 2019)	84.21%	-

2023 Annual Improvement Plan – Assessment of Student Learning

CSLO	Target Achievement Rate	Comments/Clarifications
03. Demonstrate the ability to navigate within an operating system (Active from Fall 2019)	76.47%	-
04. Utilize principles of file management (Active from Fall 2019)	77.14%	-
05. Create word processing documents, spreadsheets, relational databases and presentations (Active from Fall 2019)	57.14%	-
06. Modify word processing documents, spreadsheets, relational databases and presentations (Active from Fall 2019)	57.14%	-
07. Apply formatting techniques to word processing documents, spreadsheets, databases and presentations (Active from Fall 2019)	57.14%	-
08. Utilize visual elements (graphics, charts, tables, pictures and screen clips) in word processing documents, spreadsheets, databases and presentations (Active from Fall 2019)	57.14%	-
09. Format a word processing report inserting citations, footnotes and a bibliography (Active from Fall 2019)	81.82%	-
10. Utilize columns, borders and shading and weblinks (Active from Fall 2019)	76.47%	-
11. Produce spreadsheets with formulas and functions utilizing relative and absolute cell references (Active from Fall 2019)	73.33%	-
12. Create a database with multiple objects (Active from Fall 2019)	62.50%	-
13. Create database forms, queries and reports (Active from Fall 2019)	62.50%	-
14. Apply animation and transitions in a presentation (Active from Fall 2019)	69.70%	-
15. Create a mail merge (Recommended) (Active from Fall 2019)	68.75%	-
16. Integrate word processing, spreadsheets, databases and presentations (Recommended) (Active from Fall 2019)	52.94%	-
17. Insert audio and video in a presentation (Recommended) (Active from Fall 2019)	65.71%	-
18. Access information on the Internet (Recommended) (Active from Fall 2019)	95.00%	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
[blank]	[blank]	[blank]	[blank]

2023 Annual Improvement Plan – Assessment of Student Learning

Cosmetology

1. What Did You Do?

A. Assessment Activities

Barbering: Men's Cut

Esthetics: Students were to demonstrate the proper steps used in a Basic Facial, using proper disinfection and sanitation requirements defined under the Department of Regulatory Affairs (DORA).

The only thing I would modify is the test time. I would give students just 5 minutes to prepare for practical assessment, and then start the test. This past assessment, the students took too long gathering supplies/products, it affected the amount of time they had for testing. I would not add to this assessment.

Cosmetology:

Nail Technician: The students were asked to perform a basic manicure service using all the implements and safety and disinfection requirements. They were to complete all steps from removal of polish to clipping cuticles, filing, massage etc.. to the finished result. I would continue assessing this task, as it is the basis of all nail services. I could add assessment of polishing skills to the task.

B. Participation

Barbering: Barber students were assessed in the Summer 2023, Fall 2023, and Spring 2024. I have worked really hard with the assessment coordinator to establish CSLOs and PSLOs for the barbering program. I will continue to assess my students in these semesters, and would like to increase my assessment to having one activity in every course I teach each semester.

Cosmetology:

Nail Technician: There were 16 manicuring students who completed the basic manicure. Twelve students did satisfactory in completing the task. Four of the students did higher than expected which would be exceptional. They were all able to complete the manicure in a timely manner. All students were willing and able to participate in the assessment.

2. What Did You Learn?

Barbering: Overall the barber students assess very well when it comes to performing the technical skills of their assessment activities. Where they struggle on the rubrics is in the soft skills SLOs. This seems to be an overall trend in the cosmetology department overall, most students struggle more with the professionalism skills, than technical skills and despite several strategies and changes in how these skills are taught it still seems to be a struggle for each new cohort of students we add to the department.

Cosmetology:

Nail Technician. Overall the students have learned the skill and most have excelled in the massage and polish part of the basic manicure. They all completed this task with in the thirty minute time frame. This included set up and clean up. We will continue to focus on all the steps involved in the basic manicure including use of implements, sanitation and disinfection.

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2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Cosmetology	-	-
ISLO	53.10%	-
ISLO1: Critical Thinking & Problem Solving	54.27%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	58.12%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	55.56%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	52.99%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	50.43%	-
ISLO2: Effective Communication	-	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	-	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	-	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	46.25%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	35.00%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	60.00%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	60.00%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	30.00%	-
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Cosmetology	-	-
Barbering	-	-
PSLO	No PSLO data - mapping needed	-
PSLO 01. Identify and demonstrate correct and safe use of standard barbering implements, tools and equipment. (Active from Fall 2023)	-	-
PSLO 02. Identify scalp conditions, scalp diseases, and scalp disorders and demonstrate treatment for scalp conditions, scalp diseases, and scalp disorders. (Active from Fall 2023)	-	-
PSLO 03. Properly cut and style men's hair. (Active from Fall 2023)	-	-
PSLO 04. Define and demonstrate a proper haircut consultation, the foundations of hair cutting, and hair styling, a proper haircut	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
and style (men and women) including product selection. (Active from Fall 2023)		
PSLO 05. Demonstrate safe and correct use of clippers, scissors, and combs to cut and shape facial hair, beards, mustaches and eyebrows. (Active from Fall 2023)	-	-
PSLO 06. Conduct a proper shave consultation; demonstrate how to analyze client's skin, properly prepare, clean and moisturize facial hair for a skin or shave service, including proper product selection. (Active from Fall 2023)	-	-
PSLO 07. Conduct a proper haircolor consultation, correctly identify and use color wheel theory, the haircolor level system, basic hydrogen peroxide developers and the levels of decolorization. (Active from Fall 2023)	-	-
PSLO 08. Select and formulate haircolor, safely apply and process haircolor, perform multi-dimensional haircolor techniques and lighten hair with appropriate products. (Active from Fall 2023)	-	-
PSLO 09. Conduct proper chemical texture consultation, correctly section, wrap, sequence and process hair for a permanent wave service, relaxer service, or chemical straightening treatment, using appropriate products for service. (Active from Fall 2023)	-	-
PSLO 10. Follow all appropriate safety, sanitation, and disinfection requirements designated by local, state, and federal agencies. (Active from Fall 2023)	-	-
Cosmetology	-	-
PSLO	-	-
Basic Blended Haircut (Active from Fall 2023)	-	-
PLSO5: Demonstrate the knowledge for the state board practical exam upon completion of the program. (Active from Spring 2017)	-	-
PSLO1: Perform a basic introductory skill or service. (Active from Spring 2017)	-	-
Esthetician	-	-
PSLO	-	-
PLSO5: Demonstrate the knowledge for the state board practical exam upon completion of the program. (Active from Spring 2017)	-	-
PSLO1: Perform a basic introductory skill/service. (Active from Spring 2017)	-	-
Holistic Health Professional	-	-
Automotive Technology	-	-
Manicurist	-	-
PSLO	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
PLSO5: Demonstrate the knowledge for the state board practical exam upon completion of the program. (Active from Spring 2017)	-	-
PSLO1: Perform a basic introductory skill/service (Active from Spring 2017)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
BAR1007 - Intro/Shaving/Honing/Strop	Many 100% results - please review/comment	-
01. Practice time management. (Active from Summer 2016)	90.91%	-
02. Identify various textures of hair and beard. (Active from Summer 2016)	63.64%	-
03. Practice disinfection, sanitation and safety skills. (Active from Summer 2016)	90.91%	-
04. Complete a facial shave and outline on a model. (Active from Summer 2016)	60.00%	-
05. Complete clean up and proper storage of supplies (Active from Summer 2016)	90.91%	-
BAR1008 - Inter/Shaving/Honing/Stropping	-	-
01. The learner will practice time management. (Active from Summer 2016)	100.00%	-
02. The learner will practice disinfection, sanitation and safety skills. (Active from Summer 2016)	100.00%	-
03. The learner will complete a facial shave and outline on a model. (Active from Summer 2016)	63.64%	-
04. The learner will complete a mustache and beard design on a model. (Active from Summer 2016)	40.00%	-
05. The learner will complete clean up and proper storage of supplies and equipment. (Active from Summer 2016)	100.00%	-
BAR1066 - Intro Facial Massage/Skin Care	-	-
01. The learner should be able to complete a basic skin care procedure on a model. (Active from Summer 2016)	77.78%	-
02. The learner should have adequate product knowledge. (Active from Summer 2016)	88.89%	-
03. The learner should practice disinfection, safety and sanitation. (Active from Summer 2016)	100.00%	-
04. The learner will complete cleanup and storage. (Active from Summer 2016)	100.00%	-
BAR1067 - Inter Facial Massage/Skn Care	-	-
01. The learner should be able to complete a basic skin care procedure on a model or client. (Active from Summer 2016)	80.00%	-
02. The learner should have adequate product knowledge. (Active from Summer 2016)	77.78%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
06. The learner should practice disinfection, safety and sanitation. (Active from Summer 2016)	100.00%	-
07. The learner will complete cleanup and storage. (Active from Summer 2016)	100.00%	-
BAR2007 - Adv Shaving/Honing/Stropping	-	-
01. Time management (Active from Summer 2016)	100.00%	-
02. Disinfection, sanitation and safety skills (Active from Summer 2016)	100.00%	-
03. Complete advanced facial shave and outline (Active from Summer 2016)	63.64%	-
04. Complete mustache and beard design (Active from Summer 2016)	45.45%	-
05. Proper clean up and storage of supplies (Active from Summer 2016)	100.00%	-
BAR2066 - Adv Facial Massage/Skin Care	-	-
01. The learner should be able to complete skin care procedure on a model or client. (Active from Summer 2016)	77.78%	-
02. The learner should have adequate product knowledge. (Active from Summer 2016)	77.78%	-
06. The learner should practice disinfection, safety and sanitation. (Active from Summer 2016)	100.00%	-
07. The learner will complete cleanup and storage. (Active from Summer 2016)	100.00%	-
COS1020 - Intro Cutting	-	-
01. List all assigned procedures demonstrating proper disinfection and sanitation requirements for hair cutting and properly store supplies and equipment as defined under Department of Regulatory Affairs (DORA), Division of Cosmetology Licensure Laws, Rules and Regulations covering cutting tools, hair cloth, and styling chair. (Active from Fall 2019)	20.00%	-
07. Demonstrate proper sectioning/parting. (Active from Fall 2019)	20.00%	-
08. Demonstrate the safe and proper use of the various tools of haircutting. (Active from Fall 2019)	26.67%	-
COS1030 - Intro Styling	-	-
01. List all assigned procedures for hair styling demonstrating proper disinfection and sanitation requirements and properly store supplies and equipment as defined under Department of Regulatory Affairs (DORA) Division of Cosmetology Licensure Laws, Rules and Regulations. (Active from Fall 2019)	53.33%	-
02. Complete a client consultation, hair and scalp analysis, and proper draping for hair styling. (Active from Fall 2019)	53.33%	-
07. Demonstrate the proper use of a curling iron and flat iron. (Active from Fall 2019)	60.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
08. Demonstrate the use of round brush and blow dryer (air forming). (Active from Fall 2019)	66.67%	-
COS1060 - Intro to Infection Control	-	-
01. Identify the state laws and rules regarding infection control and the prevention of disease in salons/barbershops. (Active from Fall 2019)	100.00%	-
02. Describe types and classifications of bacteria. (Active from Fall 2019)	100.00%	-
03. Describe how bacteria grow and reproduce. (Active from Fall 2019)	100.00%	-
04. Explain the relationship of bacteria and the spread of disease. (Active from Fall 2019)	100.00%	-
05. Summarize infectious diseases that are a concern for client safety. (Active from Fall 2019)	100.00%	-
06. Differentiate between sanitation, disinfection, and sterilization and list when each is appropriate. (Active from Fall 2019)	100.00%	-
07. Explain the difference between pre and post sanitation and disinfection. (Active from Fall 2019)	100.00%	-
08. Describe which cleaners, equipment, and disinfectants are useful for salons. (Active from Fall 2019)	100.00%	-
09. Define universal precautions and discuss their responsibilities as a salon professional. (Active from Fall 2019)	100.00%	-
10. Describe an exposure incident and the steps for corrective action. (Active from Fall 2019)	100.00%	-
11. Explain how to effectively use disinfectants on implements and hard surfaces. (Active from Fall 2019)	100.00%	-
12. Differentiate the proper sanitation and disinfection requirements for single and multi-use items (Active from Fall 2019)	100.00%	-
13. Label what information is found on a Safety Data Sheet (SDS). (Active from Fall 2019)	100.00%	-
14. Demonstrate the basic principles of workplace safety, infection control and prevention, and understand the roles and responsibilities of others in performing tasks (cooperative work) in order to maintain a safe working environment. (Active from Fall 2019)	100.00%	-
COS1061 - Inter I: Infection Control	-	-
01. Demonstrate consistently appropriate pre and post sanitation, disinfection and safety techniques for each salon or spa setting service. (Active from Fall 2019)	100.00%	-
02. List the various forms of pathogenic microorganisms. (Active from Fall 2019)	100.00%	-
03. Demonstrate proper mixing equivalents of chemical compounds. (Active from Fall 2019)	100.00%	-
04. Demonstrate preventative cross-contamination using proper equipment and tools. (Active from Fall 2019)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
05. Recite manufacturer's requirements for acquiring, labeling, utilizing, and storing supplies. (Active from Fall 2019)	100.00%	-
06. Implement proper storage and labeling for personal tools and equipment. (Active from Fall 2019)	100.00%	-
COS2060 - Inter II: Infection Control	-	-
01. Assess appropriate pre and post sanitation, disinfection, and safety techniques for each salon service. (Active from Fall 2019)	87.50%	-
02. Demonstrate preventative cross-contamination using proper equipment and tools. (Active from Fall 2019)	87.50%	-
03. Apply concepts to prevent the possible spread of infection to/from a client during a salon visit. (Active from Fall 2019)	87.50%	-
04. Compare manufacturer's requirements for acquiring, labeling, utilizing, and storing supplies. (Active from Fall 2019)	87.50%	-
05. Maintain proper storage and labeling for personal tools and equipment. (Active from Fall 2019)	87.50%	-
COS2061 - Adv Infection Control	-	-
01. Apply the concepts of infection control and prevention demonstrating OSHA requirements and standards for a school, salon, and as a professional in the field. (Active from Fall 2019)	100.00%	-
02. Demonstrate State Board Licensing Examination decontamination and safety practices in all aspects of the industry. (Active from Fall 2019)	100.00%	-
03. Assess which cleaners, equipment, and disinfectants are useful for salons. (Active from Fall 2019)	100.00%	-
04. Apply concepts of universal precautions and discuss the responsibilities of a salon professional under various scenarios. (Active from Fall 2019)	100.00%	-
05. Demonstrate how to effectively use disinfectants on implements and hard surfaces. (Active from Fall 2019)	100.00%	-
06. Summarize what information is on a Safety Data Sheet (SDS). (Active from Fall 2019)	100.00%	-
07. Assess an exposure incident and construct a corrective action plan. (Active from Fall 2019)	100.00%	-
EST1010 - Intro Skin Care	-	-
01. List procedures demonstrating proper disinfection and sanitation requirements and properly store supplies and equipment for skin care services as defined under Department of Regulatory Affairs (DORA) Division of Cosmetology Licensure Laws, Rules and Regulations. (consultation area, hand washing, table set up) (Active from Fall 2019)	3.23%	-
09. Demonstrate proper steps of a basic facial. (Active from Fall 2019)	3.23%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
NAT1058 - Inter Mani/Pedi/Arti Nails	-	-
01. Demonstrate the four natural nail shapes (Active from Summer 2016)	96.55%	-
02. Demonstrate the proper use of implements, cosmetics, and materials used in manicuring and artificial nails (Active from Summer 2016)	93.10%	-
03. Demonstrate the proper procedure and sanitary and safety precautions for a manicure and/or artificial nails (Active from Summer 2016)	96.55%	-
04. Demonstrate massage techniques used when giving a manicure (Active from Summer 2016)	96.55%	-
05. Demonstrate the different types of manicures (Active from Summer 2016)	93.10%	-
06. Demonstrate intermediate artificial nail techniques and removal (Active from Summer 2016)	93.10%	-
07. Demonstrate the procedure for pedicures (Active from Summer 2016)	86.21%	-
08. Define nail disorders and diseases (Active from Summer 2016)	68.97%	-

3. What Will You Do Next?

Barbering: We will continue to assess students in BAR 1020 and BAR 2020 to ensure they are meeting the technical and soft skill requirements on the rubrics. I will add assessment activities to my other Barbering courses so that there is one activity in each course I teach for each semester.

Cosmetology:

Nail Technician: I will continue to assess this basic manicure task as it is an essential job skill for all nail services. I will add polishing the nails to the overall assignment. This will increase their skills in the basic manicure process.

Action Plan

Action	Goal	Timeline	Participants
Add activities to each barbering course	Assess one activity for each barbering course taught	Summer 2024	Andrea Valencia
Discuss assessment the beginning of the semester	Assess one activity bi-monthly	spring 2024	Lisa Pacheco

2023 Annual Improvement Plan – Assessment of Student Learning

Dental Hygiene

1. What Did You Do?

A. Assessment Activities

The dental hygiene program consists of 20 2nd year students and 19 1st year student in the AAS degree. In the BAS degree program there are 12 2nd year students and 5 1st year students.

In comparing results from 2022 to 2023, the dental hygiene faculty assessed sequential courses in order to have an accurate data set.

Our results still show the discrepancies due to the mixed sample size and non-norming techniques utilized with the current class graduation in 2024. Within a norming session held during the Fall 2023 semester, we aligned similar courses to follow a cohort through the full two year program.

B. Participation

- In general, was the rate of participation in assessment for your department over the last calendar year satisfactory? Lower than you'd like? Higher than you expected?
 - 5/5 full time dental hygiene faculty participated in assessment of student learning
- What was your experience with encouraging participation in assessment like last year? Share any difficulties, successes, extenuating circumstances, etc. that you may have encountered.
 - Successes: Seasoned faculty assisted with the navigation of eLumen
 - Difficulties: Lack of participation from 6/6 part time instructors that are strictly in the clinical setting
- What strategies might you try in the upcoming assessment cycle to increase and/or maintain the level of participation in assessment across your department?
 - We will continue to meet once a semester as full-time faculty to assign sequential rubrics that are cohort specific

2. What Did You Learn?

ISLO 5b and PSLO 5c: 1st year target rate goal is 30% and 2nd year target rate goal is 75%. This will be our goal for both classes, but not the actual performance.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Dental Hygiene	-	-
ISLO	80.78%	-
ISLO1: Critical Thinking & Problem Solving	69.02%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	-	-
1b: Explore implications, inferences, assumptions, and alternate solutions	-	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	67.05%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	73.42%	-
ISLO2: Effective Communication	82.73%	-
2a: Organize and express ideas clearly in both written and oral communication	82.73%	-

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ISLO	Target Achievement Rate	Comments/Clarifications
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	-	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	-	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	95.38%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	95.38%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	-	-
ISLO6: Social Consciousness	90.32%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Dental Hygiene	-	-
PSLO	-	-
AAS PSLOs	-	-
1. a. Recognize and explain dental hygiene rules and regulations established by state licensing agencies. (Active from Summer 2017)	60.00%	-
1. b. Model the dental hygiene professional code of ethics. (Active from Spring 2017)	-	-
1.c. Apply principles of risk management and infection/hazard control to prevent liability and support patient/client health. (Active from Spring 2017)	-	-
1. d. Provide compassionate and competent oral health care in a variety of settings and to a variety of individuals without discrimination. (Active from Spring 2017)	-	-
1. e. Communicate effectively with peers and instructors to formulate a clear and precise point of view. (Active from Fall 2017)	82.73%	-
2. a. Offer patient education and counsel to reduce health risks and promote wellness. (Active from Spring 2017)	-	-
2. b. Collaborate with patients/clients and other health professionals to deliver a comprehensive and continuous health care plan that meets the needs of the patient/client. (Active from Spring 2017)	-	-
3. a. Systematically collect and record relevant data on the patient/client. (Active from Spring 2017)	-	-
3. b. Interpret patient/client data to identify needs and oral health problems. (Active from Spring 2017)	-	-
3. c. Apply evidence-based decision making using methods consistent with the dental hygiene scope of practice and legal principles to establish a diagnosis. (Active from Spring 2017)	67.05%	-
3. d. Formulate a comprehensive dental hygiene care plan that meets the needs of the patient/client. (Active from Spring 2017)	73.42%	-

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PSLO	Target Achievement Rate	Comments/Clarifications
4. a. Provide preventive and therapeutic services that promote oral health according to the needs of the patient/client. (Active from Spring 2017)	-	-
4. b. Evaluate the effectiveness of the implemented dental hygiene care plan by using indices, instruments, examination techniques and the patient/client satisfaction survey. (Active from Spring 2017)	-	-
4. c. Modify dental hygiene care plan and refer patient/client for follow-up care as needed. (Active from Spring 2017)	-	-
5. a. Advance the profession through service activities and affiliations with professional organizations. (Active from Spring 2017)	90.32%	-
5. b. Promote the values of the profession to the public and outside organizations. (Active from Spring 2017)	-	-
5. c. Assume professional responsibilities through the process of self assessment for personal growth and life-long learning. (Active from Fall 2017)	95.38%	-
BAS PSLOs	-	-
1. Compare and contrast current and emerging issues and trends facing the profession of dental hygiene today. (Active from Spring 2017)	-	-
2. Communicate effectively with peers and instructors to formulate a clear and precise point of view (Active from Spring 2017)	-	-
3. Effectively use technology to locate, relate and communicate information. (Active from Spring 2017)	-	-
4. Create and implement instructional best practices to facilitate effective teaching and student learning. (Active from Spring 2017)	-	-
5. Demonstrate the ability to problem solve effectively utilizing evidenced based strategies and decision making processes. (Active from Spring 2017)	-	-
6. Promote and recognize the science of public health through education and service activities. (Active from Spring 2017)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
DEH1003 - Dental Anatomy and Histology	Many 100% results - please review/comment	The courses with 100% are single courses and not sequential like the others with 1st and 2nd year results from beginning to experienced guideline. The high percentage would reflect students' performance for a particular activity.

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CSLO	Target Achievement Rate	Comments/Clarifications
04. Distinguish dental caries classifications and the classifications of tooth preparations. (Active from Fall 2019)	91.67%	-
DEH1004 - Dental Radiology	-	-
06. Compare and contrast the ethical and legal aspects of radiology and the ramifications of not maintaining acceptable standards. (Active from Fall 2019)	20.83%	-
DEH1005 - Intro to Dental Hygiene	-	-
01. Apply principles and theoretical knowledge in regard to the dental hygiene process of care. (Active from Fall 2019)	16.67%	-
DEH1022 - Periodontics I	-	-
04. Identify the histopathology of gingival and periodontal diseases. (Active from Fall 2019)	64.00%	-
DEH1034 - Advanced Clinical Skills	-	-
01. Identify specific root morphology that may require special instrumentation techniques. (Active from Fall 2019)	100.00%	-
02. State the advantages and disadvantages of advanced fulcruming techniques and demonstrate various advanced fulcruming techniques. (Active from Fall 2019)	100.00%	-
03. Utilize and demonstrate the correct technique for the use of periodontal files and sharpening, mini curettes, after five curettes, and the nabors probe. (Active from Fall 2019)	100.00%	-
04. State the specific guidelines for instrumentation of dental implants and demonstrate appropriate instrumentation technique (Active from Fall 2019)	100.00%	-
DEH1036 - Clinical Dental Roentgenology	-	-
02. Perform all radiographic procedures in a safe and efficient manner while maintaining aseptic technique and utilizing effective patient management techniques. (Active from Fall 2019)	100.00%	-
DEH1053 - Clinical Theory I	-	-
01. Determine appropriate instrument sharpening armamentarium to maintain a sharp instrument cutting edge and original instrument design. (Active from Fall 2019)	20.00%	-
DEH2004 - Community Dental I	-	-
02. Apply the core public health functions to the essential public health services. (Active from Fall 2019)	71.43%	-
DEH2021 - Ethics and Practice Management	-	-
13. Discuss the code of Ethics of the Dental Hygiene profession (Active from Fall 2019)	72.22%	-
DEH2025 - Community Dental Health II	-	-
05. During the course, prepare a portfolio of evidence for documentation of activities used in the planning, implementation and evaluation of the field activity. (Active from Fall 2019)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
DEH2059 - Advanced Dental Hygiene Theory	-	-
01. Identify patients with special needs (i.e., physical and mental handicaps, systemic conditions, etc.) and discuss treatment modifications and/or special considerations for their care. (Active from Fall 2019)	100.00%	-
DEH2066 - National Boards Review	-	-
02. To provide a formalized review session of the Dental Hygiene Subjects covered on the National Board Exam (Active from Fall 2019)	100.00%	-
DEH2068 - Clinical Theory II	-	-
02. Apply the Dental Hygiene Process of Care to treatment planning and progress notes documentation. (Active from Fall 2019)	95.24%	-
DEH2082 - Periodontics III	-	-
03. Define osseointegration and compare the three implant types (Active from Fall 2019)	83.33%	-

3. What Will You Do Next?

Ideally to have assessment placed on an academic year rather than a calendar year would be more beneficial in our situation to gather accurate data. We always have a semester of data from a previous cohort mixed in with a current cohort. We realize data will be skewed due to this and we will evaluate our target achievement rate and assess students' progress within the curriculum throughout the program.

We see this with the 100% results in certain courses. As mentioned above, these courses are not sequential to have the data from 1st and 2nd year students from beginning to experienced.

In the future, if possible, it would be beneficial to separate 1st year dental hygiene students from 2nd year dental hygiene students.

First year students should be at a target achievement rate of 30%. Second year students should be at a target achievement rate of 75%.

Action Plan

Action	Goal	Timeline	Participants
Continue to align one sequential course rubric for the class of 2024 and 2025 to be scored throughout their 2 year curriculum	The evaluation progression of dental hygiene students over the 2 year period of the program	Start Fall 2024	5/5 full time faculty

2023 Annual Improvement Plan – Assessment of Student Learning

Early Childhood Education

1. What Did You Do?

A. Assessment Activities

I was not coordinator of Early Childhood education in the Spring of 2023, assessments were not completed for Early Childhood Education.

In the Fall of 2023 I completed an assessment of ECE 1011. I will continue to assess the same course so I can see the progress being made, throughout the semester.

I will also add an assessment from a different course as well this coming year to follow learning outcomes and the progression of student success.

B. Participation

In the Spring of 2023 there were no assessments completed for Early Childhood Education. I was the only faculty member to complete an assessment for Fall of 2023. I had sent communication to my part time instructors regarding assessments and completing but did not follow up. I learned that communication is going to be key to getting assessments completed each semester.

This year I have scheduled meetings with my part time instructors to go over assessments, training and support. I am looking for full participation from my department in Spring and Fall of 2024.

2. What Did You Learn?

* Overall the students were able to master the skills assessed in ECE 1011.

* Technology is where the students struggled the most

* Communication is where the students excelled.

* There were no outside factors that affected student performance in this calendar year.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Early Childhood Education	-	-
ISLO	68.00%	-
ISLO1: Critical Thinking & Problem Solving	-	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	-	-
1b: Explore implications, inferences, assumptions, and alternate solutions	-	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	-	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	-	-
ISLO2: Effective Communication	100.00%	-
2a: Organize and express ideas clearly in both written and oral communication	100.00%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	100.00%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	100.00%	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	38.46%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	38.46%	-
ISLO5: Professionalism	-	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	-	-
ISLO6: Social Consciousness	100.00%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	100.00%	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	68.00%	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Early Childhood Education	-	-
PSLO	Many 100% results - please review/comment	-
1a. Apply the Developmental Domains in developing lesson plans using content knowledge and resources of the academic discipline (such as language and literacy, the arts, mathematics, science, physical education, health and safety, and social studies). (Active from Spring 2017)	-	-
1b. Discuss the goals, benefits, and uses of assessment in developing appropriate goals, curriculum, and teaching strategies for young children. (Active from Spring 2017)	-	-
1c. Recognize and explore young children's characteristics, needs, and influences on early development and learning. (Active from Spring 2017)	-	-
2a. Collaborate professionally with families and colleagues/team members. (Active from Spring 2018)	100.00%	-
2b. Create healthy, respectful, supportive, and challenging learning environments for young children. (Active from Spring 2017)	-	-
2c. Demonstrate awareness of diverse family and community characteristics. (Active from Spring 2017)	-	-
2d. Develop a plan to involve families and communities in young children's development and learning. (Active from Spring 2017)	-	-
2e. Demonstrate effective communication and presentation skills. (Active from Spring 2018)	100.00%	-
2f. Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus. (Active from Spring 2019)	100.00%	-
2g. Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience. (Active from Spring 2019)	100.00%	-
3a. Describe how classroom arrangement maximizes learning in all developmental domains. (Active from Spring 2017)	-	-
3b. Discuss appropriate early learning standards and other resources for designing, implementing, and evaluating	-	-

2023 Annual Improvement Plan – Assessment of Student Learning

PSLO	Target Achievement Rate	Comments/Clarifications
developmentally meaningful and challenging curriculum for each child. (Active from Spring 2017)		
4. Apply a broad repertoire of developmentally appropriate teaching/learning approaches, including technology. (Active from Spring 2017)	38.46%	-
5a. Reflect on own practice to promote positive outcomes for each child. (Active from Spring 2017)	-	-
5b. Demonstrate personal accountability for engaging in the learning process, including preparation, time management, and active participation. (Active from Spring 2018)	-	-
6a. Identify and involve oneself with the early childhood field. (Active from Spring 2017)	-	-
6b. Uphold ethical standards with commitment to academic integrity and other early childhood professional guidelines. (Active from Spring 2018)	-	-
6c. Engage in continuous learning to develop as a professional. (Active from Spring 2018)	-	-
6d. Integrate knowledgeable, reflective, and critical perspectives on early education. (Active from Spring 2017)	-	-
6e. Engage in informed advocacy for young children and the early childhood profession. (Active from Spring 2017)	-	-
7a. Observe and practice in early education settings. (Active from Spring 2017)	-	-
7b. Apply observation, documentation, and other appropriate assessment tools and approaches. (Active from Spring 2017)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
ECE1011 - Intro to Early Childhood Educ	-	-
01. Demonstrate an understanding of professionalism in Early Childhood Education including: following the National Association for the Education of Young Children (NAEYC) Code of Ethical Conduct; demonstrating professional oral and written communication skills; working collaboratively as a team; identifying ways to advocate for early childhood education; and exploring career options. (Active from Fall 2019)	90.91%	-
02. Identify developmental milestones for children ages birth through age 8 years in each developmental domain. (Active from Fall 2019)	90.91%	-
03. Describe best practices for health, safety and nutrition for young children and apply state regulatory	90.91%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
requirements for nutrition, health, and safety in the early childhood setting. (Active from Fall 2019)		
04. Define developmentally and culturally appropriate practices for programs serving young children. (Active from Fall 2019)	90.91%	-
05. Explain basic early childhood and early childhood special education terminology. (Active from Fall 2019)	63.64%	-
06. Identify strategies for building relationships with families and the local community. (Active from Fall 2019)	90.91%	-
07. Explore bias-free attitudes and practices for supporting diversity and inclusion in early childhood programs. (Active from Fall 2019)	90.91%	-
08. Identify appropriate guidance techniques and classroom management strategies. (Active from Fall 2019)	90.91%	-
09. Demonstrate basic knowledge of national, state, and local regulatory agencies and quality initiatives. (Active from Fall 2019)	90.91%	-
10. Practice child observation skills used in early childhood program settings, including direct and indirect observation, and objective documentation. (Active from Fall 2019)	90.91%	-
11. Identify links between observation and assessments to create individualized learning goals. (Active from Fall 2019)	90.91%	-
12. Identify the importance of communicating observation and assessment information to families in a sensitive manner. (Active from Fall 2019)	90.91%	-

3. What Will You Do Next?

* My next step is to increase assessment completion with all instructors of ECE at Pueblo Community College. My goal is to have each instructor complete one assessment per semester.

* Provide communication and training to Part time instructors on assessment and give support and resources to them for them to be successful.

* I will work on adding a second assessment this year.

Action Plan

Action	Goal	Timeline	Participants
Part Time Instructor Participation	100% participation of at least one assessment	Completed by December 2024	Part time instructors of Early Childhood Education.

2023 Annual Improvement Plan – Assessment of Student Learning

Emergency Medical Services

1. What Did You Do?

A. Assessment Activities

We added several assessments to our courses to better understand our student's performance. We have been focusing on student professionalism, skills accomplishment, resiliency and written exams.

We want to continue with these assessments and add some additional assessments for student clinical performance and documentation.

The department chair needs to meet with Liz to clean up some of the duplicate rubrics. program final objectives

B. Participation

The EMS department has improved. Knowing how to score a student who has been dropped or withdrawn from the program by entering an NA. We still had a couple of instructors are not fully aware of using eLumen. This is the department chair's responsibility to make sure everyone is set up with eLumen.

2. What Did You Learn?

That we need a better way to assess the Cardiology class in resiliency. The discussion isn't working well. We may drop this assessment and add something that focuses more on cardiology.

We had a lot of new assessments in 2023 so we want to run them again to get a better handle on what is going well and what needs to be changed.

Students excelled in skills acquisition as we assess that at the end of the program and we would expect them to do reasonably well.

The BAS students were assessed for the first time. We will continue those assessments. That is always a very small sample of only 3-6 students.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Emergency Medical Services	-	-
ISLO	87.92%	-
ISLO1: Critical Thinking & Problem Solving	89.62%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	90.43%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	83.33%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	87.50%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	91.67%	-
ISLO2: Effective Communication	90.97%	-
2a: Organize and express ideas clearly in both written and oral communication	100.00%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	100.00%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	88.29%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	100.00%	-

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ISLO	Target Achievement Rate	Comments/Clarifications
ISLO3: Quantitative Reasoning	84.44%	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	84.44%	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	84.54%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	100.00%	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	100.00%	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	100.00%	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	84.24%	-
ISLO5: Professionalism	89.71%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	87.67%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	88.79%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	90.41%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	91.45%	-
ISLO6: Social Consciousness	100.00%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	100.00%	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	87.92%	-

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2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Emergency Medical Services	-	-
PSLO	Many 100% results - please review/comment	-
01. Analyze patient information obtained through interview, assessment and/or report to list potential differential diagnoses. (Active from Spring 2017)	95.00%	-
01. Demonstrate scene safety and safe attitudes in the class, lab, clinical and field settings. (Active from Fall 2023)	-	-
02. Analyze patient information obtained through interview, assessment, and/or report to list potential differential diagnoses. (Active from Fall 2023)	-	-
02. Correctly perform all skills appropriate to an entry level EMS provider (Active from Spring 2017)	82.47%	-
03. Demonstrate professional and compassionate communication during contact with patients, bystanders, coworkers and other health care providers. (Active from Spring 2017)	100.00%	We need to better understand how these percentages are generated before we can explain.
	-	-
03. Perform all skills appropriate to an entry level EMS provider. (Active from Fall 2023)	83.93%	-
04. Demonstrate professional behavior in the classroom, clinical and internship settings. (Active from Spring 2017)	100.00%	-
04. Develop a treatment plan based on patient information and presentation. (Active from Fall 2023)	-	-
05. Demonstrate scene safety and safe attitudes in the class, lab, clinical and field settings. (Active from Spring 2017)	84.52%	-
05. Provide accurate, timely, complete and consistent documentation of each patient encounter. (Active from Fall 2023)	-	-
06. Demonstrate professional behavior in the classroom, clinical and internship setting. (Active from Fall 2023)	-	-
06. Demonstrate the ability to team lead with the cognitive, psychomotor and affective skills necessary for an entry level EMS provider. (Active from Spring 2017)	100.00%	-
07. Demonstrate professional and compassionate communication during contact with patients, bystanders, coworkers and other health care providers. (Active from Fall 2023)	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
07. Develop a treatment plan based on patient information and presentation. (Active from Spring 2017)	100.00%	-
08. Demonstrate the ability to be a team leader or team member with the cognitive, psychomotor and affective skills necessary for an entry level EMS provider. (Active from Fall 2023)	35.00%	-
08. Model team interaction using crew resource management. (Active from Spring 2017)	100.00%	-
09. Model team interaction using crew resource management. (Active from Fall 2023)	-	-
09. Perform a complete focused physical assessment based upon patient presentation (Active from Spring 2018)	93.75%	-
10. Discuss the importance of resiliency for an EMS provider and develop a plan for resiliency. (Active from Fall 2023)	-	-
10. Provide accurate, timely and complete documentation of each patient encounter. (Active from Spring 2017)	100.00%	-
11. Perform a complete focused physical assessment based upon patient presentation (Active from Fall 2023)	-	-
11. Relate the concepts of resiliency to their own experience. (Active from Fall 2022)	93.02%	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
EMS1024 - EMT Special Considerations	-	-
15. Identify risks and responsibilities of safely operating a ground ambulance (Active from Summer 2016)	75.00%	-
19. Establish a safe landing zone for aeromedical support (Active from Summer 2016)	77.27%	-
EMS2029 - Paramedic Pharmacology	-	-
05. Calculate and administer the correct dose of medication (Active from Summer 2016)	89.47%	-
EMS2034 - Medical Emergencies Lab	-	-
01. Assess and maintain scene safety when treating a medical patient (Active from Summer 2016)	90.00%	-
02. Obtain a patient history (Active from Summer 2016)	70.00%	-
03. Conduct a comprehensive physical exam (Active from Summer 2016)	65.00%	-
04. Formulate a treatment plan, including destination, based on differential diagnosis (Active from Summer 2016)	85.00%	-
05. Communicate effectively as a team member (Active from Summer 2016)	85.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
06. Administer therapeutic interventions (Active from Summer 2016)	85.00%	-
07. Manage the airway of adult and pediatric patients experiencing medical emergencies (Active from Summer 2016)	85.00%	-
08. Reassess patients after therapeutic interventions have been administered (Active from Summer 2016)	95.00%	-
09. Provide complete documentation of a patient encounter (Active from Summer 2016)	85.00%	-
10. Demonstrate professionalism throughout all interactions (Active from Summer 2016)	100.00%	-

3. What Will You Do Next?

To continue to add more assessments to eLumen. This will help us see the stats and better determine where weaknesses lie.

Adding to the AEMT assessments. One final scenario assessment. One pharmacology case study.

Adding to paramedic cardiology a pre and post test ACLS assessment

EMT- adapt the scenario rubric to match the new scenario assessment format.

Add a case study to Medical emergencies in the fall 2024. Meet with Liz to gain better knowledge of the statistics and how the CSLO's relate to the PSLO's and ISLO's.

Action Plan

Action	Goal	Timeline	Participants
Add a final scenario and a pharmacology case study to AEMT	[blank]	spring 2024	Casey Mauth, Scottie Larsen
add a pre and post test to ACLS	[blank]	spring 2024	Michele Sweeney
Adapt the EMT scenario rubric to match our lab assessment	[blank]	spring 2024	Abby Eahehart, Carter Smith
meet with Liz to discuss the linking of CSLOs to PSLOs and ISLOs.	[blank]	spring 2024	Dawn Mathis
Add a medical case study to medical emergencies	[blank]	fall 2024	Todd Jones

English, Communication & Philosophy

1. What Did You Do?

A. Assessment Activities

The Department-wide assessment activity was to assess Social Consciousness. English 1021 did this through analysis of messages, ENG 1022 and ENG 1031 addressed this through producing written work that reflected an acknowledgment of justice, diversity, equity, and inclusion. COM 1015 did this through analyzing message and using language in speeches that reflected respect for the audience. COM 1250 and COM 2300 integrated a specific "Win as Much as You Can" activity after which students reflected on the evolution of social inequities and potential ways to mitigate them. PHI continued to assess Professionalism as well.

B. Participation

While the department integrated ideas for increasing participation of part-time faculty, and those were successful, we would like to see more growth and consistency in these areas.

Ideally, increased participation and branch campus and high school areas will give us an even greater understanding of student achievement. We believe that our "assessment parties" and providing easier, more accessible methods for collecting data will increase the participation rate. Further, it is likely that post-COVID stability in part-time instructors will increase the likelihood of participation.

Going forward, we would like to integrate D2L and eLumen more closely to allow for easier access and participation.

2. What Did You Learn?

Key findings:

Overall Performance:

- The average achievement rate across all ISLOs is **80.06%**.

Areas Exceeding Expectations (>90% achievement):

- **ISLO 3 (Quantitative Reasoning):** Acknowledging a small sample size, students performed exceptionally well in all aspects of quantitative reasoning, including selecting appropriate data and formulae, representing information numerically, interpreting numerical data, and drawing conclusions.
- **Specific skills within ISLOs:**
 - **1b: Explore implications, inferences, assumptions, and alternate solutions (91.46%)**
 - **3a: Select appropriate numerical data, functions, and formulae to perform accurate computations (100.00%)**
 - **3b: Represent information as numerical data, functions, and formulae (100.00%)**
 - **3c: Interpret and explain information presented as numerical data, functions, and formulae (100.00%)**
 - **3d: Formulate reasonable solutions and draw logical conclusions from numerical data (94.44%)**
 - **4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas (98.36%)**
 - **4b: Locate applicable information or materials from relevant resources as appropriate to the task (98.25%)**
 - **4c: Evaluate the validity and reliability of information and its appropriateness for the context (94.64%)**

Based on the analysis, recommendations for improvement:

- **Focus on improving professional skills (ISLO 5) by:**
 - Implementing strategies to enhance time management, accountability, and commitment fulfillment.

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- Emphasizing the importance of professional conduct and ethical behavior in the classroom and learning environment.
- **Provide targeted instruction and support in:**
 - **ISLO 2 (Effective Communication):** Specifically, focus on developing skills in using appropriate communication conventions (2c) and selecting effective communication strategies (2d).
 - **ISLO 4 (Textual Literacy):** Enhance students' ability to select and apply suitable information and methods to complete tasks effectively (4d).

Many full- and part-time faculty have stated that students may lack other fundamentals, and the numbers seem to bear this out when it comes to behavior and application.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
English, Communication & Philosophy	-	-
ISLO	74.63%	-
ISLO1: Critical Thinking & Problem Solving	77.19%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	76.70%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	91.46%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	72.12%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	75.94%	-
ISLO2: Effective Communication	72.49%	-
2a: Organize and express ideas clearly in both written and oral communication	73.54%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	72.87%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	63.56%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	79.24%	-
ISLO3: Quantitative Reasoning	98.61%	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	100.00%	-
3b: Represent information as numerical data, functions, and formulae	100.00%	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	100.00%	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	94.44%	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	83.54%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	98.36%	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	98.25%	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	94.64%	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	67.57%	-
ISLO5: Professionalism	68.22%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	63.40%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	73.04%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	61.60%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	68.21%	-
ISLO6: Social Consciousness	76.86%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	80.05%	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	76.80%	-
6c: Engage with local and extended communities to promote civic action and social improvement	74.17%	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	74.45%	-

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2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
English, Communication & Philosophy	-	-
Advanced Academic Achievement	-	-
PSLO	-	-
01. Demonstrate enhanced personal management (Time Management/Personal Accountability) (Active from Fall 2019)	63.41%	-
02. Apply critical and creative thinking (Active from Fall 2019)	73.28%	-
03. Demonstrate effective collegiate communication skills (Active from Fall 2019)	73.58%	-
04. Demonstrate an awareness of community and diversity (Active from Fall 2019)	74.79%	-
05. Enhance personal strategies for improved academic proficiency (Resource Management) (Active from Fall 2019)	70.85%	-
06. Enhance personal strategies for improved academic proficiency (Interdependence/Interpersonal Skills) (Active from Fall 2019)	73.04%	-
07. Create educational and career plans (Grit/Perseverance/Self-efficacy) (Active from Fall 2019)	72.06%	-
08. Preparedness (placeholder) (Active from Fall 2019)	-	-
09. Responsibility for Time Management (placeholder) (Active from Fall 2019)	-	-
10. Follows Communication Procedures (placeholder) (Active from Fall 2019)	-	-
American Sign Language	-	-
No PSLOs for this program	-	-
College Composition & Reading	-	-
PSLO	-	-
ENG121 4a. Use accurate grammar. (Active from Fall 2017)	-	-
ENG121 4b. Use accurate mechanics and spelling. (Active from Fall 2017)	-	-
ENG121 4c. Choose diction and usage appropriate to writing purposes and audiences. (Active from Fall 2017)	-	-
PSLO1: Create and develop within the context of the situation and the assigned tasks. (Active from Spring 2017)	-	-
PSLO2a: Apply formal and informal conventions of writing, including organization, content, and mechanics, in particular forms/fields. (Active from Spring 2017)	-	-
PSLO2b: Apply formal and informal conventions of writing, including purpose, in particular forms/fields. (Active from Spring 2017)	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
PSLO2c: Apply formal and informal conventions of writing, including presentation and formatting, in particular forms/fields. (Active from Spring 2017)	-	-
PSLO2d: Apply formal and informal conventions of writing, including stylistic choices, in particular forms/fields. (Active from Spring 2017)	-	-
PSLO3: Critically read and evaluate a variety of college-level texts in multiple genres (Active from Spring 2017)	-	-
PSLO4: Integrate and synthesize evidence and/or sources in support of a claim (Active from Spring 2019)	-	-
Communication	-	-
PSLO	-	-
01. Describe the Communication discipline and its central questions (Active from Spring 2017)	-	-
02. Employ Communication theories, perspectives, principles, and concepts. (Active from Spring 2017)	-	-
03. Engage in Communication inquiry. (Active from Spring 2017)	-	-
04. Create messages appropriate to the audience, purpose, and context. (Active from Spring 2017)	-	-
05. Critically analyze messages. (Active from Spring 2017)	-	-
06. Demonstrate the ability to accomplish communicative goals (self-efficacy). (Active from Spring 2017)	-	-
07. Apply ethical communication principles and practices. (Active from Spring 2017)	-	-
08. Utilize communication to embrace difference (Active from Spring 2017)	-	-
09. Influence public discourse. (Active from Spring 2017)	-	-
10. Integrate and synthesize evidence and/or sources in support of a claim (Active from Fall 2018)	-	-
11. Preparedness (placeholder) (Active from Fall 2019)	-	-
12. Responsibility for Time Management (placeholder) (Active from Fall 2019)	-	-
13. Follows Communication Procedures (placeholder) (Active from Fall 2019)	-	-
English	-	-
PSLO	-	-
01. Integrate knowledge of audience, purpose, genre, and context in a way that is responsive to the situation. (Active from Spring 2017)	75.86%	-
02a. Define the scope of the research question, thesis, or main idea. (Active from Spring 2017)	59.04%	-
02b. Select sources that directly relate to the key concepts or answer the research question(s). (Active from Spring 2017)	63.64%	-

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PSLO	Target Achievement Rate	Comments/Clarifications
03. Access information using effective, well-designed search strategies. (Active from Spring 2017)	-	-
04a. Critically read evidence and/or sources. (Active from Spring 2017)	60.00%	-
04b. Evaluate evidence and/or sources. (Active from Spring 2017)	-	-
04c. Integrate and synthesize evidence and/or sources in support of a claim (Active from Spring 2017)	48.57%	-
04d. Follow an appropriate documentation system in applying evidence and/or sources. (Active from Spring 2017)	45.95%	-
05a. Utilize a variety of information sources appropriate to the scope and discipline of the research question. (Active from Spring 2017)	26.67%	-
05b. Evaluate the importance of multiple research criteria, such as relevance to the research question, currency, authority, audience, and bias or point-of-view, when evaluating source information. (Active from Spring 2017)	37.84%	-
06. Utilize correct citation practices on the use of information from a variety of sources to observe ethical and legal restrictions. (Active from Spring 2017)	41.43%	-
07a. Apply formal and informal conventions of writing in designated forms and/or fields. (Organization) (Active from Spring 2017)	59.35%	-
07b. Apply formal and informal conventions of writing in designated forms and/or fields. (Content) (Active from Spring 2017)	55.71%	-
07c. Apply formal and informal conventions of writing in designated forms and/or fields. (Presentation & Formatting) (Active from Spring 2017)	-	-
07d. Apply formal and informal conventions of writing in designated forms and/or fields. (Stylistic Choices) (Active from Spring 2017)	56.36%	-
08a. Employ proper conventions, including spellings, grammar, mechanics, and word choice appropriate to the writing task. (Active from Spring 2017)	45.78%	-
08b. Produces sentence structures that are complete, varied, and effective. (Active from Fall 2018)	44.29%	-
09a. Support a conclusion that is tied to the range of information presented. (Active from Spring 2017)	56.63%	-
09b. Reflect on the implications and consequences of the stated conclusion. (Active from Spring 2017)	-	-
10. Identify connections between world-views, power structures, and experiences of individuals, groups, communities, or cultures, in historical or contemporary contexts. (Active from Spring 2017)	58.18%	-
11a. Address ethical, social, and environmental challenges within local or global systems. (Active from Spring 2017)	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
11b. Assess a range of actions or solutions informed by one's sense of personal and civic responsibility. (Active from Spring 2017)	-	-
12a. Exhibit personal accountability in the classroom and in the online environment. (Active from Spring 2017)	-	-
12b. Exhibit self-efficacy in the classroom and in the online environment. (Active from Spring 2017)	-	-
12c. Exhibit ethical behavior in the classroom and in the online environment. (Active from Spring 2017)	-	-
13a. Collaborate to constructively critique one's own work and the work of others. (Active from Spring 2017)	-	-
13b. Engage in a recursive writing process that demonstrates planning, reflection, and growth in response to feedback. (Active from Spring 2017)	-	-
14a. Preparedness (placeholder) (Active from Fall 2019)	-	-
14b. Responsibility for Time Management (placeholder) (Active from Fall 2019)	-	-
14c. Follows Communication Procedures (placeholder) (Active from Fall 2019)	-	-
FA16 PSLO1: Integrate source information using a variety of strategies. (Active from Spring 2017)	-	-
FA16 PSLO2a: Demonstrate critical thinking by writing persuasive essays that meet acceptable standards of evidence. (Active from Fall 2016)	-	-
FA16 PSLO2b: Demonstrate critical thinking by writing persuasive essays that meet acceptable standards for the influence of context and assumptions. (Active from Fall 2016)	-	-
FA16 PSLO2c: Demonstrate critical thinking by writing persuasive essays that meet acceptable standards for the statement of position. (Active from Fall 2016)	-	-
FA16 PSLO3: Write a well-structured essay that applies the principles of thesis, unity, coherence, and support. (Active from Fall 2016)	-	-
FA16 PSLO4: Access and correctly cite sources from the PCC databases in a research paper. (Active from Fall 2016)	-	-
Literature	-	-
PSLO	-	-
01. Create and develop ideas within the literary context. (Active from Spring 2017)	-	-
02. Critically read and synthesize evidence from a variety of literary works. (Active from Spring 2017)	-	-
03. Follow MLA documentation style. (Active from Spring 2017)	-	-
04. Evaluate the contextual relevance of specific era(s) and/or specific culture(s) when presenting a position on a work (or works) of literature. (Active from Spring 2017)	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
05. Identify and analyze one's own and others' assumptions about literary subjects, themes, and authors. (Active from Spring 2017)	-	-
06. Formulate and defend a conclusion by applying knowledge of elements of literature. (Active from Spring 2017)	-	-
07. Reflect on the implications and consequences of one's stated conclusion. (Active from Spring 2017)	-	-
08. Locate a varied selection of fiction and non-fiction literary works. (Active from Spring 2017)	-	-
10a. Collaborate to constructively critique one's own work and the work of others. (Active from Spring 2019)	-	-
10b. Engage in a recursive writing process that demonstrates planning, reflection, and growth in response to feedback. (Active from Spring 2019)	-	-
11. Use accurate grammar, mechanics, and spelling. (Active from Spring 2019)	-	-
9a. 12a. Exhibit personal accountability in the classroom and in the online environment. (Active from Spring 2019)	-	-
9b. Exhibit self-efficacy in the classroom and in the online environment. (Active from Spring 2019)	-	-
Philosophy	-	-
PSLO	-	-
01. Identify philosophical and/or theological arguments and/or concepts (Active from Spring 2017)	-	-
02. Analyze philosophical and/or theological arguments and/or concepts (Active from Summer 2017)	-	-
03. Evaluate the efficacy of philosophical and/or theological arguments and/or concepts (Active from Spring 2017)	-	-
04. Formulate solutions to philosophical and/or theological problems (Active from Spring 2017)	-	-
05. Preparedness (placeholder) (Active from Fall 2019)	47.37%	-
06. Responsibility for Time Management (placeholder) (Active from Fall 2019)	44.74%	-
07. Follows Communication Procedures (placeholder) (Active from Fall 2019)	44.74%	-
Analyze philosophical and/or theological arguments and concepts (Active from Spring 2017)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
AAA1009 - Advanced Academic Achievement	-	-
01. Identify personal strategies for improved academic proficiency. (Active from Spring 2022)	70.85%	-
01a. Resource Management - Student Self-Assessment (Active from Fall 2022)	74.57%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
01b. Identify personal strategies for improved academic proficiency. (Interdependence/Interpersonal Skills) (Active from Fall 2022)	73.04%	-
01b. Interdependence - Student Self-Assessment (Active from Fall 2022)	83.91%	-
02. Time Management - Student Self-Assessment (Active from Fall 2022)	64.32%	-
02. Develop personal management skills. (Active from Spring 2022)	63.41%	-
03. Communication - Student Self-Assessment (Active from Fall 2022)	77.53%	-
03. Demonstrate effective collegiate communication skills (Active from Fall 2019)	73.58%	-
04. Critical Thinking - Student Self-Assessment (Active from Fall 2022)	75.82%	-
04. Apply critical and creative thinking. (Active from Spring 2022)	73.28%	-
05. Cultural Awareness - Student Self-Assessment (Active from Fall 2022)	80.00%	-
05. Demonstrate an awareness of community and diverse identities (Active from Fall 2019)	74.79%	-
06 Grit/Perseverance - Student Self-Assessment (Active from Fall 2022)	86.00%	-
06. Create educational and career plans. (Active from Spring 2022)	72.06%	-
06 Grit/Perseverance - Student Self-Assessment (Active from Fall 2023)	76.00%	-
ENG1021 - English Composition I:CO1	-	-
01. Exhibit an understanding of audience, purpose, genre, context, and formatting that is responsive to the situation. (Active from Fall 2019)	80.00%	-
02. Plan, write, revise and review multi-paragraph compositions that stress analytical, evaluative, exploratory, and persuasive/argumentative writing within various rhetorical situations. (Active from Summer 2022)	70.00%	-
03. Apply conventions of composition including organization, presentation, and stylistic choices. (Active from Fall 2019)	70.00%	-
04. Employ critical and evaluative reading skills in order to synthesize evidence and/or sources in support of a claim, using an appropriate documentation system. (Active from Fall 2019)	80.00%	-
05. Apply genre conventions including structure, paragraphing, tone, mechanics, grammar, syntax, and style (Active from Fall 2019)	60.00%	-
ENG1022 - English Composition II:CO2	-	-
01. Apply and expand the rhetorical knowledge, critical/logical thinking, reading, and writing skills	51.35%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
developed in English Composition I to more complex assignments. (Active from Fall 2019)		
02. Plan, write, and revise compositions within various rhetorical situations, employing research and applying correct documentation where applicable. (Active from Fall 2019)	59.09%	-
03. Apply conventions of research to composition: defining problems, gathering information, considering multiple viewpoints, evaluating data, analyzing, summarizing, synthesizing, and documenting. (Active from Fall 2019)	37.84%	-
04. Apply genre conventions including structure, paragraphing, tone, mechanics, grammar, syntax, formatting, documentation, and style to complex writing projects. (Active from Fall 2019)	32.43%	-
05. Select and apply contemporary forms of technology to solve problems or compile information. (Active from Fall 2019)	63.64%	-
ENG1031 - Technical Writing I: CO1	-	-
01. Create documents that respond to audience, purpose, context, formatting, and technical genres for a variety of workplace situations. (Active from Fall 2019)	94.00%	-
01. Identify audience (Active from Spring 2022)	81.82%	-
02. Plan, write, revise, and review print and electronic documents that stress analytical, evaluative, and persuasive/argumentative writing within various workplace situations. (Active from Fall 2019)	82.00%	-
03. Apply principles of effective technical communication including organization, visual design, and a reader-centered focus. (Active from Fall 2019)	86.00%	-
04. Critically read, evaluate, apply, and synthesize evidence and/or sources in support of a defined purpose, using an appropriate documentation system. (Active from Fall 2019)	60.00%	-
05. Apply technical writing conventions including structure, paragraphing, tone, mechanics, grammar, syntax, and style. (Active from Fall 2019)	69.39%	-
ENG2021 - Creative Writing I: AH1	Many 100% results - please review/comment	-
01. Examine texts across multiple genres, contexts, and cultures. (Active from Fall 2019)	100.00%	-
02. Analyze literary models with an eye to form and technique. (Active from Fall 2019)	100.00%	-
03. Develop a working knowledge of writing craft and its associated literary terms. (Active from Fall 2019)	100.00%	-
04. Recognize and write within multiple genres of poetry and prose. (Active from Fall 2019)	100.00%	-
05. Demonstrate ability to read and respond critically in both oral and written form to other students' work. (Active from Fall 2019)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
06. Reflect on and filter feedback to assist in the revision of written work. (Active from Fall 2019)	83.33%	-
07. Utilize form, grammar, punctuation, and style to achieve desired aesthetic effects in written work. (Active from Fall 2019)	100.00%	-
PHI1012 - Ethics:AH3	-	-
01. Explain major ethical concepts and describe the problems and/or issues in clarifying them that are used to comprehend and express moral or ethical problems. (Active from Fall 2019)	100.00%	-
02. Analyze major ethical theories. (Active from Fall 2019)	81.82%	-
03. Explain each major ethical theory from the perspective of a follower to identify what is significant in a particular situation or context for that theory. (Active from Fall 2019)	90.91%	-
04. Justify how each ethical theory reaches conclusions about what should be done regarding specific moral problems. (Active from Fall 2019)	90.91%	-
05. Reflect on the logical implications and consequences of the conclusions that each ethical theory reaches. (Active from Fall 2019)	90.91%	-
06. Demonstrate philosophical and/or logical thinking through writing and other forms of assessment. (Active from Fall 2019)	90.91%	-

3. What Will You Do Next?

Regarding a new plan, there are three areas that we would like to focus on:

- 1) Increased participation in Creative Writing for a greater sample size and potential assessment of the rigor of the assessment.
- 2) Continuation of Social Consciousness assessment with more norming within disciplines
- 3) Increased course-level assessments on basic fundamental skills like time management, professionalism, and communication skill.

Action Plan

Action	Goal	Timeline	Participants
[blank]	[blank]	[blank]	[blank]

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Fine Arts & Humanities

1. What Did You Do?

A. Assessment Activities

We prefer to focus on program-level outcomes because we have such a variety of courses with small sizes due to space/safety limitations that program-level outcomes give us a better gauge of performance because there are bigger pools of data and consolidated resources. Our program outcomes are still relevant to our courses, but we added 2 program-level outcomes related to diversity, equity, and inclusion that are mapped to the PCC Social Consciousness rubric.

We continue to use student art shows as a summative assessment for our studio art courses. We offer them in-person each semester and online. We offer photography and framing workshops to help students prepare for the shows. This year, our work study students recorded a video on how to frame artwork that we can share and post in D2L. We would like to do the same for photographing artwork.

Spanish is a little more specialized, and we need to work on an updated assessment plan for Spanish in collaboration with the part-time instructors.

This year we also experimented with integrating eLumen into D2L. Instructors still had to login to eLumen to get it set up, but it seemed to help new instructors and we can continue to grow this option.

B. Participation

This year we had more part-time instructors that were expected to participate in assessment. This year we have 14 part-time instructors whereas last year we had 10. We have 1 full-time faculty member in this area, and one of our part-time instructors moved to full-time in the fall semester. Our full-time faculty member completed the required assessments, but we realized that our new faculty member missed one line of the rubric for one student, so it appears that they did not complete their assessment for fall. That will be something that we will watch for in the upcoming semesters.

For 2023, we completed 30 assessments, which is more than previous years (21-22 in the previous few years). Four of our part-time instructors did not participate in assessment, mainly because they are new, so our veteran instructors are completing more assessments. In terms of the breakdown of semesters, there were 14 assessments completed in spring, 5 in summer, and 11 in the fall. The numbers are a bit higher overall than previous semesters. Last year was 11-spring, 1-summer, 9-fall.

Challenges:

- We still struggle with communication with our part-time instructor at the Southwest Campus.
- We were not able to hold our fall assessment check-in with the part-time instructors like we normally do largely because leadership duties in our department took priority.
- It was difficult for new part-time instructors to participate because of all that they are navigating in their new role.
- Our Spanish program still needs attention as we are gaining new sections and new instructors. The challenge is that it is a very specialized area, and we need to rely on the part-time instructors to help us in building assessment tools.
- We haven't really attempted to get concurrent enrollment instructors participating in assessment.

Strategies:

- See if our branch campus academic coordinator can help us with reaching out to the part-time instructors at the Southwest Campus
- Reinstate the paid part-time instructor check-in and invite concurrent enrollment instructors to participate
- Meet with the Spanish instructors to develop a plan for Spanish.

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2. What Did You Learn?

Scores have mostly improved over the last 5 years, and are pretty similar from this to last year. Nearly all outcomes exceeded the performance targets of 70%. Data can be a little difficult to utilize in our department because we have small class sizes, lots of individualized classes, and a number of part-time instructors. Our scores are fairly high overall, and even though students don't see assessment scores, if the rubrics are tied to rubrics that students are evaluated from in courses, it could stem from instructors wanting to encourage students.

AH1 ART COURSES: We are able to get more course level data from Art Appreciation because we have multiple sections of it. Scores are a little bit lower this year than last year, but pretty similar, and the same is true for AH1 courses at the program level overall. Our lower performing area for the program in AH1 classes is creating academically formal written work. Writing skills can be challenging because students haven't necessarily taken English before they take an AH1 course. We are continuing to build upon our resources to provide writing support for students, such as scaffolded assignments, clearer expectations, and writing tips.

STUDIO ART: Scores for studio art are holding pretty steady. They are similar to last year, and fairly high overall. Our lower performing areas are related to risk-taking and experimentation, which makes sense as a weakness since most of our courses are introduction level. We can continue to work on exposing students to diverse perspectives and artists. Drawing scores are a bit inflated similar to last year. It may not be working to evaluate students at the course level. There is a very low sample size and it is not consistently assessed each semester.

HUMANITIES: Our humanities scores tend to be a little lower than the other areas which is consistent with previous years. It makes sense because the academic demands are a bit higher in those courses, and similar to AH1 courses, students aren't required to take English before signing up for them. The scores are a bit higher this year than last. Similar to the AH1 courses, the lower performing areas are creating academically formal work and supporting a claim. It could be helpful to have a brainstorming session on strategies that instructors are using to help students with writing in order to pool our resources.

MUSIC: Music scores are very similar to last year with the weaker areas similar to Humanities and AH1 courses. Students are performing slightly lower in supporting a claim and evaluating creative thinking. Just as with the other GT Pathways courses, they don't need to have English prior to taking the course, so writing skills could be underdeveloped.

SPANISH: Spanish scores are also surprisingly high with all scores at 100%. This is probably due to small sample sizes and new instructors. Our process for Spanish assessment needs to be reviewed and updated.

THEATER & DANCE: These courses were not offered this semester.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Fine Arts & Humanities	-	-
ISLO	87.72%	-
ISLO1: Critical Thinking & Problem Solving	88.88%	Scores are a little higher overall this year.
1a: Interpret, analyze, and assess available evidence, information, and ideas	88.32%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	89.67%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	88.59%	-

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ISLO	Target Achievement Rate	Comments/Clarifications
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	89.11%	-
ISLO2: Effective Communication	86.02%	Scores are higher overall this year.
2a: Organize and express ideas clearly in both written and oral communication	86.67%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	97.30%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	83.24%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	90.99%	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	82.77%	Slightly lower this year.
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	82.77%	-
ISLO5: Professionalism	-	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	-	-
ISLO6: Social Consciousness	92.79%	Similar to last year.
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	93.33%	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	92.71%	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Fine Arts & Humanities	-	-
Arabic	-	-
No PSLOs for this program	-	-
Art	-	-
PSLO	-	Scores are a little lower than last year for AH1 courses, and about the same for studio courses.
01. Critically analyze works of art (visual, performing or literary). (Active from Spring 2020)	87.92%	-
02. Evaluate the relevance of context to understanding art in its various forms. (Active from Spring 2020)	88.24%	-
03. Evaluate creative thinking in works of art. (Active from Spring 2020)	90.00%	-
04. Create academically formal written work related to the study of the arts. (Active from Spring 2020)	82.50%	-
05. Formulate a claim related to the study of the arts. (Active from Spring 2020)	90.00%	-
06. Critically analyze works of art (visual, performing or literary). (Active from Spring 2020)	-	-
06. Identify the visual elements and principles of design. (Active from Fall 2018)	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
06. Support a claim related to the study of the arts with appropriate sources, evidence and documentation. (Active from Spring 2020)	85.00%	-
07. Analyze and critically evaluate works of art. (Active from Fall 2018)	-	-
07. Proportion: Accurately displays the relative size and scale of the various elements in a work of art and the relationships between objects, or parts, of a whole. (Active from Spring 2018)	90.63%	-
08. Evaluate influences in the development of artistic styles. (Active from Fall 2018)	-	-
08. Media Handling (technique): Makes design/artistic choices appropriate to the characteristics of the medium, or the combination of materials used and the techniques applied to those materials. (Active from Spring 2018)	91.58%	-
09. Create academically formal written work related to the study of the arts. (Active from Summer 2019)	-	-
09. Explore alternate, divergent, or contradictory perspectives or ideas within the context of visual forms and processes. (Active from Fall 2018)	-	-
09a. Composition (Elements of Design): Effectively uses the elements of design (line, shape, value, color, space, texture) as composition strategies. (Active from Fall 2022)	93.75%	-
09b. Composition (Principles of Composition): Creates a cohesive composition through the application of the design elements according to the principles of composition. (Active from Fall 2022)	100.00%	-
10. Originality/Risk-Taking: Trying something completely different, trying new approaches, and risking not being comfortable with the work in order to achieve a goal. (Active from Spring 2018)	92.71%	-
11. Presentation: Displays artwork crafted with attention to professional display standards. (Active from Spring 2018)	89.47%	-
12. Evaluate artistic media and techniques. (Active from Spring 2022)	91.67%	-
13. Assesses a presentation of work using relevant design terminology (Active from Fall 2022)	100.00%	-
14. Advances diversity, equity, and inclusion work through evidenced-based actions that address bias and inequity in the field of art. (Active from Spring 2023)	-	-
15. Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history related to the arts and humanities. (Active from Fall 2023)	93.33%	-

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PSLO	Target Achievement Rate	Comments/Clarifications
Dance	-	-
PSLO	-	-
01. Critically analyze works of art (visual, performing or literary). (Active from Summer 2019)	-	-
02. Evaluate the relevance of context to understanding art in its various forms. (Active from Summer 2019)	-	-
03. Evaluate creative thinking in works of art. (Active from Summer 2019)	-	-
04. Create academically formal written work related to the study of the arts. (Active from Summer 2019)	-	-
05. Formulate a claim related to the study of the arts. (Active from Summer 2019)	-	-
06. Support a claim related to the study of the arts with appropriate sources, evidence and documentation. (Active from Summer 2019)	-	-
French	-	-
PSLO	-	-
1. Interpret authentic written and oral texts to identify the main idea, keywords and specific detail. (Active from Summer 2017)	-	-
2. Maintain (including initiating and comprehending) a simple conversation in French. (Active from Summer 2017)	-	-
3. Recognize the cultures of the French speaking countries and relate to the dynamic and diverse nature of products, practices and perspectives of their cultures. (Active from Summer 2017)	-	-
German	-	-
No PSLOs for this program	-	-
Humanities	-	-
PSLO	-	Scores are higher this year except for #3 and #5
1. Critically evaluate works of art (visual, performing or literary). (Active from Spring 2017)	86.36%	-
2. Evaluate the relevance of context in understanding art in its various forms. (Active from Spring 2017)	87.50%	-
3. Create academically formal written work related to the study of humanities. (Active from Summer 2019)	74.63%	-
4. Formulate a claim related to the study of Humanities. (Active from Spring 2017)	86.36%	-
5. Support a claim related to the study of humanities. (Active from Spring 2018)	72.73%	-
6. Advances diversity, equity, and inclusion work through evidence-based actions that address bias	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
and inequity in the humanities. (Active from Spring 2023)		
6. Demonstrate Originality and Ingenuity (Creative Thinking 4a): Incorporate alternate, divergent, or contradictory perspectives or ideas within the context of the discipline and the shape of the work. (Active from Spring 2020)	-	-
7. Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history related to the arts and humanities. (Active from Fall 2023)	-	-
7. Utilize Context-Assumptions (Critical Thinking 2b-c): Identify assumptions and analyze one's own and others' assumptions. (Active from Summer 2019)	-	-
8. Develop Content (Written Communication 2a): Create and develop ideas within the context of the situation and the assigned task(s). (Active from Summer 2019)	-	-
Italian	-	-
PSLO	-	-
1. Interpret authentic written and oral texts to identify the main idea, keywords and specific detail. (Active from Summer 2017)	-	-
2. Maintain (including initiating and comprehending) a simple conversation in Italian. (Active from Summer 2017)	-	-
3. Recognize the cultures of Italian speaking regions and relate to the dynamic and diverse nature of products, practices and perspectives of their cultures. (Active from Summer 2017)	-	-
Jewelry Design	-	-
No PSLOs for this program	-	-
Music	-	-
PSLO	-	Scores are pretty similar to last year.
01. Critically analyze works of art (visual, performing or literary). (Active from Summer 2019)	90.91%	-
02. Evaluate the relevance of context to understanding art in its various forms. (Active from Fall 2018)	85.45%	-
03. Evaluate creative thinking in works of art. (Active from Fall 2018)	83.64%	-
04. Create academically formal written work related to the study of the arts. (Active from Fall 2018)	87.27%	-
04. Create academically formal written work related to the study of the arts. (Active from Summer 2019)	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
05. Formulate a claim related to the study of the arts. (Active from Fall 2018)	89.09%	-
06. Support a claim related to the study of the arts with appropriate sources, evidence and documentation. (Active from Fall 2018)	83.64%	-
08. Utilize Context-Assumptions (Critical Thinking 2b-c): Identify Assumptions and analyze one's own and others' assumptions. (Active from Summer 2019)	-	-
Russian	-	-
No PSLOs for this program	-	-
Spanish	-	-
PSLO	Many 100% results - please review/comment	Scores were the same last year. The high scores are probably due to very small sample sizes and we have pretty new instructors in Spanish and have not met to review the Spanish assessment process.
1. Interpret authentic written and oral texts to identify the main idea, keywords and specific detail. (Active from Spring 2017)	-	-
2. Maintain (including initiating and comprehending) a simple conversation in Spanish. (Active from Spring 2017)	-	-
3. Recognize the cultures of the Spanish speaking countries and relate to the dynamic and diverse nature of products, practices and perspectives of their cultures. (Active from Spring 2017)	-	-
gtP1. Develop a Central Message (Oral/Presentational Communication 2a): Develop a central message using the content and supporting materials. (Active from Summer 2021)	100.00%	-
gtP2. Address Language (Oral/Presentational Communication 3a-b): Employ language that enhances the presentation and incorporate language that is appropriate to the audience. (Active from Summer 2021)	100.00%	-
gtP3. Execute Delivery (Oral/Presentational Communication 4a): Demonstrate performance skills (posture, gesture, eye contact, and vocal expressiveness) to share content with/present content to a particular audience for a specific occasion and purpose. (Active from Summer 2021)	-	-
Theater	-	-
PSLO	-	-
01. Critically analyze works of art (visual, performing or literary). (Active from Fall 2018)	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
02. Evaluate the relevance of context to understanding art in its various forms. (Active from Fall 2018)	-	-
03. Evaluate creative thinking in works of art. (Active from Fall 2018)	-	-
04. Create academically formal written work related to the study of the arts. (Active from Fall 2018)	-	-
05. Formulate a claim related to the study of the arts. (Active from Fall 2018)	-	-
06. Support a claim related to the study of the arts with appropriate sources, evidence and documentation. (Active from Fall 2018)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
ART1110 - Art Appreciation: AH1	-	Scores are a little lower this year.
01. Analyze information and ideas from multiple perspectives based on works of visual art. (Active from Fall 2019)	82.50%	-
02. Articulate alternate, divergent, or contradictory perspectives or ideas within the context of visual art. (Active from Fall 2019)	90.00%	-
03. Evaluate, apply, and synthesize evidence and/or sources in support of a claim regarding artists and/or artworks (Active from Fall 2019)	85.00%	Higher this year.
04. Apply visual literacy skills to interpret the visual arts. (Active from Fall 2019)	84.17%	-
05. Explain various media and techniques. (Active from Fall 2019)	91.67%	-
06. Identify themes or major concepts in the visual arts. (Active from Fall 2019)	90.00%	-
07. Analyze visual forms and processes as expressed in historical periods. (Active from Fall 2019)	88.24%	-
ART1201 - Drawing I	Many 100% results - please review/comment	This is probably due to a small sample size--1 class, 1 semester. Students that tended to submit their artwork to the student art show submitted their best work, and those with lower skills may not have entered the show.
01. Create observational drawings using a variety of black and white media and processes. (Active from Spring 2022)	100.00%	-
02. Identify and apply the basic elements of drawing. (Active from Spring 2022)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
03. Apply the principles of composition as appropriate to drawing. (Active from Spring 2022)	100.00%	-
04. Select, analyze, and compose content that communicates ideas visually through drawing processes. (Active from Spring 2022)	100.00%	-
05. Utilize the fundamentals of drawing to demonstrate accurate observation through rendering. (Active from Spring 2022)	100.00%	-
06. Analyze and evaluate the technical and conceptual modes of drawing. (Active from Spring 2022)	100.00%	-
07. Assemble and assess a presentation of your work. (Active from Spring 2022)	100.00%	-
HUM1003 - Intro to Film Art: AH2	-	We did not have these scores last year. Would prefer to have the department rubric used. Not sure this is mapped.
01. Identify the basic elements that constitute film as art. (Active from Fall 2019)	100.00%	-
03. Evaluate the relationships between film style, narrative structure, thematic content, and audience reception. (Active from Fall 2019)	60.00%	-
04. Interpret the cultural impact of cinema and film-related issues. (Active from Spring 2022)	80.00%	-
05. Demonstrate college-level writing skills in academic work, using appropriate sources and documentation. (Active from Fall 2019)	33.33%	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Establish the assessment plan	Contact instructors to determine which assessments to plan in eLumen.	Week 8 of spring and fall semesters	All Fine Arts, Humanities, and Media Communications faculty and instructors
Reach out to branch campuses and coordinators	Determine which instructors are teaching at branch campuses and concurrently to see what needs to be assessed.	Week 8 of spring and fall semesters	Shawna Shoaf, Ann Oreskovich, Perry Pepper, Aaron Daniel
Plan assessments in eLumen	Distribute rubrics in eLumen	Week 10 of spring and fall semesters	Ann Oreskovich
Planning meetings	Hold a meeting (paid if possible) once per semester with all faculty and instructors to plan assessments, review and norm rubrics, and bring new instructors into the fold in the fall. At this	Fall meeting in October, spring meeting in March	All Fine Arts, Humanities, and Media Communications faculty and instructors. (Invite high school concurrent enrollment instructors to

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Action	Goal	Timeline	Participants
	meeting, encourage instructors to participate in more than one assessment. In the spring, review data, plan for the upcoming year, and share tools.		the fall meeting in order to increase participation in assessment)
Create virtual photography workshop for students	Develop videos specifically for our students to prepare them for the in person and virtual student art shows and improve presentation skills.	End of fall semester 2024	Shawna Shoaf, Ann Oreskovich, Craig Smith, and work study students
Share virtual framing workshop with instructors	Share the virtual framing workshop that was created so that instructors can post it in D2L to help students prepare for the student art show.	End of spring semester 2024	Shawna Shoaf and Ann Oreskovich
Review Spanish assessment	Review the current program-level outcomes and assessment in Spanish with new Spanish instructors and revise as necessary.	End of spring semester 2024	Shawna Shoaf, Ann Oreskovich, Spanish instructors
Offer co-curricular activities	Continue offering co-curricular opportunities that enhance student learning, such as artist demonstrations and lectures (in conjunction with each show), and trips to museums.	Ongoing	All Fine Arts, Humanities, and Media Communications faculty and instructors
Continue to build on the shared repository for resources	Continue to build the repository of resources for instructors in Microsoft Teams, to target specific skills such as proportion and originality in art, and writing thesis statements and citing sources.	Ongoing	All Fine Arts, Humanities, and Media Communications faculty and instructors
Expand data collection for DEI program-level outcomes	Inform part-time instructors that we have new DEI PSLOs for our department that are aligned with the Social Consciousness rubric for the college, and encourage them to assess students.	End of fall semester 2024	Ann Oreskovich and Shawna Shoaf
Expand eLumen within MyCourses	Experiment with expanding eLumen integration into MyCourses to help streamline assessment and improve part-time instructor participation.	End of fall semester 2024	Ann Oreskovich and Shawna Shoaf, and interested part-time instructors

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Fire Science

1. What Did You Do?

A. Assessment Activities

An assessment of our Firefighter 1 course was completed. An assessment of each students ability to successfully complete each of the Firefighter 1 Job Performance Requirements. This allow the instructor to offer one on one help to any student needing that type of help. I would like this type of assessment completed at midterm and at the end of the semester.

B. Participation

The Fire Science Technology program has been slow to start using the student assessment to help with student success. I want to continue to build this program with our part-time instructors.

2. What Did You Learn?

You do not need to provide comments for every single SLO listed. Instead, focus on those SLOs that might help you to identify major trends, surprises, outliers, etc. in student performance.

What I learned: This is a great way to identify students having problems with Job Performance Requirements (JPRs) when the assessments are done early and then continued throughout the semester.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/ Clarifications
Fire Science	-	-
ISLO	98.55%	-
ISLO1: Critical Thinking & Problem Solving	96.15%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	92.31%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	100.00%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	100.00%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	92.31%	-
ISLO2: Effective Communication	-	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	-	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	-	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	100.00%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	100.00%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	100.00%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	100.00%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	100.00%	-
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	98.55%	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Fire Science Technology	-	-
PSLO	-	-
1. Attendance - present for and fully participates in class activities. (Active from Fall 2017)	100.00%	-
2. Punctuality - shows respect for everyone's time and exhibits initiative for all assignments. (Active from Fall 2017)	100.00%	-

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PSLO	Target Achievement Rate	Comments/Clarifications
3. Attitude - communicates respectfully; has a "can-do" attitude. (Active from Fall 2017)	-	-
4. Commitment - values both the learning process and the information garnered in the process. (Active from Fall 2017)	-	-
5. Classroom Interaction - recognizes and respects multiple perspectives and constructive criticism. (Active from Fall 2017)	-	-
6. Safety - performs skills safely with all firefighting equipment (Active from Spring 2022)	100.00%	-
Wildland Firefighter	-	-
No PSLOs for this program	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
FST2002 - Strategy & Tactics	-	-
01. Demonstrate (verbally and written) knowledge of fire behavior and the chemistry of fire. (Active from Summer 2016)	85.71%	-
02. Articulate the main components of pre-fire planning and identify steps during a pre-fire plan review. (Active from Summer 2016)	85.71%	-
03. Recall the basics of building construction and how they interrelate to pre-fire planning. (Active from Summer 2016)	71.43%	-
04. Recall major steps taken during size-up and identify the order in which they will take place at an incident. (Active from Summer 2016)	85.71%	-
05. Recognize and articulate the importance of fire ground communications. (Active from Summer 2016)	100.00%	-
06. Identify and define the main functions within the ICS system and how they interrelate during an incident. (Active from Summer 2016)	85.71%	-
07. Given different scenarios, the student will set up an ICS, call for appropriate resources and bring the scenario to a mitigated or controlled conclusion. (Active from Summer 2016)	100.00%	-
08. Identify and analyze the major causes involved in line of duty firefighter deaths related to health, wellness, fitness, and vehicle operations. (Active from Summer 2016)	100.00%	-

3. What Will You Do Next?

I will work with part-time instructors to make sure we are completing the assessments early and to continue to assess throughout the semester.

Action Plan

Action	Goal	Timeline	Participants
Continue to assess students	All part-time instructors taking part	2024 school year	All part-time instructors

2023 Annual Improvement Plan – Assessment of Student Learning

Health Information Technology

1. What Did You Do?

A. Assessment Activities

Continue assessing the same courses for HIT/HIM. We feel this is valuable to the program to ensure we are aligning with course/learning objectives as well as teaching the most up to date information to our students. Modify the rubrics. We will no longer use Pre-Tests and Post-Tests. Moving forward we will use the Final exam/project grade for the assessments.

B. Participation

Overall participation for HIT/HIM courses is very satisfactory.

Marianne has told all the instructors that this is required in order to continuously improve our courses and programs.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Health Information Technology	-	-
ISLO	85.67%	-
ISLO1: Critical Thinking & Problem Solving	84.40%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	84.40%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	84.40%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	84.40%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	-	-
ISLO2: Effective Communication	97.50%	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	97.50%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	25.00%	The results for ISLO3 comes from one class of only 4 students. Sample size too small
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	25.00%	-

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ISLO	Target Achievement Rate	Comments/Clarifications
3b: Represent information as numerical data, functions, and formulae	25.00%	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	25.00%	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	25.00%	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	25.00%	-
3f: Interpret numerical data and calculations in defense of an argument	25.00%	-
ISLO4: Textual Literacy	86.54%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	78.00%	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	94.44%	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	94.00%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	94.00%	-
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

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2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Health Information Technology	-	-
Health Information Management	-	-
No PSLOs for this program	-	-
Health Information Technology	-	-
PSLO	-	-
1a. Explain and discuss medical and legal vocabulary as it relates to Healthcare Information Management (HIM) and Health Information Technology (HIT). (Active from Spring 2017)	89.91%	-
1b. Apply medical and legal vocabulary as it relates to Healthcare Information Management (HIM) and Health Information Technology (HIT). (Active from Spring 2017)	97.50%	-
2. Analyze and evaluate medical documentation as components of a medical record and relate established state and federal regulations, standards, and guidelines for implementation or use. (Active from Spring 2017)	75.72%	-
3a. Apply information technology in the use, access, and protection of healthcare records and healthcare software/systems (EHR, HIM, PM, CAC). (Active from Spring 2017)	94.44%	-
3b. Investigate the use, access, and protection of healthcare records and healthcare software/systems (EHR, HIM, PM, CAC). (Active from Spring 2017)	59.62%	-
4. Perform job readiness skills to be successful in a job search and in an employment situation. (Active from Summer 2021)	-	-
5. Students will identify, evaluate and apply appropriate tools and techniques to analyze a given data set for specific outcomes, and create visual representations of data that convey information clearly and effectively. (Optional) (Active from Spring 2023)	25.00%	Result comes from one class of only 4 students. Sample size too small to provide reliable results.

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
HIM3000 - Data Structure and Design	Many 100% results - please review/comment	-
01. Compare diverse stakeholder perspectives of the delivery of healthcare services. (Active from Fall 2023)	100.00%	This data was incorrect. There were 4 students that should have 75%
02. Analyze information needs of customers across the healthcare continuum. (Active from Fall 2023)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
03. Evaluate how healthcare policy-making both directly and indirectly impacts the national and global healthcare delivery systems. (Active from Fall 2023)	100.00%	-
04. Analyze strategies for the management of information. (Active from Fall 2023)	100.00%	-
05. Interpret health information standards. (Active from Fall 2023)	100.00%	-
06. Take part in the development of information management plans that support the organization's current and future strategy goals. (Active from Fall 2023)	100.00%	-
07. Manage information as a key strategic resource and mission tool. (Active from Fall 2023)	100.00%	-
HIT1002 - Medical Vocabulary HIT	-	-
01. Identify medical terms as they relate to each body system. (Active from Summer 2016)	95.00%	-
02. Demonstrate proper pronunciation and spelling of medical terms as they relate to each body system. (Active from Summer 2016)	97.50%	There was misunderstanding as to how to set up this diversification.
03. Identify diagnoses independently and in context of medical record documentation. (Active from Summer 2016)	91.67%	-
04. Describe the various types or diagnostic tests and procedures used in making a diagnosis and in treatment of diseases. (Active from Summer 2016)	91.67%	-
05. Differentiate between diagnoses and symptoms. (Active from Summer 2016)	91.67%	-
06. Analyze medical records for diagnosis, procedures, processes and data collection. (Active from Summer 2016)	91.67%	-
07. Perform patient medical management processes for data extraction . (Active from Summer 2016)	91.67%	-
08. Explain the Health Information Portability and Accountability Act with regards to privacy of medical data. (Active from Summer 2016)	91.67%	-
09. Identify basic drug classifications as related to disease management. (Active from Summer 2016)	91.67%	-
HIT1005 - Prin of Healthcare Reimbrsment	-	-
04. Demonstrate how clinical data, clinical coding and coding compliance affect reimbursement . (Active from Summer 2016)	82.35%	-
HIT1012 - Legal Aspects Health Records	-	-
02. Apply confidentiality, privacy and security measures and policies and procedures for internal and external use and exchangeto protect electronic health information (includes state and federal privacy and security laws, internal and external standards, regulations and initiatives (Active from Summer 2016)	100.00%	This is correct.

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CSLO	Target Achievement Rate	Comments/Clarifications
HIT1022 - Workflow Fund of Healthcare	-	-
01. Describe project management methodologies and emerging software technologies (clinical decision support and health information exchange), including processes used in the selection and implementation of health information management systems (Active from Summer 2016)	100.00%	Small sample size
HIT1050 - Healthcare Delivery Systems	-	-
02. Differentiate between the various health care organizations' classification and infrastructure . (Active from Summer 2016)	70.37%	-
HIT1088 - Health Information Practicum I	-	-
04. Implement policies and procedures for release of protected health information to valid requesters. (Active from Fall 2019)	76.47%	-
HIT1089 - Practicum:	-	-
01. (Determined by Instructor) Professionalism (Active from Summer 2023)	100.00%	-
02. (Determined by Instructor) Punctuality (Active from Summer 2023)	87.50%	-
03. (Determined by Instructor) Teamwork (Active from Summer 2023)	100.00%	-
04. (Determined by Instructor) Follow directions and meet or exceed standards and timelines (Active from Summer 2023)	100.00%	-
05. (Determined by Instructor) Complete tasks with little or no direction (Active from Summer 2023)	87.50%	-
06. (Determined by Instructor) Show initiative in completing assigned and unassigned tasks (Active from Summer 2023)	87.50%	-
HIT2020 - ICD Coding I	-	-
02. Interpret the content of the patient health care record in order to assign diagnostic and procedure codes using the ICD coding system; apply diagnostic and procedure coding conventions in code assignment. (Active from Summer 2016)	65.00%	-
HIT2022 - Quality Management	-	-
05. Adhere to the legal and regulatory requirements related to health information management i.e. coding quality monitoring, compliance strategies and reporting. (Active from Summer 2016)	95.65%	-
HIT2025 - Health Information Management	-	-
07. Utilize tools and techniques to monitor, report, and improve processes (benchmarking) (Active from Summer 2016)	100.00%	-
HIT2041 - CPT Coding Basic Principles	-	-

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CSLO	Target Achievement Rate	Comments/Clarifications
04. Apply Diagnosis/procedure codes according to current CPT and HCPCS guidelines. (Active from Summer 2016)	63.64%	-
HIT2052 - ICD Coding Applications	-	-
01. The student will develop industry-valued coding knowledge and skills. (Active from Spring 2018)	35.00%	Too few questions. Will use final next time
HIT2061 - Healthcare Software	-	-
01. Use technology, including hardware and software, to ensure data collection, storage, analysis, and reporting of information. (Active from Spring 2018)	93.55%	-
HIT2064 - Data Visualization	-	-
04. Represent data using various visualization types. (Active from Fall 2022)	100.00%	Too few students
HIT2065 - Data Analytics Applications	-	-
02. Develop appropriate metrics and processes to obtain data supporting clinical, operations and financial decisions, and analyze their potential impacts on the healthcare organization. (Active from Spring 2022)	25.00%	Too few students
HIT2068 - Certification Test Preparation	-	-
01. Demonstrate and understanding of all aspects of health information technology and questions from sample test banks. (Active from Fall 2019)	71.43%	-
HIT2075 - ST: Credentialing Exam Prep	-	-
01. To be determined by individual instructor. A specific course description, list of competencies, and topical outline will be developed for each special topics course. This information will be filed in the department and with the Registrar for placement in the curriculum master file. (Active from Spring 2022)	100.00%	-
Demonstrate competency in the six domains of the Registered Health Information Technician (RHIT) credentialing exam. (Active from Spring 2023)	80.00%	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Eliminate Pre-and Post Tests and use the final exam results instead	Align results to major learning objectives	One Year	All HIT Faculty and Instructors

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Health Professional

1. What Did You Do?

A. Assessment Activities

Activities to Continue: Would you like to continue assessing the same classes, rubrics, and learning outcomes? Yes. Which ones, and why? HPR1010, HPR1020, HPR2020, HPR1000, HPR1080, HPR4003, HPR4038, HPR1039, HPR3010, HPR4011, HPR3001, HPR4089, HPR1040, HPR1038, HPR1008. I am keeping these assessments because I am seeing results and successful student's outcomes are important.

Activities to Add: Are there other classes, rubrics, or learning outcomes you'd like to focus on this time around? Which ones, and why? PHT1012, PHT1015, PHT1016, PHT1035, PHT1040, PHT 1041, PHT1070, PHT1071, PHT2050. I am adding these courses and assessing the outcomes of students in order to track their retention rate.

B. Participation

The part-time instructors I am responsible for have 100% participation rate. HPR instructors are made up of multiple disciplines and we need to educate and inform the others how to participate and complete assessment for all HPR courses.

2. What Did You Learn?

I am clearly seeing a positive impact as we are seeing incredible results.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Health Professional	-	-
ISLO	82.34%	-
ISLO1: Critical Thinking & Problem Solving	77.38%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	75.95%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	75.95%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	75.95%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	100.00%	-
ISLO2: Effective Communication	86.19%	-
2a: Organize and express ideas clearly in both written and oral communication	86.19%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	86.19%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	-	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	81.43%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	100.00%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	81.16%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	-	-
ISLO6: Social Consciousness	81.16%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	81.16%	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	82.34%	-

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2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Health Professional	-	-
PSLO	-	-
01. Communicate effectively using appropriate medical terminology. (Active from Summer 2019)	86.19%	-
02. Describe the role of dietary nutrition in healthcare (Active from Summer 2019)	-	-
03. Fully participate in learning activities. (Active from Summer 2023)	81.16%	-
Pharmacy Technician	-	-
No PSLOs for this program	-	-
Phlebotomy Technician	-	-
PSLO	-	-
Explain the procedures for point of care tests. (Active from Spring 2018)	-	-
Explain the procedures of processing vacutainers. (Active from Fall 2017)	-	-
Perform venipuncture using vacutainer tubes. (Active from Spring 2018)	-	-
Perform venipunctures for blood cultures. (Active from Fall 2017)	-	-
State all areas of the laboratory and other hospital department areas. (Active from Fall 2017)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
HPR1008 - Law & Ethics for Health Prof	Many 100% results – please review/comment	All students are required to be at 100% in all core outcomes to be successful on their examinations.
I. Use appropriate guidelines for documentation and release of information. (Active from Fall 2022)	100.00%	-
II. Explain federal, state and local guidelines as applicable to medical practice. (Active from Fall 2022)	96.00%	-
III. Discuss risk management and safety procedures. (Active from Fall 2022)	100.00%	-
IV. Explain the legal aspects of medical records. (Active from Fall 2022)	100.00%	-
V. Interpret and apply basic concepts and regulation involved in medical practice. (Active from Fall 2022)	96.00%	-
VI. Establish a personal and professional code of ethics based upon traditional medical ethics. (Active from Fall 2022)	96.00%	-
VII. Examine current ethical dilemmas related to reproduction and end of life issues. (Active from Fall 2022)	100.00%	-

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CSLO	Target Achievement Rate	Comments/ Clarifications
HPR1020 - Phlebotomy	-	-
01. Demonstrates entry level phlebotomy skills using national standards. (Active from Summer 2016)	100.00%	-
02. Identify the importance of phlebotomy and the scope of practice of the phlebotomist. (Active from Summer 2016)	100.00%	-
03. Apply Occupational Safety and Health Administration (OSHA) standards in all areas of healthcare. (Active from Spring 2022)	100.00%	-
04. Apply quality of care standards and procedures to ensure patient safety. (Active from Summer 2016)	100.00%	-
05. Distinguish all areas of the laboratory and other hospital department areas. (Active from Summer 2016)	100.00%	-
06. Apply ethical, legal, and Health Insurance Portability and Accountability Act of 1996(HIPAA) aspects of a phlebotomist. (Active from Spring 2022)	100.00%	-
07. Use medical terminology, anatomy and physiology as it relates to laboratory procedures. (Active from Spring 2022)	100.00%	-
08. Recall the history of phlebotomy. (Active from Summer 2016)	100.00%	-
HPR1032 - Disease Process and Treatment	-	-
04. List the major categories of human disease care and management. (Active from Summer 2016)	53.13%	-
07. Identify medications within commonly prescribed drug/pharmaceutical categories. (Active from Summer 2016)	87.50%	-
HPR1080 - Internship	-	-
01. To be determined by the instructor. (Active from Spring 2022)	100.00%	-
HPR2020 - Advanced Phlebotomy	-	-
01. Apply entry level phlebotomy skills using National Standards. (Active from Summer 2016)	100.00%	-
02. Demonstrate knowledge of the importance of phlebotomy & scope of practice to OSHA Standards in all areas of healthcare. (Active from Summer 2016)	100.00%	-
03. Demonstrate quality of care standards & procedures to ensure patient safety. (Active from Summer 2016)	100.00%	-
04. Demonstrate ethical and legal aspects of Phlebotomist. (Active from Summer 2016)	100.00%	-

3. What Will You Do Next?

Continue to assess the HPR courses as warranted. I have added the PHT courses back for Fall 2024.

Action Plan

Action	Goal	Timeline	Participants
Add PHT Courses	70% or higher assessment	Fall 2024	Brandi Halvorson

2023 Annual Improvement Plan – Assessment of Student Learning

Law Enforcement Academy

1. What Did You Do?

A. Assessment Activities

After reviewing the Course Statistics and Evidence report, I will continue assessing the same classes, rubrics, and learning outcomes. I feel the assessment is a good overall measure of each topic learned during the 18 weeks of the academy. The assessment results for the cadets from Fall 2023 are accurate and align with the other assessment measures used throughout the academy, i.e. written tests, performance testing and the Colorado POST exam.

LEA 1001 was assessed as it is a comprehensive assessment of the 18 week academy. The skills (arrest control, firearms and driving) are independently assessed through a written exam and performance testing.

B. Participation

The overall assessment of the cadets is done in collaboration with part-time Instructors and myself. Each instructor is required to conduct an assessment of the class they instruct as to the retention of information by the cadets. Majority of the assessments are conducted in the form of a 10 question quiz.

When it comes to the testing of the individual skills, each POST approved lead instructor is responsible for assessing the cadets through a written exam as well as performance test.

When I complete my assessment in eLumen, I use the information from the assessment tools used by the part-time instructors to complete my overall assessment of each cadet.

2. What Did You Learn?

The LEA assessment of the the cadets success is derived from both academic and performance testing which is driven down from the Colorado POST Board. Each cadet is required to attend and participate at 100% throughout the 18 week academy.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Law Enforcement Academy	-	-
ISLO	No ISLO data - mapping needed	The LEA requires 100% attendance and participation.
ISLO1: Critical Thinking & Problem Solving	-	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	-	-
1b: Explore implications, inferences, assumptions, and alternate solutions	-	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	-	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	-	-
ISLO2: Effective Communication	-	-
2a: Organize and express ideas clearly in both written and oral communication	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	-	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	-	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	-	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	-	-
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
teamwork by offering ideas, assistance, and encouragement		
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Law Enforcement Academy	-	-
PSLO	No PSLO data - mapping needed	The LEA requires 100% attendance and participation
1a: Interpret available information in investigating criminal violations. (Active from Spring 2017)	-	-
1b: Evaluate the relevance of evidence in investigating criminal violations (Active from Spring 2017)	-	-
1c: Apply the appropriate techniques in investigating criminal violations (Active from Spring 2017)	-	-
Demonstrate a thorough working knowledge of the Colorado Criminal Code (Active from Spring 2017)	-	-
Demonstrate the ability to choose and utilize the proper degree of use of force to effect an arrest (Active from Spring 2017)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
LEA1001 - Basic Police Academy I	All scores 100% - review needed	Many 100% results - please review/comment
REQ-01. The student will distinguish between the three components of the Criminal Justice System: (Active from Summer 2016)	100.00%	-
REQ-01a. Law enforcement (Active from Summer 2023)	100.00%	-
REQ-01b. Courts (prosecution and adjudication) (Active from Summer 2023)	100.00%	-
REQ-01c. Corrections (Active from Summer 2023)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
REQ-02. The student will be able to identify ethical behavior, morality and character as applied to Law Enforcement. (Active from Summer 2016)	100.00%	-
REQ-03. The student will explain the primary responsibilities of the following: a) federal supreme, appellate and district courts; b) state supreme, appellate and district courts; c) county and municipal courts; d) attorneys-prosecuting, defense and public defenders. (Active from Summer 2016)	100.00%	-
REQ-04. The student will explain and define the following terms as they relate to the judicial process in criminal cases: (Active from Summer 2016)	100.00%	-
REQ-04a. Arrest (Active from Summer 2023)	100.00%	-
REQ-04b. Bail (Active from Summer 2023)	100.00%	-
REQ-04c. Arraignment (Active from Summer 2023)	100.00%	-
REQ-04d. Preliminary hearing (Active from Summer 2023)	100.00%	-
REQ-04f. Plea bargaining (Active from Summer 2023)	100.00%	-
REQ-04g. Trial (Active from Summer 2023)	100.00%	-
REQ-04h. Disposition (Active from Summer 2023)	100.00%	-
REQ-05. The student will demonstrate the ability to write a clear, complete, concise, and grammatically correct report, arrest affidavit, search warrant, and motion for non-testimonial evidence. (Active from Summer 2016)	100.00%	-
REQ-06. The student will describe effective techniques for defusing conflict through the use of interpersonal communication in scenario-based training. (Active from Summer 2016)	100.00%	-
REQ-07. The student will identify the importance, purpose, and format for investigative notes. (Active from Summer 2016)	100.00%	-
REQ-08. The student will identify the characteristics of effective investigative reports and what types of reports may be required. (Active from Summer 2016)	100.00%	-
REQ-09. The student will explain the importance of prompt and broad police response to “hate crimes”, to include but not limited to accurate and thorough evidence gathering, report writing, intervention and follow up. (Active from Summer 2016)	100.00%	-
REQ-10. The student will explain the dynamics of prejudice which should include the: (Active from Summer 2016)	100.00%	-
REQ-10a. Impact of hate crimes upon their victims (Active from Summer 2023)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
REQ-10b. Meaning and causes of prejudice (Active from Summer 2023)	100.00%	-
REQ-10c. Relationship between stereotyping and prejudice (Active from Summer 2023)	100.00%	-
REQ-11. The student will discuss the legal provisions and terms pertaining to bias crimes, ethnic intimidation, and civil damages. (Active from Summer 2016)	100.00%	-
REQ-12. The student will develop a greater awareness of the impact of racial and ethnic issues on contemporary society. (Active from Summer 2016)	100.00%	-
REQ-13. The student will explain the different roles and functions of federal, state, and local agencies and their interdependencies within the justice system. (Active from Summer 2016)	100.00%	-
REQ-14. The student will learn about community policing and the necessary elements for implementation of community policing practice and philosophy. The student will recognize community partnerships as an integral component in community policing and problem solving. (Active from Summer 2016)	100.00%	-
REQ-15. The student will be able to describe the importance of ethical conduct as it relates to the restrictions on accessing and releasing criminal justice information and associated penalties concerning the NCIC/CCIC system. (Active from Summer 2016)	100.00%	-
REQ-16. Using the Law Enforcement Code of Ethics, the student will analyze situations that present conflicting values. (Active from Summer 2016)	100.00%	-
REQ-17. The student will be able to identify the traits that officers should exemplify and explain the benefits of professional and ethical behavior to the officer, department, and community. (Active from Summer 2016)	100.00%	-
REQ-18. The student will be able to describe the consequences of unethical/unprofessional conduct to the peace officer, department and community, and explain why an officer should respond to a co-worker's unprofessional conduct. (Active from Summer 2016)	100.00%	-
REQ-19. The student will be able to define: (Active from Summer 2016)	100.00%	-
REQ-19a. Stereotype (Active from Summer 2023)	100.00%	-
REQ-19b. Prejudice (Active from Summer 2023)	100.00%	-
REQ-19c. Discrimination (Active from Summer 2023)	100.00%	-
REQ-19d. Diversity (Active from Summer 2023)	100.00%	-
REQ-20. The student will be able to identify personal, professional and organizational benefits of valuing	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
diversity within the community and law enforcement. (Active from Summer 2023)		
REQ-21. The student will demonstrate an understanding of: (Active from Summer 2023)	100.00%	-
REQ-21a. Domestic violence definitions and statutes (Active from Summer 2023)	100.00%	-
REQ-21b. Domestic violence dynamics (Active from Summer 2023)	100.00%	-
REQ-21c. Duties of peace officers (Active from Summer 2023)	100.00%	-
REQ-21d. Protection orders (Active from Summer 2023)	100.00%	-
REQ-21e. Working effectively with advocates (Active from Summer 2023)	100.00%	-
REQ-21f. Interviews (Active from Summer 2023)	100.00%	-
REQ-21g. Special considerations (Active from Summer 2023)	100.00%	-
REQ-21h. Strangulation (Active from Summer 2023)	100.00%	-
REQ-21i. Stalking (Active from Summer 2023)	100.00%	-
REQ-21j. Report writing (Active from Summer 2023)	100.00%	-
REQ-21k. Officer safety concerns specific to domestic violence calls (Active from Summer 2023)	100.00%	-
REQ-21l. Witness intimidation (Active from Summer 2023)	100.00%	-
REQ-22. The student will identify and discuss incidents of ethnic intimidation, hate crimes and responsibilities of peace officers relative to these crimes. (Active from Summer 2023)	100.00%	-
REQ-23. The student will learn the roles of the officer responding to a hate crime incident and whether there is sufficient cause to believe that a hate/bias crime has been committed. (Active from Summer 2023)	100.00%	-
REQ-24. The student will describe the impact of hate crimes on victims, the victim's families, and the community. (Active from Summer 2023)	100.00%	-
REQ-25. The student will recognize indicators that could lead an officer to believe an individual is: (Active from Summer 2023)	100.00%	-
REQ-25a. Danger to self (Active from Summer 2023)	100.00%	-
REQ-25b. Dangerous to others (Active from Summer 2023)	100.00%	-
REQ-25c. Gravely disabled (Active from Summer 2023)	100.00%	-
REQ-26. The student will understand the laws protecting the rights of persons with disabilities in order	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
to serve all individuals to whom the law applies. (Active from Summer 2023)		
REQ-26a. In a practical application, the student will recognize the impact of a peace officer when interacting with a person with a disability. (Active from Summer 2023)	100.00%	-
REQ-26b. In practical applications, the student will interact with people with disabilities in a variety of commonly encountered situations. Situations will include: (Active from Summer 2023)	100.00%	-
REQ-26b1. Auditory disabilities (Active from Summer 2023)	100.00%	-
REQ-26b2. Visual disabilities (Active from Summer 2023)	100.00%	-
REQ-26b3. Physical disabilities, such as epilepsy (Active from Summer 2023)	100.00%	-
REQ-26b4. Intellectual and Developmental Disabilities (Active from Summer 2023)	100.00%	-
REQ-26b5. Cognitive Disabilities, such as dementia, autism, learning disability, or brain injury (Active from Summer 2023)	100.00%	-
REQ-27. To train peace officers who can identify persons with mental illness and handle situations involving persons in crisis effectively. (Active from Summer 2023)	100.00%	-
REQ-28. The student will understand the complicated dynamics of sexual assault and be prepared to professionally respond to, and investigate, sexual offenses. (Active from Summer 2023)	100.00%	-
REQ-29. The student will demonstrate an understanding of: (Active from Summer 2023)	100.00%	-
REQ-29a. Patrol response to Sexual Assault Calls (Active from Fall 2023)	100.00%	-
REQ-29b. Societal influence on Sexual Assault investigations (Active from Fall 2023)	100.00%	-
REQ-29c. Assaults on persons with a disability (Active from Fall 2023)	100.00%	-
REQ-29d. Consent (Active from Fall 2023)	100.00%	-
REQ-29e. Offender Behavior (Active from Fall 2023)	100.00%	-
REQ-29f. Victim Trauma (Active from Fall 2023)	100.00%	-
REQ-29g. Prevalence and Nature of False Reports (Active from Fall 2023)	100.00%	-
REQ-29h. Working effectively with Victim Advocates (Active from Fall 2023)	100.00%	-
REQ-29i. Victim Interview (Active from Fall 2023)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
REQ-29j. Evidence Collection (Active from Fall 2023)	100.00%	-
REQ-29k. Forensic Medical Examinations (Active from Fall 2023)	100.00%	-
REQ-29l. Drug Facilitated Sexual Assault (Active from Fall 2023)	100.00%	-
REQ-29m. Suspect Interview (Active from Fall 2023)	100.00%	-
REQ-29n. Follow-up Investigation Considerations (Active from Fall 2023)	100.00%	-
REQ-29o. Rural Considerations (When Applicable) (Active from Fall 2023)	100.00%	-
REQ-30. The student will recognize that a cognitive or intellectual disability may prevent a knowing consent. (Active from Fall 2023)	100.00%	-
REQ-31. The students will understand why leadership is an integral component of the law enforcement profession, and the necessity for building future leaders. (Active from Fall 2023)	100.00%	-
REQ-32. The student will describe the emotional/psychological and physical responses to stress and how they may interfere with a peace officer's performance. The student will identify stress management techniques. (Active from Fall 2023)	100.00%	-
REQ-33. The student will demonstrate the ability to successfully identify, assess, and assist in a non-criminal dispute. (Active from Fall 2023)	100.00%	-
REQ-34. Demonstrate the officer safety techniques required to safely handle a civil dispute. (Active from Fall 2023)	100.00%	-
REQ-35. Display knowledge of conflict resolution techniques and problem-solving strategies required to successfully handle civil disputes. (Active from Fall 2023)	100.00%	-
REQ-36. The student will analyze the freedoms and rights afforded to individuals under the U.S. Constitution and the Bill of Rights. (Active from Fall 2023)	100.00%	-
REQ-37. The student will analyze the freedoms and rights afforded to individuals under the Colorado State Constitution and amendments with the U.S. Constitution. (Active from Fall 2023)	100.00%	-
REQ-38. The student will discuss situations illustrating the intersection of race, gender, and disability, and their impact on law enforcement. (Active from Fall 2023)	100.00%	-
REQ-39. The student will examine cultural biases and beliefs regarding people with disabilities. (Active from Fall 2023)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
REQ-40. The student will be able to identify behaviors of mental illness to aid in responding to mental illness related crises. (Active from Fall 2023)	100.00%	-
REQ-41. The student will recognize that, in itself, a mental health crisis or disability is not criminal in nature and that a more lasting solution is to divert those persons away from the criminal justice system. (Active from Fall 2023)	100.00%	-
REQ-42. The student will recognize behavioral cues that may make it necessary to isolate, contain, and assess a person in crisis, for their own safety. (Active from Fall 2023)	100.00%	-
REQ-43. In a practical application, the student will apply verbal and non-verbal strategies when responding to a person in crisis that may allow for de-escalation of emotion and more successful resolutions. (Active from Fall 2023)	100.00%	-
REQ-44. The student will be able to identify people with suicidal or homicidal ideations. (Active from Fall 2023)	100.00%	-
REQ-45. The student will identify how to build and sustain productive partnerships community advocacy organizations and other resources for problem solving. (Active from Fall 2023)	100.00%	-
REQ-46. The student will understand that a community is not a monolith but is comprised of multiple interests and viewpoints that should be considered and respected. (Active from Fall 2023)	100.00%	-
REQ-47. The student will recognize that enforcement action is not always necessary or beneficial to solve a community problem. (Active from Fall 2023)	100.00%	-
REQ-48. The student will recognize that at-risk populations can be more vulnerable to victimization. (Active from Fall 2023)	100.00%	-
REQ-49. Distinguish between behaviors that can be the result of a disability which might be similar to signs of intoxication, such as inconsistent responses or non-responsiveness to questions, coordination issues, heightened agitation, or inability to focus. (Active from Fall 2023)	100.00%	-
REQ-50. The student will understand effective communication techniques for interacting with people in multiple contexts and with various emotional states and disabilities. (Active from Fall 2023)	100.00%	-
REQ-51. The student will discuss effective techniques for communicating with individuals or groups and the differences between the two. (Active from Fall 2023)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
REQ-52. The student will explain how a traumatic experience can adversely impact a person's ability to clearly communicate. (Active from Fall 2023)	100.00%	-
REQ-53. The student will use effective techniques for defusing conflict and stress using interpersonal communication in reality-based training. (Active from Fall 2023)	100.00%	-
REQ-54. The student will describe the various communication considerations when dealing with diverse populations. (Active from Fall 2023)	100.00%	-
REQ-55. The student will describe adaptive verbal and non-verbal de-escalation strategies for people disabilities, including recognizing the need for sign language, interpreters, and interactive communication devices, for example a cell phone. (Active from Fall 2023)	100.00%	-
REQ-56. The student will be able to explain rights granted to victims of crime by Victim's Rights Act, including but not limited to the legal requirements for providing victim's written notice. (Active from Fall 2023)	100.00%	-
REQ-57. The student will be able to define law enforcement responsibilities to victims of crime, including persons with disabilities. (Active from Fall 2023)	100.00%	-
REQ-58. The student will recognize the benefits of developing relationships with disability advocacy organizations that can assist throughout the investigation. (Active from Fall 2023)	100.00%	-
REQ-59. The student will explain that CRS 18-9-111 broadened the definition of a bias-motivated hate crime to include physical, cognitive, or mental disability. (Active from Fall 2023)	100.00%	-
REQ-60. The student will explain the protections afforded to persons with disabilities under the Americans with Disabilities Act and why they were needed, including but not limited to providing effective communication and reasonable accommodations for people with disabilities (Active from Fall 2023)	100.00%	-
REQ-61. The student will be able to define disability as defined by the Americans with Disabilities Act. 42 U.S. Code § 12102 - Definition of disability (Active from Fall 2023)	100.00%	-
REQ-62. The student will describe the types of safety nets, service providers, and resources to assist persons with disabilities, their families, friends, and caregivers. (Active from Fall 2023)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
CCS-01. The student will be able to identify and demonstrate ethical behavior, morality and character as applied to Law Enforcement (Active from Fall 2023)	100.00%	-
CCS-01a. Understand ethical expectation of law enforcement by various group within the community (Active from Fall 2023)	100.00%	-
CCS-01b. Identify common ethical situations that law enforcement officers are placed in. Then demonstrate appropriate ethical responses to address the situation. (Active from Fall 2023)	100.00%	-
CCS-01b1. Conflict of interest (Active from Fall 2023)	100.00%	-
CCS-01b2. Gratuities (Active from Fall 2023)	100.00%	-
CCS-01b3. Information for person gain (NCIC) (Active from Fall 2023)	100.00%	-
CCS-01b4. Define character of law enforcement and how it embodies ethics (Active from Fall 2023)	100.00%	-
CCS-02. The student will identify and demonstrate the problem-solving responsibilities of a peace officer at the scene of a domestic dispute. (Active from Fall 2023)	100.00%	-
CCS-02a. Explain and describe domestic violence definition to include intimate relationships (Active from Fall 2023)	100.00%	-
CCS-02b. Understand the duties of an officer to include: (Active from Fall 2023)	100.00%	-
CCS-02b1. Demonstrating an awareness of cultural considerations (Active from Fall 2023)	100.00%	-
CCS-02b2. Determining if a crime has taken place (Active from Fall 2023)	100.00%	-
CCS-02b3. Identifying Predominant aggressor (Active from Fall 2023)	100.00%	-
CCS-02b4. Establishing Probable cause (Active from Fall 2023)	100.00%	-
CCS-03. The student will identify crisis states and crisis interventions when dealing with emotionally disturbed individuals. Select and apply appropriate skills for dealing with people in crisis to include mental illness, extreme emotional distress, and or drugs/alcohol (Active from Fall 2023)	100.00%	-
CCS-04. The student will apply effective techniques for diffusing conflict through the use of oral-verbal and non-verbal communication skills. (Active from Fall 2023)	100.00%	-
CCS-05. The student will demonstrate the importance, purpose and format for investigative notes. (Active from Fall 2023)	100.00%	-
CCS-06. The student will describe and demonstrate the characteristics of effective investigative reports and	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
what types of reports may be required. (Active from Fall 2023)		
CCS-07. The student will identify and evaluate incidents of ethnic intimidation, hate crimes, and the responsibilities of peace officers relative to these crimes. (Active from Fall 2023)	100.00%	-
CCS-07a. The student will explain the importance of prompt and broad police response to ethnic intimidation (18-9-121, C.R.S.) and "hate crimes," (Active from Fall 2023)	100.00%	-
CCS-07b. To include: accurate and thorough evidence gathering, report writing, intervention and follow up investigations. (Active from Fall 2023)	100.00%	-
CCS-08. The student will explain and identify the dynamics of prejudice, discrimination, and implicit bias. (Active from Fall 2023)	100.00%	-
CCS-09. The student will evaluate and analyze the legal provisions and terms pertaining to bias crimes, ethnic intimidation, and civil damages. (Active from Fall 2023)	100.00%	-
CCS-10. The student will examine and understand the impact of racial and ethnic issues on contemporary society. (Active from Fall 2023)	100.00%	-

3. What Will You Do Next?

The overall assessment of cadets is fair and accurate, so there is no need to change the assessment process.

However, to improve the student learning, each state approved academy in Colorado will be providing current teaching techniques (active learning) to each instructor and especially for those instructors who have never attend a train the trainer class. There is no timeline established for this training as it was just discussed at the lase POST meeting.

Action Plan

Action	Goal	Timeline	Participants
Follow post guidelines for instructor development	Provide updated training for all academy instructors.	No timeline has been established	All academy instructors

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Machining & Industrial Technology Maintenance

1. What Did You Do?

A. Assessment Activities

[blank]

B. Participation

[blank]

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Machining & Industrial Technology	-	-
ISLO	44.18%	small class size
ISLO1: Critical Thinking & Problem Solving	87.50%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	-	-
1b: Explore implications, inferences, assumptions, and alternate solutions	-	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	-	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	87.50%	-
ISLO2: Effective Communication	100.00%	-
2a: Organize and express ideas clearly in both written and oral communication	100.00%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	100.00%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	100.00%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	100.00%	-
ISLO3: Quantitative Reasoning	35.19%	small class size
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	35.19%	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	43.13%	small class size
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	87.50%	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	40.79%	small class size
ISLO5: Professionalism	87.50%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	87.50%	-
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

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2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Machining & Industrial Technology Maintenance	-	-
Architectural Eng./Construction Mgmt.	-	-
PSLO	-	-
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work. (Active from Spring 2017)	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities. (Active from Spring 2017)	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard. (Active from Spring 2017)	-	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer) (Active from Fall 2022)	65.22%	-
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers) (Active from Fall 2022)	48.28%	-
Carpentry	-	-
No PSLOs for this program	-	-
Computer Aided Drafting	-	-
PSLO	-	-
PSLO 1a: Professionalism - Attendance: Attends Class regularly arrives on time and responsible for work (Active from Spring 2018)	-	-
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work. (Active from Spring 2017)	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities (Active from Spring 2018)	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities. (Active from Spring 2017)	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard (Active from Spring 2018)	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard. (Active from Spring 2017)	-	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer) (Active from Fall 2022)	-	-
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers) (Active from Fall 2022)	-	-
Construction Technology	-	-
PSLO	-	-
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work. (Active from Spring 2017)	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities. (Active from Spring 2017)	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard. (Active from Spring 2017)	-	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer) (Active from Fall 2022)	-	-

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PSLO	Target Achievement Rate	Comments/ Clarifications
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers) (Active from Fall 2022)	-	-
Electronics	-	-
PSLO	-	-
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work. (Active from Spring 2017)	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities. (Active from Spring 2017)	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard. (Active from Spring 2017)	-	-
PSLO 1d: Professionalism - Attitude (Active from Spring 2023)	87.50%	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer) (Active from Fall 2022)	-	-
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers) (Active from Fall 2022)	-	-
PSLO 3. Apply critical thinking skills in building electronic and hydraulic circuits. (Active from Fall 2016)	87.50%	-
PSLO 4. Programing PLC's (Active from Spring 2018)	-	-
PSLO 5. Trouble Shooting Electronic Circuits (Active from Spring 2018)	87.50%	-
PSLO 6. Building Electronic Circuits (Active from Spring 2018)	100.00%	-
PSLO 7. Execution of quality workmanship (Active from Spring 2023)	87.50%	-
Energy Technology	-	-
No PSLOs for this program	-	-
Engineering	-	-
PSLO	-	-
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work. (Active from Spring 2017)	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities. (Active from Spring 2017)	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard. (Active from Spring 2017)	-	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer) (Active from Fall 2022)	-	-
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers) (Active from Fall 2022)	-	-
PSLO 3. Apply critical thinking skills in building electronic and hydraulic circuits. (Active from Fall 2016)	-	-
Engineering Graphic Technology	-	-
PSLO	-	-
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work. (Active from Spring 2017)	-	-

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PSLO	Target Achievement Rate	Comments/ Clarifications
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities. (Active from Spring 2017)	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard. (Active from Spring 2017)	-	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer) (Active from Fall 2022)	-	-
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers) (Active from Fall 2022)	-	-
Machining Technology	-	-
PSLO	-	-
Become Mastercam certified using MastercamU software. (Active from Spring 2017)	-	-
PSLO 01a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work. (Active from Spring 2017)	-	-
PSLO 01b: Professionalism - Preparedness: Prepared for all lab and class activities. (Active from Spring 2017)	-	-
PSLO 01c: Professionalism - Appearance: Appearance is in line with class or lab standard. (Active from Spring 2017)	-	-
PSLO 01d: Professionalism - Quality of Work (Active from Spring 2018)	-	-
PSLO 01e: Professionalism - Teamwork (Active from Spring 2018)	-	-
PSLO 01f: Professionalism - Respect (Active from Spring 2018)	-	-
PSLO 02a: Demonstrates proficiency with measurement tools (Micrometer) (Active from Fall 2022)	17.86%	-
PSLO 02b: Demonstrates proficiency with measurement tools (Dial Calipers) (Active from Fall 2022)	14.29%	-
PSLO 02c: Demonstrates proficiency with measurement tools (Steel Ruler) (Active from Spring 2023)	32.14%	-
PSLO 02d: Demonstrates proficiency with measurement tools (Depth Micrometer) (Active from Spring 2023)	-	-
PSLO 03. Demonstrate the basic operation and programming of CNC Lathe using NIMS Credentialing Standards. (Active from Spring 2018)	-	-
PSLO 04. Demonstrate Mastery at Setup and Programming of CNC Lathes using NIMS Credentialing Standards. (Active from Spring 2018)	-	-
PSLO 05. Demonstrate Mastery at Setup and Programming of CNC Mills using NIMS Credentialing Standards. (Active from Spring 2018)	-	-
PSLO 06. Demonstrate mastery in geometric construction and tool-pathing competencies required to pass the Mastercam certification test. (Active from Spring 2017)	-	-
PSLO 07. Demonstrate mastery in the setup and operating of the manual lathe using NIMS Credentialing Standards. (Active from Spring 2018)	-	-
PSLO 08. Demonstrate mastery in the setup and operating of the manual mill using NIMS Credentialing Standards. (Active from Spring 2018)	-	-
PSLO 09a: Demonstrate proficiency in Applied Mathematics (Active from Fall 2019)	-	-
PSLO 09b: Demonstrate proficiency in Geometrical Dimensioning & Tolerancing (Active from Fall 2019)	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
PSLO 09c: Demonstrate proficiency in Machine Maintenance (Active from Fall 2019)	-	-
PSLO 09d: Demonstrate proficiency in Machine Operation & Controls (Active from Fall 2019)	-	-
PSLO 09e: Demonstrate proficiency in Measurement Tools (Active from Fall 2019)	-	-
PSLO 09f: Demonstrate proficiency in Measurements (Active from Fall 2019)	-	-
PSLO 09g: Demonstrate proficiency in Operations (Active from Fall 2019)	-	-
PSLO 09h: Demonstrate proficiency in Process Planning (Active from Fall 2019)	-	-
PSLO 09i: Demonstrate proficiency in Programming (Active from Fall 2019)	-	-
PSLO 09j: Demonstrate proficiency in Setup (Active from Fall 2019)	-	-
PSLO 09k: Demonstrate proficiency in Part Completion (Active from Fall 2019)	-	-
PSLO 09l: Demonstrate proficiency in Shop Safety (Active from Fall 2019)	-	-
PSLO 10: Demonstrate the basic operation and programming of CNC Mill using NIMS Credentialing Standards. (Active from Spring 2018)	-	-
PSLO 1a: Professionalism - Attendance: Attends Class regularly arrives on time and responsible for work. (Active from Spring 2018)	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities. (Active from Spring 2018)	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard. (Active from Spring 2018)	-	-
Use applied mathematics using NIMS process-planning work sheets and related lab work. (Active from Spring 2017)	-	-
Manufacturing Technology	-	-
PSLO	-	-
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work. (Active from Spring 2017)	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities. (Active from Spring 2017)	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard. (Active from Spring 2017)	-	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer) (Active from Fall 2022)	-	-
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers) (Active from Fall 2022)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
ELT1206 - Fundamentals of DC/AC	-	-

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CSLO	Target Achievement Rate	Comments/Clarifications
01. Identify and practice safe work habits. (Active from Summer 2016)	87.50%	-
02. Describe first aid for electrical shock. (Active from Summer 2016)	87.50%	-
03. Convert between metric prefixes. (Active from Summer 2016)	87.50%	-
04. Measure voltage, current and resistance with an analog and digital multimeter. (Active from Summer 2016)	87.50%	-
05. Identify electronic components by their shape, symbols and reference designators. (Active from Summer 2016)	87.50%	-
06. Determine the value and tolerance of a color-coded resistor. (Active from Summer 2016)	87.50%	-
07. Describe the construction and applications of potentiometers. (Active from Summer 2016)	87.50%	-
08. Apply Ohm's law. (Active from Summer 2016)	87.50%	-
09. Calculate power and energy. (Active from Summer 2016)	87.50%	-
10. Apply Kirchhoff's voltage and current laws. (Active from Summer 2016)	87.50%	-
11. Calculate voltage, current and resistance in a series resistive circuit, parallel resistive circuit and series-parallel resistive circuit. (Active from Summer 2016)	87.50%	-
12. Troubleshoot series-parallel circuits for opens and shorts. (Active from Summer 2016)	87.50%	-
13. Explain the operation of electromagnetic devices (Active from Summer 2016)	87.50%	-
14. Explain the operation of reactive devices (inductors and capacitors) (Active from Summer 2016)	87.50%	-
15. Test/troubleshoot reactive devices (inductors and capacitors) (Active from Summer 2016)	87.50%	-
16. Describe various types of inductors and capacitors. (Active from Summer 2016)	87.50%	-
17. Describe alternating current. (Active from Summer 2016)	87.50%	-
18. Convert between RMS and peak voltage. (Active from Summer 2016)	87.50%	-
19. Convert between frequency and period, and measure frequency, period and voltage with an oscilloscope. (Active from Summer 2016)	87.50%	-
20. Construct and test circuits with resistors, inductors and capacitors. (Active from Summer 2016)	87.50%	-
ELT2089 - Capstone: Automated Systems	-	-
04. Evaluate the systems available, and make recommendations of applicable technology. (Active from Spring 2018)	87.50%	-
05. Fabricate and evaluate robotic workcells (low technology workcell: hydraulic and pneumatic, medium technology workcell: non-servo hydraulic, programmable logic controller,	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
high technology workcell: servo-controlled robot computer controlled with several peripherals). (Active from Spring 2018)		
09. Identify and follow maintenance and trouble shooting procedures relative to robotic workcells. (Active from Spring 2018)	87.50%	-
MAC2065 - Mechanical Components	Many 100% results - please review/comment	-
01. Demonstrate safe working practices when servicing mechanical components. (Active from Fall 2019)	100.00%	-
02. Identify different keys and keyways. (Active from Fall 2019)	100.00%	-
03. Recognize different belt and chain drives. (Active from Fall 2019)	100.00%	-
04. Describe proper installation procedures for pulleys, belts and chain drives. (Active from Fall 2019)	100.00%	-
05. Demonstrate the procedure for the alignment of shafts, couplings, gears, and different drivers that are commonly used in manufacturing. (Active from Fall 2019)	100.00%	-
06. Show the proper installation of seals, gears and shafts. (Active from Fall 2019)	100.00%	-
07. Compute proper gear ratios. (Active from Fall 2019)	100.00%	-
08. Calculate lengths and speeds for belt and chain drives. (Active from Fall 2019)	100.00%	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
build a better assessment test	for students to pass at a 90% for their level of training.	year end 2024	all students

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Mathematics

1. What Did You Do?

A. Assessment Activities

In 2023 the Math Department assessed MAT 0300, MAT 1120, MAT 1140, MAT 1150, MAT 1160, MAT 1240, MAT 1340, MAT 1420, MAT 1400, MAT 1260, MAT 1220, MAT 1230, MAT 2410, MAT 2420.

MAT 1240, MAT 1340, MAT 1420, MAT 1400, MAT 2410, MAT 2420 used the GT Pathways Quantitative Literacy Rubric.

MAT 0300, MAT 1120, MAT 1140, MAT 1150, MAT 1160, MAT 1260, MAT 1220, MAT 1230 used the MAT PSLO Rubric.

In 2024, we will continue to use the same assessments and assess the same learning outcomes as 2023.

B. Participation

The 2023 data indicated an increase in participation from 2022. That is great since that was our goal in 2022! We only had one full time faculty not complete an assessment. That is much better than the seven in 2022. The one FT faculty that did not complete an assessment was for a summer class. Our goal did not include summer because we did not consider summer to be a full term. However, moving forward we will start including summer as a 'full term'. In our part time instructors, we only had six people not complete at least one assessment each term. That was an improvement over the previous year when we had nine part time instructors not complete an assessment. Moving forward we will do better because now we know who the part time instructors at branch campuses are so we will be able to better communicate moving forward. In 2024, we will continue to use consistent rubrics for each course for spring and fall semesters. The goal in 2024 is for all faculty and instructors teaching college campus and online sections of the courses listed in Part A above will participate in at least one assessment each term (including summer).

An emphasis on communication from the department assessment coordinator to faculty and instructors will continue to be made throughout the spring, summer and fall of 2024 to encourage and support better participation.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Mathematics	-	-
ISLO	69.25%	-
ISLO1: Critical Thinking & Problem Solving	80.45%	As a department we are doing very well on this ISLO. This number went up significantly from last year.
1a: Interpret, analyze, and assess available evidence, information, and ideas	81.82%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	81.82%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	78.18%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	80.00%	-

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ISLO	Target Achievement Rate	Comments/Clarifications
ISLO2: Effective Communication	67.63%	We are almost at the target threshold of 70%!
2a: Organize and express ideas clearly in both written and oral communication	67.63%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	67.63%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	68.59%	We are almost at the target threshold of 70%! Unfortunately this number went down from last year but the decrease is not statistically significant.
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	67.65%	-
3b: Represent information as numerical data, functions, and formulae	68.80%	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	68.36%	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	69.38%	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	68.99%	-
3f: Interpret numerical data and calculations in defense of an argument	68.99%	-
ISLO4: Textual Literacy	68.99%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	68.99%	-
ISLO5: Professionalism	-	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	-	-
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Mathematics	-	-
PSLO	-	We are almost at the target threshold of 70% in all of the categories below!!! Some of these numbers are brought down by our entry level math classes. That is to be expected. As students take higher math classes, they tend to perform better on these PSLO's.
1. Interpret Information: Explain information presented in mathematical forms (e.g., equations, graphs, diagrams, tables, words). (Active from Spring 2017)	68.47%	-
2. Represent Information: Convert information into and between various mathematical forms (e.g., equations, graphs, diagrams, tables, words). (Active from Spring 2017)	68.86%	-
3. Address Assumptions: Describe and support assumptions in estimation, modeling, and data analysis, used as appropriate for the course (for statistics courses). (Active from Spring 2017)	69.62%	-
4. Perform Calculations: Solve problems or equations at the appropriate course level, and use appropriate mathematical notation (Active from Spring 2017)	67.37%	-
5. Apply & Analyze Information: Make use of graphical objects (such as graphs of equations in two or three variables, histograms, scatterplots of bivariate data, geometrical figures, etc.) to supplement a solution to theoretical and application	68.99%	-

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PSLO	Target Achievement Rate	Comments/Clarifications
problems at the appropriate course level. (Active from Spring 2017)		
6. Communicate Using Mathematical Forms (Quantitative Literacy: Express mathematical analysis symbolically, graphically, and in written language that clarifies/justifies/summarizes reasoning (may also include oral communication). (Active from Spring 2017)	67.63%	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
MAT1160 - Financial Mathematics	Many 100% results - please review/comment	This was a summer course with only 9 students. Four students scored exemplary, three students scored accomplished and two scored N/A on each of the items in the rubric. Given that it was such a small sample size, it is reasonable that students enrolled in such a small class could have performed this well. Additionally, since this is a Course Level Performance it makes sense that students who pass a class would be exemplary or accomplished on the CSLOs.
01. Use proportion, base, and rate to solve financial math applications. (Active from Fall 2019)	100.00%	-
02. Interpret business expense accounts. (Active from Fall 2019)	100.00%	-
03. Apply mathematical calculations to various investment options. (Active from Fall 2019)	100.00%	-
04. Apply mathematical calculations to various loan types. (Active from Fall 2019)	100.00%	-
05. Apply mathematical calculations to various tax and payroll scenarios. (Active from Fall 2019)	100.00%	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Increase Part-Time and Full-Time Instructor participation in 2024.	All PT and FT to complete at least one assessment in eLumen for each term (spring, summer, fall).	Spring, Summer, and Fall 2024	All PT and FT instructors including all campuses and online.

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Media Communications

1. What Did You Do?

A. Assessment Activities

Department Themes and Interests: Major overhaul of assessment rubrics and mapping updates were focused on this academic year. The goal was to improve reporting and create consistency with the actual performance of students in the media communications programs. We are pleased to report that the current reporting is better aligned and reflective of the performance of students in the programs.

We also removed CSLO assessments that focused on or mapped ONE CSLO to a PSLO and so forth. This improved the overall reflection of the assessment as a program. Instead of individual CSLO – ALL courses were assessed based on a *Signature Assignments* and rubrics that clearly defined the expectations of professional skills attainment.

Signature Assignments were key to understanding and assessing accurate our intended outcomes.

Continuation of First- and Second-Year Cohort Course Assessments.

First Year Cohort Course Assessments

Media Communications 1011: Students Functional Use of Adobe Photoshop Timed assessment of student's application of skills learned in Adobe Photoshop One. Student must use the provided images to recreate with accuracy the provided sample file. This includes core raster editing skills such as basic transformations, making accurate selections, layer stacking- order, and vector shape building, while using non-destructive editing techniques. Students must apply the appropriate layer masks, clipping mask, and alpha channels. Students must submit the native Photoshop documents with layers, as well as standard file types used for production in the media industry. (note: Greece)

Media Communications 1002: Promotional Commercial Prototype Using Adobe Premier Students are required to create a 60 second, 30 second, and 10 second commercial to promote a product of their choice. This is an early formative assessment of their use of time-based media technology. They are expected to create a seamless commercial with basic communication goals.

Second Year Cohort Course Assessments

Graphic Design Student Mid-Program Portfolio Review Students are asked to gather media/graphics examples of their work from the core of their "first year" experience. Students have approximately 30 credit hours applied to their academic degree. They must present work that demonstrates raster, vector, page layout, and traditional art mediums (photography, drawing) in their body of work. They are assessed on the appropriateness of the software used and the quality of execution. Students are then informed of where their portfolios can improve over the remaining "second year" course work. Student portfolios are then reevaluated when completing their final professional portfolios in MGD 289 Capstone course.

MGD 2080 Professional behavior in workplace SP23 Students are placed in a professional work place and expected to perform the duties as expected of a junior designer/web developer. Internship hosts are asked to provide assessment of the student's performance at mid-term and again at semester end. Goals and expectation are outlined within the first two weeks of class. The instructor monitors and guides the student as well as assess and compiles information regarding their performance onsite with the intern host. Students are also required to write a personal journal and assess themselves with identical criteria provided to the instructor and the host. ISLO5: Professionalism & Social Consciousness PSLO 10: Model ethical principles [truth, accuracy, fairness, and diversity] and respectful responsibility to themselves, the media discipline, the media profession, and society.

MGD 2089 Self-Defined and Self-Driven Media Project: Students are asked to complete a media project that they pre-determine. They are asked to use industry standard Scope of Work to define their project. They must present research, project planning timelines, and prepare a media project that reflects their competencies based on their area of study within the media communications programs. Students are observed on professionalism in the classroom, written and verbal communication, and quality of the media project. ISLO 5 Professionalism & Social Consciousness PSLO 10 Model ethical principles [truth, accuracy, fairness, and diversity] and respectful

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responsibility to themselves, the media discipline, the media profession, and society

MGD 2089 SP22 Assessment of Student Competency in FINAL Graduating Portfolio Students are required to gather a body of work that demonstrates the overall learning outcomes of the Media Communications Programs. They are to choose 10-12 pieces that they feel are the best representation of the skills obtained in the ≥60 credits earned.

B. Participation

Participation in satisfactory and meets minimum expectations expected. Full-time Faculty is 100% participation.

2. What Did You Learn?

Students are performing at or ABOVE the level expected for skills attainment.

Second year student consistently perform well by applying the professional and ethical practice taught in first-year courses by meeting expectations above 82%.

Removal of Pre- and Post-Test improved assessment reporting and results.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Media Communications	-	-
ISLO	77.06%	-
ISLO1: Critical Thinking & Problem Solving	-	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	-	-
1b: Explore implications, inferences, assumptions, and alternate solutions	-	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	-	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	-	-
ISLO2: Effective Communication	-	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	-	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	70.73%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	70.73%	at expectations
ISLO5: Professionalism	82.95%	above expectations
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	77.27%	above expectations
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	95.45%	exceeds expectations
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	86.36%	above expectations
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	72.73%	at expectations
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

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2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/ Clarifications
Media Communications	-	-
Computer Web-Based	-	-
PSLO	-	-
PSLO 01: Select tools and technologies appropriate for the communications professions in which they work. (Active from Spring 2020)	-	-
PSLO 02: Effectively use industry required digital media technology/software to execute media based projects appropriate to the field in which they work. (Active from Spring 2020)	-	-
PSLO 03: Analyze information [research] needed to make informed decisions appropriate for the media communications professions. (Active from Spring 2020)	-	-
PSLO 04: Demonstrate essential design/communication skills by creating visual/written solutions to communication problems. (Active from Spring 2020)	-	-
PSLO 05: Interpret the diversity of demographics in community, country and global society in accordance with media communication best practices. (Active from Spring 2020)	-	-
PSLO 06: Critically evaluate their own work and that of others for clarity, appropriate style, correct use of technology, and grammatical correctness as required within a variety of written and/or visual media communications solutions. (Active from Spring 2020)	-	-
PSLO 07: Adapt to the changing environment of emerging media and its impact upon social, cultural, ethical, and economic issues. (Active from Spring 2020)	-	-
PSLO 08: Contribute abilities to work cooperatively as a team in order to solve media communications problems. (Active from Spring 2020)	-	-
PSLO 09: Interpret numerical data specific to audience analysis in order to formulate reasonable conclusions that apply to solving communications problems. (Active from Spring 2020)	-	-
PSLO 10: Model ethical principles [truth, accuracy, fairness and diversity] and respectful responsibility to themselves, the media discipline, the media profession, and society. (Active from Spring 2020)	-	-

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PSLO	Target Achievement Rate	Comments/ Clarifications
Journalism	-	-
PSLO	-	-
PSLO 01: Select tools and technologies appropriate for the communications professions in which they work. (Active from Fall 2018)	-	-
PSLO 02: Effectively use industry required digital media technology/software to execute media based projects appropriate the field in which they work. (Active from Fall 2018)	-	-
PSLO 03: Analyze information [research] needed to make informed decisions appropriate for the media communications professions. (Active from Fall 2018)	-	-
PSLO 04: Demonstrate essential design/communication skills by creating visual/written solutions to communication problems. (Active from Fall 2018)	-	-
PSLO 05: Interpret the diversity of demographics in community, country and global society in accordance with media communication best practices. (Active from Fall 2018)	-	-
PSLO 06: Critically evaluate their own work and that of others for clarity, appropriate style, correct use of technology, and grammatical correctness as required within a variety of written and/or visual media communications solutions. (Active from Fall 2018)	-	-
PSLO 07: Adapt to the changing environment of emerging media and its impact upon social, cultural, ethical, and economic issues. (Active from Fall 2018)	-	-
PSLO 08: Contribute abilities to work cooperatively as a team in order to solve media communications problems. (Active from Fall 2018)	-	-
PSLO 09: Interpret numerical data specific to audience analysis in order to formulate reasonable conclusions that apply to solving communications problems. (Active from Fall 2018)	-	-
PSLO 10: Model ethical principles [truth, accuracy, fairness and diversity] and respectful responsibility to themselves, the media discipline, the media profession, and society. (Active from Fall 2018)	-	-
Multimedia and Graphic Design	-	-
PSLO	-	-
06. Evaluate the relevance and reliability of information [research] required to make informed decisions appropriate for the media communications profession. (Active from Spring 2023)	-	-

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PSLO	Target Achievement Rate	Comments/ Clarifications
07b. Model ethical principles [truth, accuracy, fairness, and diversity] with respect to themselves and society. (Active from Spring 2023)	-	-
PSLO 07: Adapt to the changing environment of merging media and its impact social, cultural, ethical, and economic issues. (Active from Spring 2018)	-	-
11. Select tools and technologies appropriate for the communications professions in which they work. (Active from Spring 2023)	70.73%	at expectations
01. Interpret the diversity of demographics and psychographics in their community, country and global society in accordance with media communication best practices. (Active from Spring 2023)	-	-
05. Locate relevant and reliable information [research] from a variety of sources as appropriate required to make informed decisions appropriate for the media communications profession. (Active from Spring 2023)	-	-
03. Employ essential communication strategies to create visual/written solutions to communication problems that consider the values, knowledge, interests, and needs a defined audience. (Active from Spring 2023)	-	-
02. Interpret the diversity of demographics and psychographics in their community, country and global society in accordance with media communication best practices. (Active from Spring 2023)	-	-
08. Critically evaluate their own work and that of others for clarity, appropriate style, correct use of technology, and grammatical correctness as required within a variety of written and/or visual media communications solutions. (Active from Spring 2023)	-	-
10. Adapt to the changing environment of merging media and its impact on social, cultural, ethical, and economic issues. (Active from Spring 2023)	-	-
09. Contribute abilities to work collaboratively to solve media communications problems. (Active from Spring 2023)	-	-
04. Interpret numerical data specific to audience analysis to formulate reasonable conclusions that apply to solving communications problems. (Active from Spring 2023)	-	-
07a. Model ethical principles [truth, accuracy, fairness, and diversity] with respect to the media discipline and the media profession. (Active from Spring 2023)	-	-
Radio and Television	-	-
PSLO	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
PSLO 01: Select tools and technologies appropriate for the communications professions in which they work. (Active from Fall 2018)	-	-
PSLO 02: Effectively use industry required digital media technology/software to execute media based projects appropriate to the field in which they work. (Active from Spring 2020)	-	-
PSLO 03: Analyze information [research] needed to make informed decisions appropriate for the media communications professions. (Active from Fall 2018)	-	-
PSLO 04: Demonstrate essential design/communication skills by creating visual/written solutions to communication problems. (Active from Fall 2018)	-	-
PSLO 05: Interpret the diversity of demographics in community, country and global society in accordance with media communication best practices. (Active from Fall 2018)	-	-
PSLO 06: Critically evaluate their own work and that of others for clarity, appropriate style, correct use of technology, and grammatical correctness as required within a variety of written and/or visual media communications solutions. (Active from Fall 2018)	-	-
PSLO 07: Adapt to the changing environment of emerging media and its impact upon social, cultural, ethical, and economic issues. (Active from Fall 2018)	-	-
PSLO 08: Contribute abilities to work cooperatively as a team in order to solve media communications problems. (Active from Fall 2018)	-	-
PSLO 09: Interpret numerical data specific to audience analysis in order to formulate reasonable conclusions that apply to solving communications problems. (Active from Fall 2018)	-	-
PSLO 10: Model ethical principles [truth, accuracy, fairness and diversity] and respectful responsibility to themselves, the media discipline, the media profession, and society. (Active from Fall 2018)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
No CSLO data	-	We find that CSLOs do not correlate with our departments advantage of the ability to mentor and instruct cohorts of students. Students take 24-45 credit hours with instructional staff within the department the sample size of course level work is small and impacts data negatively as we are focus on majors participating the entirety of the program.

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3. What Will You Do Next?

No changes will be made at this time. In terms of use of PSL rubrics and focus on

We find that CSLOs do not correlate with our departments advantage of the ability to mentor and instruct cohorts of students. Students take 24-45 credit hours with instructional staff within the department the sample size of course level work is small and impacts data negatively as we are focus on majors participating the entirety of the program.

The realities of CO Online and the impact of student retention and skills attainment has been negative. We considered both the aspect of online learning for students gaining core skills as a first year (often first generations college student), and the changing attitudes of student's ethics as learners. We will explore the course work and assessment of student performance in advanced courses as it relates to CO Online skills attainment. Our focus will be on how to adapt to the changes at the system level and the consequences of the statewide impact of services areas.

The department discussed the concern and changing dynamics of student attitudes and participation. Course sample sizes have continued to decrease and has been negatively impacted by the availability of CO Online courses. Courses that are not developed or managed by our local team. We have observed students strictly taking CO Online courses are not meeting core expectations of skills as the enter advanced course materials. There is a loss of cohesive *flow*, and it has interrupted instruction in the classroom. Student retention of required skills in advanced sections seems to be the culprit. Student attitudes and decreasing, while only meeting minimum expectations are negatively impacting student performance in the workplace. Instructional staff is highly concerned about maintain rigor in the classroom while balancing retention, and the overall health of the Media Programs.

Proactive steps are being considered. Considerations of online content being offered must be supported by local leadership.

We anticipate future inconsistencies in data reporting should CE and CO@ instructors begin assessing ONLY on a course level expectation. It would damage the overall expectations of our Pueblo student performance as majors. I would like to see aggregated data points that separate local efforts from statewide efforts. This could assist the department determining gaps and make efforts adjust instruction as necessary.

We also recognize that the department has a distinct advantage of being able to see student growth and improvement in performance between first- and second-year studies. We take advantage of the opportunity to truly gain trust and understanding with students. Creating the ability to individualize instruction to their individual needs. The current practices and expectations of CCCS, "customer service", and the focus on convenience and access will inherently impact the ability to mentor students within programs in this way.

Career mentoring plays a large role in the departments ethos and we foresee struggles in being able to retain and reach expected skills attainment previously reached.

Action Plan

Action	Goal	Timeline	Participants
Timely Date Input and Reporting	The goals is to prioritize duties for timely input of data and reporting to assist assessment team in providing feedback.	Spring 2024, Summer 2024, And Fall 2024 Deadlines	Shoaf

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Medical Assisting

1. What Did You Do?

A. Assessment Activities

[blank]

B. Participation

[blank]

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Medical Assisting	-	-
ISLO	82.02%	-
ISLO1: Critical Thinking & Problem Solving	82.76%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	85.88%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	-	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	-	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	74.19%	-
ISLO2: Effective Communication	100.00%	-
2a: Organize and express ideas clearly in both written and oral communication	100.00%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	100.00%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	-	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	73.91%	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	72.73%	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	75.00%	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	-	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	-	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	-	-
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Medical Assisting	No PSLO data	-
Medical Assisting Profession	-	-
PSLO	-	-
PSLO1: Define ethical parameters within the medical office. (Active from Fall 2021)	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
PSLO2: Demonstrate clinical techniques as related to the medical office. (Active from Fall 2021)	-	-
PSLO3: Explain the administrative duties of the medical office. (Active from Fall 2021)	-	-
PSLO4: Validate academic knowledge to successfully pass the AMT Registered Medical Assistant Certification examination. (Active from Fall 2021)	-	-
PSLO5: Safely practice medical assisting functions with supervision and direction. (Active from Fall 2021)	-	-
PSLO6: Perform calculations for clinical pharmacology. (Active from Fall 2021)	-	-
Medical Office Terminology	-	-
PSLO	-	-
PSLO1: Define ethical parameters within the medical office. (Active from Spring 2017)	-	-
PSLO2: Demonstrate clinical techniques as related to the medical office (Active from Spring 2017)	-	-
PSLO3: Explain the administrative duties of the medical office. (Active from Spring 2017)	-	-
PSLO4: Validate academic knowledge to successfully pass the AMT Registered Medical Assistant Certification examination. (Active from Spring 2017)	-	-
PSLO5: Safely practice medical assisting functions with supervision and direction. (Active from Spring 2017)	-	-
PSLO6: Perform calculations for clinical pharmacology. (Active from Spring 2017)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
No CSLO Data	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
[blank]	[blank]	[blank]	[blank]

2023 Annual Improvement Plan – Assessment of Student Learning

Nursing Aide

1. What Did You Do?

A. Assessment Activities

PCC NUA will continue to assess and build on NUA 1001 soft skills rubric, CSLO rubric, PSLO rubric, NUA 1070 soft skills PSLO rubric, 1070 CSLO rubric, 1070 clinical terminal competencies.

B. Participation

Out of 10 instructors for Sprg 23 we had 5/10 participate and one of those individuals did not teach a class in spring and is PT, One just started with the High School, and the other PT instructor was new and did not know about elumen and assessment, one instructor left position. Summer 23 4 out of 4 instructors completed assessment, fall of 23 we had 2 out of 10 instructors' complete assessments due to lack of knowledge about assessments. We have provided training and improvements are noted.

2. What Did You Learn?

Instructors need continued reminders and training on assessment at the end of classes, because our program has 2 cohorts each semester frequent reminders are needed.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Nursing Aide	-	-
ISLO	83.61%	-
ISLO1: Critical Thinking & Problem Solving	-	Continue with current assess
1a: Interpret, analyze, and assess available evidence, information, and ideas	-	-
1b: Explore implications, inferences, assumptions, and alternate solutions	-	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	-	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	-	-
ISLO2: Effective Communication	91.56%	Continue with current assess
2a: Organize and express ideas clearly in both written and oral communication	95.50%	continue with current assess
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	88.55%	continue with current assess
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	-	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	78.25%	continue with current assess, however frequent reminders in class and review of current practice
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	76.68%	continue current assess, Encourage students to complete assignments
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	80.13%	continue current assess, reminders to instructors about behavior procedure and developed form
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

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2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Nursing Aide	-	-
PSLO	-	-
1. Describe the functions of body systems and identify stages of growth and development appropriate to the nursing assistant scope of practice. (Active from Spring 2017)	66.13%	Initiated activities at the HALC and will continue assess
2. Describe the roles and responsibility of nursing assistants including ethics, legal responsibilities, and state regulations. (Active from Spring 2017)	51.61%	Continue assess, students have access to the regulations and nurse aide practice in d2l content
3. Demonstrate professional communication skills in all interactions with patients and colleagues, including recording and reporting. (Active from Spring 2017)	88.55%	continue assess
4. Demonstrate safety and infection control practices that comply with standards of practice for nursing assistants. (Active from Spring 2017)	95.00%	continue assess
5. Define common medical terms and abbreviations used in health care. (Active from Spring 2017)	-	-
6. Demonstrate competency with all skills required for certification. (Active from Spring 2017)	56.00%	continue assess, credentia has changed their skills book, revision of skills lab check list, and how skills are evaluated
7. Comply with privacy and confidentiality laws. (Active from Spring 2017)	89.16%	continue current assess
8. Demonstrate behaviors consistent with professional work ethics in compliance with policies and procedures of clinical sites. (Active from Spring 2017)	51.61%	Continue current assess, have added review of entire course in the first day orientation
9. Clearly introduce and explain procedures to patient/client/resident. (Active from Spring 2019)	95.50%	continue current assess

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
NUA1001 - Nurse Aide Health Care Skills	-	-
01. Establish effective communication and interact competently with clients and the interdisciplinary team on a one-on-one basis. (Terminal Competency 1 SBON) (Active from Fall 2019)	97.92%	continue current assess
02. Demonstrate sensitivity to clients' emotional, social, and mental health needs through skillful, directed interactions. (Terminal Competency 2 SBON) (Active from Fall 2019)	97.92%	continue current assess
03. Discuss promoting and assisting clients to attain and maintain independence, recognizing each individual's capabilities in regards to ADLs, hygiene, grooming, nutrition, and elimination. (Terminal Competency 3 SBON) (Active from Fall 2019)	97.92%	continue current assess

2023 Annual Improvement Plan – Assessment of Student Learning

CSLO	Target Achievement Rate	Comments/Clarifications
04. Demonstrate knowledge and skills that support and promote each client's rights as well as respect for the client as an individual. (Active from Fall 2019)	100.00%	continue current assess
05. Demonstrate appropriate observational and documentation skills needed in the assessment of clients' health, physical condition, and well-being. (Terminal Competency 5 SBON) (Active from Fall 2019)	97.92%	continue current assess
06. Combine knowledge gained to function within the healthcare team in the nurse aide role. (Terminal Competency 6 SBON) (Active from Fall 2019)	97.92%	continue current assess
07. Demonstrate proficiency in skills required by the State Board of Nursing (SBON) Chapter 11 Rules and Regulations for Approval of Nurse Aide Training Programs. (Active from Fall 2019)	97.92%	continue current assess
NUA1070 - Nurse Aide Clinical Experience	-	-
01. Develops a relationship, communicate and interact competently on a one-to-one basis with clients and the interdisciplinary team. (Active from Fall 2019)	77.42%	continue current assess
02. Demonstrate sensitivity to clients emotional, social and mental health needs through skillful, directed interactions. (Active from Fall 2019)	51.61%	continue current assess, encourage student participation in hands on lab preparation and constructive feedback
03. Demonstrate knowledge & skills that support and promote each clients' rights as well as demonstrate respect for the client as an individual. (Active from Fall 2019)	51.61%	continue current assess, students are given this information in orientation, in the lab experience, and on the first day of clinicals
04. Demonstrate observational and documentation skills in the assessment of client's health, physical condition and well-being. (Active from Fall 2019)	66.13%	continue current assess, program will provide reminders to instructors

3. What Will You Do Next?

Because all assessments were not completed by all instructors

1. we will provide another elumen assessment training
2. We will add more tools and resources such as new beds, new manikins and HALC activities, and will add hands on skills practice before testing for state certification

This will see an improvement in the next assessment period

Improvement in the 2024 assessments completed

all nurse aide instructors

Action Plan

Action	Goal	Timeline	Participants
Provide elumen and assessment training	see improvement in assessments completed	Next assessment period	all nurse aide instructors

2023 Annual Improvement Plan – Assessment of Student Learning

Nursing

1. What Did You Do?

A. Assessment Activities

[blank]

B. Participation

Active participation significantly increased this year. The program had 100% of FT faculty completing assessments, with a total of 51 completed. Some faculty completed up to 8 assessments. Most of the part time faculty completed assessments as well 5/7, and all of these were on the SW Campus. Pueblo and Fremont Campus coordinators need to ensure adjuncts teaching didactic complete the required assessments in the future.

The plan going forward is for two rubrics be standard requirement for each course. This plan will be documented by joint faculty decision at spring retreat.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Nursing	-	-
ISLO	74.05%	-
ISLO1: Critical Thinking & Problem Solving	75.46%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	87.29%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	66.67%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	50.00%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	69.23%	-
ISLO2: Effective Communication	74.78%	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	96.30%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	73.24%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	96.30%	-
ISLO3: Quantitative Reasoning	87.50%	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	87.50%	-
3b: Represent information as numerical data, functions, and formulae	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	64.60%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	64.60%	-
ISLO5: Professionalism	81.07%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	89.47%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	94.74%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	75.38%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	73.85%	-
ISLO6: Social Consciousness	71.36%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	72.14%	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	64.29%	-
6c: Engage with local and extended communities to promote civic action and social improvement	78.57%	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	64.29%	-

2023 Annual Improvement Plan – Assessment of Student Learning

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/ Clarifications
Nursing	-	-
PSLO	-	-
BSN	-	-
01. Quality Care - Interpret research to employ best practice and use data to monitor the outcomes of care processes. Propose an evaluation process to continuously improve the quality and safety of health care systems and deliver quality care to individuals and diverse populations (QSEN, 2007/MA Nurse of the Future Competencies 2016). (E2,E3,E4,E7, E9) (Active from Spring 2023)	85.71%	-
02. Professionalism - Formulate a plan that demonstrates an enhanced commitment to professionalism embracing excellence, caring, legal and ethical practice, civility, accountability, and professional development (E2, E5, E6, E8, E9) (Active from Spring 2023)	93.75%	-
03. Communication - Evaluate communication and collaboration with colleagues, interprofessional groups and members of the community to promote health, safety and well-being across the lifespan and across the continuum of healthcare environment. (E2, E6, E7 , E8, E9) (Active from Spring 2023)	96.30%	-
04. Leadership - Evaluate the contribution of leadership, quality improvement principles, and impact of organizational systems in transforming, managing, and coordinating safe, quality, cost effective, person-centered care. (E2, E3, E5, E6, E8) (Active from Spring 2023)	100.00%	-
05. Critical Thinking/Clinical Reasoning - Integrate a systematic process of critical inquiry with nursing science, natural and behavioral sciences, arts and humanities to make evidence based practice decisions to improve the care of individuals, families, populations, and communities. (E1, E2, E3,E4, E5,E6.E7, E8, E9) (Active from Spring 2023)	87.10%	-
LPN	-	-
01. Provide safe, quality, patient-centered nursing care in a variety of healthcare settings considering basic research, evidence, and patient preferences as the basis for care. (nursing process, safety and patient-centered care) (Active from Spring 2023)	68.29%	-
02. Engage in critical thinking and clinical judgment to make patient-centered care decisions in collaboration with members of the healthcare team. (critical thinking, clinical decision making) (Active from Spring 2023)	62.62%	-
03. Participate in performance improvement/quality improvement activities to improve patient care. (quality improvement and safety) (Active from Spring 2023)	55.91%	-

2023 Annual Improvement Plan – Assessment of Student Learning

PSLO	Target Achievement Rate	Comments/ Clarifications
04. Collaborate with healthcare team members, the patient, and the patient's support persons to facilitate effective patient care. (teamwork and collaboration) (Active from Spring 2023)	60.75%	-
05. Use information technology to support and communicate the planning and provision of patient care. (informatics) (Active from Spring 2023)	56.07%	-
06. Manage care in a variety of healthcare settings for diverse patient populations through the process of planning, organizing, and directing. (leadership, advocacy) (Active from Spring 2023)	23.08%	-
07. Function within the scope of practice of the Practical Nurse incorporating professional, legal, and ethical guidelines. (professionalism, ethical behavior, legal principles, standards of practice) (Active from Spring 2023)	48.15%	-
08. Promote a culture of caring to provide support, compassion and culturally-competent, holistic care. (caring, holistic care, cultural competency) (Active from Spring 2023)	44.44%	-
ADN	-	-
01. Analyze the provision of safe, quality, evidenced-based, patient-centered nursing care in a variety of healthcare settings to diverse patient populations across the lifespan. (nursing process, safety, and patient-centered care) (Active from Spring 2023)	85.97%	-
02. Integrate critical thinking and clinical reasoning skills to make patient-centered care decisions. (Critical thinking, clinical decision making and nursing judgment) (Active from Spring 2023)	67.73%	-
03. Apply quality measures to improve patient care. (Quality improvement and safety) (Active from Spring 2023)	65.31%	-
04. Establish collaborative relationships with members of the interdisciplinary team, the patient, and the patient's support persons. (Teamwork and collaboration) (Active from Spring 2023)	72.91%	-
05. Apply information management principles, techniques, systems, and patient care technology to communicate, manage knowledge, mitigate errors, and support decision making. (Informatics) (Active from Spring 2023)	74.03%	-
06. Provide leadership in a variety of healthcare settings for diverse patient populations. (Leadership, management of care, delegation, and advocacy) (Active from Spring 2023)	-	-
07. Utilize professional, legal, and ethical guidelines in practice as a professional nurse. (Professionalism, ethical behavior, legal principles, and standards of practice) (Active from Spring 2023)	7.14%	-
08. Create a culture of caring to provide holistic, compassionate, and culturally competent care. (Caring, holistic care, and cultural competency) (Active from Spring 2023)	-	-

2023 Annual Improvement Plan – Assessment of Student Learning

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
NUR1010 - Pharmacology Practical Nursing	-	-
01. Describe safe, quality, patient-centered nursing care required for the preparation and administration of medications incorporating developmentally and culturally appropriate interventions. (Active from Fall 2019)	7.14%	-
02. Apply critical thinking and clinical judgment within the PN scope of practice for all aspects of medication administration to promote desired patient outcomes. (Active from Fall 2019)	14.29%	-
03. Describe the collaborative role of the Practical Nurse to improve patient outcomes related to medication administration. (Active from Fall 2019)	7.14%	-
04. Describe the use of technology and resources when preparing and administering medications. (Active from Fall 2019)	7.14%	-
05. Describe the scope of practice for the Practical Nurse incorporating professional, legal, and ethical guidelines related to medication administration. (Active from Fall 2019)	7.14%	-
NUR1050 - Maternal - Child Nursing	-	-
02. Demonstrate critical thinking and clinical reasoning to make patient-centered care decisions when caring for childbearing families and children. (Active from Summer 2016)	56.38%	-
03. Relate quality measures to improved patient care for childbearing families and children. (Active from Summer 2016)	53.19%	-
04. Contribute to collaborative relationships with members of the interdisciplinary team in the maternal/child and pediatric healthcare settings. (Active from Summer 2016)	70.21%	-
05. Use information management principles, techniques, and systems, and patient care technology to communicate, manage knowledge, mitigate error, and support decision-making. (Active from Summer 2016)	52.13%	-
NUR1069 - Transition into Practical Nrsng	-	-
01. Apply concepts to safe, quality, evidence-based, patient-centered nursing care to diverse patient populations across the lifespan within the standards of practice that are specific to practical nursing. (Active from Summer 2016)	100.00%	-
02. Demonstrate critical thinking and clinical reasoning to make patient-centered decisions in care for patients within the scope of practice of the practical nurse. (Active from Summer 2016)	84.62%	-
03. Relate quality measures to improved patient care. (Active from Summer 2016)	15.38%	-
04. Contribute to collaborative relationships with members of the interdisciplinary healthcare team within the role of the practical nurse. (Active from Summer 2016)	61.54%	-

2023 Annual Improvement Plan – Assessment of Student Learning

CSLO	Target Achievement Rate	Comments/Clarifications
05. Use information management principles, techniques, systems, and patient care technology to communicate, manage knowledge, mitigate error, and support decision-making. (Active from Summer 2016)	46.15%	-
06. Demonstrate leadership and followership roles of the practical nurse in among the interdisciplinary healthcare team while caring for stable patients across the healthcare continuum. (Active from Summer 2016)	23.08%	-
07. Apply professional, legal, and ethical guidelines while caring for stable patients across the healthcare continuum in the practical nurse role. (Active from Summer 2016)	92.31%	-
08. Demonstrate culture of caring when providing holistic, compassionate, culturally-competent care to stable patients across the healthcare continuum in the practical nurse role. (Active from Summer 2016)	84.62%	-
NUR2030 - Transition to Professional NSG	Many 100% results - please review/comment	-
01. Provide safe, quality, evidence-based, patient-centered nursing care in a variety of healthcare settings to diverse patient populations across the lifespan. (Active from Summer 2016)	100.00%	-
02. Engage in critical thinking and clinical reasoning to make patient-centered care decisions. (Active from Summer 2016)	100.00%	-
03. Implement quality measures to improve patient care. (Active from Summer 2016)	100.00%	-
04. Participate in collaborative relationships with members of the interdisciplinary team, the patient, and the patient's support persons. (Active from Summer 2016)	100.00%	-
05. Use information management principles, techniques, and systems, and patient care technology to communicate, manage knowledge, mitigate error, and support decision-making. (Active from Summer 2016)	100.00%	-
06. Provide leadership in a variety of healthcare settings for diverse patient populations. (Active from Summer 2016)	100.00%	-
08. Promote a culture of caring to provide holistic, compassionate, culturally-competent care. (Active from Summer 2016)	100.00%	-
NUR3001 - Integration into BSN Practice	-	-
01. Examine the evolution of professional nursing within the context of nursing theory, healthcare trends, and the current practice environment. (Communication) (Active from Spring 2022)	100.00%	-
02. Use data, research, nursing theories, and models to promote best practice to monitor the outcomes of care processes to continuously improve the quality and safety of	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
healthcare systems and nursing care. (Quality care) (Active from Spring 2022)		
03. Examine the role of baccalaureate nursing that embraces excellence, caring, legal and ethical practice, civility, accountability, and lifelong learning. (Professionalism) (Active from Spring 2022)	90.91%	-
04. Explore strategies to incorporate leadership skills to promote patient safety in baccalaureate nursing practice (Leadership) (Active from Spring 2020)	100.00%	-
05. Describe a systematic process of critical inquiry to assess healthcare policy, financial, and regulatory systems that impact health care outcomes. (Critical thinking) (Active from Spring 2022)	90.91%	-
06. Model effective communication with colleagues and interdisciplinary groups. (Communication) (Active from Spring 2022)	94.44%	-
NUR3003 - Nursing Research/EBP	-	-
01. Utilize the research process to identify a problem in the health care environment related to professional nursing practice. (Professionalism) (Active from Spring 2022)	100.00%	-
03. Examine the role of the baccalaureate nurse in conducting research activities, implementing results, and disseminating findings. (Communication) (Active from Spring 2020)	100.00%	-
04. Critique nursing research studies and determine relevance to evidence-based nursing practice. (Critical thinking) (Active from Spring 2022)	60.00%	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
[blank]	[blank]	[blank]	[blank]

2023 Annual Improvement Plan – Assessment of Student Learning

Occupational Therapist Assistant

1. What Did You Do?

A. Assessment Activities

Activities to Continue:

The OTA Program will continue with the 2080 and 2081 course PSLO assessments as those reflect the final application in the field following didactic coursework.

Goal A: 80% of students will score at a 100 or above for the final (2nd rotation) FW rating

Report: 10/17 (59%) of students scored 100 or above on their final rotation final score on the FWPE.

Goal B: 70% of students will be at entry level performance (3 meets standards or above) in section 6 (#24) “Clear and accurate documentation” on the AOTA Performance Evaluation for the midterm score (1st rotation).

Report: 10/17 (59%) of students scored a 3 or above on #24 of the FWPE (1st rotation midterm score)

OTA 2021:

Goal: 100% of students will earn at least a 28 or higher out of 30 on the: Class Intervention, can be of the technique OR an intervention you would do after, to complement the technique. Actual activity-Intervention performed: 30pts

Result: 63% of students earned a 4 (which equates to 28 or higher out of 30).

OTA 2016: 53.33% target achievement rate (7 at developing stage); continue to assess and review for consistency and trends.

OTA 2021: The course instructor for OTA 2021 incorporated EHR Go into the the course curriculum.

Activities to Modify:

OTA 1006 and OTA 2018:

Goal: 80% of students will report they felt more comfortable with electronic health records after participating in EHR Go activities. This will be measured through “3- Agree or 4-Strongly Agree.”

Result: GOALS MET

OTA 1006: 9 students responded; 4 reported “Agree,” 4 reported “Strongly Agree,” and 1 reported “Neutral.” 89% of respondents reported they felt more comfortable with electronic health records after participating in EHR Go activities.

OTA 2018: 3 students responded; 1 reported “Agree” and 2 reported “Strongly Agree.”

OTA 2035: goal met; consistently for 2nd year students; 15 at exemplary or accomplished.

Activities to Add:

OTA 1022: add rubric for Child Observation Paper (changed from using SEEDS assessment to a screening tool for developmental milestones on the CDC website).

OTA 1000: review changes and/or additions resulting from Fall 2023 ACOTE on-site report and develop an area of assessment.

OTA 1031: review changes and/or additions resulting from Fall 2023 ACOTE on-site report and develop an area of assessment.

OTA 2035: review changes and/or additions resulting from Fall 2023 ACOTE on-site report and develop an area of assessment.

B. Participation

Jennifer Vette, Tricia Vigil, and Michela Caruso were recognized as Assessment Champions.

We would like to see Michela Caruso (OTA 1000 and OTA 1031) and Monica Martinez (OTA 2035) review aspects of the on-site accreditation visit and changes they have made to their courses by either changing an assignment or developing a new one and then assessing in eLumen.

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2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Occupational Therapist Assistant	-	-
ISLO	89.87%	-
ISLO1: Critical Thinking & Problem Solving	90.32%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	-	-
1b: Explore implications, inferences, assumptions, and alternate solutions	-	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	-	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	90.32%	-
ISLO2: Effective Communication	80.22%	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	80.22%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	100.00%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	100.00%	-
ISLO5: Professionalism	86.29%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	79.66%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	92.31%	-
ISLO6: Social Consciousness	96.12%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	92.31%	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	100.00%	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	100.00%	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Occupational Therapy Assistant	-	-
PSLO	-	-
01. Model ethical, legal and professional values and beliefs congruent with the profession in all practice settings. (Active from Fall 2022)	79.66%	-
05. Professionally interact within an intradisciplinary and interdisciplinary team. (Active from Fall 2022)	91.84%	-
02. Develop therapeutic programs to meet established goals based on acquired knowledge, published research, and practical experiences. (Active from Fall 2022)	100.00%	-
03. Demonstrate clinical reasoning skills during client centered interventions through innovative strategies. (Active from Fall 2022)	90.32%	-
04. Provide culturally competent care to individuals in a variety of settings. (Active from Fall 2022)	100.00%	-

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PSLO	Target Achievement Rate	Comments/Clarifications
06. Demonstrate effective and appropriate written and/or oral communication with team members, patients, and families. (Active from Fall 2022)	80.22%	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
OTA1005 - Occup. Disrupt./Activ. Analy.	Many 100% results - please review/comment	-
01. Identify the etiology and signs and symptoms associated with diseases of the skeletal system and promotion of health and wellness. (Active from Spring 2023)	50.00%	-
02. Identify the etiology and signs and symptoms associated with diseases of the central nervous system, physiological diseases, mental illness, and communicable diseases and promotion of health and wellness. (Active from Spring 2023)	66.67%	-
03. Demonstrate the techniques involved in completing assigned activities/tasks while taking discussed signs and symptoms and the level of function of clients/patients into consideration. (Active from Spring 2023)	75.00%	-
04. Describe occupational therapy treatment methods and the therapeutic aspects of the proposed media. (Active from Spring 2023)	33.33%	lower scores due to 1st year and just learning concept
05. Demonstrate understanding of assistive technologies and adaptations to occupations in order to enhance health and wellness. (Active from Spring 2023)	25.00%	lower scores due to 1st year and just learning concept
06. Describe the meaning and dynamics of occupation and purposeful activity when analyzing tasks relative to areas of occupation, performance skills, performance patterns, context/environment, activity demands, and client factors. (Active from Fall 2023)	75.00%	-
07. Demonstrate the skills necessary to teach an activity/task to diverse patient/client populations. (Active from Fall 2023)	50.00%	-
08. Create an activity/task analysis to explain grading and adapting purposeful and occupation based activities for the purpose of therapeutic intervention. (Active from Fall 2023)	75.00%	-
09. Describe the influence of socioeconomic, sociocultural, and ethical contexts in which humans choose to engage in occupations and be able to modify intervention approaches to reflect the changing needs of the patient/client in relation to the Occupational Therapy Practice Framework. (Active from Fall 2023)	8.33%	-
10. Demonstrate individual and group interaction skills and therapeutic use of self as a means of achieving therapeutic goals. (Active from Fall 2023)	66.67%	-
11. Demonstrate the ability to educate and train client/caregivers in facilitating skills in areas of occupation,	16.67%	Students were struggling to incorporate an aspect

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CSLO	Target Achievement Rate	Comments/Clarifications
safety, and health maintenance/prevention. (Active from Fall 2023)		of caregiver education into presentation; more clearly explain and emphasize next session.
OTA1006 - Basic OT Frames of Refer/Docum	-	-
01. List the drawbacks of documentation. (Active from Spring 2023)	100.00%	-
02. Identify the types of occupational therapy documentation. (Active from Spring 2023)	100.00%	-
03. Practice basic documentation skills. (Active from Spring 2023)	41.67%	-
04. Demonstrate written, oral, and non-verbal communication skills through professional documentation. (Active from Spring 2023)	41.67%	-
05. Discuss the application of time management and reimbursement to the documentation process. (Active from Spring 2023)	8.33%	-
06. List the theories of occupational therapy, their founders, and the underlying assumption of each theory. (Active from Spring 2023)	91.67%	-
07. List developmental theories that apply to occupational therapy practice, their founders, and the underlying assumption of each. (Active from Spring 2023)	91.67%	-
08. Apply the theories to occupational therapy practice and be aware of their implications in treatment interventions in relation to the Occupational Therapy Practice Framework: Domain and Process. (Active from Spring 2023)	58.33%	-
09. Describe the models of practice and frames of reference associated with each that underlie occupational therapy practice. (Active from Fall 2023)	75.00%	-
10. Describe the intra-professional and inter-professional roles and collaboration. (Active from Fall 2023)	100.00%	-
11. Identify personal qualities and determine appropriate goals and activities to enhance professional abilities. (Active from Fall 2023)	100.00%	-
12. Identify the aspects of the Occupational Therapy Practice Framework in relation to occupation and documentation. (Active from Fall 2023)	33.33%	new concept-1st year
OTA2016 - App to Neuro Impairments	-	-
04. Explain the role of how assessments guide the intervention and discharge plan. (Active from Spring 2023)	53.33%	-
OTA2017 - OT Rehabilitation Techniques	-	-
01. Demonstrate written and verbal communications that facilitate client learning. (Active from Spring 2023)	40.00%	-
02. Demonstrate awareness of and sensitivity for barriers encountered by individuals with physical disabilities. (Active from Spring 2023)	100.00%	application of 2nd year and very clear understanding

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CSLO	Target Achievement Rate	Comments/Clarifications
03. Perform assessments and determine solutions based on identified problems. (Active from Spring 2023)	86.67%	-
04. Identify adaptations and modifications based on a client's varying environmental contexts. (Active from Spring 2023)	86.67%	-
05. Construct an assistive device and explain how it is used to enhance occupational performance. (Active from Spring 2023)	86.67%	-
OTA2018 - OT - Adult Physical Disab	-	-
06. Demonstrate safety techniques including physical agent modalities (PAMs), splinting, monitoring vitals, functional transfers, wheelchair management, and positioning. (Active from Spring 2023)	100.00%	scores based on presentation of information per rubric
07. Demonstrate the ability to educate and train clients, families, and caregivers to facilitate skills within occupations through prevention, health maintenance, and safety techniques. (Active from Spring 2023)	100.00%	-
OTA2035 - Professional Mgmt for the OTA	-	-
03. Describe ethical decision-making within occupational therapy standards of practice. (Active from Spring 2023)	93.75%	-
OTA2080 - Internship	-	-
06. Demonstrate collaboration and appropriate supervision within the inter and intra-professional contexts. (Active from Spring 2023)	77.78%	-
09. Demonstrate accurate and timely documentation. (Active from Spring 2023)	44.44%	-
OTA2081 - Fieldwork in OT II	-	-
06. Demonstrate collaboration and appropriate supervision within the inter and intra-professional contexts. (Active from Spring 2023)	87.50%	-
09. Demonstrate accurate and timely documentation. (Active from Spring 2023)	75.00%	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Develop and implement assessment for Child Observation paper in OTA 1022 as tool for assignment changed.	[blank]	Spring 2024	OTA 1022 course instructor and OT student

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Physical Therapist Assistant

1. What Did You Do?

A. Assessment Activities

In assessments from fall of 2023, the scores for 1010 Basic Patient Care, 1031 Professional Communications, PTA 2030 Ortho Assessment and Management and PTA 2040 Neurological management all show scores in the accomplished to exemplary range. All of these assessments were in the higher ranges, because the assignments were major assignments or practicals that the students have to pass. Therefore, the students came in very prepared.

We will be making assessments for other classes that do not have assessments. We will look at particular outcomes that we are interested in knowing where our students stand. At this time, we do not know which objectives they are. We don't have a rubric for modalities, Estim, anatomical kinesiology, or our online courses.

B. Participation

All faculty and adjunct participated in assessments in the Fall of 2023. No participation in spring of 2023 because there was no chair or ACCE for the department.

This spring (2024) we are meeting to set up the plan for next year and will be making assessments for all classes. This will enable all faculty or adjunct to have assessments ready to be used if they do not develop one on their own from an assignment, case study or group of assignments.

The information from our assessments will be used to help us with our upcoming accreditation in fall of 2025.

2. What Did You Learn?

On the skills that were assessed, our students are doing very well. They excelled in wheelchair skills, communication, goniometry, documentation, and appropriately applying terminology specific to the physical therapy profession. They were accomplished in using appropriate principles to describe progression of treatment activities for neurological and cardiac patients. Some students were in the accomplished area in communication skills written or presenting.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Physical Therapist Assistant	All results 100% - consider reviewing	-
ISLO	100.00%	-
ISLO1: Critical Thinking & Problem Solving	-	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	-	-
1b: Explore implications, inferences, assumptions, and alternate solutions	-	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	-	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	-	-
ISLO2: Effective Communication	100.00%	-
2a: Organize and express ideas clearly in both written and oral communication	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	100.00%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	100.00%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	100.00%	-
ISLO5: Professionalism	100.00%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	100.00%	-
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Physical Therapist Assistant	-	-
PSLO	Many 100% results - please review/comment	In the rubric that the student has, there were exact directions given for exercises. They have had exercise prescription in previous classes and are now applying it in the neuro and ortho classes. Exercises and activities were discussed in the courses. Therefore, the student is ready for the assignment and has all the tools.
1b. Design a treatment plan that aligns with the physical therapy plan of care. (Active from Spring 2017)	-	-
2a. Deliver clear and effective patient education related to the physical therapy plan of care. (Active from Spring 2017)	-	-
2b. Appropriately apply terminology specific to the physical therapy profession in both written documentation and spoken communication. (Active from Spring 2017)	100.00%	-
3a. Modify components of treatment depending on patient status. (Active from Spring 2017)	-	-
3b. Implement appropriate progression of the physical therapy plan of care as a physical therapist assistant. (Active from Fall 2017)	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
3c. Report patient status to support decision to continue, modify, or discontinue interventions. (Active from Spring 2017)	-	-
4. Perform basic manual therapy techniques and interventions in a safe and effective manner. (Active from Spring 2017)	-	-
6a. Collect objective measurement patient data. (Active from Spring 2017)	-	-
6b. Assess objective measurement data to determine appropriate patient interventions. (Active from Spring 2017)	-	-
7. Graduates will pass the National Physical Therapy Exam (NPTE). (Active from Spring 2019)	-	-
8. Safely operate technology common to physical therapy settings to ensure the safety of others and self. (Active from Spring 2018)	100.00%	-
9. Students will be able to develop components of treatment that align with the physical therapy plan of care under the supervision of the physical therapist. (Active from Summer 2017)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
PTA1010 - Basic Patient Care in PT	Many 100% results - please review/comment	The practical exam that was given for wheelchair training had been practiced for quite a while. Practice of how to create SOAP notes that are written after a treatment is also done and practiced weekly. The ortho and neuro classes below require the student to pass the practical exam at the end of the semester, so they come in very prepared. The cardiac case study in neuro was discussed in class.

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CSLO	Target Achievement Rate	Comments/Clarifications
04. Apply concepts and principles of wheelchair management and mobility from both the patient and the caregiver perspectives. (Active from Spring 2022)	100.00%	-
PTA1031 - Professional Communications I	-	-
02. Assess communication and presentation skills of others. (Active from Spring 2022)	100.00%	-
03. Self-assess one's own communication skills, presentation skills, and professional behaviors. (Active from Spring 2022)	100.00%	-
06. Create written documents and oral presentations, utilizing technology appropriately. (Active from Spring 2022)	100.00%	-
07. Use an assigned editorial style (APA, MLS, or CMS) for written documents. (Active from Spring 2022)	100.00%	-
PTA2030 - Ortho Assessment & Management	-	-
01. Describe concepts, goals, indications, precautions, contraindications, and safety procedures in goniometric measurements and manual muscle testing of selected joints. (Active from Summer 2016)	100.00%	-
02. Demonstrate techniques involved in goniometric measurements and functional manual muscle testing of selected joints. (Active from Summer 2016)	100.00%	-
PTA2040 - Neurological Assess/Mgt	-	-
11. Document physical therapy interventions as they relate to neurological, cardiac, and pulmonary patients. (Active from Spring 2022)	100.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
12. Use appropriate principles to describe the progression of treatment activities for the neurological and cardiac patient. (Active from Spring 2022)	100.00%	-

3. What Will You Do Next?

We are going to make assessments for the classes that do not have assessments over the next year. We will discuss as a team which of the objectives we are most interested in knowing about how the student is doing. We divided up the classes by spring and fall. After the rubrics are made, we will decide which classes need to have assessments each semester and not just do the same assessments.

See below for the action plan. This will be a work in progress.

We have our accreditation in fall of 2025 and need to have some assessment information for the accreditation. As we find out more about what is needed for the accreditation, we may look into certain outcomes in the classes.

Action Plan

Action	Goal	Timeline	Participants
Review all objectives to design a rubric for PTA 1020, PTA 1041, and PTA 1024 and PTA 1025	Make rubric for PTA 1020- modalities, PTA 1041 Prof Com 2, and Principles of Rehab Medicine 1024 and 1025	end of spring 2024	Terri Barnes, PT, Bobbie Sue Neiffer, PT, DPT, Lori McGill, PT, DPT- list who will do each class
Review all objectives to design a rubric for HPR 1017 and PTA 1035	Make rubrics for HPR 1017 Anatomical Kinesiology and Estim 1035	end of fall 2024	Bobbie Sue Neiffer, DPT, Lori McGill, DPT
Find assignments and quizzes that will work with PTA 1024 Principles of rehab medicine rubric	Do assessment for Principles of rehab medicine (1024)	end of spring 2024	Bobbie Sue Neiffer, DPT
Find assignments and quizzes that will work with PTA modalities 1041 rubric	Do assessment for 1041 Prof com 2	end of spring 2024	Terri Barnes, PT
Find assignments and quizzes that will work with PTA modalities 1020 rubric	Do assessment for 1020 modalities	end of spring 2024	Lori McGill, DPT

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Radiologic Technology

1. What Did You Do?

A. Assessment Activities

I chose textual literacy for my rubric in RTE 1021 sections 1-4. I believe that this assessment is the most effective and I would like to continue using it. The outcome was improved through different types of teaching techniques to include active learning. I would like to see if a different teaching technique will enhance this more for the next fall semester.

RTE 1081, 1082, 1083, 2081 & 2082 (clinical internships):

- Worked with simulation instructor to incorporate more c-arm and portable trainings throughout simulation rotations. These trainings were incorporated into RTE 2082 (semester 5) and RTE 1083 (semester 3) to better prepare students.
 - I would like to start these trainings earlier in the program and continue to reinforce every semester.
 - RTE 1082 will continue to work with the surgical technology program for co-curricular events in which I am able to assess utilization of the c-arm.
- I utilized the Innovation Lab to record student portable radiography simulations. Students were paired up and had to complete a series of radiographs on a patient in the ICU. Students needed to collaborate and were assessed on AIDET, ability to complete required radiographs that were of acceptable quality, ability to complete radiographs in a timely manner, hand hygiene, etc. Students assignment was to review recordings and evaluate themselves; discussing what went well and things to improve upon.

B. Participation

All but 2 FT and PT faculty / instructors participated in assessment for CY 2023, or 77%. Per the requirement, each person completed a minimum of 1 assessment per semester.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Radiologic Technology	-	-
ISLO	87.43%	-
ISLO1: Critical Thinking & Problem Solving	86.57%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	95.73%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	81.82%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	93.94%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	51.52%	Students seemed to struggle with considering the perspectives of others when developing solutions. I need to develop an activity to promote creative problem solving that explores the

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ISLO	Target Achievement Rate	Comments/Clarifications
		perspectives of others to help students improve in this area.
ISLO2: Effective Communication	82.51%	-
2a: Organize and express ideas clearly in both written and oral communication	77.05%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	81.01%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	87.36%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	75.41%	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	84.44%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	84.44%	-
ISLO5: Professionalism	96.95%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	96.91%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	95.31%	-

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ISLO	Target Achievement Rate	Comments/Clarifications
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	100.00%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	100.00%	-
ISLO6: Social Consciousness	83.87%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	83.87%	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Radiologic Technology	-	-
Diagnostic Medical Sonography	-	-
PSLO	-	-
01. Discuss performance of a pelvic sonogram (Active from Summer 2018)	88.89%	-
02. Clarify the differences in wave motion with various tissue densities (Active from Summer 2018)	-	-
Radiologic Technology	-	-
PSLO	-	-
PSLO5: Soft Skills	-	-
PSLO5a: (Attendance) Demonstrate personal accountability by attending regularly, arriving on time, and staying for the full scheduled class (Active from Spring 2023)	95.16%	-
PSLO5b: (Accepting Feedback) Exhibit self-efficacy by growing personally in response to constructive criticism (Active from Spring 2023)	93.55%	-
PSLO5c: (Respectful Communication) Interact with others respectfully and maintain a positive attitude (Active from Spring 2023)	95.70%	-

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PSLO	Target Achievement Rate	Comments/Clarifications
PSLO5d: (Proficiency) Apply proper methods in order to perform assigned radiology program tasks (Active from Spring 2023)	88.17%	-
PSLO5e: (Classroom Interaction) Contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement. (Active from Spring 2023)	83.87%	-
PSLO2: Image Production	-	-
PSLO2a: Utilize x-ray production equipment appropriately and according to protocol. (Active from Spring 2018)	-	-
PSLO2b: Produce diagnostic radiographs using effective techniques to optimize image quality. (Active from Spring 2018)	-	-
PSLO3: Imaging Procedures	-	-
PSLO 3a: Properly position patients for exams (Active from Summer 2017)	95.24%	-
PSLO 3b: Demonstrate proficiency in surgical C-arm operation (Active from Fall 2017)	-	-
PSLO 3c: Demonstrate proficiency in portable trauma radiography. (Active from Fall 2018)	72.22%	we are just barely over the preferred 70% rate. Students are still doing fairly well, but were challenged with working in pairs rather than individually. We started practicing more paired scenarios in simulation to help build the confidence and intelligence of collaboration.
PSLO1: Safety	-	-
PSLO1a: Perform radiographic procedures safely. (Active from Spring 2017)	-	-
PSLO1b: Identify problems with patient perceptions on exam success (Active from Fall 2017)	-	-
PSLO4: Patient Care	-	-
PSLO 4a: Show proper use of communication skills using the AIDET model. (Active from Spring 2017)	89.29%	-
PSLO 4b: Model ethical behavior according to the American Registry of Radiologic Technologists (ARRT) Code of Ethics. (Active from Spring 2017)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
DMS2100 - Small Parts Ultrasound	Many 100% results - please review/comment	-
01. Identify anatomy of small parts and surrounding structures. (Active from Summer 2018)	100.00%	We are working to hire a new instructor for the DMS

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CSLO	Target Achievement Rate	Comments/Clarifications
		program who will have more time to work individually with students and will be able to assess and establish better rubrics for scoring student progress.
02. Give differential diagnosis. (Active from Summer 2018)	100.00%	-
03. Explain the characteristics between solid lesions and cystic lesions. (Active from Summer 2018)	100.00%	-
04. Describe the sonographic technique used in scanning that particular organ. (Active from Summer 2018)	100.00%	-
DMS2101 - Abdominal Ultrasound I	-	-
01. List the scanning protocols of the upper abdomen and identify anatomic structures of the upper abdomen as presented in multiple planes. (Active from Summer 2018)	33.33%	-
DMS2400 - Vascular Ultrasound	-	-
01. Identify basic vascular arteries and veins. (Active from Summer 2018)	100.00%	-
02. Explain the difference between CCA, ICA, and ECA vessels. (Active from Summer 2018)	100.00%	-
03. Ability to acknowledge normal and abnormal waveforms. (Active from Summer 2018)	100.00%	-
RTE1081 - Internship: Radiographic I	-	-
03. Take part in patient assessment and care. (Active from Fall 2019)	89.29%	1st semester RTE 1081 students have done well with the AIDET model of patient communication. AIDET is reviewed each semester and I would like this percentage to increase over the course of the program.
RTE1083 - Internship: Radiographic III	-	-
01. Deduce technical factors according to patient variations. (Active from Fall 2019)	85.71%	I am very pleased with this %. Students at the end of semester 3 (RTE 1083) are starting to grasp how to adapt technique according to patient diagnosis and patient body habitus. This is the first time I assessed this for RTE 1083.
03. Apply appropriate patient care. (Active from Fall 2019)	100.00%	RTE 1083 students have learned to assess the patient prior, during and after exam in order to provide appropriate care.

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CSLO	Target Achievement Rate	Comments/Clarifications
04. Discriminate appropriate professional conduct and behaviors. (Active from Fall 2019)	100.00%	-
RTE2031 - Radiation Biology/Protection	-	-
01. Classify the basic functional and morphologic characteristics that are common to all cells. (Active from Fall 2019)	53.33%	The current arrangement of courses designed to present information on characteristics and function of cells is inadequate for what our students need. I am working with our dean to develop a better pathway for students to learn this information. I will then work on a plan to assess student retention of this information.
02. Identify the sequence of events that follows the absorption of energy from ionizing radiation. (Active from Fall 2019)	60.00%	I am working to develop active learning activities to help students better understand the sequence of events that follows radiation absorption.
03. Explain radio-sensitivity and radio-resistance of different tissues and the cellular response. (Active from Fall 2019)	73.33%	-
04. Compare the systemic response from low, moderate and high dose radiation. (Active from Fall 2019)	86.67%	-
05. Explain the deterministic effects of radiation. (Active from Fall 2019)	96.67%	-
06. Describe the late effects of radiation exposure. (Active from Fall 2019)	96.67%	-
07. Identify regulatory dose limits of tissues and populations. (Active from Fall 2019)	73.33%	-
RTE3012 - IV Cert for Contrast Medium	-	-
01. Analyze arterial and venous anatomy and function. (Active from Fall 2019)	87.50%	-
02. Evaluate and determine appropriate puncture sites for contrast injection. (Active from Fall 2019)	50.00%	-
03. Determine and participate in the use of equipment and supplies required for contrast administration. (Active from Spring 2020)	62.50%	-
04. Distinguish differences in contrast media and their uses. (Active from Spring 2020)	87.50%	-
05. Explain contrast injectors and calculate injection flow rates. (Active from Spring 2020)	75.00%	-
06. Explain safety protocols and analyze contributing factors of extravasation. (Active from Spring 2020)	75.00%	-
RTE3031 - MRI Protocols and Procedures	-	-

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CSLO	Target Achievement Rate	Comments/Clarifications
01. Determine the location of topographic anatomic structures and landmarks. (Active from Spring 2020)	100.00%	-
02. Determine and illustrate the standard imaging planes. (Active from Spring 2020)	100.00%	-
03. Determine and illustrate supplemental procedures encountered in MRI. (Active from Spring 2020)	66.67%	-
04. Analyze anatomical features and gross pathology on selected MRI studies. (Active from Spring 2020)	66.67%	-
RTE4051 - Adv CT Protocols, Procedures	-	-
01. Analyze and diagram arterial and venous flow in human anatomy. (Active from Spring 2020)	100.00%	-
02. Analyze specialty abdominal scans for appropriate bolus timing and positioning. (Active from Spring 2020)	80.00%	-
03. Determine appropriate bolus timing and technique for CT advanced procedures. (Active from Spring 2020)	80.00%	-
04. Explain techniques and procedures to assist Radiologist with CT fluoroscope imaging. (Active from Spring 2020)	80.00%	-

3. What Will You Do Next?

1. Hire a new DMS instructor and work with this individual to develop updated rubrics for assessing DMS learning outcomes.
2. Develop active learning strategies to help students better understand the sequence of events that follows radiation absorption by tissues and organs.
3. Continue working on developing paired scenarios for students in simulation to practice portable radiography techniques.

Action Plan

Action	Goal	Timeline	Participants
increase student portable radiography competency	Complete one recorded scenario in the summer and one in the fall	end of summer semester, rte 1083 for first time. End of fall semester, rte 2018 for second time.	students, Professor Rello

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Respiratory Therapy

1. What Did You Do?

A. Assessment Activities

Our program assessed three main areas of our curriculum:

- diagnostic care in a clinical or lab setting.
- floor care in a clinical or lab setting
- indications for non-invasive and invasive mechanical ventilation.
- the basic controls for all mechanical ventilators.

The courses that we assessed with our rubric from our software tracking system for Competencies: RCA 1032, 1066, 1041, 2035, 2036, 2070, 2071, 2072

Our results showed that the students are performing at a higher level for all the competencies that were assessed.

We will continue to assess these same courses as they are all encompassing for our curriculum and program learning outcomes.

B. Participation

The rate of participation in assessment was satisfactory.

2. What Did You Learn?

Overall, the students did very well in mastering the skills that were assessed.

The results of the assessment did not show that the majority of the students struggled with learning outcomes.

Our students excelled in critical care mechanical ventilation and diagnostic procedures.

This year we had new lab skill instructors that assisted with the hands training of mechanical ventilation, which help the students with a one-on-one instruction.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Respiratory Therapy		
ISLO	No ISLO data - mapping needed	
ISLO1: Critical Thinking & Problem Solving		
1a: Interpret, analyze, and assess available evidence, information, and ideas		
1b: Explore implications, inferences, assumptions, and alternate solutions		
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence		
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition		
ISLO2: Effective Communication	-	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	-	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	-	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	-	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	-	-
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
and teamwork by offering ideas, assistance, and encouragement		
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-
-	-	no mapping required

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Respiratory Therapy	-	-
Respiratory Care	-	-
PSLO	-	-
01. Demonstrate diagnostic care in a clinical or lab setting. (Active from Spring 2021)	86.92%	high performance from students that were assessed
02. Demonstrate critical care in a clinical or lab setting. (Active from Spring 2021)	90.77%	high performance from the students that were assessed
03. Demonstrate floor care in a clinical or lab setting. (Active from Spring 2021)	96.23%	high performance from the students that were assessed
04. Demonstrate pediatric care in a clinical or lab setting. (Active from Spring 2021)	-	-
Assimilate professional, legal, and ethical guidelines in clinical practice as a professional respiratory therapist. (professionalism, ethical behavior, legal principles, standards of practice) (Active from Spring 2017)	-	-
Engage in critical thinking to make patient-centered care decisions. (critical thinking, clinical decision making and respiratory care program judgment) (Active from Spring 2017)	-	-
Participate in collaborative relationships with members of the interdisciplinary team, the patient, and the patient's support persons. (teamwork and collaboration) (Active from Spring 2017)	-	-

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2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
RCA2035 - Mechanical Ventilation I	-	-
01. Define the indications for non-invasive and invasive mechanical ventilation. (Active from Spring 2022)	86.36%	high performance was demonstrated from the students that were assessed
08. Describe the basic controls for all mechanical ventilators. (Active from Summer 2023)	86.36%	high performance was demonstrated from the students that were assessed

3. What Will You Do Next?

We will continue to assess our students, program, and curriculum based on the rubric which is defined in our software system. This rubric follows our national accreditation standards for respiratory care.

Action Plan

Action	Goal	Timeline	Participants
We will continue to assess our students in the areas of critical care and floor care therapy	We will perform assessments on the students in Fall, Spring, and Summer semesters	2024 -2025	Shawna Tracy, Catherine LaPorte, Sarah Case

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Social Sciences

1. What Did You Do?

A. Assessment Activities

During the 2023 year (Spring, summer, fall) out of the Social Sciences prefixes (11), ANT, SWK, WST, ETH did not have planned or completed assessments. While the PT instructors had been encouraged, they stated they were still unsure of how to compete them. Melissa Greenleaf (GEO) met with Tracy Williams to create PSLOs for spring 2024 semester, which was a goal from last year. PT instructors will continue to be encouraged to participate in assessment. This year, Psychology was successful in assessing: Psych 1001 and 1002 (General Psychology), Psych 2440 (Human Growth and Development) Psych 2333 (Health Psychology) Psych 2552 (Abnormal Psychology) Psych 2222 (Death and Dying) Psych 2221 (Social Psychology)

The assessment process involved the following assignments or projects:

Psych 2440 Human Growth and Development assessment involves a research paper on Bandura and Social Learning Theory. Students are assessed using the rubric for the ISLO of Critical Thinking.

For Psych 1001 and 1002, General Psychology, Psych 2222 Death and Dying. Students were to participate in a Psychology Expo where students must present an oral presentation along with a written assignment on the topic they choose. Students are assessed using the rubric for the ISLO of Effective Communication.

The Department of Social Sciences all participated in assessing students with the Social Conscious Rubric and will continue doing so in the future. Students will continue to be assessed on the Psych Expo using the Effective Communication rubric.

HIS students generally scored above the 70% target, with one notable exception in PSLO 1. This deals with identifying and citing sources for research, and while many students found sources and included them in a Works Cited page, they failed to cite them within the text of their papers. While HIS expects to continue assessing these SLOs, we will need to implement a new assignment to prepare students to cite their sources. HIS will also begin to include more assessments for the Social Consciousness rubric.

For General, Health, Social, Personality Psychology and Human Growth and development, I have completed the critical thinking assessment for the past 9 semesters (Fall 2019 to Fall 2023). I personally believe critical thinking is a very important foundation for a Psychology course. As evidence, Module 1 for General Psychology is labeled "Critical Thinking."

I have begun developing a project that will push the students to develop their textual literacy, a skill needed for all forms of academics. I intend to implement it starting in the F24 semester in the PSY1001 courses that I teach. If it proves successful in showing growth from the students, I will share the project with the department for consideration to be used in their classes as well.

B. Participation

Faculty Participation:

For Social Sciences, in 2023 we have had 100% participation from full time faculty (6).

During the year (spring, summer, fall) of 2023, about 50% of the Pueblo and branch campuses part-time instructors participated. We continue to encourage participation with either face to face or remote training and being able to share information across the PCC campus sites; our goal is to continue trying to raise the Pueblo campus participation to 100% by the end of fall 2024.

The next task will be to gain participation at the branch campuses. Our plan is to reach out to branch campus instructors for PSY 1001, 2440 and 1002, and SOC 1001.

The Social Sciences department implemented WebEx meetings/trainings each semester that will invited all full-time and part-times instructors. The goal is to meet those instructors and explain the assignments and the assessment process in detail, included entering scores in eLumen. It was unclear how many PT instructors participated in the trainings, as they could also watch the recording at a later time. We will plan on implementing a tracking system to determine how many PT instructors either participate in the training or watch the recording. For HIS in 2023, 100% of full-time faculty participated (1). 80% of part-time instructors participated (4). I reviewed my

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participation in student assessment and I completed the critical thinking assessment for all of my PSY courses over the past 9 semesters (fall 2019 to fall 2023). I also added the social consciousness rubric to fall 2023 as part of a department project.

2. What Did You Learn?

Based on last year's assessment, students were on track for most of the assessed target outcomes. Students scored well in Critical Thinking, Effective Communication, and Social Consciousness.

There was a lower TAR for most of the ISLOs for Textual Literacy, the sample size was around 50; we will look to increase the sample size next year.

There low TAR in the ISLO of Professionalism, particularly, 5D, this could be due to low sample size (7).

IN HIS, students did well with all but one of the outcomes, having struggled most with PSLO1, at 52%. This is attributed to students not reading and/or following the assignment instructions, as the outcome is demonstrated in class during the assignment discussion. They excelled most in PSLO's 2, at 92%, and 6, 7, and 8, with 97%.

For my psychology courses (General, Health, Social, Personality and Human Growth and Development) over the past 9 semesters (fall 2019 to fall 2023), I learned that the critical thinking assessment achievement for students have been slightly lower for the fall semesters in comparison to the spring semesters. For fall semesters, I estimate the mean to be in the upper 60's. For spring semesters, I estimate the mean to be in the lower 70's. I think this trend supports survivorship bias. We have more new students in the the fall than the spring. First semester students are going to be less likely to pass their courses and meet the student learning outcomes than non-first semester students. As a college, we might need to offer more support to the students in the fall than the spring because we probably have more first-semester students in the fall semesters.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Social Sciences	-	-
ISLO	78.87%	-
ISLO1: Critical Thinking & Problem Solving	77.16%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	80.28%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	77.93%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	73.64%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	76.56%	-
ISLO2: Effective Communication	80.50%	-
2a: Organize and express ideas clearly in both written and oral communication	80.77%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	84.62%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	75.38%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	81.52%	-
ISLO3: Quantitative Reasoning	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	63.64%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	53.97%	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	55.56%	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	55.56%	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	71.94%	-
ISLO5: Professionalism	53.57%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	57.14%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	71.43%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	57.14%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	28.57%	-
ISLO6: Social Consciousness	87.67%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	88.64%	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	88.26%	-
6c: Engage with local and extended communities to promote civic action and social improvement	84.11%	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	89.02%	-

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2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Social Sciences	-	-
Anthropology	-	-
PSLO	-	-
PSLO 1: Describe the history, purpose, branches, and features of anthropology as well as its relation and relative position within the general framework of academic disciplines. (Active from Spring 2020)	-	-
PSLO 2: Compare and contrast distinct cultures with regard to any cultural facet. (Active from Spring 2020)	-	-
PSLO 3: Define the important cross-cultural systems developed by human groups to reckon kinship and descent, and social affiliation. (Active from Spring 2020)	-	-
PSLO 4: Discuss the important anthropological ideas regarding the origins, causes, and effects of war. (Active from Spring 2020)	-	-
Criminal Justice	-	-
PSLO	-	-
01. Define theories about the development of deviant/criminal behavior. (Active from Spring 2017)	-	-
02. Analyze applications of theories of criminal activity in real-world situations. (Active from Spring 2017)	97.14%	-
03. Support an analysis with sufficient and relevant legal or criminological sources. (Active from Spring 2017)	-	-
04. Explain examples of foundational criminal justice concepts in real-world situations. (Active from Fall 2022)	-	-
05. Produce written work that accurately represents legal and theoretical concepts and research. (Active from Spring 2017)	-	-
06. Describe concepts of constitutional law, especially those that relate to the criminal justice system. (Active from Spring 2017)	-	-
07. Discuss ethical issues specific to criminal justice and strategies for combatting ethical problems. (Active from Spring 2017)	-	-
08. Explain the inner workings of the court system and how a criminal case advances through the system. (Active from Spring 2017)	-	-
09. Accurately employs substantive, grammatical, and technical elements of writing. (Active from Spring 2018)	-	-
10. Construct and defend conclusions regarding legal rules, principles, or theories, that are firmly supported by sufficient and relevant data/research. (Active from Fall 2019)	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
11. Interpret, analyze, and assess available evidence, information, and ideas, regarding legal or criminological rules, principles, rules, or theories. (Active from Fall 2019)	-	-
12. Prepares documents in substantial compliance with APA guidelines. (Active from Fall 2022)	-	-
Education	-	-
PSLO	-	-
1. Discuss the goals, benefits, and uses of assessment in developing appropriate goals, curriculum, and teaching strategies. (Active from Summer 2017)	-	-
2. Demonstrate effective communication skills for collaborating with families and colleagues. (Active from Summer 2017)	-	-
3. Apply a broad repertoire of developmentally appropriate teaching/learning approaches, including technology. (Active from Summer 2017)	-	-
4. Uphold ethical standards and other education professional guidelines. (Active from Summer 2017)	-	-
5. Apply observation, documentation, and other appropriate assessment tools and approaches. (Active from Summer 2017)	-	-
Ethnic Studies	-	-
PSLO	-	-
PSLO 1: Describe and explain 5 of the major historical contributions of Meso-American civilization. (Active from Spring 2020)	-	-
PSLO 2: Define and explain the term indigenismo and the etymology of the term Chicano. (Active from Spring 2020)	-	-
PSLO 3: Discuss and analyze the historical impact of the Sleepy Lagoon Case. (Active from Spring 2020)	-	-
PSLO 4: Compare/contrast the colonial socio-historic model applied to many developing Third World Countries with the status of the contemporary Chicano. (Active from Spring 2020)	-	-
Geography	-	-
No PSLOs for this program	-	-
History	-	-
PSLO	-	-
PSLO1: Acquire information from multiple, credible primary and secondary historical sources. (Active from Spring 2017)	52.63%	-
PSLO2: Evaluate complex and multiple sources of information to synthesize clear and relevant evidence	92.11%	-

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PSLO	Target Achievement Rate	Comments/Clarifications
specific to the historical argument. (Active from Spring 2017)		
PSLO3: Synthesize clear and relevant evidence specific to the historical argument from complex and multiple sources of information. (Active from Spring 2017)	79.82%	-
PSLO4: Cite sources within the assignment according to styles used by the discipline of History. (Active from Spring 2017)	73.68%	-
PSLO5: Contextualize how our interpretation of the past has changed over time. (Active from Spring 2017)	0.00%	-
PSLO6: Argue rationally and effectively about an historical subject or question using credible evidence in a narrative structure. (Active from Spring 2017)	97.37%	-
PSLO7: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus (Active from Fall 2019)	97.37%	-
PSLO8: Organize and express ideas clearly in both written and oral communication (Active from Fall 2019)	97.37%	-
PSLO9: Technical prowess in creating and maintaining a Google Sites website for the Time Log (Active from Fall 2023)	83.33%	-
Library Technician	-	-
PSLO	-	-
1a. Demonstrate awareness of ethics, values, perspectives, intellectual freedom, and foundational principles when working with colleagues and patrons. (Life Skills) (Active from Summer 2017)	-	-
1b. Use service concepts, principles, and techniques to connect diverse individuals or groups with accurate, relevant, and appropriate information in a variety of formats. (Life Skills) (Active from Summer 2017)	-	-
2a. Competently explain the acquisition, description, storage, retrieval and use of library information products, services and programs. (Analytic Techniques) (Active from Summer 2017)	-	-
2b. Critique the quality of information products and services and evaluate them both for agency purchase and for practical or academic use by self or others. (Analytic Techniques) (Active from Summer 2017)	100.00%	-
3. Provide professional customer service through effective interpersonal communication (writing, speaking, and listening) skills including analysis and synthesis of information or situations. (Communication Skills) (Active from Summer 2017)	-	-
4a. Demonstrate technical and practical skills in the use of library resources including hardware and software in	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
practical applications and in library employment. (Technology Skills) (Active from Summer 2017)		
4b. Demonstrate proficiency in identifying, using, and evaluating current and emerging information and communication technologies. (Technology Skills) (Active from Summer 2017)	-	-
5. Exhibit professional ethics and behaviors which include respect for colleagues and customers by demonstrating best library technician customer service skills. (Teamwork Techniques) (Active from Summer 2017)	-	-
6a. Observe and develop library programming that meets the needs of a diverse community including social media connections. (Social Values) (Active from Summer 2017)	-	-
6b. Recognize the diversity in the clientele and employees of a library information system and be familiar with actions the organization takes to address this diversity. (Social Values) (Active from Summer 2017)	-	-
7a. Display aptitudes for career success (time management, attention to detail and quality, professionalism) in the library workplace. (Employability) (Active from Summer 2017)	-	-
7b. Competently discuss library administrative organization, management and supervision. (Employability) (Active from Summer 2017)	-	-
7c. Demonstrate collegiality, team-building and communication with the ability to work as an effective team member. (Employability) (Active from Spring 2018)	-	-
Political Science	-	-
No PSLOs for this program	-	-
Psychology	-	-
PSLO	-	-
PSLO 1 Describe fundamental principles of psychology (Active from Spring 2017)	74.21%	-
PSLO 2 Analyze the real-world applications of fundamental principles of psychology (Active from Spring 2017)	100.00%	-
PSLO 3 Demonstrate psychological information literacy (Active from Spring 2017)	-	-
Social Work	-	-
PSLO	-	-
PSLO 1: Apply assessment, planning and intervention skills to the various levels of social work practice (Active from Spring 2020)	-	-
PSLO 2: Articulate the knowledge base, skills, professional values and ethics required for beginning generalist social work practice (Active from Spring 2020)	-	-

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PSLO	Target Achievement Rate	Comments/Clarifications
PSLO 3: Identify issues related to diversity and populations-at-risk as they relate to generalist social work interventions (Active from Spring 2020)	-	-
PSLO 4: Apply critical thinking skills in assessing agency services and the worker client relationship (Active from Spring 2020)	-	-
Sociology	-	-
PSLO	-	-
PSLO 1 Describe fundamental principles of sociology (Active from Spring 2017)	-	-
PSLO 2 Demonstrate sociological information literacy (Active from Spring 2017)	-	-
Women's Studies	-	-
PSLO	-	-
PSLO 1: Analyze and evaluate issues of difference including (but not limited to) sex, race, class sexual identity, age, ability, religion and white ethnocentrism within a feminist framework. (Active from Spring 2020)	-	-
PSLO 2: Interpret issues of violence in women`s lives and the impact it makes on how women live and how women are socialized. (Active from Spring 2020)	-	-
PSLO 3: Examine women`s role in the work place and family: evaluate its impact on women`s liberation. (Active from Spring 2020)	-	-
PSLO 4: Examine issues of self-esteem and assertiveness and how women are socialized to see themselves in a male-centered world while examining strategies for personal change. (Active from Spring 2020)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
CRJ1010 - Intro to Criminal Justice: SS3	-	-
01. Develop an informed understanding of the basic components of justice processes (Active from Fall 2019)	97.14%	-
HIS2135 - Colorado History: HI1	-	-
03. Recognize the impact of continuity and change of historical perspective in context of time and space in Colorado History. (Active from Spring 2022)	90.14%	-
06. Analyze events in Colorado History in historical context to illustrate how social, cultural, gender, race, religion, nationality, and other identities affect historical perspectives. (Active from Spring 2022)	80.28%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
11. Construct knowledge by developing historical narratives from primary and secondary sources, maps, and/or artifacts. (Active from Spring 2022)	74.65%	-
LTN1001 - Intro to Library Services	-	-
14. Roles of practicing library technicians (Active from Summer 2016)	100.00%	-
LTN1010 - Selection and Acquisitions	-	-
04. Apply selection principles by weeding a library collection. (Active from Summer 2016)	100.00%	-
PSC1011 - American Government: SS1	-	-
01. Demonstrate knowledge of historical developments of early republic, democratic theory, federalism, and institutionalism. (Active from Spring 2020)	83.02%	-
02. Examine key elements of the United States Constitution and changes related to judicial interpretations as well as socio-economic developments. (Active from Spring 2020)	90.57%	-
03. Evaluate political parties, the electoral process, and interest groups. (Active from Spring 2020)	90.57%	-
04. Analyze public opinion and the Media. (Active from Spring 2020)	90.57%	-
05. Demonstrate an understanding of civil liberties and civil rights. (Active from Spring 2020)	96.23%	-
06. Examine the three branches of government. (Active from Spring 2020)	84.91%	-
07. Interpret public policy themes and issues. (Active from Spring 2020)	90.57%	-
PSY1001 - General Psychology I: SS3	-	-
01. Explain the discipline of psychology, its history, and how it is practiced today. (Active from Summer 2016)	78.69%	-
02. Demonstrate the basic rules of research in psychology and be able to evaluate their application. (Active from Summer 2016)	83.61%	-
03. Identify the biological influences on behavior. (Active from Summer 2016)	82.79%	-
04. Explain consciousness and factors that may influence it. (Active from Summer 2016)	82.79%	-
05. Summarize motivation in terms of inborn and learned determinants. (Active from Summer 2016)	84.43%	-
06. Analyze emotion and its relationship to physiology and cognition. (Active from Summer 2016)	83.61%	-
07. Define the principles of sensation and perception. (Active from Summer 2016)	84.43%	-
08. Demonstrate the principles of learning and their application to behavior. (Active from Summer 2016)	69.67%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
09. Outline memory and forgetting and the application of memory skills to life. (Active from Spring 2022)	81.15%	-
10. Identify the factors involved in stress and effective strategies for management of stress. (Active from Summer 2016)	81.15%	-
11. Write and speak clearly and logically in presentations and essays about topics related to psychology. (Active from Spring 2020)	60.66%	-
12. Demonstrate psychology information literacy by evaluating the validity of information sources in the study of psychology. (Active from Spring 2020)	68.03%	-
13. Analyze, evaluate, and apply written material related to the study of psychology. (Active from Spring 2020)	65.57%	-
PSY1002 - General Psychology II : SS3	-	-
01. Demonstrate the basic rules of research in psychology and be able to evaluate their application. (Active from Spring 2020)	66.67%	-
02. Explain the development of cognition and language skills. (Active from Spring 2020)	66.67%	-
03. Examine intelligence from the perspectives of development and assessment. (Active from Spring 2020)	58.33%	-
04. Compare and contrast personality from the perspectives of theory and assessment. (Active from Spring 2020)	50.00%	-
05. Explain abnormal psychology in terms of major disorders. (Active from Spring 2020)	58.33%	-
06. Identify the major forms of therapy used in treating psychological disorders. (Active from Spring 2020)	75.00%	-
07. Identify major psychological, physical, and social influences on human development throughout life. (Active from Spring 2020)	66.67%	-
08. Analyze social influences on behavior. (Active from Spring 2020)	66.67%	-
09. Explain physical, psychological, and psychosocial aspects of sex, gender, and sexuality. (Active from Spring 2020)	66.67%	-
10. Write and speak clearly and logically in presentations and essays about topics related to psychology. (Active from Spring 2022)	50.00%	-
11. Demonstrate psychology information literacy by evaluating the validity of information sources in the study of psychology. (Active from Spring 2020)	58.33%	-
12. Analyze, evaluate, and apply written material related to the study of psychology. (Active from Spring 2020)	58.33%	-
PSY2440 - Human Growth & Development: SS3	-	-

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CSLO	Target Achievement Rate	Comments/Clarifications
01. Identify the biological factors associated with prenatal development. (Active from Summer 2016)	100.00%	-
02. Evaluate the environmental factors associated with prenatal development. (Active from Summer 2016)	100.00%	-
03. Identify and explain the biological factors associated with infancy, childhood, adolescence, young adulthood, middle adulthood, and aging. (Active from Spring 2020)	100.00%	-
04. Compare and contrast the cognitive factors associated with infancy, childhood, adolescence, young adulthood, middle adulthood, and aging. (Active from Summer 2016)	100.00%	-
05. Explain the emotional factors associated with infancy, childhood, adolescence, young adulthood, middle adulthood, and aging. (Active from Spring 2020)	100.00%	-
06. Identify and explain the psychosocial factors associated with infancy, childhood, adolescence, young adulthood, middle adulthood, and aging. (Active from Spring 2020)	100.00%	-
07. Examine the emotional factors associated with death and dying. (Active from Spring 2020)	100.00%	-
08. Identify psychosocial factors associated with death and dying. (Active from Spring 2020)	100.00%	-
SOC1001 - Intro to Sociology I : SS3	-	-
01. Explain the basic insight of sociology, including the meaning and importance of the sociological imagination. (Active from Spring 2019)	30.00%	-
02. Compare and contrast major theoretical perspectives in sociology, including conflict theory, functionalist theory and symbolic interactionism and the contributions of Durkheim, Marx and Weber. (Active from Spring 2019)	30.00%	-
03. Explain the primary research methods used for sociological research, as well as their advantages and disadvantages. (Active from Spring 2019)	20.00%	-
04. Analyze the importance of culture in local and global societies, including the ways in which culture affects human interaction and how humans change culture. (Active from Spring 2019)	20.00%	-
05. Explain how key agents of socialization contribute to human development. (Active from Spring 2019)	20.00%	-
06. Identify the ways in which individuals conform to social structure, including statuses, roles, groups and formal organizations. (Active from Spring 2019)	30.00%	-
07. Apply theories of deviance in order to understand the relationship between norms and social control. (Active from Spring 2019)	20.00%	-
08. Explain social stratification locally and globally, and as it relates to social class, gender, aging, sexual orientation, race and ethnicity. (Active from Spring 2019)	20.00%	-

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3. What Will You Do Next?

Critical thinking scores are down slightly for the fall semesters than spring semesters. I think this might be occurring because we probably have more first semester college students in the fall than spring. For the 2-page paper that measures critical thinking, I will spend 1 extra day talking about the paper in class in the fall in comparison to the spring. The fall sections will get two days of 15 minutes each, talking about the paper. For the spring sections, they will get one day of a 15 minute presentation , talking about the paper.

Action Plan

Action	Goal	Timeline	Participants
Work with PT instructors to get each instructor to complete at least one assessment per semester they teach.	100% of PT instructors will complete at least 1 assessment per semester.	December 2024	Tracy Williams will connect with PT instructors virtually/face to face to encourage them to complete at least one. A training will be created each semester that instructors can either attend or watch at a later time. The requirement will also be to complete an assessment during the training.
Work with PT instructors from Political Science to establish PSLO.	Establish at least 2 PSLO for the program	August 2024	Tracy Williams will connect with PT from Political Science over the summer to discuss important outcomes from their discipline.
Develop a graded assignment for HIS PSLO1 to better prepare students for the writing assignment. It is hoped this will increase the outcome rate to the target or beyond.	Students will score 70% or greater on PSLO1 following successful completion of the new citation preparation assignment.	To be implemented in Fall 2024.	Brad Bowers

2023 Annual Improvement Plan – Assessment of Student Learning

Surgical Technology

1. What Did You Do?

A. Assessment Activities

STE faculty and part-time instructors are participating in student assessment projects. Diana Montoya, Nadine LaForme, Amanda Nordmeyer, Joshua Strong. We will add Kimberly Rhodes for SP2024.

Our STE team will continue using the same assessments for first and second year students as we have a new cohort coming in each year.

We are finding that the pre- and post-assessments are very beneficial to start assessment cycles. We made adjustments to our assessments by attaching grades to the assessment exams which has reinforced learning retention and will help support student success in passing their CST Certification Exam. Professionalism and Time Management is helping to identify those students who are struggling to learn these concepts with a focus on job readiness.

B. Participation

Diana Montoya - 100%

Nadine LaForme - 100%

Joshua Strong - 100%

Amanda Nordmeyer - 100%

We sat down as a department to input or assessment scores into eLumen prior to the end of the semester.

2. What Did You Learn?

We use all the data to improve on teaching methodology and course improvements and all faculty and part-time instructors participate in professional development.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Surgical Technology	-	-
ISLO	73.01%	-
ISLO1: Critical Thinking & Problem Solving	57.14%	Includes pre-assessment data
1a: Interpret, analyze, and assess available evidence, information, and ideas	35.29%	Includes pre-assessment data
1b: Explore implications, inferences, assumptions, and alternate solutions	63.33%	Includes pre-assessment data
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	-	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	-	-
ISLO2: Effective Communication	73.68%	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	73.68%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	-	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	63.33%	includes pre- and post-assessments
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	63.33%	includes pre-and post-assessments
ISLO5: Professionalism	80.42%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	73.20%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	85.71%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	97.62%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	76.27%	-
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
and teamwork by offering ideas, assistance, and encouragement		
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Surgical Technology	-	-
PSLO	-	-
PSLO1: Explain the relationship between instrument type and usage (Active from Spring 2017)	-	-
PSLO3: Describe the characteristic of the professional surgical technologist (Active from Spring 2017)	35.29%	We no longer use this assessment as we have since developed new assessments to capture relevant information needed for program improvement. Found in PSLO5, PSLO6,
PSLO4: Discuss the relationship between the principles of asepsis and practice of sterile technique and surgical patient care, including developing a surgical conscience. (Active from Spring 2018)	-	We no longer use this assessment as we have since developed new assessments to capture relevant information needed for program improvement.
PSLO5: Completes weekly clinical paperwork (Active from Fall 2018)	73.68%	-
PSLO6: Time management and preparedness (Active from Fall 2018)	73.68%	-
PSLO7: Demonstrate proficiency in the content needed for certification (CST EXAM). (Active from Fall 2018)	71.43%	-
PSLO8: Demonstrate proficiency in the skills needed for certification (FINAL SKILL ASSESSMENT). (Active from Fall 2018)	-	-
PSLO9: Interpret and analyze pharmacology and anesthesia information. (Active from Fall 2018)	-	-

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2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
STE2069 - CST Exam Review Course	-	-
02. Demonstrate learning comprehension in the areas of basic sciences, preoperative patient care, preoperative case management, intraoperative case management, postoperative case management, surgical specialties and procedures, ancillary functions, and technological sciences. (Active from Spring 2018)	35.29%	This is the first exam that students take in the fall with 275 questions. Students typically score low in basic sciences and sterilization however, they score higher in surgical technology content. This is a very difficult exam and is used to identify areas of focus in preparation for the CST Exam. Final pass rate is 90%
STE2089 - Surgical Technology Capstone	-	-
09. Perform a final practice exam. (Active from Spring 2018)	52.38%	This is the second exam that students take in the fall with 275 questions. Students typically score low in basic sciences and sterilization. however, they score higher in surgical technology content. This is a very difficult exam and is used to continue identifying areas of focus in preparation for the CST Exam. Final pass rate is 90%

3. What Will You Do Next?

We will continue using the following rubrics: We assess our students by cohort from semester to semester.

1. Sterilization
2. First Year Student Comprehension
3. Clinical Student Professionalism and Time Management
4. CST Practice Exam Development

We still want to develop an anatomy and physiology assessment (BIO2001, BIO2002, or BIO1006) and infectious diseases assessment for microbiology (BIO2004 or BIO1016) to assess our student's comprehension when they enter into the program following BIO courses. We will use this information to identify areas for STE program curriculum improvements during our student's two year pathway.

Action Plan

Action	Goal	Timeline	Participants
-Begin development plan for BIO assessment -Begin development plan for BIO assessment	-Begin developing a BIO1006 and/or BIO2001/BIO2002 comprehension assessment as pertained to surgical technology program needs. -Begin developing a BIO1016 and/or BIO2004 comprehension assessment as pertained to surgical technology program needs.	-Fall 2024 & Spring 2025 -Fall 2024 & Spring 2025	-Cohort 11 -Cohort 11

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Welding

1. What Did You Do?

A. Assessment Activities

Continue-

We have continued running the same assessment activity “The Guided Bend”. The Bend test is something the welding industry uses to test potential employees for job placement. We ran the guided bend in the Spring 23 and Fall 23 semesters. Our guided bend achievement rate went down slightly from 73% to 72%. We are still assessing student’s professionalism conduct. Student were assessed on safety, attendance and preparedness. Soft skills that frequently get discussed in our bi-annual advisory committee meetings. We have yet to utilize this assessment in all welding classes. We have pilot the professionalism assessment in WEL 2063, WEL 2051 and WEL 1006. These classes do not use the guided bend test as a weld project. So, in an attempt to assess all classes on some level we assess professionalism and safety.

We once again shared our achievement rates of this assessment with our advisory committee. The companies that use this same procedure for job placement tend to be much more supportive of our students when they see positive achievement rates. Also, several companies in Pueblo are actively hiring large groups of welders. Students who have passed the guided bend in WEL 1050 and attained the AWS qualification tend to get hired on the spot.

Modify-

The guided bend assessments activity is very straight forward and replicates the qualification test given by industry. For this reason, we would like to add the assessment in D2L so instructor could enter the score as a graded project, and it would also enter the scores in Elumen. I think this would help with participation especially among part time instructors.

Add-

We are in the process of creating a class focused on non-destructive testing (NDT) WEL 1005. This would give student who might want to become a non-destructive weld examiner a chance to learn more about this profession.

Updated as of Nov 22': We did submit a course outline at the 2:2 meeting in Sep 22'. Our State Discipline team liked the course description, outcomes and outline. This will be the only non-destructive inspection class for welders in the CCCNS. It will go to the PCC curriculum committee in March and then off to the state for approval.

Updated as of Nov 10th 23': our course was approved through SFCC and we should be able to offer this in the Fall 24' semester. This course should help improve scores on our guided bend assessment. The course focus on code quality weld to include welding defects and visual weld discontinuities. We will also design a specific assessment activity for the course.

B. Participation

We had 100% faculty participation. Only 55% of part-time Instructor participation out of those who were assigned an activity. Part-time instructor participation is still down from previous years and last year where we had 57% participation amongst this group. We have added a few new instructors so this maybe why we are still trending down. Overall participation for faculty and part-time instructors was 63.15%. We had three instructors on the list who are employed by high schools in SW Colorado. These instructors are credentialed through PCC but employees of the HS. One instructor on the list Thomas Marranzino is employed with Pueblo Corporate College and does not teach classes for the PCC Welding Program. These four individuals may not know about Elumen and assessment because of their HS affiliation or because they work for different entities.

Our goal is 100% participation and we have come very close in the past. As a faculty performance goal. Welding faculty will be assisting part-time instructors with score input at the end of the fall and spring semesters. We usually assist part-time instructors the last week of class but due to a snow day and late start the last week of the

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Fall 23' semester some instructors were missed. We will continue to address part-time instructor participation through faculty assistance and Elumen trainings at our part-time instructor meetings.

Participants-

Faculty	Part-time Instructors
<ul style="list-style-type: none"> James Jones John Sinks Brett Pavlik Daniel Vinci Robert Reed Cody Hager Catlin Davis 	<ul style="list-style-type: none"> Randy Arellano Devin Brady Patrick Gallegos John Glover Emilio Gonzales Nathaniel Miller Brad Paglione Levi Espinoza Robert Mino John Warren Manuel Bojorquesz-New instructor Jonas Weiss HS @ SW Thomas Joyner HS @ SW Randy Lawson HS @ Fremont Tyler Willbanks HS @ SW Thomas Marranzino-Pueblo Corp. College

2. What Did You Learn?

Our students have continued to excel with the guided bend activity. Our score did go down slightly from AY 22'. Most of our students scored in the exemplary or accomplished category. Meaning if this activity was an actually AWS qualification tests these students would be awarded an AWS qualification for the chosen weld process.

We struggled to get our achievement score over 70% for the first few semesters running this activity. We have made several changes to content offered in D2L. We have also changed our instruction methods and welding projects so the closer align to industry standards and guidelines. This has helped all students perform better and make more code quality welds.

We are planning to purchase a new AWS bend tester, measuring device, and software to help improve our quality standards. We will use Perkins or Amend 50 funding to do this.

Update: We did purchase or new bend tester and equipment

Overall, we are pleased with our scores we have some work to do with part time instructor input.

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Welding	-	-
ISLO	73.90%	-
ISLO1: Critical Thinking & Problem Solving	-	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	-	-
1b: Explore implications, inferences, assumptions, and alternate solutions	-	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	-	-

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ISLO	Target Achievement Rate	Comments/Clarifications
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	-	-
ISLO2: Effective Communication	-	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	-	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	74.25%	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	73.41%	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	-	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	96.00%	Score is up from AY 22' which was 75%
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	96.00%	Score is up from AY 22' which was 75%
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	73.89%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	-	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	-	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	73.89%	Score is up slightly from AY 22'
ISLO5: Professionalism	73.30%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	73.20%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	-	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	-	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	73.41%	Score is up slightly from AY 22'

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ISLO	Target Achievement Rate	Comments/Clarifications
ISLO6: Social Consciousness	-	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	-	-
6b: Examine and acknowledge different views and express appreciation for diversity, explore the relationships between the ideas, values, and practices of different groups of people across cultures and throughout history	-	-
6c: Engage with local and extended communities to promote civic action and social improvement	-	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

2B. Program-Level (PSLO) Performance

PSLO	Target Achievement Rate	Comments/Clarifications
Welding	-	-
Welding Technology	-	-
PSLO	-	-
01. Perform safe and proper welding machine/equipment set-up, weld joint fit-up/configurations, and plate surface preparation. (Active from Spring 2017)	96.00%	These scores are up because of a summer 23' weld class we ran. Instructed by Vincent Siffring
02. Adhere to proper rate of travel when performing the OFC-P, SMAW, GMAW, GTAW, and FCAW welding and cutting process. (Active from Spring 2017)	100.00%	-
03. Demonstrate proper welding and torch angles in regard/relationship to weld joint configuration and plate surfaces. (Active from Spring 2017)	100.00%	-
04. Demonstrate proper welding arc lengths/electrode extension in relationship to weld joint configuration and plate surfaces. (Active from Spring 2017)	0.00%	-
05. Accurately create proper size fillet weld in a manner conforming to the project print. (Active from Fall 2017)	100.00%	-
06. Perform a guided bend test in accordance with AWS Structural Welding Code D1.1. (Active from Spring 2018)	72.49%	Score is down from AY 22' which was 73.32%. We will dig into this to see what might have caused this slight dip. Still over 70% achievement rating
07. Professionalism - Attendance: Attends class regularly, arrives on time,	84.00%	This score has increased slightly from AY 22'

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PSLO	Target Achievement Rate	Comments/Clarifications
and takes responsibility for work. (Active from Spring 2020)		
08. Professionalism - Preparedness: Prepared for all lab and class activities. (Active from Spring 2020)	80.00%	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
WEL1000 - Safety for Welders	Many 100% results - please review/comment	-
01. Demonstrate shop safety practices. (Active from Spring 2022)	100.00%	This is something new we tried in the Spring 23' semester. It was decided to run an activity in our WEL 1000 Safety for Welders' class. It's a 1 credit two-day classes where students are taught shop safety by the instructor and guest industry experts.
02. Explain the hazards of welding on health and safety. (Active from Spring 2022)	100.00%	-
03. Interpret essential safety information from codes or other standards. (Active from Spring 2022)	100.00%	-
04. Identify and apply shop safety procedures. (Active from Spring 2022)	100.00%	-
WEL1002 - Oxy-fuel Joining Processes	-	-
01. Perform safety inspections on Oxy-fuel equipment. (Active from Spring 2022)	75.00%	-
02. Make use of Oxy-fuel welding equipment to produce welds in various positions and joint designs. (Active from Spring 2022)	75.00%	-
03. Inspect weldments. (Active from Spring 2022)	50.00%	-
04. Identify discontinuities on weldments. (Active from Spring 2022)	50.00%	-
05. Explain fundamental principles of Oxy-fuel joining processes. (Active from Spring 2022)	62.50%	-
06. Create quality fillet and groove welds in all positions. (RECOMMENDED) (Active from Spring 2022)	50.00%	-
07. Create quality braze welded fillet and groove welds in various positions. (RECOMMENDED) (Active from Spring 2022)	50.00%	-

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CSLO	Target Achievement Rate	Comments/Clarifications
08. Make use of soldering equipment to produce quality soldered joints. (RECOMMENDED) (Active from Spring 2022)	50.00%	-

3. What Will You Do Next?

Industry tours, guest speakers, industry demonstrations: The last few semester PCC WEL Faculty have been taking students to local industry so they may gain a better understanding of on the job welding process and techniques. We also have had numerous guest speakers and industry welding demos on campus for students so they can better understand the importance of qualification and code quality welds. We plan to continue all three of these activities and hope to grow it further.

Improve instructional resources offered in the D2L course shells to include: Recorded hands welding demonstration performed by welding faculty/Instructors. Add a section with specific AWS D1.1 welding code qualification and a visual weld discontinuity guide. Create an NDT overview course so students can learn more about visual discontinuities and weld defects and also the processes of non-destructive testing. **Update: The NDT course WEL 1005 should be active Fall 24'**

New Curriculum-

We are also looking at a possible curriculum change. The American Welding Society has excellent curriculum which we are investigating. Lincoln Electric also has curriculum we can use if we can become NC3 accredited.

Update: We are utilizing new textbook and curriculum which we acquired spring 21'. All of the D2L shells have been updated and the new curriculum is approved by the American Welding Society. We are looking to make further changes to curriculum and equipment. We are currently working on an NSF grant which will be submit Oct 23'

Update: We submitted our NSF proposal Oct 5th, 2023. This grant will help fund and develop an NDT program, competency-based learning path ways, and provide CWI qualification to PCC Welding faculty.

Action Plan

Action	Goal	Timeline	Participants
-Continue to improve part-time instructor participation rates. With a goal of 100% using faculty assistance and elumen training at part-time instructor meetings. -Begin instruction of new WEL course WEL 1005 NDT Introduction/VT Work Shop and create an assessment for this course.	-100% Part-time instructor participation -New course offered Fall 24'	-Spring 24'- End of Spring 25" -Fall 24'-Spring 25'	-Catlin Davis and Welding Faculty -Brett Pavlik Catlin Davis, faculty, advisory committee input.